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**1. ABOUT AFAM**

**AFAM (Africa Academy of Management)** is an international group of academics and practitioners who are interested in knowledge about management and organizations in Africa. Alongside **AFAM News**, we also have a biennial **AFAM Conference**, the [Africa Journal of Management \(AJOM\)](http://www.africajournalofmanagement.org), and the **AFAM website** <https://www.africaacademyofmanagement.org> .

Do you have news that you would like included? Tell the editor about it! We are currently receiving items for the next edition. All items for the newsletter articles need to be in word format. Please bear in mind that we may have to edit to achieve our size and presentation goals.

Please feel encouraged to forward this newsletter and to pass additional email addresses for the mailing list on to the Editor.

**AFAM Membership:** If you have an interest in knowledge about management and organizations in Africa, we invite you to join AFAM: membership benefits include a subscription to **AJOM**. To join please visit our website at <https://www.africaacademyofmanagement.org>

Kind regards, Dr. Roxanne Zolin, Editor AFAM News, roxanne.zolin@gmail.com



## **2. SPECIAL ISSUE - Africa Journal of Management: Work-Family in Africa**

Special Issue - Africa Journal of Management

### **Guest Editors**

Prof Samuel Aryee, University of Surrey, UK

Professor of Organisational Behaviour and Human Resource Management

Email: [s.aryee@surrey.ac.uk](mailto:s.aryee@surrey.ac.uk)

Prof Jenny M Hoobler, University of Pretoria, South Africa

Professor of Human Resource Management

Email: [jenny.hoobler@up.ac.za](mailto:jenny.hoobler@up.ac.za)

### **Deadlines**

Abstract Submission Deadline: 31 May 2019

Full Paper Submission Deadline (Full papers may be submitted without having previously submitted an abstract.): 31 January 2020

### **Background**

Recent work-family (WF) meta-analyses have all but left out the scholarship of and about work and family intersections in Africa (Allen, French, Dumani, & Shockley, 2015; Shockley, Douek, Smith, Yu, Dumani, & French, 2017). Yet WF research is accumulating in South Africa, Ghana, and other African nations (Hoobler & Koekemoer, 2018). And characteristics of certain African cultures suggest that work and family may be more intertwined and family may play a larger role in work for people in African nations, as opposed to nations in the Global North (Aryee, 2005), based on higher degrees of collectivism (vs individualism) and femininity (vs masculinity). To date, what we know about work and family in Africa has taken a somewhat piece-meal approach. For example, new research has been performed just on entrepreneurial women in sub-Saharan Africa (Wolf & Freese, 2018), domestic workers in South Africa (Hoobler, 2016), and a new conflict measure just for South African workers (Koekemoer, Mostert, & Rothmann, 2010). We ask whether it is time to take stock of the literature as a whole. Just as Nkomo (2011) asked if there is or can be an African way of



leading, is there an Afro-centric version of work and family intersections? Is this unique? What can be learned from studying work and family in African contexts?

Lest we fall prey to essentialist notions of Africa as a mono-culture, we encourage multi-level models that acknowledge ethnic, cultural, industry, and national influences on various relations and outcomes. We encourage papers that explore tried-and-true topics such as WF conflict, enrichment, and balance, but also new ways of looking at the WF interface, especially via emic approaches such as grounded theory. We welcome conceptual, theoretical and empirical (both qualitative and quantitative) papers that advance our understanding of work and family intersections in Africa.

Topics include, but are not limited to:

1. Work-family conflict and/or enrichment and/or balance
2. New constructs that capture work and family intersections in Africa
3. Comparative research on WF in developing and developed nations
4. Management implications of WF intersections
5. Multinational corporations' influence on WF management and cultural preservation in Africa
6. Ethics and CSR issues related to WF policies and interpersonal treatment
7. Technology's influence on WF for African workers
8. WF in entrepreneurship
9. Historical perspectives on WF in Africa
10. The future of WF in Africa
11. WF-focused interventions that might be appropriate for various African cultural contexts
12. Post-and anti-colonial perspectives on WF
13. Boundary/domain/role management and crossing in Africa
14. Work-family human resource practices and employee and organizational outcomes

**Africa Journal of Management**



AJOM is published by Africa Academy of Management (AFAM), an affiliate of the US-based Academy of Management. As the first scholarly journal of AFAM, AJOM gives voice to all those who are committed to advancing management scholarship, education and practice in or about Africa, for the benefit of all of Africa. The purpose of the journal is to advance management theory, research, education, practice and service in Africa by promoting the production and dissemination of high quality and relevant manuscripts. AJOM welcomes manuscripts that develop, test, replicate or validate management theories, tools and methods with Africa as the starting point. The journal also publishes research notes, book reviews and insights, and comments and debates from readers on published papers or important management questions of the day.

Founding Editor I Prof Moses Kiggundu I Carleton University, Canada

Senior Associate Editor I Prof Bruce Lamont I Florida State University, USA

#### Submission Guidelines and Process

- AJOM operates an international double-blind peer review process.
- Authors should refer to the AJOM website for instructions on submitting a paper. Submission must be done via the Africa Journal of Management Editorial Manager at <http://www.edmgr.com/rajm/default.aspx>
- Authors are encouraged (but not required) to submit a 500-word abstract and outline to Prof Jenny Hoobler at [jenny.hoobler@up.ac.za](mailto:jenny.hoobler@up.ac.za) by May 31, 2019. Notification of abstract acceptance will be done by July 1, 2019. Please note that acceptance of abstracts does not guarantee inclusion in the Special Issue as all full paper submissions will still be subjected to double-blind peer review.
- Authors with accepted abstracts, and those directly submitting full manuscripts, should please do so by January 31, 2020.

Please direct enquiries about this special issue to the Guest Editors:

Prof Sam Aryee: [s.aryee@surrey.ac.uk](mailto:s.aryee@surrey.ac.uk)

Prof Jenny Hoobler: [jenny.hoobler@up.ac.za](mailto:jenny.hoobler@up.ac.za)

#### References



Allen, T. D., French, K. A., Dumani, S., & Shockley, K. M. (2015). Meta-analysis of work–family conflict mean differences: Does national context matter? *Journal of Vocational Behavior*, 90, 90-100.

Aryee, S. (2005). The work-family interface in urban sub-saharan Africa: A theoretical analysis. In Poelmans, S.A. Y, (Ed.), *Work and Family: An International Research Perspective* (pp261-286). Mahwah, NJ: Lawrence Erlbaum.

Hoobler, J. M. (2016). Domestic employment relationships and trickle-down work–family conflict: The South African context. *Africa Journal of Management*, 2(1), 31-49.

Hoobler, J.M., & Koekemoer, Eileen. (2018). Generalizability of work-family studies to the Global South? A meta-analytic test using South African research. *Meetings of the Africa Academy of Management*, Addis Ababa, Ethiopia.

Koekemoer, E., Mostert, K., & Rothmann Jr, I. (2010). Interference between work and nonwork roles: The development of a new South African instrument. *SA Journal of Industrial Psychology*, 36(1), 1-14.

Nkomo, S. M. (2011). A postcolonial and anti-colonial reading of ‘African’ leadership and management in organization studies: Tensions, contradictions and possibilities. *Organization*, 18(3), 365-386.

Shockley, K. M., Douek, J., Smith, C. R., Peter, P. Y., Dumani, S., & French, K. A. (2017). Cross-cultural work and family research: A review of the literature. *Journal of Vocational Behavior*, 101, 1-20.

Wolf, K., & Frese, M. (2018). Why husbands matter: Review of spousal influence on women entrepreneurship in sub-Saharan Africa. *Africa Journal of Management*, 1-32.

### **3. CALL FOR BOOK CHAPTERS: New Frontiers in Hospitality and Tourism Management in Africa**

#### **Editors**


**Dr Michael Z. Ngoasong**, Open University Business School, The Open University, UK

**Dr Ogechi Adeola**, Lagos Business School, Pan-Atlantic University, Nigeria

**Dr Albert N. Kimbu**, School of Hospitality and Tourism Management, University of Surrey, UK

**Professor Robert E. Hinson**, University of Ghana Business School, Ghana

We have secured a contract from Springer publishers to publish the *New Frontiers in Hospitality and Tourism Management in Africa*. We welcome expressions of interest from



researchers and practitioners from around the world to contribute chapters.

### **Submission Procedure**

If you are interested in contributing, please email a 500-1000 word chapter proposal as a Microsoft Word attachment to **Dr. Ogechi Adeola** at [htm.africa20@gmail.com](mailto:htm.africa20@gmail.com) outlining:

- Name(s) affiliation(s) and email contact(s) of author(s)
- Your proposed title
- Which of the six parts of the book your proposal fits
- Specific management perspective and method(s) that you intend to pursue
- The African destination(s) or country(ies) that you will use in your analysis

We will forward guidelines for preparing the full chapter and terms and definitions upon acceptance of your proposal. Final chapters should be between 5,000 and 7000 words, including references, tables, and figures.

Prospective authors can direct questions and informal enquiries to the editors: Dr Michael Ngoasong ([michael.ngoasong@open.ac.uk](mailto:michael.ngoasong@open.ac.uk)), Dr Ogechi Adeola ([oadeola@lbs.edu.ng](mailto:oadeola@lbs.edu.ng)), Dr Albert Kimbu ([a.kimbu@surrey.ac.uk](mailto:a.kimbu@surrey.ac.uk)) and Professor Robert Ebo Hinson ([hinsonrobert@gmail.com](mailto:hinsonrobert@gmail.com))

### **Important Dates**

13<sup>th</sup> March, 2019 - Proposal submission deadline

15<sup>th</sup> April, 2019 - Notification of acceptance/rejection status

15<sup>th</sup> August, 2019 - Full chapter submission deadline

15<sup>th</sup> December, 2019 - Submission of revised chapter

31<sup>st</sup> January, 2020 - Notification of chapter acceptance

31<sup>st</sup> May, 2020 - Delivery of accepted chapters to Springer

### **4. CONFERENCES: AFAM 5TH BIENNIAL CONFERENCE - Nigeria 2020**

Lagos Business School, Pan-Atlantic University

January 8, 2020 – January 11, 2020






**5th Biennial Conference of the Africa Academy of Management**  
**January 8-11, 2020**  
*(Includes pre-conference sessions, conference activities, and excursions)*

**Call for Papers**

**Conference Theme**  
**Globalization, Pan Africanism, and the African Business Climate**

**Hosted by: Lagos Business School, Pan-Atlantic University, Lagos, Nigeria**

**Key Dates**

Paper and PDW/Symposia/Caucus Submissions Open:  
**30th January to 31st May 2019**

Notification of Acceptances:  
**1st – 30th July 2019**

Conference Registration Deadline:  
**15th October 2019**

We are pleased to announce that the fifth biennial conference of the African Academy of Management (AFAM) will take place from January 8-11, 2020 at Lagos Business School in Lagos, Nigeria. Our conference theme is designed to look at two aspects of the 'new' emerging business environment in Africa: 1) how external actors invest, relocate, and interact with indigenous African businesses and 2) how internal African businesses move across national boundaries and explore the Pan-African environment.

#### **Conference Theme: Globalization, Pan Africanism, and the African Business Climate**

Our conference theme is meant to encourage dialogue and debate regarding one of the most pressing issues that face the continent: As African economies grow, how are resources and business opportunities best marshalled and shepherd for the benefit of Africans in a way that facilitates sustainability and access to better life for citizens? What is the role of foreign direct investment, regional trade associations, and regulatory frameworks in ensuring and maximizing resources? How can the public and not-for-profit 'third sector' help to manage and to benefit from the inevitable challenges and changes? What are the responsibilities of investors, both those in Africa and those from outside Africa, in ensuring a sustainable and healthy environmental footprint in African businesses and economies?

Our location, Lagos, Nigeria, is ideal for exploring these issues. Nigeria is not only the largest economy in Africa but also the largest oil producer in Africa, the 11th largest in the world, and has a long history of FDI. As new oil deposits continue to be discovered throughout the continent, we may ask ourselves if oil (and the other critical resources so prevalent in Africa) are a cure or a curse? How might African countries rich in natural resources best manage this wealth for the benefit of their populations?

Prospective contributors are encouraged to submit conceptual or empirical papers, symposia and professional development workshops that explore the issues relevant to the conference theme and beyond. Topics relevant to the theme include, but are not limited to the following:

- How can foreign direct investment be best managed in the African context?
- How can African regional actors compete with international firms?
- How can local firms be encouraged to globalize, and/or expand across the African continent?
- What frameworks might be employed to manage natural resources on the continent?

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- What formal institutional factors facilitate or impede the creation of African organizations that can compete in the global economy?
  - How might resources be better managed for the benefit of Africans?
  - How might entrepreneurship be promoted to encourage indigenous resource development?
  - What are effective incentives and frameworks for CSR and social entrepreneurship?
  - What strategies should African businesses implement in their local markets to enable them to prosper both at home and in the competitive global environment?
  - What factors could facilitate (or impede) the emergence of African multinationals?
  - What is the role of African indigenous knowledge systems in contributing to management theory development?
  - To what extent can informal institutional factors, such as culture, ubuntu, and the role of the extended family system facilitate or impede the creation of entrepreneurial businesses in Africa?
  - What human resources management practices can facilitate the creation of high-performing organizations?

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## 5. CONFERENCE Cape Town: “Values Driven Entrepreneurship and Societal Impact”



Join us for the upcoming 2019 Academic Conference in picturesque Cape Town: “Values Driving Entrepreneurship and Societal Impact”, brought to you by the Allan Gray Centre for Values-Based





Leadership. It takes place from 10 to 11 May 2019 at University of Cape Town's Graduate School of Business's Breakwater Campus in the Waterfront in Cape Town (South Africa).

<https://uctcmc.eventsair.com/entrepreneurship-conference/>

Early Bird Registration until 28 February 2019

Register now: [http://bit.ly/Academic\\_Conference](http://bit.ly/Academic_Conference)

Thank you.

Prof. Kurt April, PhD FRSA

(Allan Gray Centre Chair, <http://www.kurtapril.co.za>)

## **6. PDW Session: Successful Publishing for Early Career Scholars of Management in Africa**

**2019 Academy of Management Meeting, Boston**

***Manuscript submission deadline: June 1st, 2019***

### **PDW Organizers:**

dt ogilvie, Rochester Institute of Technology [dt@saunders.rit.edu](mailto:dt@saunders.rit.edu)

Stella M Nkomo, University of Pretoria [Stella.Nkomo@up.ac.za](mailto:Stella.Nkomo@up.ac.za)

### **PDW Chairs:**

dt ogilvie, Rochester Institute of Technology ([dt@saunders.rit.edu](mailto:dt@saunders.rit.edu))

Stella M Nkomo, University of Pretoria ([Stella.Nkomo@up.ac.za](mailto:Stella.Nkomo@up.ac.za))

**Deadline:** Deadline for registration and submission of manuscripts is **June 1st, 2019**. Please contact dt ogilvie ([dt@saunders.rit.edu](mailto:dt@saunders.rit.edu)) or Stella Nkomo ([Stella.Nkomo@up.ac.za](mailto:Stella.Nkomo@up.ac.za)) for questions about registration and manuscript submission.

### **Objective of Workshop**

The purpose of this PDW session is to assist early career scholars focusing on management in Africa who have limited experience in publishing high impact research to complete a high quality research paper for later submission. The PDW will help early career scholars to understand the key elements of writing an empirical paper for publication through one-to-one developmental feedback in a supportive environment. Second, these developmental relationships will continue after the 2019 Academy of Management meeting as both members



work toward the goal of getting the manuscript submitted and published in a top-tier journal. Thus, a unique aspect of this initiative is that the developmental relationship is goal-directed; it is focused on a specific task (improving a drafted manuscript) that leads to critical short-term results (publication), more publications on management in Africa, and ultimately participants' long-term productivity as a management scholar. In addition to improving the careers of early career scholars, this PDW will support the Academy's vision to strengthen the breadth of management scholarship to be more inclusive.


This workshop will offer participants a chance to have their work reviewed by leading scholars in the field. These scholars have served as editors, associate editors and editorial board members of leading journals, such as *ASQ*, *AMJ*, *AMR*, *Academy of Management Annals*, *JAP*, *Organization Science*, *Organization Studies*, *Personnel Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *OBHDP*, *AMLE*, *Group and Organization Management*, *Human Relations*, *British Journal of Management*, *Journal of Business and Psychology*, and *Organization*.

### **Who Can Participate**

This workshop is for early career management scholars (i.e. junior faculty). Specifically, only applications from those holding the rank of lecturer, senior lecturer, or assistant professor will be considered. This session is for junior faculty, but doctoral students are encouraged to attend the first session of this PDW in order to learn about the review process. We have limited seats for doctoral students who therefore will be selected on the basis of 'first-in first-served'. Doctoral students do not have to submit a paper. Early registration is encouraged!

### **Manuscript Submission Process**

Due to the intense nature of the review process, we will only select 15 manuscripts for the workshop. We will select manuscripts based on the following criteria: (1) they are within the content domain of management in Africa; (2) they are not currently under journal review, (3) they are in near-final form for submission to a refereed journal, and (4) the author or one of the authors is an early career scholar. Although authors may submit more than one manuscript, only one per author will be selected for the workshop. We will give priority to junior faculty who are first authors of the manuscript. Authors should provide a focus for the review process by describing a particular *dilemma*, *question*, or *concern* s/he would like the reviewers to discuss, as well as the name of the targeted journal.



Junior faculty who wish to participate in this workshop must submit their manuscripts and their CV by **1 June 2019** in order to provide adequate time for selecting manuscripts and the review process. Please submit manuscripts to [dt@saunders.rit.edu](mailto:dt@saunders.rit.edu).

### **Session Description**

The structure and the process of the workshop is as follows:

Manuscripts received on 1 June will be reviewed by the organizers. We will assign selected papers to senior/leading scholars for review. We will also assign a manuscript to those whose papers were selected a manuscript to review. Participants will be sent a set of readings related to the elements of writing an empirical paper. The topics covered in the first part of the session are:

- a. Setting the Paper Hook: Positioning the Significance of the Contribution
- b. Theoretical Framing and hypotheses
- c. Methods Section Imperatives
- d. Writing a Concise Discussion
- e. Journal review process
- f. Tips for Being a Prolific Scholar

The session will begin with 1.5 hours of real-time mini-lectures on the key elements of a high quality empirical journal article and understanding journal review processes. The remaining 2.5 hours will be devoted to simultaneous facilitated roundtable discussions of the 15 papers. We expect all participants to read the manuscript(s) that will be discussed at their table before coming to the session in order to provide helpful feedback to the authors. Each participant will have the opportunity to participate in two reviews over the course of the session. This session will also offer an important opportunity to discuss core principles and practices of publishing research about management in Africa. Authors and other participants will gain important insights into the publication process and will be able to network with scholars interested in management in Africa, review board members, and journal editors.

We hope you can join us for this day of development. It is all about you!

**Contact Person:** dt ogilvie ([dt@saunders.rit.edu](mailto:dt@saunders.rit.edu))

### **7. AWARDS**

None reported this time, but let the Editor know if any Africa related research or researchers have been honoured.



## 8. PEOPLE ON THE MOVE

If you have moved or changed address, please use **AFAM news** to share your new details here.

## 9. RECENT DOCTORATES IN AFRICA-RELATED RESEARCH

Congratulations! Please send us a reference to your dissertation, even it was completed a year ago.

## 10. NEW BOOKS: Energy in Africa: Policy, Management and Sustainability



Energy in Africa: Policy, Management and Sustainability. *Palgrave*.

Editors: **Adesola**, Sola, **Brennan**, Feargal (Eds.) (2019)

This book analyses and explores the African energy industry from a management perspective. Taking a closer look at the global energy environment and security in developing areas of the region, the authors discuss the significance of energy policy to the socio-economic growth of the continent. This important book tackles the challenge of ensuring sustainability in Africa and focuses on both fossil fuels and renewable energy. Essential reading for researchers interested in energy management, sustainability, and energy policy, this noteworthy collection of interdisciplinary contributions provides examples of effective energy management in Africa.

Additional information about the book are available on the publisher's website

<https://www.springer.com/gb/book/9783319913001#aboutBook>

It would be appreciated to have the book featured in the next issue of AFAM Newsletter.

With Best Wishes

Sola

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**Dr. Sola Adesola** PhD, FHEA, MRes, LLM, LLB (Hons)

Senior Lecturer

OBBS Athena SWAN Champion

**Research Areas:** Entrepreneurship, Energy Policy, University Interaction

***Co-Organiser of 5th COSINUS 2018 Conference***