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| **Department** | | | Industrial & Organisational Psychology | |
| **Discipline** | | | Industrial Psychology | |
| **Research Focus Area** | | | Afrocentric Perspective | |
| **Supervision Team** | | | Prof KP Moalusi  Prof M May  Ms J Baloyi  Dr L Tonelli  Mr VR Muleya  Prof A Flotman | |
| Industrial and Organisational Psychology Departmental link: [IOP Research Focus Areas](https://www.unisa.ac.za/sites/corporate/default/Colleges/Economic-and-Management-Sciences/Schools,-departments,-bureau,-centres-&-institutes/School-of-Management-Sciences/Department-of-Industrial-and-Organisational-Psychology/IOP-Research-Focus-Areas) | | | | |
| **Supervision Team details:** | **Academic Profile** | | | **Capacity** |
| **Prof KP Moalusi**  **[[1]](#footnote-1)(Contact person for this focus area)**  Office: NSR 3 - 116  [moalukp@unisa.ac.za](mailto:moalukp@unisa.ac.za)  ORCID: 0000-0002-7223-1313 | KP Moalusi is an associate professor in the Department of Industrial & Organisational Psychology. He has previously presented papers, supervised post-graduate research and published using qualitative research methodologies that are in line with the Afrocentric paradigm. | | | Up to 1 Masters  Up to 1 PhD |
| **Prof MS May**  Office: NSR 3 - 77  [mayms@unisa.ac.za](mailto:mayms@unisa.ac.za)  ORCID: 0000-0003-3533-4898 | Michelle S. May is full professor in Industrial & Organisational Psychology. Michelle has experience in using the system psychodynamics lens to do research on various topics. She has supervised several postgraduate research projects using this perspective and other fields related to Industrial Psychology. Currently she is exploring the intersectionality between Systems Psychodynamics and Afrocentric perspectives. | | | Up to 2 PhD |
| **Ms J Baloyi**  Office: NSR 3-112  Phone: +27124298561  [baloyj@unisa.ac.za](mailto:baloyj@unisa.ac.za) | Joyce is a lecturer in the Department of Industrial & Organisational Psychology. Joyce is currently busy with her PhD (Industrial Psychology) studies. Joyce is a Psychometrist and is currently busy with her PhD (Industrial Psychology) studies. She supervises Master’s students. She specialises in human resources, leadership development, change management, team building, training & development, and coaching. | | | **Capacity**  Up to 3 Master’s students |
| **Dr L Tonelli**  Office: NSR 108  Phone: 27124298226  [leyl@unisa.ac.za](mailto:leyl@unisa.ac.za)  ORCID: [0000-0002-6092-6740](https://orcid.org/0000-0002-6092-6740) | Louise Tonelli is a lecturer in the Department of Industrial and Organisational Psychology. Within the field of Industrial and Organisational Psychology she has published and presented at several conferences both nationally and internationally. She has published chapters in books specifically focusing on shame as a health resource in cultural contexts and, transforming shame through practical applications in a South African context. Louise is experienced in using the systems psychodynamic approach in research on an individual, group and organisational level | | | **Capacity**  Up to 1 Master’s student |
| **Mr V.R Muleya**  Office: NSR 3-114  Phone: +27124294346  [muleyv@unisa.ac.za](mailto:muleyv@unisa.ac.za) | Mr. Vuyani Muleya is a lecturer in the Department of Industrial & Organisational Psychology at UNISA. Mr Muleya has work experience and/or research interests in the  areas of Afrocentricity and Wellbeing, Psychological Testing and Assessment, Career Counselling and Coaching, Medico-legal Assessments, Personal Effectiveness, and Reward and Remuneration. He operates mostly from a qualitative lens however he is open to quantitative or mixed methods provided the study is aligned to his research area | | | **Capacity**  Up to 1 Master’s student |
| **Prof A.P Flotman**  Office: NSR 3-111  Phone: +27124294879  [flotma@unisa.ac.za](mailto:flotma@unisa.ac.za)  ORCID: 0000-0001-5663-7279 | Aden-Paul Flotman is an associate professor in Industrial & Organisational Psychology. Aden-Paul has experience in using a variety of lenses to do research. He has supervised several postgraduate research projects using different perspectives and has a particular interest in phenomenological research. | | | **Capacity**  Up to 1 Master’s student |
| **Model of supervision** | Students will be allocated to a supervisor but will be required to work independently within the requirements of higher degree studies. Additionally, students will be guided through online tutoring regarding:   1. Research methodology 2. Doing a literature review 3. How to write a research proposal 4. Ethics in research 5. APA 7th edition Referencing   As part of the qualification, students will be expected to write and present a full research proposal to a panel of academics for approval, and obtain ethics clearance from the institutional ethics committee, before continuing with the actual research project. | | | |
| **Application procedure** | Apply for a space in this focus area using the **formal UNISA online application procedure** outlined on <https://www.unisa.ac.za/sites/corporate/default>.  Remember you must first apply for a **student number**. | | | |
| **Selection criteria: Master’s/Doctorate** | Refer to the UNISA application website for general M&D qualification admission criteria. In addition to the admission criteria contained in the *my*Choice brochure, applicants are required to prepare:  **Masters students:** a research outline (max 5 pages) describing the following:   1. A proposed topic and motivation for the study 2. Research problem and objectives 3. A brief review of relevant literature 4. Research design: Motivation for a quantitative or qualitative study 5. Ethics considerations and access to the research context 6. List of references (use APA 7th edition referencing guidelines)   **Doctorate students:**a research outline (max 20 pages) describing the following:   1. A proposed topic and motivation for the study 2. Problem statement and research aims 3. A brief review of relevant literature 4. Research design: Motivation for:    1. a qualitative/ mixed-method choice of study    2. Research participants: Population and sampling strategy    3. Measuring instruments    4. Research procedure    5. Qualitative data analysis 5. Ethics and access to research context 6. Envisaged contribution of the study 7. List of references (use APA 7th edition referencing guidelines)   🖝 To prepare your research outline as required above, **GO TO** the IO Psychology departmental website to **download a research outline guide**:   * **Masters students**: [Apply: Department of IO Psychology/Masters-degrees](https://www.unisa.ac.za/sites/corporate/default/Colleges/Economic-and-Management-Sciences/Schools,-departments,-bureau,-centres-&-institutes/School-of-Management-Sciences/Department-of-Industrial-and-Organisational-Psychology/Masters-degrees) * **Doctorate students:** [Apply: Department of IO Psychology/Doctoral-degrees](https://www.unisa.ac.za/sites/corporate/default/Colleges/Economic-and-Management-Sciences/Schools,-departments,-bureau,-centres-&-institutes/School-of-Management-Sciences/Department-of-Industrial-and-Organisational-Psychology/Doctoral-degrees)   🖝 On the front page indicate the relevant Research Focus Area (RFA) that you are applying for. It must be clear **HOW** your proposed study aligns with the topic and methodological focus of this RFA. | | | |
| **Selection procedure** | In addition to minimum academic requirements, the following criteria will be applied to assess your research outline:   1. **Relevance to the Research focus area.** 2. **Academic merit of the research topic**: Quality in terms of originality and impact of the topic’s reach and significance toward adults in the African/South African-located work context. Applicants must justify the research problem (in practice and in terms of existing research gaps) and the contribution of the study to advance knowledge in the field. 3. Demonstrate clarity about the **core constructs** and a fair knowledge base of the most recent research. 4. Evidence of **critical thinking**: The candidate’s skills and abilities in analysing, applying, and evaluating information. 5. **Academic writing skills:** The extent to which the research outline convey coherent and well-developed arguments that are supported with relevant evidence; the logically sequence of paragraphs; the use of appropriate diction and sentence structures, and the use of correct grammar, punctuation, spelling and syntax. 6. **Access** to the research context and research participants. | | | |
| **Documents to support application** | * **Academic Record** * **Proposed research outline** (max 5 pages [masters] or max 20 pages [PhD]) * **One-page** abbreviated **CV** including:   + Academic qualification   + Work experience   + Contact details   + Personal motivation for the study   + Previous research, if any | | | |
| **Research scope** | The Afrocentric Research Focus Area (RFA) scope of research covers a broad spectrum of industrial & organisational psychology issues and topics.  The Afrocentric RFA research agenda recognises the significance of critiquing the dominant industrial and organisational theory and research paradigm as it relates to African phenomena or reality.  The team provides supervision on all areas of Industrial and Organisational Psychology and related areas of study using the Afrocentric paradigm. Perhaps a few questions to think about. What is the Afrocentric paradigm? What does it mean to suggest that the Afrocentric paradigm provides an authentic view of African phenomena? Why is it essential to undertake research that centres African phenomena or Africa? Does such Africa-centred research imply exclusion or opposition to other world-views? Other areas of interest include Afrocentricity and the decolonisation process, including decolonisation of education and curricula.  Adopting the Afrocentric paradigm implies acceptance of pluralism of perspectives or many centres and negation of hierarchy of perspectives or world views. How then does a researcher construct reality using the African experience as the foundation? Does the centring of the African experience imply opposition to other world views? Afrocentricity places all knowledge within an arena pluralism without hierarchy. However, the thrust of the Afrocentric paradigm supports the authenticity of the African world orientations. Consequently, this RFA explores any Industrial and Organisational Psychology topic using the Afrocentric framework or paradigm. Many of the qualitative and interpretive methodologies are useful in Afrocentric research. | | | |
| **Reading:**  **Subject Field** | **This is a selection of articles and/or recent books in this research focus area. ‎Further reading over and above these is essential:**  Kumah-Abiwu, F. (2016). Beyond Intellectual Construct to Policy Ideas: The Case of the Afrocentric Paradigm. Available at: <https://works.bepress.com/felix_kumah-abiwu/>  Mazama, A. (2001). The Afrocentric paradigm: Contours and definitions. *Journal of Black Studies*, 31(4), 387-405.  Schiele, J.H. (1994). Afrocentricity: Implications for higher education. *Journal of Black Studies*, 25(2), 150-169.  Schiele, J.H. (1990). Organizational theory from an Afrocentric perspective. *Journal of Black Studies, 21,* 145-161.  Whitehead, M.M. (2018). Applying Afrocentric theory to mezzo practice with African–Americans. Journal of Human Behaviour in the Social Environment, 28(2), 125–141, https://doi.org/10.1080/10911359.2017.1390521 | | | |
| **Reading:**  **Research Methodology** | **This is a selected books on methodology. Further reading over and above these is essential: None specified** | | | |
| **Resources: Scholar community** | South African Journal of Psychology  South African Journal of Industrial Psychology  The Journal of Black Psychology  Journal of Black Studies | | | |
| **Potential M&D research focus areas or research projects**  Topics in the field of Industrial and Organisational Psychology using the Afrocentric perspective | | | | |
| **Unit of Analysis**  **Individuals, groups, organisations** | | **Research Focus:**  Afrocentric theory and its application using varying research methodologies | | |
|  | | Diversity | | |
| Organisational management and theory from an Afrocentric perspective | | |
| Organisational conflict | | |
| Spirituality | | |
| Group relations from an Afrocentric perspective | | |
| Teaching and learning from a Afrocentric perspective | | |

1. Please note that consulting the research focus area leader is no assurance that your application will be approved. If, however, your application is approved, it is also not a guarantee that he/she will be allocated as your supervisor. [↑](#footnote-ref-1)