

Editorial Note

Anton Grobler

University of South Africa
grobla@unisa.ac.za

We are proud to publish the first volume of this journal under a new name, the *African Journal of Employee Relations* (AJER). The journal went through some major and exciting changes over the past year, including a change in ownership (now solely owned by Unisa's Graduate School of Business Leadership), a name change (from the *South African Journal of Labour Relations* to the *African Journal of Employee Relations*), a new and internationally aligned governance structure, and, importantly, the migration to a fully online Unisa Press system.

These changes were necessary for the following reasons: a misalignment between the scope and the name of the journal; the journal's limited continental representation; a general lack of attracting relevant and quality submissions from scholars (due to the misalignment); and the constraint that the brand (the name of the journal) placed on the journal's market reach.

Although interested authors from any country are invited to submit their work for possible publication, Africa-related themes are especially encouraged to meet the dire need to develop indigenous theory and understanding of people management in the African context. Articles on any relevant international issues that relate to current ideas, theory-building and developments in practice will also be considered. Contributions at societal, academic, policy development, practical organisational and management levels are regarded as critical and mandatory.

Going forward, it is important to have a common understanding about the journal's view of employee relations. The AJER regards *employee relations* as a term that includes—broadly considered—issues relating to work, employment and unemployment, and topics in the disciplines of human resource management, industrial and organisational psychology, leadership and ethics, and industrial relations.

This issue (volume 42) has been compiled during the said period of transition, and it includes studies that focus on the South African Public Service, diversity in the South African workforce (including diversity literacy and gender in the legal profession) and



a study conducted in the South African retail industry. We are excited to include two studies from Ghana, one on skills training and the other on trade union pluralism.

Finally, the competence and professionalism of the Unisa Press staff, specifically Pieter Rall and Mohamed Motala, are appreciated, and we are looking forward to working together to take the AJER to even higher levels. We want to thank the language editors who are doing a sterling job to ensure that the articles are edited, as our reality is that English is not the first language of the majority of the African contributors. This allows us to eliminate *perfect* English as an exclusionary criterion, resulting in the AJER becoming a truly inclusive African journal. Lastly, but importantly, I want to thank Dr Rose Mathafena, a postdoctoral fellow at Unisa's Graduate School of Business Leadership, and AJER's section editor, for her continuous support and commitment in assisting with the transformation of the journal and the compilation of this 2018 volume.