

## **The Harem and Family in Organisations**

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**ABSTRACT** The aim of the study was to investigate the harem and family concept in organisations. The study used archival data to look at the harem and family concept in organisations. The study analysed the academic profiles of 13 universities in South Africa. The study looked at ethnic or racial characteristics of university departments, similarity of qualifications among lecturers, source of lecturers' qualifications, similarity of heads of departments' qualifications to lecturers' qualifications and source of heads of departments' qualifications. The study analysed the data qualitatively. The results indicated that the harem and family concept in university departments was characterised by group homogeneity in terms of racial mix, qualifications among academics, source of academics' qualifications, heads of departments' qualifications and source of heads of departments' qualifications. Future studies on the harem and family concept in organisations could focus on resource allocation practice and organisational transparency.