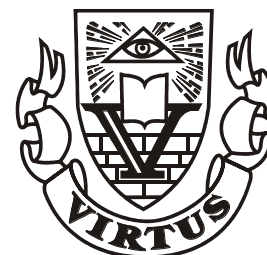


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Lloyd Kapondoro, Chux Gervase Iwu and Michael Twum-Darko

The contribution of Human Resource Management (HRM) practices to organisation-wide performance is a critical aspect of the Human Resource (HR) value proposition. The purpose of the study was to describe the strength of HRM practices and systems in influencing overall organisational performance. The study undertook a meta-analysis of published researches in international journals. A major managerial implication of this study is that effective HRM practices have a significant business case.

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S. Ngcobo, V. Naidoo

The recent global recession resulted in many job losses across the world with the financial industry being most severely impacted. Today the focus for many banks is to do more with fewer employees and to reduce the cost to income ratio on their balance sheets. It is therefore pertinent that they devise strategies that will enable them to retain talented employees. This paper mainly employed a quantitative approach in which a questionnaire was utilised as the instrument for data collection with a focus on non-monetary incentives and turnover intentions. Small scale interviews were used to supplement the collected quantitative data.

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Ashenafi Beyene Fanta

This paper aims at providing a detailed account of economic significance of small and medium enterprises by drawing on the extant body of empirical literature. It has been noted that studies on the link between SME development and economic growth are inconclusive. While modeling growth in the SME sector and its impact on economic development is a matter of ongoing scientific investigation, authors emphasized on the most conspicuous economic benefits of SMEs that includes, among others, job creation, contribution to national output, reducing income inequality and poverty.

THE FURTHER THE DISTANCE, THE CLOSER THE TIES 35

André C Jordaan

In his article 'death of distance', Caincross (1997) challenged the orthodoxy with regard to the role and direction of proximity in international trade. The mainstream model for trade analysis, the gravity model has only two prominent determinants – one of which is distance. But while this theory predicts a negative impact of distance on trade, empirical evidence seems to be evenly split between those finding a positive and those finding a negative impact of distance on trade. South Africa's total exports to three groups of countries at different distances are measured to determine the impact of distance. The results indicate that distance shows a negative sign when African countries are concerned but turns positive when European countries, even more distant, enter the equation.

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Thuli Ngonyama, Shaun Ruggunan

Firstly the study investigates the relationship between worker participation and job satisfaction amongst academic staff and administrative staff at a South African university. Secondly it investigates if there is a statistically significant difference between worker participation levels of academic and non-academic staff. Most empirical work on worker participation has focused on workers in the industrial and manufacturing sectors of the economy, with limited focus on worker participation in the services sector.

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Olanrewaju Adewole Adediran, Kolawole Samuel Adeyemo, Samson Alalade

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Ntebogang Dinah Moroke

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Ophillia Ledimo, Nico Martins

The purpose of this study was to validate an employee satisfaction model and to determine the relationships between the different dimensions of the concept, using the structural equation modelling approach (SEM). A cross-sectional quantitative survey design was used to collect data from a random sample of (n=759) permanent employees of a parastatal organisation. The goodness-of-fit measure of the model indicated both absolute and incremental goodness-of-fit; confirming the relationships between the latent and manifest variables. It also indicated that the latent variables, organisational strategy, policies and procedures, and outcomes, are the main indicators of employee satisfaction. This study adds to the knowledge base on employee satisfaction and makes recommendations for future research.

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