

## Management 4th South African Edition

Effective management of all staff in schools is essential if the challenges of educating South Africa's youth are to be met. This book provides guidelines for professional development and competence in managing staff effectively. Case examples are provided throughout.

This book examines the trajectory of management studies in South Africa during the apartheid and post-apartheid periods. The unique political journey of South Africa provides a distinctive context in which to explore the progression of management studies within a developing state. The authors consider how Apartheid has configured the discipline of management studies to reflect certain racial, institutional and gendered trends, and analyse the extent to which these trends have adapted or changed in post-Apartheid times. Appealing to management scholars and professionals, this book provides implications for policy and practice within the South African higher education sector, and presents avenues for future research.

Contemporary Issues in South African Military Psychology, is a well-timed, extremely thought-provoking, imperative, particular to the African context, and deals with a highly contemporary issue within the people management and the management studies fields specifically in the military field and context. This is specifically of importance as military psychology is a behavioural science that combines theory and practical application. - Prof Karel Stanz, University of Pretoria

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.

Challenges and Opportunities

Understanding the Higher Education Market in Africa

Theory & Practice

South African Human Resource Management for the Public Sector

The Power of Your Life

Management and Mitigation of Acid Mine Drainage in South Africa

**Contemporary Military Geosciences in South Africa presents the reader with chapters celebrating the scope, reach and impact of themes researched by military geoscientists. The first topics under investigation ranges from battlefield archaeology and battlefield tourism to military environmental management and the development of a unique South African spatial decision support system for military integrated environmental management. This is followed by an in-depth look at contemporary maritime factors at play in South Africa. The book is concluded by an analysis of the issues surrounding military mobility software and terrain negotiability, as well as a comprehensive examination of how geographic factors influence the distribution of natural radionuclides in a military area.**

**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.**

**This book presents a valuable new tool for water management water resource accounting which significantly advances the economic analysis of water. Water resource accounts integrate detailed information about water supply and use with national income accounts to show the economic use of water, costs and tariffs paid, and the economic value of water for different economic uses. Based on the UN s handbook for environmental accounting, this book describes the implementation and policy application of water accounts in three African countries Botswana, Namibia and South Africa and discusses how they have been used by water managers. The book compares water use across the three countries, explaining the differences in water resources and water policy. In addition to the comprehensive outline of physical and monetary water accounts for each country, the authors provide an extensive discussion of water valuation as well as addressing a number of issues of regional importance, including water accounting for an international river basin and the impact of trade on each country s water use. By demonstrating the usefulness of water resource accounts, this book makes a major contribution to the literature on water economics and management, sustainable development, and to the development of environmental accounting in general. The Economics of Water Management in Southern Africa will appeal to a wide readership including: environmental and development economists NGOs concerned with sustainable development environmental advocacy groups professionals (economists and**

**environmentalists) working in Africa on water and sustainable development issue water professionals national accounts experts and statisticians**

**Marine Mammals: Fisheries, Tourism and Management Issues brings together contributions from 68 leading scientists from 12 countries to provide a comprehensive, up-to-date review on the way we manage our interactions with whales, dolphins, seals and dugongs. The book examines how we have fared conserving the world's marine mammal populations, with a focus on the key issues of fisheries and tourism. From a unique southern hemisphere perspective, the authors consider how science informs the culling debate, how wild fisheries and aquaculture interact with marine mammal populations and how we might manage the effects of whale, dolphin and seal watching industries. The authors also address other issues such as the way in which ethics, genetics, acoustics, ecosystem models and pollution influence the management and conservation of marine mammals. Marine Mammals is an invaluable and accessible resource for all those involved with marine mammals, including scientists, managers, policy makers, industry representatives and students. Winner of a 2004 Whitley Award.**

**Building Capabilities to Serve African Organizations**

**Water Management in Africa and the Middle East**

**Customer Service Management in Africa**

**Game Farm and Hunting Tourism**

**Exploring the Trajectory in the Apartheid Era and Beyond**

**An Environmental Accounting Approach**

**Customer Service Management in Africa: A Strategic and Operational Perspective (978-0-367-14337-4, K410515) "Customer Service is Changing!" The message of 34 authors featured in Customer Service Management in Africa: A Strategic and Operational Perspective is clear: Today's consumers are no longer "passive audiences" but "active players" that engage with businesses at each stage of product or service design and delivery systems. Consumer demands and expectations are also increasingly being dictated by changing personal preferences, enhanced access to information and expanding digital reality. The customer service principles – strategic and operational – advocated by these authors are universal, but particularly compelling as they apply to Africa's unique and dynamic operating environment. In recognition of the importance of excellent customer service, this**

**comprehensive and well-timed book provides an essential guide on the increasing role of the customer to business success. This book discusses the management and delivery of customer service under seven broad themes: Customer Service as Shared Value, Customer Service Strategy, Customer Service Systems, Customer Service Style, Customer Service Culture, Customer Service Skills and Customer Experience – Advancing Customer Service in Africa. Central questions posed and addressed include: What is the new definition of customer service management? How should organisations position themselves to create value for customers and stakeholders? How should employees project themselves to align with customer service promises made by their organisations? Overall, this book provides strategic and operational insights into effective customer service management in Africa. The customer service management concepts, roles and practices outlined, particularly as they apply to the African context, make it an important addition to scholars' or practitioners' reference works.**

**The field of Talent Management has grown and advanced exponentially over the past several years as organizations, large and small, public and private, global and domestic, have realized that to gain and sustain a global competitive advantage, they must manage their talents effectively. Talent Management has become a major theoretical and empirical topic of intellectual curiosity from various disciplinary perspectives, such as human resource management, arts and entertainment management, international management, etc. This Companion is an indispensable source that provides an**

**authoritative, in-depth, and comprehensive examination of emerging Talent Management topics. Divided into five thematic sections that provide a unique overarching structure to organize forty-one chapters written by leading and renowned international scholars, this Companion assesses essential knowledge, trends, debates, and avenues for future research in a single volume: Evolution and Conceptualization of Talent Management; The External Context of Talent Management; The Internal Context of Talent Management; Individuals, Workforce, and Processes of Talent Management; and Outcomes of Talent Management. In this way, the Companion is essential reading for anyone involved in the scholarly study of Talent Management, including academic researchers, advanced postgraduate and graduate students, and management consultants. For further debate on Talent Management, readers might be interested in the supplementary volume Contemporary Talent Management: A Research Companion, sold separately.**

**This book is designed to serve management scholars and educators in Africa, African Diaspora, and those interested in advancing African knowledge management and research or re-examining the management domain from African perspectives. Target markets for this book are:**

**Specialist academic researchers • Specialist industry researchers • African management researchers • African management diaspora teaching, researching, and re-examining African management using African approaches**

**Environment management and protection are top global priorities, but little is known about the reporting in regions of Africa. The six papers in this volume provide much needed information for academics, practitioners and policy makers about environmental accounting and management in Africa.**

**A Guide for Educators and Practitioners**

**Transnational Management**

**Contemporary Military Geosciences in South Africa**

**Fruit Fly Research and Development in Africa – Towards a Sustainable Management Strategy to Improve Horticulture**

**Designing and Implementing a New Policy Framework**

**Evaluation Management in South Africa and Africa**

**South African Human Resource Management focuses on the knowledge and skills that managers at all levels need. The authors integrate contemporary international research and implementation with a South African perspective.**

**This book focuses on issues related to entrepreneurship and SME management on the African continent by providing insights from different conceptual, empirical and case studies. In doing so, it focuses on context-specific challenges for conducting entrepreneurial activities or business endeavors in smaller firms in the African continent. The book responds to calls for more research about African businesses given the acknowledgement of scholars, students and policy makers around the world who realize the increasing and growing economic importance of the African continent. In addition to serving as a source book for more in-depth studies by assisting the reader in gaining increased understanding of the topics covered, complementing the different parts with reviews, the book also elaborates on issues such political unrest, corruption, untrained personnel and environmental concerns. Entrepreneurship and SME Management Across Africa: Context, Challenges, Cases will be useful to academics with an interest in different entrepreneurial contexts in general, and Africa in particular, and for students interested in regional business practices, as well as for practitioners and policy makers.**

**This book offers theoretical and practical insights into the marketing of higher education in Africa. It explores the key players, challenges and policies affecting higher education across the continent; their marketing strategies and the students' selection process. While acknowledging the vast size of the continent, this book aims to provide an understanding of the dynamics of higher education in Africa. This book recognises the private and government involvement in higher education provision and students and staff as stakeholders in the marketisation process. Strategic efforts are directed by universities to attract prospective students. This book further addresses issues such as the responses of higher education sectors to the notion of markets and marketing; consumerism and competition in higher education in Africa; conceptions of the commodification of higher education in Africa; and the dominance of Western epistemologies and their influence in transforming higher education sectors. Students as consumers in increasingly marketised higher education sectors in Africa are also discussed. Though primarily for marketing students and academic researchers, the book's feature of blended theoretical and practical knowledge means that it will also be of interest to marketing practitioners and university managers.**

**This open access book provides an overview of the building blocks necessary for managing, steering and guiding the establishment of a research infrastructure (RI). It offers valuable insights into RI investment, access and management at the academic, grants management, agency and policy level, and serves as a useful guide for the research community, students, and those in the private sector wishing to understand the approaches and opportunities involved in the establishment, maintenance and management of research infrastructure platforms. Presenting a holistic view of RI investment and granting cycles from a South African perspective, the books target audience includes those working in science diplomacy, policymaking and science grants councils (especially in Africa) as well as funders and donors.**

**Dynamics of contemporary career development**

**The AMA Handbook of Project Management**

**Tourism Management in Southern Africa**

**Leadership and Strategic Management in South African Schools**

**Guidelines for aquaculture management in the Southern African Development Community, March 2019/Lignes directrices pour la gestion de l'aquaculture dans la Communauté de développement de l'Afrique australe, Mars 2019/Directrices para a gestão da aquacultu Between Theory and Practice**

**Climate change presents a profound challenge to food security and sustainable development in Africa. Its negative impacts are likely to be greatest in the African region, which is already food insecure. In the face of global climate change and its emerging challenges and unknowns, it is essential that decision makers base policies on the best available knowledge. In**

**Sustainable Management Development in Africa examines how African management and business scholarship can serve African and multinational management and organizations operating in Africa. In a broader sense, this book, within an African context, explores how human capital and intellectual capabilities can be organized at the higher education level;**

**describes the cultural, social, and political influencers impacting management and organization; helps conceptualize African management theories to address organizational effectiveness; addresses the current management and organizational practices in Africa in identifying challenges; and provides guidance for more effective management and organizational operation. Aimed at researchers, academics, and advanced students alike, this book lays the groundwork for the application of uniquely African theoretical and practical perspectives for sustainable management and organizational operation, as explained from a contemporary African point of view. In addition and most important, this book contains a uniquely African content that allows for developing new theories and examining new ways of doing business, thus reaffirming the rise of African scholarship in the fields of management, organization, and business.**

**This book explores a century of business development of The South African Life Assurance Company, from a specific local focus to a national conglomerate expanding into global insurance markets. Established as a strategic vehicle to address Afrikaner economic marginalization and abject poverty at the beginning of the twentieth century, Sanlam has displayed both path dependence and a dynamic adaptability to complex changing contexts to become a global player. The strategic convergence of economic empowerment through the mobilization of savings into insurance products, as well as Afrikaner nationalism, assisted this growth. Sanlam has played an atypical role in the economic empowerment of an ethnic entity through extensive investments into the industrializing South African economy. This strategic diversion created operational limitations that were only resolved early in the twenty-first century. As globalization, financial deregulation, and weakened Afrikaner political and social hegemony manifested, strategic change management relied on the path dependence of empowerment strategies to address new markets with similar needs to those of the early stakeholder market of 1918. The former mutual life office demutualized operations to become a diversified financial services group of companies operating across almost the entire African continent, as well as in India, Malaysia, and the UK. This volume presents a business history of strategic management of an insurance enterprise, and its transformation from a defined cultural context into an international empowerment strategy through innovation on all levels of business operation and organization. This book is an Open Access publication, available online under a CC BY-NC-ND 4.0 license.**

**Book & CD. This fourth edition makes it clear that all who are interested in the sustainability of South Africa – and Africa – must put human resource management (HRM) at the very core of the management of organisations generally. The content is aligned to outcomes that are geared towards analytical and critical thinking about the theory and practice of HRM in South Africa. The African context is addressed, and ample information about HRM aspects 'elsewhere in Africa' is provided. This edition breaks away even further from the traditional structure of so many standard HRM textbooks. It challenges a broadening of the 'agenda' and scope of HRM work: HRM is not only about managing employees, but also about managing the work and the people who do the work of and in organisations. This may involve alternative ways of getting the work of organisations done superiorly. This book will help you to apply HRM effectively to achieve its ultimate aim, namely to add value to people, to organisations and to society. This comprehensive book is organised around themes such as:**

**Developing an appreciation for the context of HRM in South Africa; Strategising, designing and planning as preparatory HRM work; Sourcing work talent; Facing the country's 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.**

**Environmental Reporting and Management in Africa**

**Management in Africa**

**Indigenous knowledge systems and climate change management in Africa**

**Culture, Organization, and Management in South Africa**

**Indigenous Management Practices in Africa**

**A Critical Approach**

**This book offers a comprehensive look at the current literatures and research based on empirical data from across different countries in Africa. It focuses on the work of leading scholars of management in and around Africa and the African Context, exploring whether we can at this point refer to 'African Management' as an emerging and distinct stream in the socio-economic and management literatures. The book examines the macro and micro issues of Management in Africa, each chapter illustrating the historical or traditional view of Management in Africa versus the newer western business management perspective. This book presents current, in-depth, rigorous research and identifies future research and propositions, enabling scholars and students to gain an in-depth understanding of Management in Africa.**

**Water Management in Africa and the Middle East: Challenges and Opportunities**

**Horticultural sector presents many opportunities for economic development and improving livelihood of growers but several factors constrain production and limit the potential for trade of fruits and vegetables. Tephritid fruit flies constitute a major constraint. They cause enormous losses through direct feeding damage and loss of market opportunities through importation of fruit flies to prevent entry and their establishment. In Africa, several native (Ceratitis and Dacus spp) and exotic (Bactrocera and Zeugodacus spp) species inflict considerable losses to horticulture causing losses ranging from 30-90%. Over the past 10 years of R&D, extensive information has been generated on bioecology and management of several native and exotic species. However, reviews have addressed various aspects of the biology, ecology and management of economically important tephritid fruit flies. coverage of African native species has been limited largely to Bactrocera oleae and Ceratitis capitata – which are not economically important species in many Africa countries. Indeed, no book exist that have explicitly addressed economical and various reviews, have specifically focused on the status of the bioecology, economic impact and management of exotic and native fruit flies – including several potentially invasive Dacus species attacking vegetables - in Africa. This book consolidates this status of knowledge and socio-economic impact of various intervention techniques that are currently being applied especially pertinent due to the changing fruit fly landscape in Africa – caused by arrivals of the highly destructive alien invasives (Bactrocera dorsalis, B. zonata, and B. latifrons) - and the priorities African countries have placed recently on export of fruits and vegetables to international markets. This is an important reference material for researchers, academics and horticulture and enhancing food and nutrition security in Africa and beyond.**

**Transnational Management offers a uniquely global focus on strategic development, organizational capabilities and management challenges.**

**Management Studies in South Africa**

**Management of Research Infrastructures: A South African Funding Perspective**

**Why Hospitals Fail**

**South African Supplement to Social Psychology**

**Event Management: Putting them into practice - A South African Approach, 3rd Edition**

**Macro and Micro Perspectives**

**Wildlife tourism, of which game farms form an important part, is one of South Africa's biggest tourism products with more game conserved and land under protection than all provincial and national parks combined. Therefore wildlife tourism, especially hunting, is a very important source of income for the country and contributes to job creation in rural provinces like Limpopo, Northern Cape, North West and Eastern Cape. This book places emphasis on hunting (trophy and biflora), game farm development for tourism purposes, game management, game farming and the law, and important future trends. The book is aimed at game farm owners, hunters, hunting outfitters, professional hunters and students in search of knowledge concerning game farm and hunting tourism.**

**Effective management of human resources is essential to the success of any organization. In this authoritative, sophisticated and engaging new text on Human Resource Management, an international team of leading analysts guides the advanced student through this fundamental discipline of management in all its complexity. The book explores all the central themes and concepts of HRM theory and practice, and introduces the most important issues influencing contemporary practice in a wide range of organizational contexts. It systematically examines the main functional areas of HRM, and engages with a number of key contemporary issues for both scholars and practitioners. Topics covered include: Strategic HRM Ethics in HRM Knowledge management HRM and performance Outsourcing and implications for HRM HRM in small and medium enterprises Key functional areas of HR practice International HRM Adopting a critical perspective throughout that challenges the student to examine closely the fundamental purpose and practices of HRM, this book is essential reading for all serious students of Human Resource Management and for any HRM professional looking to deepen his understanding of the subject.**

**Management 4e is an introductory text that provides internationally accepted management theories within the framework of South African and southern African organisational practices.**

**Africa is fast becoming an investment destination for firms operating outside the continent, and effective management is central to the realization of organizational goals. This volume evaluates the need for management philosophies and theories that reflect the peculiarities of the African continent.**

**Managing Human Resources in South African Schools**

**Contemporary Issues in South African Military Psychology**

**A Strategic and Operational Perspective**

**Fresh Perspectives: Human Resource Management**

**Human Resource Management**

**South African Human Resources Management**

**This book explores the current wider political, social and economic context of hospitals in the public and private sector globally and identifies the push and pull tension between the demands of the quality regulator and the requirements of health care commissioning processes. This book draws on the evidence of what works to improve the quality of hospital services in the development of medical and clinical leadership models. The book seeks to develop a specific paradigm shift in understanding the development of medical leaders by promoting a culture of engagement through participation and one that is defined by the experiences of medical leaders. The editors examine new and emergent models of leadership and their contribution to explain effective and sustainable change and suggest that theoretical models of leadership are often unable to explain many of the practice led challenges presented in hospitals. It will be useful reading for specialists seeking to develop their own learning as a leader and who identify their learning needs.**

**Through a mix of theory and school-based practice, and drawing on wide research, this volume provides both syntheses of educational management theory and examples of practice taken from South Africa's schools. It is aimed particularly, but not exclusively, at managers wishing to further their professional development in the field of educational management.**

**The authoritative guide to project management, completely revised to meet the accelerating pace of today's project environment. South Africa is facing the increasing challenge of acid mine drainage (AMD) whose genesis is the country's mining history, which paid limited attention to post-mining mine site management. In mineral resource-rich Africa, this has emerged as one of the most daunting challenges of our time. South Africa has been bold in its approach to mitigating this problem, although the challenge is multi-faceted. On a positive note, substantial research has been conducted to confront the challenge. However, thus far, the research has been largely fragmented. This book builds on the work that has been done, but also provides a refreshing multi-disciplinary approach that is useful in addressing the AMD challenges that South Africa and the continent face. Whilst addressing the problem as a scientific and engineering challenge, the book also exposes the economic, policy and legal challenges involved in addressing the problem. The book concludes, quite uniquely, that AMD is an opportunity that can be used by South Africa and Africa to solve problems, such as acute water shortage, as well as mineral recovery operations.**

**Context, Challenges, Cases**

**Fisheries, Tourism and Management Issues**

**Psycho-social Career Meta-capacities**

**Management 4th South African edition**

**The Economics of Water Management in Southern Africa**

**This book introduces a coherent perspective on the self-regulatory career meta-capacities that individuals, as career agents, need to successfully manage their career development in a boundaryless occupational world. Enriched by empirical data and case studies by subject specialists in the fields, it serves as a cutting-edge benchmark for specialists, professionals and post-graduate students in the careers field to study. This book allows an in-depth view of the most recent research trends on the critical psycho-social constructs influencing the adaptation, adaptivity, adaptability and employability of individuals in a turbulent, uncertain and chaotic work world. In addition, it offers the practising professional new perspectives of career constructs and measures to consider in career counseling and guidance for the contemporary career.**

**This document presents the Guidelines for aquaculture management in the Southern African Development Community (SADC) – March 2020 that were approved by SADC member States in June 2019. Ce document présente les Directives pour la gestion de l'aquaculture dans la Communauté de développement de l'Afrique australe (SADC) – mars 2020, qui ont été approuvées par les États membres de la SADC en juin 2019. Este documento apresenta as Diretrizes para a gestão da aquicultura na Comunidade de Desenvolvimento da África Austral (SADC) – março de 2020, que foram aprovadas pelos estados membros da SADC em junho de 2019.**

**One of the early set of reforms that South Africa embarked on after emerging from apartheid was in the water sector, following a remarkable, consultative process. The policy and legal reforms were comprehensive and covered almost all aspects of water management including revolutionary changes in defining and allocating rights to water, radical reforms in water management and supply institutions, the introduction of the protection of environmental flows, and major shifts in charging for water use and in the provision of free basic water. Over ten years of implementation of these policy and legislative changes mean that valuable lessons have already been learned and useful experiences gained in the challenge of effective water resources management and water services provision in a middle income country.**

**Marine Mammals: Fisheries, Tourism and Management Issues**

**Entrepreneurship and SME Management Across Africa**

**Theory and Practice**

**The Sanlam Century of Insurance Empowerment, 1918-2018**

**Advancing African Knowledge Management and Education**

**Sustainable Management Development in Africa**