



Graduation Programme

The Future. Reimagined.



**Welcome to the
Graduation Ceremony of the
University of Johannesburg
6 April 2020 at 17:00**

**Welkom by die
Gradeplegtigheid van die
Universiteit van Johannesburg
6 April 2020 om 17:00**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
6 Moranang 2020 ka 17:00**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
6 kuMbaso 2020 ngele-17:00**

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BA (Lesotho), MA (Cambridge UK), PhD (Denver USA)

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FACULTY OF ART, DESIGN AND ARCHITECTURE

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BArch (Pret), MBA (UJ)

FACULTY OF EDUCATION

Prof SJ Gravett
BA, HEd (PU for CHE), BEd, MEd, DEd (RAU)

FACULTY OF ENGINEERING AND THE BUILT ENVIRONMENT

Prof DJ Mashao
BSc Eng (UCT), MSc Eng (UCT), MSc AM (Brown, USA), PhD (Brown, USA)

FACULTY OF HEALTH SCIENCES

Prof S Khan
BSc, BSc Hons, MSc, PhD (UWC)

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Prof K Naidoo (Acting)
BA, BA Hons, MA, PhD (University of Manchester, UK)

FACULTY OF LAW

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B Juris, LLB (Vista), LLM (RAU), LLD (UJ)

FACULTY OF SCIENCE

Prof D Meyer
BSc, BSc Hons, MSc (RAU), PhD (California USA)

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Ms K Khumalo
Ms B Madikizela
Mr M Mahlasela
Prof T Marwala
Ms Z Matlala
Prof A Parekh
Dr WP Rowland
Prof A Strydom
Ms C Tshilande

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Prof BM Diale

Gaudeamus Igitur
Gaudeamus igitur,
Juvenes dum sumus;
Post iucundum iuventutem,
Post molestam senectutem
Nos habebit humus.
Vivat academia,
Vivant professores,
Vivat membrum quodlibet,
Vivat membra quaelibet;
Semper sint in flore!

English

Let us rejoice, therefore,
While we are young.
After a pleasant youth
After a troubling old age
The earth will have us.
Long live the academy!
Long live the professors!
Long live each student;
Long live the whole fraternity;
For ever may they flourish!

Sesotho sa Leboa

Ka gona, a re thabeng,
Re sa le ba bafsa.
Ka morago ga bofsa bjo bo bose
Ka morago ga go tšofala mo go nago
le mathata
Lefase le tla ba le rena.
Phela thuto phela!
Phelang diprofesa phelang!
Phelang baithuti phelang;
Phela kagišano ka botlalo phela;
O ka re ba ka phela gabotse
goyagoile!

Afrikaans

Laat ons dan vrolik wees,
Terwyl ons jonk is;
Na 'n aangename jeug.
Na 'n onaangename oudag,
Sal die aarde ons hou.
Lank lewe die universiteit,
Lank lewe die professore,
Lank lewe elke student,
Lank lewe al die studente,
Mag hulle vir ewig hul jeug behou!

Zulu

Ngakho, masithokoze
Sisebasha nje.
Emva kobumnandi bobusha
Emva kwezinkinga zobudala
Umhlaba uzosithatha.
Phambili ngemfundo!
Phambili boSolwazi!
Phambili nakuwe mfundi;
Phambili ngenhlangano yonke;
Maziqhubeke ngonaphakade!

QUALIFICATIONS

1. **Baccalaureus Artium: Public Management And Governance** **Bachelor of Arts Public Management And Governance**

Baholo, Makgafela Elroy
Bandezi, Phumelela
Brown, Nkonye Precious
Chambela, Penny
Chibvomo, Nelson
Danguru, Dorothy
Desemele, Palesa
Dlamini, Buhle
Dlamini, Nomagugu Pearl
Dube, Tshepo
Dube, Zandile
Dunn, Kelebogile
Fihla, Noluthando Petunia
Gamede, Dimpho Zenani
Hadebe, Knowledge
Hlatshwayo, Lungile Ntombikayise
Hlelesi, Khotso
Hlongwane, Nhlanhla
Hlongwane, Nonhlanhla Hlengiwe (**with distinction**)
Jele, Jabulile Lucia
Kekana, Kholeka
Kgosana, Maphefo Masekgaila Elizabeth
Khanye, Mojalefa Amos
Khumalo, Zandile
Kubayi, Nkhensani Faith
Kubeka, Nontsikelelo Priviledge
Kubeka, Zamakhathide
Lebakeng, Kamohelo Adoration
Lingani, Sizwe

Liphoko, Kgalalelo
Lusizi, Ongezwa
Mabunda, Belvocia Mkatoko
Mabuza, Phinda Clarence
Madinane, Sihle
Mafoyane, Tiisetso Leago
Magoro, Basetsana
Mahlalela, Sindile Promise
Maile, Tebatso Thakane Mmapule
Makamu, Mpumelelo Vincent
Makhafola, Katlego Nelson Makgale
Makhalemele, Katleho
Makhathini, Simphiwe Vusumuzi Siza
Makhubo, Thenjiwe
Makola, Ouma
Malaka, Refilwe Given
Malatji, Nhlanhla Anssie
Malaza, Mlandvo Banele
Maloma, Mapula Sharline
Mamabolo, Lebogang Masebedewa
Manana, Mbaliyethemba Gugulethu
Mangali, Siyabonga
Maphatane, Kamogelo Mpho
Mapheto, Thabang Maijane
Marakalla, Johannes
Maredi, Kgomoapholo David
Maroga, Raesibe Elizabeth
Masango, Keamogetswe
Masebeni, Iran
Masenya, Mohlamatji Junior
Mashele, Karabo
Mashike, Josephine Nokoane
Mashimbye, Wisani
Mathebula, Lizzy Balegile
Matjipa, Ramoahlodi
Matlhaba, Happy Gregory
Matoko, Thabiso
Matsoi, Masello Lekwapa

Mavhungu, Tshepo
Mavilane, Irvin
Mawela, Letlhogonolo
Mbamba, Lindokuhle Precious
Mbatsane, Reitumetsi
Memela, Noluthando
Mgiba, Sinah
Mgiqwa, Mongezi
Mhlongo, Ayaphila Sibongakonke
Mkhari, Stanley
Mkhize, Sihle Bongekile (**with distinction**)
Mkhonza, Nonkululeko Priscilla
Mkhonza, Sizwe
Mlilo, Jabulile Relebohile
Mngomezulu, Boitumelo Bophelo
Mngomezulu, Samukelisiwe
Mngqibisa, Xoliswa
Mnguni, Lucky Siyabonga
Mnguni, Sphiwesihle Mpho
Modiko, Itumeleng
Moeng, Bontle Mmeng Pearl
Mogale, Melissa
Mogale, Naledi Dineo
Mogoba, Dolly Mathapelo
Mohlala, Gomotsegang Mamedupi
Mohlala, Lazarus Tsotso
Mokhothu, Ellen Nomangwane
Mokoena, Itumeleng Eugene
Molefe, Kamogelo Delinah Johannah
Molema, Kobela Melita
Montja, Noko Given
Monyemoratho, Kgomotso
Moreotsene, Puleng
Mosenthal, Nthabiseng Pamela
Msimango, Bongwiwe (**with distinction**)
Msimango, Siyethemba
Msimango, Wandile Mthunzi
Mthembu, Teboho

Mthethwa, Nompumelelo
Mucavele, Andries
Mudau, Wisane Paulina
Mudiba, Pinelle Pinashon
Mulaudzi, Gundo
Muligidi, Ampfarisaho Adra
Muzivi, Rejoice
Mxothwa, Akalibali
Ncube, Confidence Them bani
Ncube, Thokozani
Ndhlazi, Gugulethu Noko
Ndlovu, Nomfundo
Ngcobo, Talent
Ngobese, Nokuthula Goodness
Ngwenya, Celiwe
Ngwenya, Jabulile Happiness
Nkondlo, Zandile
Nkosi, Bethuel Terence
Nkosi, Thembelihle
Nqabeni, Zidwesh a
Nxumalo, Khwezikazi Nangomso
Oztas, Karabo Didem
Pakkies, Neo Willie
Phathela, Kgomotso Bernard
Phofedi, Reamogetse
Pitja, Paseka Sharron
Pitsoane, Keamogetswe
Qenge, Ayanda
Rabothata, Phetole Petrus
Radebe, Kebuileng Nelisiwe Mathutho
Ramafemo, Tebatso Carol
Ramaru, Mamosa
Ramathavhana, Boitumelo Maluta
Rameetse, Machipi Welhemina
Ramotse, Katlego Kagisho
Ranaka, Mable Mashiko
Rawuka, Sandiso
Rikhotso, Ripfumelo

Sebothoma, Tshegofatso Linkie
Sefole, Tiisetso Mosolwa
Sekokope, Lethogonolo
Shabangu, Selby Sicelo
Shale, Tshepiso
Shiang, Prudence Lerato
Shogole, Realeboga
Sibanda, Clinton Nhlanhla
Sibanyoni, Mbalenhle
Sibiya, Nothando Peace
Siguba, Sinawo
Sikhakhane, Thabani Knowledge
Silulu, Mbuso
Simelane, Londiwe Amanda
Sinaravo, Leonorah
Sithole, Anna Ntombifikile
Sithole, Mosibudi Cynthia
Somhlahlo, Ovayo
Sopangisa, Sonwabise
Squire, Nkamogeleng Ernest
Tenene, Nelly
Thela, Thando
Tokwe, Lubabalo
Tshabalala, Mbongeni
Tshabangu, Banele Johannah Samantha
Tshelane, Masephoto Annah
Tshinyalani, Naledi Angel
Tshisudi, Khuthadzo Desmond
Tunce, Helen Njabulo
Valoyi, Vutlharhi
Vilakazi, Samkelisiwe
Wyngaard, Daniella Courtney
Xabaniso, Themba
Zondo, Nolizwi Nosipho
Zulu, Nozuko
Zungu, Xolani Nonhlahla

2. Master of Commerce

Andrews, Don Guzmaro (Business Management)

Minor dissertation: Creating an index to measure the integrity of investment companies investing responsibly

Supervisor: Ms S Bronkhorst

Anthony, Malcolm (Business Management)

Minor dissertation: Development of an optimum costing model for a private hospital

Supervisor: Mrs S Bronkhorst

Evert, Juanita (Leadership in Performance and Change)

Minor dissertation: A performance management system in a warehousing and distribution organisation

Supervisor: Prof MHR Bussin

Govan, Anjali (Business Management)

Minor dissertation: Reducing segmentation between the informal and formal sectors in the transport industry

Supervisor: Dr DH Boikanyo

Katz, Henton Samuel (Business Management)

Minor dissertation: Enterprise architecture adoption in the integrated justice system of South Africa

Supervisor: Mr LJ Erasmus

Koen, Pinkie Indiphile (Business Management)

Minor dissertation: Improving operational efficiencies through integrated information systems

Supervisor: Dr R Brink

Co-Supervisor: Dr K Ohei

Kotze, Albertus Charles (Business Management)

Minor dissertation: The link between financial performance and supply chain process strategy

Supervisor: Dr PJ Kilbourn

Maluleke, Xihluke Mkatoko (Business Management)

Minor dissertation: Integrated sales and operations planning process for a FMCG company

Supervisor: Dr NM Pisa

Co-Supervisor: Ms E Kriel

Maphumula, Fikile Ellen (Business Management)

Minor dissertation: Understanding taxpayers' trust and perceived risk of using the electronic tax filing system

Supervisor: Prof KN Njenga

Mashinini, Thandwa (Business Management)

Minor dissertation: Public procurement practices: The case of the Road Accident Fund

Supervisor: Mr T Mbara

Co-Supervisor: Prof R Luke

Masite, Otshepeng Gift (Business Management)

Minor dissertation: The state of implementation of Transnet's modal shift strategy

Supervisor: Dr NM Pisa

Co-Supervisor: Mr T Mbara

Matlala, Kabelo Taole (Business Management)

Minor dissertation: Factors influencing the relationship trust of Black Generation Y banking customers

Supervisor: Prof M Roberts-Lombard

Co-Supervisor: Dr BE Stiehler-Mulder

Mavhungu, Livhuwani Lillian (Business Management)

Minor dissertation: Last mile distribution challenges for a forecourt convenience stores' distributor

Supervisor: Dr PJ Kilbourn

Mbenenge, Mzwandile Ferguson (Business Management)

Minor dissertation: Sustainability practices by Transkei guest houses

Supervisor: Dr PH Thomas

Moema, Tebogo Chantal (Business Management)

Minor dissertation: Public sector supply chain risk factors in Gauteng provincial treasury

Supervisor: Mr LL Jacobs

Mokoena, Tebogo Sesana (Industrial Psychology)

Minor dissertation: Work and ethnic identities as mediators of the relationship between discrimination and burnout in Black South Africans

Supervisor: Dr BG Adams

Co-Supervisor: Ms L Sekaja

Moremi, Thuladu Bonhle Esther (Industrial Psychology)

Minor dissertation: Work engagement and burnout among public and private school teachers

Supervisor: Prof C Hoole

Co-Supervisor: Prof B Morgan

Naidoo, Uresen (Business Management)

Minor dissertation: Factors influencing employee safety in the workplace

Supervisor: Dr RC Viljoen

Ndlovu, Lizwelethu (Business Management)

Minor dissertation: The impact of corporate social responsibility on the financial performance of the South African companies

Supervisor: Dr CD Reddy

Nthongoa, Modumaele Theodore (Business Management)

Minor dissertation: The effect of gender schemas on women advancement in the South African engineering sector

Supervisor: Prof C Nieuwenhuizen

Nyoni, Ntombiyokusa (Business Management)

Minor dissertation: Project implementers' perspectives on the deployment and uptake of information communication technology for development initiatives

Supervisor: Mrs MS Bvuma

Rathaba, Dorcas Dikomo (Business Management)

Minor dissertation: Information needs of small, micro and medium enterprises

Supervisor: Dr CJ Niemand

Scheepers, Gary Norman (Industrial Psychology)

Minor dissertation: Testing practices in Africa: Developments and attitudes towards testing and test use

Supervisor: Prof A Odendaal

Teles, Daniella Da Silva (Strategic Management)

Dissertation: Entrepreneurial orientation of South African social enterprises

Supervisor: Dr C Schachtebeck

Van Der Merwe, Elmarie (Business Management)

Minor dissertation: The status of material master data management implementation: Implications on supply chain processes in FLSmidth

Supervisor: Dr NM Pisa

Waweru, Aidah Nyaguthii (Business Management)

Minor dissertation: Corporate social responsibility practices in portfolio firms

Supervisor: Dr AM Makka

3. Master of Philosophy

Appalsamy, Paul (Leadership in Emerging Countries)

Minor dissertation: The applicability of servant leadership in corporate South Africa

Supervisor: Prof LMM Hewitt

King, Philippa Josephine (Leadership in Emerging Countries)

Minor dissertation: New methods of engagement: A case study on spiral dynamics to improve union-employer relationships

Supervisor: Prof LMM Hewitt

Mashadza, Itseng Tlamele (Industrial Psychology)

Minor dissertation: The relationship between person-environment fit and job stress: A vocational interest perspective

Supervisor: Prof B Morgan

Meyer, Stephanie (Industrial Psychology) **(with distinction)**

Minor dissertation: Psychological attachment and demographic variables: Comparing profit and non-profit organisations

Supervisor: Mr MA Themba

Mutendi, Definite (Employment Relations) **(with distinction)**

Dissertation: The psychological contract and organisational identification in call centres

Supervisor: Dr R de Braine

Reddy, Tereen (Industrial Psychology) **(with distinction)**

Minor dissertation: Psychometric properties of Goldberg's open source Big-Five Factor Markets

Supervisor: Prof B Morgan

Sefurutsi, Kagisano Josephine (Leadership in Emerging Countries)

Minor dissertation: African ancestral spiritual leadership in workplace relations

Supervisor: Dr CM Govender

4. **Doctor Litterarum et Philosophiae**

Nhlapo, Tsholo Mzawazi Solomon (Public Management and Governance)

Thesis: Human resource development strategy for gender equality within the Department of Correctional Services

Supervisor: Prof S Vyas-Doorgapersad

Ramogayane, Ramoshidi Piet (Public Management and Governance)

Thesis: Cooperative governance and intergovernmental relations between provincial and local government in Gauteng

Supervisor: Prof DB Jarbandhan

Co-Supervisor: Prof CJ Auriacombe

5. Philosophiae Doctor

Morton, Nadia (Industrial Psychology)

Thesis: The cross-cultural validation of the South African Personality Inventory - English version

Supervisor: Prof C Hill

Nhlapo, Tsholo Mzawazi Solomon (DLitt et Phil)

Tsholo Mzawazi Solomon Nhlapo's career started as a Correctional Official at Groenpunt Maximum Correctional Centre in 1986. He now serves as Assistant Director. He holds a National Diploma in Correctional Services Management (UNISA), and a BA Honours and a Masters in Development and Management from NWU.

His study focused on the implementation of a human resource development strategy towards achieving gender equality objectives. Qualitative research methodology triangulated data into recommendations. These centred on documented interventions shared with stakeholders to ensure gender equality in policies, programmes, and projects.

The thesis frames Gender Equality in human resource development, and promotes the incorporation of gender mainstreaming in public HR practices and overall, the realisation of Sustainable Development Goal 5 in the global and South African context.

Supervisor: Prof S Vyas-Doorgapersad

Ramogayane, Ramoshidi Piet (DLitt et Phil)

Ramoshidi Piet Ramogayane holds a Bachelors in Administration from the University of Limpopo, an MSc in Development Planning, and a Master of Management in Public Policy from WITS. He serves as Chief Director: Municipal Performance Monitoring and Evaluation, Gauteng Department of Co-operative Governance and Traditional Affairs. He works closely with the Gauteng Premier's Office and his desire is to serve the public at large.

His thesis explored cooperative governance and intergovernmental relations between provincial and local government in general, and the Gauteng Province in particular. The study was grounded on documentary, literature, and contextual analyses, supplemented by qualitative data-collection techniques, in searching for recurring variables and themes.

The results revealed a fragmented application of intergovernmental relations, silo-based planning, budgeting, monitoring, evaluation, and reporting mechanisms hampering cooperative governance. The thesis proposes streamlined management and administrative reforms of intergovernmental relations and cooperative governance in Gauteng.

Supervisor: Prof DB Jarbandhan

Co-Supervisor: Prof CJ Auriacombe

Morton, Nadia (PhD)

Nadia Morton holds an MCom in Industrial Psychology. She is a registered Industrial Psychologist, and lectures Industrial Psychology and Research Methodology part-time. She also trains final-year students in workplace soft skills.

Her thesis focused on the cross-cultural validation of the South African Personality Inventory (SAPI, English Version). The research adopted a quantitative approach, finding that the six-factor structure of the SAPI (Conscientiousness, Extraversion, Neuroticism, Openness, Positive- and Negative Social-Relational Disposition) is relevant to the South African context.

These findings emphasised the positive attitudes of South Africans towards fostering interpersonal relationships. From an organisational context, the SAPI demonstrated that being conscientious can influence individuals to engage in actions associated with Employee Green Behaviour and Job Crafting. Ultimately, that the SAPI goal to comply with South Africa's Employment Equity Act stipulations regarding fair and unbiased assessments, that encapsulate personality traits in a multi-cultural context, is supported.

Supervisor: Prof C Hill

See the back cover for the words of the National Anthem.



A word of thanks to the UJ Alumni Office for sponsoring the flower arrangements at the University of Johannesburg graduation ceremonies.

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National Anthem of South Africa

Nkosi sikelel' Afrika
Maluphakanyisw' uphondo lwayo,

Yizwa imithandazo yethu,
Nkosi sikelela, thina lusapho lwayo.

Morena boloka setjhaba sa heso,
O fedise dintwa le matshwenyeho,
O se boloke, O se boloke setjhaba sa heso,
Setjhaba sa South Afrika - South Afrika.

Uit die blou van onse hemel,
Uit die diepte van ons see,
Oor ons ewige gebergtes,
Waar die kranse antwoord gee,

Sounds the call to come together,
And united we shall stand,
Let us live and strive for freedom,
In South Africa our land.