

African Cultural Grief Norms and their Impact on Employee's Well-Being: A Qualitative Study in South African Organizations

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Project Abstract

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HOW TO CITE THIS PAPER?

Abstract

Grief is a universal human experience, and it can be influenced by traditions and practices. In African cultures, grief and mourning are deeply connected to cultural beliefs and customs. It's important for organizations in South Africa, where cultural diversity is prominent, to understand how African cultural norms around grief affect the well-being of their employees. This study aims to investigate how African cultural norms impact employee well-being in organizations based in South Africa. A qualitative methodology utilizing a Phenomenology design will explore the lived experiences of employees in South African organizations regarding grief and its effects on their well-being. A sample of employees from organizations with diverse cultural backgrounds will be selected, using a purposive sampling procedure. By conducting in-depth interviews with these participants an understanding will be gained regarding how they experience grief and how it affects their overall well-being. Thematic analysis techniques will be employed to identify themes and patterns that emerge from the participants' narratives. By synthesizing these findings, an overview of this impact will be provided, within South African organizations. The findings will bring attention to the unique challenges and opportunities presented by the norms, and their interactions with job demands and resources, culture of the organization and social support. The significance lies in its contribution to comprehending how cultural influences impact grief and overall wellness within the workplace. By recognizing and addressing the challenges and opportunities presented by these cultural norms, organizations can foster a supportive and inclusive atmosphere, for their employees. Based on the findings, recommendations will be given to enhance employee well-being while considering cultural norms surrounding grief.



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