

## RESEARCH FOCUS AREAS IN: LEADERSHIP

<b>Research Focus Area</b>	Leadership, human resources management, employment relations, organisational change and public service education.	
<b>Supervisor</b>	Prof Noel Ngwenya	
<b>Details</b> Prof N Ngwenya <b>Email:</b> <a href="mailto:ngwennt@unisa.ac.za">ngwennt@unisa.ac.za</a>	<b>Academic Profile</b> Masters of Industrial Relations, Master of Philosophy in Ethics, Master of Education, and Doctor of Administration. Public Service Educator, Community Engagement expertise, expertise in leadership, management and employee relations in armed forces	<b>Capacity</b> 5 DBL students
<b>Research Agenda for Focus Area</b>	Leadership in public sector, human resources practices, organisational change, women in leadership	
<b>Recommended reading in the subject field for the development of the proposal</b>	<p>The following reading will help you understand the research process and what will be required from you.</p> <ul style="list-style-type: none"> <li>• Making doctoral study work for you;</li> </ul> <p>Subject specific reading:</p> <ol style="list-style-type: none"> <li>1. Guidelines on masters and doctoral research work;</li> <li>2. Challenges of leadership in South African public sector</li> <li>3. Recognition of women leaders in the workplace: where is the place of women in leadership positions?</li> <li>4. Understanding employment relations</li> <li>5. Challenges facing employer and employee in the workplace, employee empowerment</li> <li>6. Employee engagements</li> <li>7. Understanding the South African public sector and its role to community and economy</li> </ol>	
<b>Resources: Scholar Community</b> <b>Conferences/</b> <b>Websites/</b> <b>Interest groups</b>	<p><b>Conferences:</b> <i>Annual Labour relations reports, Nedlac reports of labour-business cooperation's, Gender equity challenges, understanding higher education management in South Africa.</i></p> <p><b>Websites and interest groups</b></p> <ul style="list-style-type: none"> <li>• Organizational leaders both public and private sectors; specialists on HR and Employment matter, including union and business leaders., higher education administrators and policy makers, women leaders.</li> </ul>	
<b>Potential research topics</b>		
Workplace challenges, dysfunctional organisations, discrimination against women against opportunities and position of leadership, intersectionality between race, gender and institutional cultures; challenges facing poor leadership in public service; community and co-ops to stimulate local environment.		