

BLACK MANAGERS

IN SOUTH AFRICAN ORGANISATIONS



A guide for
companies & practitioners

HUMAN • HOFMEYR

Black Managers In South African Organisations

Stephen P. Robbins, Tim Judge



Black Managers In South African Organisations:

Black Managers in South African Organisations L. N. Human, Karl Bremer Hofmeyr, 1985 **Office Gossip and Minority Employees in the South African Workplace** Nasima M. H. Carrim, 2023-07-11 This book examines how employees from marginalized communities handle office gossip and provides recommendations to corporate leaders regarding on how to support their marginalized employees better Office gossip is a phenomenon that is omnipresent in the workplace and experienced by minority employees at all levels within the organization in different ways Gossip is felt more acutely by minority employees compared to their majority counterparts at certain occupational levels and this book provides an empirical basis for understanding this phenomenon in organizational settings based on the experiences of marginalized workers The chapters use a variety of research methods to examine various aspects of the experience of office gossip among marginalized employees including perceptions of diverse groups regarding workplace gossip workplace gossip within teams intersectional experiences of employees from racial minority and LGBTQ communities and foreign nationals experiences of managers from racial minority backgrounds and experiences in specific fields such as sport and healthcare This book is of interest to students and researchers of diversity studies organization research human resource management and industrial psychology as well as an important resource for corporate leadership and human resource and DEI departments in corporate organizations *Culture, Organization, and Management in South Africa* Marja Spierenburg, Harry Wels, 2006 South Africa is celebrating its first decade of democratic freedom It therefore seems appropriate to examine in more detail how South Africa has tried to restore some of the many social injustices caused by the former apartheid regime This book offers a view into the world of organisation and management from a cultural perspective The authors investigate how initiatives and policies with the aim of generating more employment equity have been developed implemented and have worked out in various sectors of the South African economy The various chapters present in depth case studies that deal with the South African government local NGOs universities and tourism The book reveals in detail the local struggles of the historically disadvantaged and the powers that be to try and live up to the ideals of the New South Africa **South African Human Resource Management** Ben Swanepoel, Barney Erasmus, Heinz Schenk, 2008 Book Strategising designing and planning as preparatory HRM work Sourcing work talent Facing the countrys people empowerment challenge Meeting the reward and care challenge Handling labour and employee relations challenges Championing change and transformation Managing HRM related information including HRM and sustainability reporting Based on most recent theoretical developments the emphasis is on the practical applications Samples of relevant documents are included and an accompanying CD contains a wealth of relevant resources as well as a continuing integrating case study that serves as a basis for these applications and individual and group activities As a package South African Human Resource Management will be extremely valuable to both current and aspirant managers and human resource practitioners **Management Principles** P. J. Smit, 2007 Book CD To improve

on an award winning book poses a major challenge to its authors The authors of this book took the challenge head on by conducting a major research study to determine what exactly the outcomes are that managers at different levels must deliver in contemporary organisations in South Africa and the rest of Africa The findings of this study which dealt with current and near future management issues as well as classical and contemporary thinking about management were used as the blueprint for the updating of this book After placing management in context the authors deal with the knowledge skills and dispositions required of managers to perform the management functions of planning organising leading and controlling in a volatile business world Examples of how the functions are applied in practice are cited throughout the book These examples refer mainly to South African organisations and situations that managers in South Africa and Africa have to deal with to create and sustain a competitive advantage for their organisations The book endeavours to break down the silo effect of seeing the management functions as separate activities This is done by continuously placing the management function at hand in a bigger context This enables learners of management to assess the implications of management decisions on different people processes systems and so on that make up the organisation

The Blackwell Handbook of Global Management Henry W. Lane, Martha L. Maznevski, Mark E. Mendenhall, Jeanne McNett, 2009-02-09 This book provides an overview of current approaches and research in the field of international organizations with a focus on implementation issues in a globalized context Written by a team of recognized leaders in the field associated with the growing and influential International Organizations Network ION Covers topical issues such as managing virtual teams and globalization Makes a cohesive statement about the field of international organizations Is written with a focus on implementation issues Offers a solid contribution to the closing of the gap between researchers and practitioners

Organizational Behavior Stephen P. Robbins, Tim Judge, 2009 Robbins Judge provide the research you want in the language your students understand accompanied with the best selling self assessment software SAL Some topics include management functions the social sciences helping employees balance work and other responsibilities improving people skills improving customer service motivational concepts communication power and politics conflict and negotiation culture and stress management Globally accepted and written by one of the most foremost authors in the field this is a necessary read for all managers human resource workers and anyone needing to understand and improve their people skills

Foundational African Writers Bhekizizwe Peterson, Khwezi Mkhize, Makhosazana Xaba, 2022 The essays in this collection were crafted in celebration of the centenaries in 2019 of Peter Abrahams Noni Jabavu Sibusiso Cyril Lincoln Nyembezi and Es'kia Mphahlele all of whom were born in 1919 All four centenarians lived rich and diverse lives across several continents In the years following the Second World War they produced more than half a century of foundational creative writing and literary criticism and made stellar contributions to institutions and repertoires of African and black arts and letters in South Africa and internationally The range of the centenarians imaginations critical analyses and social interventions spanned disciplinary divides This volume in

the same spirit draws on approaches that are equally transdisciplinary Two aims thread through the contributors reflections on the complexities of black existence and of intellectual and cultural life in the twentieth century The first is the exploration of some of the centenarians key texts and cultural projects that shaped their legacies In doing so the volume contributors trace a number of divergent intellectual and aesthetic lineages in their works and organisational activities The second aim is a consideration of the ways in which these foundational writers legacies continue to resonate today confirming their status as crucial contributors to modern African and diasporic black arts and letters

South African Human Resource Management for the Public Sector Barney Erasmus,2005 This report discusses important themes in the field of human resource management for the public sector including managing employee relations strategizing and planning human resources departments and selecting employees within the equal employment opportunity guidelines Current legislation of the field is discussed and new theories on local and international applied research are explored

Leading in a VUCA World Jacobus (Kobus) Kok,Steven C. van den Heuvel,2018-11-28 This open access book brings together works by specialists from different disciplines and continents to reflect on the nexus between leadership spirituality and discernment particularly with regard to a world that is increasingly volatile uncertain complex and ambiguous VUCA The book spells out first of all what our VUCA world entails and how it affects businesses organizations and societies as a whole Secondly the book develops new perspectives on the processes of leadership spirituality and discernment particularly in this VUCA context These perspectives are interdisciplinary in nature and are informed by e g management studies leadership theory philosophy and theology

Black Enterprise ,1995-05 BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals entrepreneurs and corporate executives Every month BLACK ENTERPRISE delivers timely useful information on careers small business and personal finance

Human Resource Management in Developing Countries Pawan S. Budhwar,Yaw A. Debrah,2013-03-07 Focusing on HRM developments in thirteen developing countries across Asia Africa and the Middle East this book explores the contextual functions of HR in these countries In addition it analyzes the more general issues of HRM in cross national settings to give readers an understanding of HR that is both comparative and contextual Covering the policies and practices of China South Korea Taiwan India Nepal Pakistan Iran Saudi Arabia Algeria Nigeria Ghana Kenya and South Africa each chapter follows a framework that draws out all of the unique and diverse configurations of HRM This important text is an invaluable resource for all HRM practitioners students and scholars of HRM international HRM and international business

Organization Management in Construction Paul S. Chinowsky,Anthony D. Songer,2011-01-12 1 Introduction Paul S Chinowsky and Anthony D Songer 2 Leading the modern construction organization Anthony D Songer and Paul S Chinowsky 3 Knowledge management in global environments Amy Javernick Will and Timo Hartmann 4 A network and culture perspective on organization management Paul S Chinowsky 5 Strategic innovation in EPC T Michael Toole Paul S Chinowsky and Matthew R Hallowell 6 Human resource development rhetoric reality and

opportunities Andrew Dainty and Paul Chan 7 Globalization S Ping Ho 8 Strategic issues in entering emerging markets I Dikmen M T Birgonul and C Anac 9 Project delivery and financing conventional and alternative methods Michael J Garvin and Ashwin Mahalingam 10 Strategic safety management Matthew R Hallowell and Jimmie Hinze 11 Corporate social responsibility a strategic and systematic solution to global poverty Stephen Darr and Anthony D Songer 12 Conclusion Putting the issues in perspective Paul S Chinowsky and Anthony D Songer Assessment Centres and Global Talent Management George C. Thornton Iii,2016-04-08 Globalization innovation market share identifying visionary leaders and particularly talent management are just some of the issues that benefit from using assessment and development centres Assessment Centres and Global Talent Management focuses on topics that influence the design of the assessment centre in terms of the competencies being assessed the exercises that are used and the nature of the event so that they can deliver what is required often to change organizational culture and values Practical examples and case studies are sprinkled throughout the book as international contributors explore cross cultural implications and consider how the design development and use of assessment centres should be adapted to different cultures Some of the world s leading researchers and practitioners outline their research into new applications for assessment centre methods showing how they have used it to design and implement specific assessment and development centres This is a book from which practitioners can see how science informs good practice and scholars will find the 32 chapters a rich source of ideas for conducting research into emerging issues in the field Official South African Trade Unions Directory and Industrial Relations Handbook ,1995

The General Principles of Strategic School Management and Institutions of Higher Learning 2nd Edition

Adrian Bauleni,2019-03-11 This book on The General Principles of School Management and Institutions of Higher Learning is a high profile text which has been described as a masterpiece in the field of educational Management by the three evaluators of the manuscript and those who have accessed and made use of the book particularly the Universities and Colleges of Education As a result there has been sustainable demand for the book after the two thousand copies were sold out sometime back This is a clear manifestation of how unique the book has been as was described by the three evaluators in that regard The book has therefore made a remarkable contribution toward improved service delivery in schools and institutions of higher learning There is no shadow of doubt therefore that given an opportunity to study the contents of the text the outcome in providing management development skills if properly assimilated would be incredibly phenomenal for efficient running of the learning institutions Further the author as a high profile personality in society has authored several books on a variety of disciplines inclusive of the professional articles on general management philosophy which have contributed toward management thought and practice within the purview of the wider spectrum of the subject matter The Fundamentals of Public Personnel Management J. Cheminais,G. Van der Walddt,M. S. Bayat,W. Fox,1998 Government and those executing its policies face the daunting task of delivering essential services to a dispossessed and hugely disadvantaged electorate The

authors of *The Fundamentals of Public Personnel Management* argue that although the state controls a wide range of limited resources only the effective management and judicious administration of its primary asset its personnel will allow it to translate physical financial material and technological resources into synergistic founts of national well being Trained and motivated public employees schooled in the ethics of their profession are essential to transforming inanimate structures and resources into people oriented dispensers of sustainable service delivery

Research Handbook on Inequalities and Work
Cynthia Forson, Geraldine Healy, Mustafa B. Öztürk, Ahu Tatli, 2024-03-14 This multidisciplinary international Research Handbook on Inequalities and Work examines disparities within contemporary working life and comes at a critical juncture of socio historical change As the world reels from the impact of economic insecurity the pandemic the Black Lives Matter and MeToo movements the trans liberation fight the climate crisis and the rise of Artificial Intelligence systemic inequalities and their impacts have been thrust into the limelight alongside the ceaseless struggle for social justice Against this background the Handbook provides cutting edge research studies that offers unique insight into the international nature of inequalities at work

U.S. Business Involvement in Southern Africa United States. Congress. House Foreign Affairs, 1973 *U.S. Business Involvement in Southern Africa* United States. Congress. House. Committee on Foreign Affairs. Subcommittee on Africa, 1972

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