

TABLE OF CONTENTS

PAGES

DECLARATION	i
DEDICATIONS	ii
ACKNOWLEDGEMENTS	iii
ABSTRACT	iv
LIST OF TABLES	v

CHAPTER 1

INTRODUCTION AND BACKGROUND OF THE STUDY

1.1 Introduction to the study	1
1.2 Motivation and rationale for the study	1
1.3 Aim of the study	3
1.4 Objectives of the study	3
1.5 Research questions	4
1.6 Value of the study	4
1.7 Setting of the study	5
1.8 Research design and methodology	5
1.8.1 Research design	5
1.8.2 Research methodology	6
1.9 Limitations of the study	6
1.10 Definition of terms	7

CHAPTER 2

LITERATURE REVIEW

2.1 Introduction	8
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2.2 Employment	8
2.2.1 Historical phases of employment revolution in South Africa	8
2.2.2 Affirmative Action	14
2.2.3 The introduction of employment equity in the workplace	16
2.2.4 The implementation of Employment Equity Act 55/98 (EEA 55/98)	19
2.3 Organisational change	22
2.3.1 System Approach	24
2.3.2 Exploratory model	25
2.3.3 Middle management	27
2.3.4 Challenges of organisational change	29
2.4 Occupational social work as a profession	31
2.4.1 Occupational social work and work policy	34
2.4.2 The Analysis model	35
2.5 Summary	38

CHAPTER 3

RESEARCH DESIGN AND METHODOLOGY

3.1 Research design	39
3.2 Research methodology	40
3.2.1 The study population	40
3.2.2 The sampling procedure	40
3.2.3 Research procedure	41
3.2.4 Data collection method	41
3.2.5 Pilot study	42
3.2.6 Analysis of data	43
3.2.7 Limitations of the research methodology	43
3.3 Ethical issues	44
3.3.1 Informed consent	44
3.3.2 Privacy and confidentiality	45

CHAPTER 4

DATA ANALYSIS AND EMPIRICAL FINDINGS

4.1 Introduction	46
4.2 Demographic data	47
4.3 Understanding of the Employment Equity Act 55/98	49
4.4 Implementation of the Employment Equity Act 55/98	54
4.5 Organisational support	60
4.6 Broader impact of Employment Equity Act 55/98	62

CHAPTER 5

MAIN FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction	64
5.2 Main findings	64
5.2.1 Demographics	64
5.2.2 Understanding of Employment Equity	64
5.2.3 Implementation of Employment Equity Act 55/98	65
5.2.4 Organisational Support	66
5.2.5 Broader Impact	66
5.3 Conclusions	66
5.4 Recommendations	67
5.4.1 Recommendations on the implementation of Employment Equity Act	67
5.4.2 For future research	68

REFERENCES	69
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APPENDIX A: Subject information sheet

APPENDIX B: Consent form

APPENDIX C: Research instrument

APPENDIX D: Ethics clearance certificate

ABSTRACT

The broad aim of this study was to explore how middle management in the banking sector is implementing and responding to the Employment Equity Act 55/98. The study was conducted at two organisations from the banking sector operating in the city of Johannesburg in 2005. The study focussed on understanding of employment equity act, implementation of the Employment Equity Act 55/98, organisational support and the broader impact of Employment Equity Act 55/98. The rationale was to gauge the challenges faced in transforming the workplace in terms of employment equity.

This study utilised quantitative research design, specifically the subtype exploratory descriptive. The sample of the study comprised of 28 respondents, 18 drawn from Org A and 10 drawn from Org B. Respondents hold middle management positions in their organisations. Purposive sampling was employed for the selection of the respondents. Data was collected through semi structured interview schedules that were individually administered to each respondent by the researcher. Data was analyzed quantitatively and descriptively using tables and themes.

The study revealed that the two organisations were employing different strategies in the implementation of the Act, i.e. not all middle managers are actively involved in the implementation of the Act and that different methods are used to motivate managers to achieve numerical targets. The study also revealed that the most or common challenge in the implementation of this Act is the lack of skills from the black people as defined by the said Act.

The study concludes that, it will take longer period in achieving equity among the workforce, especially within smaller organisations as there is a great need to upgrade skills of black individuals and retaining them. Therefore, it recommends that organisations develop a workforce culture on how to develop and empower staff on different levels of hierarchy and how to retain them.