

# News and Announcements

## Call for Papers

“Work/Organizational Psychology in Africa: Amplifying African Perspectives in the Practice and Research of Work/Organisational Psychology in Africa”

A Topical Issue of *International Perspectives in Psychology: Research, Practice, Consultation*

Guest Editors, Charles Tchagneno<sup>1,2</sup>, Sandiso Bazana<sup>3,4</sup>, and Zonke Zungu<sup>5</sup>

<sup>1</sup>Laboratory of Psychology, University of Franche-Comté, Besançon, France

<sup>2</sup>LIP/PC2S, University Grenoble Alpes, Grenoble, France

<sup>3</sup>Department of People, Organizations and Society, Grenoble Ecole de Management, Grenoble, France

<sup>4</sup>Psychology Department, Rhodes University, Makhanda, South Africa

<sup>5</sup>School of Management Studies, University of Cape Town, South Africa

## Goals

---

1. Demonstrating the contribution of African, decolonial, postcolonial, and critical psychologies to the building of a more equitable and inclusive global work/organisational psychology
2. Promoting psychological research that addresses socially and culturally relevant issues in the African continent (e.g., social inequality, marginalised Indigenous People, post-colonial trauma, and the experiences of identity in the workplace, ethnic, and racial conflicts, African-centred leadership perspectives, equity, diversity, and inclusion practices) considering the socio-cultural specificities of Africa
3. Amplifying the voices of less-represented psychological research and practices from low-to-middle-income African countries

## Significance of the Topic

---

The broad agenda of this issue is to ground psychological principles and practices in socio-historical, cultural, and economic context. It examines the impact of cultural and social processes on people’s behaviour and ways of thinking (Islam & Zyphur, 2006; Kazi & Indermun, 2014).

In this way, the special issue seeks to do away with ethnocentrism by embracing the role of culture, social, and other systemic factors that shape human behaviour in the workplace. Psychological principles and practices employed in the discipline of work/organisational psychology (WOP), specifically in the African context, are grounded mainly in Western cultures, overlooking the *uniqueness* and *multicultural* nature of the African context (Nibafu et al., 2021). For example, there is a need for positive psychology interventions that do not glorify individualism but are based/rooted in the African cultural context and specificities (Christopher & Hickinbottom, 2008).

Given the preceding, WOP in Africa advocates for pluralistic perspectives by amplifying the centralization of practice and research of work/organizational psychology within the continent of Africa. This embraces psychology for the local, by the local and for improving the lives of the locals (Jahoda, 2016). This special issue aims to focus on the concepts, research, and practice of work/organizational psychology that centres the African continent, its people, and organizations. This perspective is also closely linked to critical psychology and therefore, research and practice grounded on critical, postcolonial, and decolonial lens are essential in this special issue. We hope to include under-represented work/organisational psychologists from the African continent to enable an equitable and diverse and global psychology.

For this special issue, the Guest Editors will encourage authors to address at least one of the following domains:

1. Unique contribution of work/organisational psychology to global psychology, including indigenous psychological concepts or practices
2. Translational work/organisational psychological research paradigms that address sustainable development goals in African communities
3. Work/Organisational Psychology for marginalised populations and Indigenous People in Africa
4. Effects of the pandemic on African populations' well-being, including post-pandemic recovery and resilience

**N.B.** Contribution are not restricted to the above. The guest editors are open to contributors that address the theory and practice of Work/Organizational Psychology more broadly. We encourage contributors to write to the editors with their ideas.

## Expectations of Papers

- Papers must be in English, and well proof-read by professional editors.
- Papers must apply the Indigenous concepts and psychological theories in the African region; multi-disciplinary works (e.g., public health, sociology, developmental studies, cultural psychology) are also welcome.
- Papers focusing on African societies and studying African populations are preferred.
- Topics that could match the Sustainable Development Goals stated by United Nations are preferred.
- Both empirical papers (e.g. quantitative, qualitative, or mixed method) and theoretical/review papers are welcome.
- Empirical papers need to indicate ethical approval gained from the respective institutions.
- Two types of papers will be considered: (a) regular articles, which report multiple studies or a complex analysis of a single study (5,000 words); (b) theoretical papers, which propose new theory or research paradigm on Indigenous work/organisational psychology, or systemic review papers written in an essay format (up to 4,000 words). The word restrictions exclude the

title page, abstract, reference list, tables and figures, appendices, and acknowledgements. Papers are expected to be prepared in accordance with the journal's Author Guidelines at International Perspectives in Psychology – journal of APA Division 52 | Hogrefe.

## Timeline

Authors interested in the special issue must submit an extended abstract of no more than two pages (1,000 words) of their work to the guest editors (africawop2023@gmail.com).

- June 30, 2023: Deadline for Abstract submission
- July 2023: Guest editors will evaluate all abstract submissions and identify those with good promises that could represent the diversity within Africa, based on the four domains listed above.
- By August 1, 2023: Guest editors will contact the authors of the submitted abstracts, inviting those with good promises to submit their full paper by November 30, 2023.
- November 30, 2023: Deadline for full paper submission.

## References

- Christopher, J. C., & Hickenbottom, S. (2008). Positive psychology, ethnocentrism, and the disguised ideology of individualism. *Theory & Psychology, 18*(5), 563–589. <https://doi.org/10.1177/0959354308093396>
- Islam, G., & Zyphur, M. J. (2006). Critical industrial psychology: What is it and where is it. *Psychology in Society, 34*, 17–30. <https://ssrn.com/abstract=2684636>
- Jahoda, G. (2016). On the rise and decline of 'indigenous psychology. *Culture & Psychology, 22*(2), 169–181. <https://doi.org/10.1177/1354067X16634052>
- Kazi, M. T. B., & Indermun, M. V. (2014). Critique and critical theory in industrial psychology: What is it? Where is it? *Arabian Journal of Business and Management Review (Nigerian Chapter), 2*(4), 88–94. <https://doi.org/10.12816/0011585>
- Nibafu, E. Q. F., Du Plessis, M., & Abrahams, F. (2021). Contextual relevance and decolonisation of South African industrial psychology training: An exploratory case study. *Journal of Psychology in Africa, 31*(2), 203–208. <https://doi.org/10.1080/14330237.2021.1903155>