

African Journal of Reward

Launch

**SARA Annual
Conference
23 October 2014
Emperors Palace**



AFRICAN JOURNAL OF REWARD
| 2015

Edition 1

South African Reward Association

Background

- **SARA Thought Leadership Portfolio established in April 2014**
- **Objectives**
 - **Support of our vision and strategy to promote and develop the reward profession and practices**
 - **Position SARA as a thought leader in the industry**
 - **Encourage and stimulate advancement of the reward profession and practices**

Background

- **Objectives continued**
 - **Publication of an annual/bi-annual forward thinking African Reward Journal**
 - **Presenting topical and thought-provoking, peer-reviewed research, opinion pieces and commentary**
 - **In areas of reward and remuneration within the African continent**
 - **Synergise academic expertise with real business challenges in the reward environment**

Call for Papers

- **Call for paper submissions issued end-August**
- **Research- and/or consensus-based**
- **Based on**
 - **Informed opinion**
 - **Statistical analysis**
 - **Case study**
- **Papers building on existing base of knowledge and methodologies favoured**

Submission Guidelines

- **Full paper submissions** (up to 16 pages)
 - Describe substantial and original work
- **Short paper submissions** (up to 8 pages)
 - Describe an original work
 - May present a small, focussed contribution or opinion
 - A work in progress
 - A case study of interest
- **In English**

Thought Leadership Topics (examples)

- Relationship between disclosure requirements and executive pay
- Correlation between employee performance and pay
- Critical analysis of financial measures in the context of variable pay
- Relationship between employee performance and engagement
- Relationship between the job size of CEOs and size of pay
- Pay of public office bearers and civil servants
- Exploration of total reward options in response to wage demand pressures
- Inequality of pay
- Disclosure of the pay gap
- Pay mix trends

Submission Deadlines

Schedule/Deadlines:

Paper submission deadline:	31 October 2014
Notification of the first review:	12 November 2014
Revised paper submission:	26 November 2014
Notification of acceptance:	10 December 2014
Final manuscript submission:	20 January 2014

Editors / Peer Committee / Reviewers

- **Martin Hopkins**
PwC
- **Dr. Mark Bussin**
21st Century Pay Solutions Group
- **Dr. Ronél Nienaber**
Sasol
- **Prof. Rob Snelgar**
NMMU

A hand holding a glowing globe with a network overlay. The globe is semi-transparent and shows a map of Africa. A network of white lines and dots is overlaid on the globe, suggesting a global network or digital connectivity. The background is a blurred image of a person in a suit.

Thank You

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