

THIS TO CERTIFY THAT THE WORK OF
**THE IMPLEMENTATION OF A STRATEGY FOR THE
EFFECTIVE MANAGEMENT OF HIV/AIDS IN THE
WORKPLACE:**

A STUDY IN THE VAAL TRIANGLE REGION

FREDDIE VENTER

**SUBMITTED IN FULFILMENT OF THE REQUIREMENTS FOR THE
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PROMOTER: PROF. G H NIEMAN

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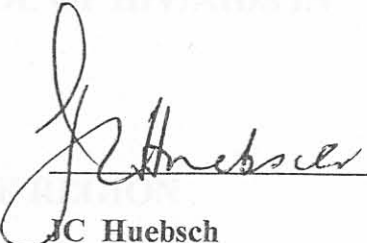


L.S.

THIS TO CERTIFY THAT THE WORK OF

Dr / Mr / Ms F. Venter has been professionally
Edited/ proofread/ translated.

Dr JC Huebsch (MSATG)
Member of South African Translators' Institute
255 Louis Trichardt Blvd
Vanderbijlpark 1910
Phone: (016) 933 9857


JC Huebsch

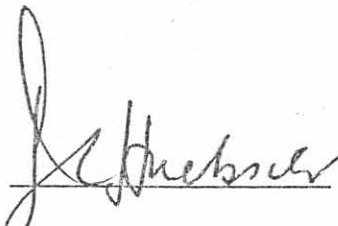
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L.S.

HIERMEE WORD DAAR GESERTIFISEER DAT DIE WERK VAN

Dr./ Mnr./ Me. F. Venter
Professioneel geredigeer/ geproeflees/ vertaal is.

Dr JC Huebsch (LSAVG)
Lid van die Suid-Afrikaanse Instituut van Vertalers
Louis Trichardt Blvd 255
Vanderbijlpark 1910
Tellefoon: (016) 933 9857


JC Huebsch

07.11.2001

DECLARATION

I declare that:

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THE WORKPLACE:**

A STUDY IN THE VAAL TRIANGLE REGION

Is my own work, that all the sources used or quoted have been indicated and acknowledged by means of complete references, and that this thesis was not previously submitted by me for a degree at another university.

.....

FREDDIE VENTER

November 2001

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SUMMARY

**THE IMPLEMENTATION OF A STRATEGY FOR THE
EFFECTIVE MANAGEMENT AND CONTROL OF HIV/AIDS IN
THE WORKPLACE:**

A STUDY IN THE VAAL TRIANGLE REGION

by

FREDDIE VENTER

DEGREE: DOCTOR COMMERCII

DEPARTMENT: BUSINESS MANAGEMENT

PROMOTER: PROF. G. H. NIEMAN

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SUMMARY

It is an accepted practice in any business organisation that the opportunities and threats facing organisations must be examined and plans drawn up to take advantage of the opportunities and to deal effectively with the threats. Surely HIV/AIDS is one of the greatest threats and challenges that organisations in South Africa are facing.

The study is an exploratory research into an important issue facing many organisations today and is adequately supported by a proper and detailed literature study supported by an empirical study on the relevant research topic. A number of interviews were also conducted to determine what specific viewpoints, suggestions and limitations there were, or could be, toward the evaluation of existing structures and strategies and what alternative actions could be used and implemented, to effectively manage as well as control the disease and its various impacts within the workplace.

The literature review within the scope and limitations of the study, therefore, concentrated on the specific nature and various impacts of AIDS as a starting point, followed by a detailed investigation why organisations need to implement sufficient action programmes, policies and strategies. The reality is that AIDS know no gender, race or class boundaries but is actually influenced by socio-economical factors such as poverty, violence and rapid urbanisation, with the potential to disrupt economic stability and growth for the country.

The empirical part of the study consisted of a questionnaire that was completed by various respondents (organisations) which included a minimum number of 500 employees and more within the area of study. The objective was to establish if current structures within organisations, are effective and suitable enough or lacking.

The research finding clearly indicated the various impacts that organisations are currently facing and what specific action programmes, policies and strategies needs to be implemented. It was the intention of this study to cover a wide variety of aspects related to the impact of AIDS within the workplace, so that proper insight and clear understanding of the epidemic and its nature could be formulated with all its facets and various impacts on the organisation and its resources.

OPSOMMING

Dit is aanvaarbare praktyk in enige besigheidsonderneming dat geleenthede en bedreigings wat ondernemings in die gesig staar, eers ontleed en planne geformuleer word om voordeel te trek uit geleenthede en om bedreigings effektief te bestuur. VIGS is sekerlik een van die grootste bedreigings en uitdagings wat ondernemings regoor Suid Afrika raak.

Die studie behels verkennende navorsing oor belangrike aspekte wat baie ondernemings vandag raak, en word ondersteun deur 'n deeglike intense literatuur studie en empiriese navorsing. 'n Aantal onderhoude is ook gevoer om te bepaal watter spesifieke oortuigings, voorstelle en beperkinge daar wel bestaan tot sover die evalueering van bestaande strukture en strategieë asook watter alternatiewe aksies geneem en geïdentifiseer kan word binne die werksomgewing.

Die literatuur oorsig binne die beperkings van die studie dui op die spesifieke aard en verskillende impakte van VIGS, gevolg deur 'n in-diepte ondersoek waarom ondernemings 'n behoefte het om deeglike aksie programme, beleide en strategieë te implementeer. Die werklikheid is dat VIGS geen geslag, ras of klas grense ken nie en dat dit beïnvloed word deur faktore soos armoede, geweld en snel groeiende verstedeliking met die potensiaal om ekonomiese groei en stabiliteit van die land te ontwig.

Die empiriese gedeelte van die studie bestaan uit 'n vraelys wat voltooi is deur verskeie respondente (organisasies) met 'n minimum getal van 500 of meer werknemers. Die doelwit was om vas te stel of bestaande strukture binne ondernemings, effektief is, al dan nie.

Die navorsingsbevindinge dui ook daarop watter impakte ondernemings tans in die gesig staar en watter spesifieke aksie programme, beleide en strategieë geïmplimenteer moet word. Dit was die doel van hierdie studie om 'n groot verskeidenheid van aspekte in te sluit tot sover die impak van VIGS binne die werksomgewing, sodat 'n goeie idee en begrip vir die epidemie asook die verskeie impakte geformuleer kan word, met direkte invloed op die onderneming en al sy hulpbronne.

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CHAPTER 1

BACKGROUND AND DEFINITION OF THE STUDY

1.1 INTRODUCTION

South Africa's HIV/AIDS epidemic is among the worst in the world, and large businesses recognise the need to manage its impact on productivity and competitiveness. No generation can no longer hide from the reality of HIV/AIDS. The time to think that our clients will not affect business has passed. Recent statistics that reveal that one million South Africans will die from AIDS in the next five years are a call to action (Kangari, 2006:72).

Though you are Poor [in spirit or wisdom], do not say:

“I am penniless, so I cannot seek out Knowledge”.

*Instead, bend your back to all discipline,
Purify your heart through all Wisdom,
And in the abundance of your intellectual potential,
Investigate the mystery of existence.*

- The Dead Sea Scrolls