

**Welcome to the
Graduation Ceremony
of the
University of Johannesburg
10 April 2018**

**Welkom by die
Gradeplegtigheid
van die
Universiteit van Johannesburg
10 April 2018**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
10 Moranang 2018**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
10 kuMbaso 2018**

UNIVERSITY OF JOHANNESBURG

CHANCELLOR

Prof NS Ndebele
BA (Lesotho), MA (Cambridge UK), PhD (Denver USA)

SENIOR OFFICE-BEARERS OF THE UNIVERSITY

VICE-CHANCELLOR AND PRINCIPAL

Prof T Marwala
BS Eng (Case Western Reserve USA), MEng (UP), PhD (Cambridge UK)

DEPUTY VICE-CHANCELLOR ACADEMIC

Prof A Parekh
BA, BA Hons, MA (UDW), MA (Kansas USA), DPhil (UDW)

DEPUTY VICE-CHANCELLOR: RESEARCH AND INTERNATIONALISATION

Prof S Sinha
BEng, MEng, PhD (UP)

REGISTRAR

Prof IC Burger
BA, HEd, BA Hons, MA, PhD (RAU)

DEPUTY VICE-CHANCELLOR: FINANCE

Ms N Mamorare (Acting)
BCom (Rhodes), BCom Hons (UKZN), CA (SA)

DEPUTY VICE-CHANCELLOR: EMPLOYEES AND STUDENT AFFAIRS

Ms KC Mketi
BA (Bophut), BA Hons (RAU), MBL (Unisa)

GENERAL COUNSEL

Prof PH O'Brien
BCom, LLB, LLM, LLD (RAU)

EXECUTIVE DEANS

COLLEGE OF BUSINESS AND ECONOMICS

Prof D van Lill
BSc, BSc Hons, MSc, PhD (US)

FACULTY OF ART, DESIGN AND ARCHITECTURE

Prof F Freschi
BA (Wits), BA Hons (UCT), PhD (Wits)

FACULTY OF EDUCATION

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

FACULTY OF ENGINEERING AND THE BUILT ENVIRONMENT

Prof C Mbohwa (Acting)
BSc Eng (Hons), OMMS, PhD (TMIT Japan)

FACULTY OF HEALTH SCIENCES

Prof A Swart
NDip, NHDip (TWR), BEd, MEd (RAU), DTech (TWR)

FACULTY OF HUMANITIES

Prof AB Broadbent
BA, BA Hons, MPhil, PhD (Cambridge UK)

FACULTY OF LAW

Prof LG Mpedi
B Juris, LLB (Vista), LLM (RAU), LLD (UJ)

FACULTY OF SCIENCE

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

MEMBERS OF COUNCIL

CHAIRPERSON

Mr MS Teke

DEPUTY CHAIRPERSON

Dr Y Ndema

MEMBERS

Prof H Abrahamse
Mr FM Baleni
Ms S Dlamini
Ms K Gugushe
Prof D Hildebrandt
Mr G Khosa
Prof C Landsberg
Dr J Manyaka
Prof T Marwala
Ms Z Matlala
Ms BJ Memela-Khambula
Mr F Netshiavha
Prof A Parekh
Mr C Phetla
Dr WP Rowland
Mr K Thomas
Dr M Tom

Programme

Tuesday, 10 April 2018 at 13:00

To ensure good order during the ceremony all those present are requested to leave the Auditorium only after the ceremony has been concluded.

The academic procession enters the Auditorium and the members of the procession take their seats on the stage.

The choir sings Gaudeamus Igitur (or a CD is played) while those present remain standing.

The Chancellor constitutes the congregation.

Choir.

Welcome.

The relevant Executive Dean presents the candidates to the Chancellor for the conferment of a degree/diploma/certificate.

Singing of the National Anthem.

The Chancellor dissolves the congregation.

The academic procession leaves the Auditorium while those present remain standing.

Lenaneo

Labobedi, 10 Moranang 2018 ka 13:00

Go kgonthiša gore dilo di sepela ka tshwanelo nakong ya moletlo, bohle bao ba tilego moletlong ba kgopelwa go tšwa ka Holong ya kopano feela ka morago ga ge moletlo o phethilwe.

Sehlopha sa dirutegi se tsena ka Holong ya kopano gomme maloko a sehlopha se a dula ditulong tša ona sefaleng.

Khwaere e opela Gaudeamus Igitur (goba CD e tlo bapalwa) mola bao ba lego gona ba tšwela pele go ema.

Mokhanseliri o kopanya phuthego.

Khwaere.

Dikamogelo.

Hlogophethiši ya maleba ya lefapha e hlagiša dialoga go Mokhanseliri gore di newe tikrii/diploma/setifikeiti.

Go opelwa ga Koša ya Setšhaba.

Mokhanseliri o phatlalatša phuthego.

Sehlopha sa dirutegi se tšwa ka Holong ya kopano mola bao ba lego gona ba tšwela pele go ema.

Program

Dinsdag, 10 April 2018 om 13:00

Ter wille van die ordelike verloop van die plegtigheid
word alle aanwesiges vriendelik versoek
om die Ouditorium nie voor die einde van die plegtigheid te verlaat nie.

Die akademiese prosessie kom die Ouditorium binne en neem op die verhoog plaas.
Die koor sing Gaudeamus Igitur (of 'n CD word gespeel) terwyl die aanwesiges staan.

Die Kanselier stel die kongregasie saam.

Koor.

Verwelkoming.

Die betrokke uitvoerende dekaan stel die kandidate aan die Kanselier voor vir die
toekenning van 'n graad/diploma/sertifikaat.

Sing van die volkslied.

Die Kanselier ontbind die kongregasie.

Terwyl die aanwesiges bly staan, verlaat die akademiese prosessie die Ouditorium.

Uhlelo

uLwesibili, 10 kuMbaso 2018 ngelo-13:00

Ukuze kuqinisekwe ukuthi konke kuhamba kahle ngesikhathi somcimbi, bonke abakhona
bacelwa ukuba baphume eHholweni kuphela lapho umcimbi usuphuthuliwe.

Udwendwe lezifundiswa lungena ehholweni bese amalungu odwendwe ahlala phansi
esiteji.

Ikwaya icula i-Gaudeamus Igitur (noma kudlalwa iCD) ngalenkathi labo abakhona
besamile.

UShansela uhlanganisa ibandla.

Ikwaya.

Ukwamukelwa.

Izinhloko Eziyiziphathimandla ezithintekayo zethula abafundi kuShansela weNyuvesi
ukuze bathole idigiri/idiploma/isitifiketi.

Kuculwa iHubo Lesizwe.

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. National Diploma (Human Resources Management)

Badibengi, Ariel Benda
Banze, Notessa
Bongwana, Sisipho Bridgert
Cindi, Noluthando Octavia
Dapo, Mbongeni Vuyisile
Dithipe, Palesa
Essop, Taybah
Gigi, Sibongile Sibathulisile
Hlase, Khutso
Joe, Marilyn Ruramaimunashe
Kabasele, Lerato Nadine
Kamfer, Megan Masumi Charmain
Kazembe, Fatima
Kgoele, Mmaosia Sophy
Khanye, Gugulethu
Khoza, Nompumelelo Onicah
Kumalo, Fkile Victoria
Kupeka, Molefi
Ledwaba, Kamogelo Serogole
Lidzhade, Thendo
Linda, Thendi Nandipha
Mabaso, Lethokuhle
Mabena, Ayanda Dimpho
Mabu, Keadiretse Getrude
Mabunda, Eulanda Nhlamulo
Mabunda, Noxolo Jabhisa
Mabuza, Nomsa
Makaula, Tamsanqa Siyamthanda
Makua, Windy Kgaogelo
Maphanga, Lawrence Abuti
Mashaba, Lunga Madlakazi
Mathabela, Eva Lydia
Matlali, Maphlebeba Katleho
Mazibuko, Precious Philisiwe
Mbatha, Siyabonga Gift
Mchunu, Luthando Khanyisani
Mmola, Sello

Mojakhomo, Mantheba Refilwe
Mokgethi, Lebogang
Moleko, Maureen
Mosoeunyane, Makhotso Emma
Mothapo, Raesetja Johannah
Msibi, Buyile Lindelwa
Mthombeni, Elizabeth Naledi
Muoe, Nthabiseng
Musandiwa, Itumeleng Vhonani
Naki, Andiswa Carol
Ndlovu, Khanyisa
Nhlabathi, Ayanda Fortunate
Phalane, Kamogelo
Radebe, Sibusiso
Ralekgokgo, Ngoakwana
Rathebe, Tshegofatso
Seabi, Ramaesela Palesa Bernenia
Selepe, Garneth Kgwantla
Setlaba, Tladi Donald
Sexaine, Stacey Leigh
Shongwe, Cebisile Nonduduzo Senelosiwe
Simelane, Yanele Nonjabulo
Sineke, Nthabiseng
Tlotleng, Kamogelo Kevin
Tshayana, Abongile Cecilia
Tsienyane, Boitumelo Candance
Xaba, Portia

2. Advanced Diploma in Economics

Madubung, Phetogo Harold
Masango, Zwakele Praise
Mgaga, Lindokuhle Diana
Moabelo, Noko Kgaogelo
Ndlovu, Thabani
Nozibele, Msawenkosi

3. Baccalaureus Commercii (General)

De Vries, Ashlin Luke Ralph
Brown, Louise Mary
Chuma, Anna Vanessa
Dlanga, Sibulele Kolosani
Dlangalala, Precious Pride
Edje, Manka Amanda

Hlalele, Mayele
Kubayi, Molokoloko Joyce
Maphathane, Mahlatse Mogafe
Moalusi, Naledi
Mpabanga, Zanele Linda
Mshweshwe, Zandile
Mthembu, Thethelela Leana
Nkosi, Sakhile Sandile
Ntswelekile, Busisiwe
Phaahla, Nyakallo Isaac
Rayman, Azraa
Rikhotso, Ntsako
Seruwe, Gomolemo
Sibeko, Noluthando
Thipa, Winnie Democracy

4. Baccalaureus Commercii (Human Resource Management)

Behairylall, Priyanka
Crawley, Moegamad Waghid
Dick, Danielle Kayleigh
Koenane, Kamohelo
Malcolm, Jonathan Sean
Masuku, Zandile Petunia
Mazuze, Lethinjabulo Precious
Mdungwane, Juliet Lindokuhle
Mhozya, Kelvin Lameck
Motshwaedi, Mosimanegape Silvester
Nkuna, Ripfumelo Tholsy
Pillay, Kaylyn
Scheepers, Ashraf
Velah, Amanda Ayanda

5. Bachelor of Commerce in Industrial Psychology

Andriessen, Robyn-Kim
Appelgryn, Barend Cornelius
Bila, Khongelani Antonnet (with distinction)
Bilankulu, Xikombiso Glacia
Daniel, Nadia
Docrat, Manzoora
Hlongwane, Phindile Harriet
Jappie, Aasif Sulaiman
Langa, Koketso
Lekgoathi, Kgaogelo Welminah Lovel

Lukhele, Mpho
Makhubele, Boitumelo Winny (**with distinction**)
Malekane, Frieda Mankoko
Mavuso, Mandy Ziyanda
Mbu, Hyosook Mary Bernadette
Mcianga, Cajambo
Mdaka, Shanelle Patience
Mlotshwa, Dolly
Mohamed, Safiya
Mohomotsi, Tumelo Oone
Moleko, Boipelo Selloane
Moreki, Mono Innocent
Nevill, Rebecca Anona
Nkabini, Zinhle Thobeka
Nzuza, Nomcebo Promise
Oberholzer, Aletta Dorothea
Pillay, Anesh
Pooe, Tumisang Lebogang
Rampai, Thulaganyo
Ranziba, Pretty
Satsha, Vuyokazi
Shabangu, Nomvula Amanda
Shabangu, Siphiwe Vinolia
Thobakgale, Joy
Valoyi, Ntiyiso Vanessa
Williams, Jenna Dee

6. Bachelor of Commerce Honours in Human Resource Management

Chulu, Mary (**with distinction**)
Ilung, Monica Kony
Khumalo, Sthembiso Prince
Kodibona, Mologadi Patiance
Kouassi, Paule Valerie
Le Roux, Ashleigh Dale
Mahlangu, Emely
Maholo, Malebo
Mahonga, Asive Siphoxolo
Makgamatha, Tshegofatso Lilly
Makgotlwe, Lebogang Basetsana
Malatse, Oarabile Tshegofatso
Maluleke, Fatima Petunia
Masilela, Nomvelo Prudence
Mkhwanazi, Vusumuzi Mjabuliseni
Monama, Mmadithame Rachel
Mukendi, Morgan Nkonko

Msweli, Davis Brian Bonginkosi
Ndlovu, Leyandre Caron Daleen
Neswiswi, Phathutshedzo
Ngxukumesha, Mkhululi Owen
Nimako, Cynthia Ama
Nkosi, Thulisile
Olifant, Lebogang Billy
Phiri, Mbali Millicent
Phoshoko, Lehlogonolo Patience
Plaatjies, Uleilia Lario
Ramotsho, Lerato Fortunate **(with distinction)**
Sekgobela, Nkwele Matthews
Selwe, Neo Lebogang Rodney
Thwala, Sindisiwe Happiness
Vilakazi, Mvulani Isaac
Weale, Martin

7. Bachelor of Commerce Honours in Industrial Psychology

Baboni, Emmanuel Ngwa
Bezuidenhout, Diaan
Cohen, Liav Gilad
Lushaba, Zizile Charity
Maistry, Nikita Pauline
Marcks, Meryl Delphine
Mjojeli, Bonisiwe Pretty Lethokuhle **(with distinction)**
Mokoena, Tebogo Sesana
Molepo, Mampheri Jackson
Moralo, Thapelo Sendry
Mtshali, Celiwe **(with distinction)**
Naidu, Myushka **(with distinction)**
Pilane, Boitumelo Salome
Sibeko, Jabulile Nkanyezi
Sloan, Monique **(with distinction)**
Swanepoel, Bronwyn **(with distinction)**
Tsotetsi, Itumeleng Natalie
Van Wyk, Keren Nicoleen
Vilakazi, Sesiwabonga
Xala, Unathi

8. Master of Arts (MA)

Litshani, Thinaamano Priscilla (Tourism and Hospitality Management)
Dissertation: Destination marketing: A regional perspective
Supervisor: Dr PH Thomas

Makhoane, Nthabiseng Alice (Tourism and Hospitality Management)
Dissertation: Environmental sustainability of festivals: The case of Mangaung African cultural festival
Supervisor: Prof TM Tichaawa

Makoni, Logistics (Tourism and Hospitality Management) **(with distinction)**
Dissertation: A stakeholder reflection on Zimbabwe's urban tourism offerings
Supervisor: Prof TM Tichaawa

Samhere, Sharon (Tourism and Hospitality Management) **(with distinction)**
Dissertation: Stakeholders' perceptions of the Harare International Festival of Arts
Supervisor: Prof TM Tichaawa

9. Master of Commerce (MCom)

Dundu, Nyaradzo, (Business Management)
Minor dissertation: Factors that influence students' engagement with the Facebook page at a selected university
Supervisor: Dr I Lubbe

Field, Beryl Jade (Business Management)
Minor dissertation: Costing and marketing as a source of rivalry in the transport industry
Supervisor: Prof M Mpinganjira
Co-Supervisor: Dr PH Thomas

Francis, Tamara Keshnee (Business Management)
Minor dissertation: The utilisation of facebook as a marketing communication tool within university faculties
Supervisor: Prof M Roberts-Lombard
Co-Supervisor: Prof GA Goldman

Isakow, Russel (Business Management)
Minor dissertation: Sense-making and its influence on a strategic change initiative within an African bank's finance function
Supervisor: Prof C Nieuwenhuizen

Kessy, Karen Valence (Industrial Psychology) **(with distinction)**
Minor dissertation: People living with albinism: A Humanitarian work psychology approach
Supervisor: Prof F Crous

Khoza, Rachel Tholakele (Business Management)
Minor dissertation: Assessing the corporate entrepreneurial climate in small and medium accounting enterprises
Supervisor: Dr D Groenewald
Co-Supervisor: Mr C Schachtebeck

Kiggell, Lance Spencer (Business Management)

Minor dissertation: Using fourth party logistics outsourcing to manage courier distribution

Supervisor: Dr PJ Kilbourn

Co-Supervisor: Mr GJ Heyns

Kraft, Ikraam (Industrial Psychology) **(with distinction)**

Minor dissertation: Attitudes towards homosexuality based on religion and workplace discrimination

Supervisor: Dr BG Adams

Co-Supervisor: Ms L Sekaja

Mahlangu, Thokonzani Patrick (Business Management)

Minor dissertation: Use of social media big data by South African retailers to support marketing decisions

Supervisor: Prof M Mpinganjira

Masia, Zanele Patricia (Business Management)

Minor dissertation: Workplace spirituality for organisational performance

Supervisor: Dr A Makka

Odendaal, Elane (Industrial Psychology)

Minor dissertation: Measuring attitudes towards mental illness in the South African workplace

Supervisor: Dr CM Henn

Pillay, Semona (Marketing Management) **(with distinction)**

Dissertation: Exploring the influence of vlogging communities on brand loyalty for colour cosmetic products

Supervisor: Prof M Mpinganjira

Radebe, Msindosi Sarah (Business Management)

Minor dissertation: A strategic approach to 3D printing in South African logistic companies as third party logistic service providers

Supervisor: Dr PH Thomas

Co-Supervisor: Ms S Nabee

Ratsoma, Lerato (Business Management)

Minor dissertation: Development of black women owned investment organisations holding equity in JSE listed companies

Supervisor: Prof C Nieuwenhuizen

Seeletsa, Gabriel Rakatane (Business Management)

Minor dissertation: A role-based framework for information systems project success

Supervisor: Prof C Marnewick

Selesho, Motale Ernest (Business Management)

Minor dissertation: An evaluation of performance management in identifying training and development gaps in Sol Plaatje Municipality

Supervisor: Mr S Ngcobo

Tlou, Dineo Benedicta (Business Management)

Minor dissertation: Evaluating the performance of the South African Breweries Foundation Tholoana Enterprise Fund

Supervisor: Dr D Groenewald

Co-Supervisor: Mr JP Davids

Vukeya, Theresa Mkatoko (Business Management)

Minor dissertation: Use of library electronic information resources by university undergraduate students

Supervisor: Prof CW Rensleigh

10. Master of Philosophy (MPhil)

Buthelezi, Joseph Zwakele (Personal and Professional Leadership)

Minor dissertation: Succession planning as a cornerstone of leadership and stability in South African schools

Supervisor: Dr MA Harrop-Allin

Clark, Cheryl-Lee (Leadership Coaching)

Minor dissertation: People living with albinism: The quest for humanitarian coaching

Supervisor: Prof F Crous

Isabirye, Patricia (Leadership in Emerging Countries)

Minor dissertation: Exploring women's perspectives of leadership in East Africa

Supervisor: Prof LMM Hewitt

Paris, Julia Dawn (Personal and Professional Leadership)

Minor dissertation: Mindfulness of senior women leadership in South Africa

Supervisor: Prof LMM Hewitt

11. Philosophiae Doctor (PhD)

Biddulph, Burnett Percival (Personal and Professional Leadership)

Thesis: My journey as an intrapreneur in corporate South Africa

Supervisor: Prof WJ Schurink

Co-Supervisor: Prof F Crous

Erasmus, Elmarie (Personal and Professional Leadership)

Thesis: Sustaining leadership quality practices at a FET college through appreciating and incorporating different cultural values

Supervisor: Dr RC Viljoen

Mageto, Joash Nyakeirura (Logistics Management)

Thesis: Logistics outsourcing and performance of small and medium sized manufacturing enterprises in Nairobi

Supervisor: Prof GC Prinsloo

Co-Supervisor: Dr R Luke

Muka, Jean-Paul (Information Technology Management)

Thesis: A conceptual model for information technology outsourcing

Supervisor: Prof C Marnewick

Van Zyl, Marthinus Petrus (Business Management)

Thesis: A risk-based approach to the assessment and certification business process at tertiary educational institutions

Supervisor: Dr TN van der Linde

Co-Supervisor: Prof HEC de Bruyn



Biddulph, Burnett Percival (PhD)

Mr Percival Biddulph holds a BCompt (Hons) and an MBL degree from UNISA and qualified as an accountant and auditor in the financial and technology sectors. On the verge of retiring from an executive corporate career of 35 years, he wished to contribute to the field of intrapreneurship. An intrapreneur is someone within a company who takes risks in an effort to solve a problem. Despite there being progressive studies on entrepreneurship, there are few studies providing a comprehensive understanding of intrapreneurs' actual work experiences, their emotional experiences in a socio-organisational context, and attributes.

Mr Biddulph thus asked: "How can I make sense of my lived experiences as intrapreneur in the context of my personal life and career journey?" A unique intrapreneurial sense-making model was developed by applying auto-ethnography as the qualitative research genre, using, among other conceptual frameworks, Pepper's Adequate World Views.

The study contributes substantial depth to the scholarship on intrapreneurship, notably intrapreneurial life.

Supervisor: Prof WJ Schurink

Co-Supervisor: Prof F Crous



Erasmus, Elmarie (PhD)

Ms Elmarie Erasmus holds a Certificate in Management from UNISA and a Master of Social Work Supervision (cum laude) from the University of Pretoria. She has practiced for many years as a social worker and supervisor and engaged herself in the education and mentoring of social auxiliary workers through her own non-profit vocational college.

Ms Erasmus explored how the cultural values of staff and students may be utilised to sustain quality practices in relation to leadership at a private vocational college. For this purpose, she used an integral action inquiry method and found that by enacting the principles of Ubuntu, quality improvements become a collective endeavour, sustaining a sense of belonging.

The study contributes meaningfully to the development of agile leadership through communication, commitment, and collaboration. These attributes are prerequisite to sustain quality practices at a private vocational college.

Supervisor: Dr RC Viljoen



Mageto, Joash Nyakeirura (PhD)

Mr Joash Nyakeirura Mageto holds a Bachelor of Education Technology (Hons) (Moi University), an MBA (University of Nairobi) and a professional Diploma from the Chartered Institute of Procurement and Supply (UK). He has worked at the University of Nairobi and Maasai Mara University.

The inadequate performance of small and medium-sized enterprises (SMEs) in developing countries is partly due to poor logistics management practices. The research investigated the relationship between logistics outsourcing and performance of manufacturing SMEs in Nairobi, Kenya. A mixed methods research design was followed with structural equation modelling and content analysis used to analyse data. It was found that logistics outsourcing positively impacts on the performance of manufacturing SMEs through the mediation of logistics outsourcing performance. Logistics outsourcing also positively influences logistics performance when manufacturing SMEs and outsourced logistics service providers share quality communication, high trust levels, “win-win” contract terms, close cooperation and enhanced innovation.

The findings culminated into the development of a logistics outsourcing model to be used by SME managers to improve enterprise performance.

Supervisor: Prof GC Prinsloo

Co-Supervisor: Dr R Luke



Muka, Jean-Paul (PhD)

Mr Jean-Paul Mbuyamba Muka holds a National Diploma (IT Support Services), a BTech (IT), a MTech (IT) and developed an interest in IT project management auditing. He has an accomplished career in ICT project management and business development over the past 15 years.

IT outsourcing is a multi-billion dollar global industry whereby the cost of failed IT outsourcing projects is astronomical. This is exacerbated by the fact that at least half of outsourcing projects are considered as failures. This research aimed to develop a repeatable model to guide outsourcing practitioners and researchers towards successful IT outsourcing. Outsourcing literature was reviewed, resulting in a conceptual model for successful IT outsourcing, which in turn was validated through a structured questionnaire. Knowledge gaps identified between the conceptual model and the insights from data analysis was integrated into an enhanced model IT outsourced model. Data was analysed through data display and analysis, which involved data visual display, data reduction and verifying conclusions. The main findings were that IT outsourcing differs from routine IT maintenance service and that outsourcing failure unfolds as a process. Ensuring successful IT outsourcing must consider the full outsourcing life span.

The study contributes insight into how to increase the success rate of IT outsourcing projects, thereby reducing the cost of failed projects. This research have been presented at an international conference and published in highly rated scientific journals.

Supervisor: Prof C Marnewick



Van Zyl, Marthinus Petrus (PhD)

Mr Tinus van Zyl holds a National Diploma and BTech in Town and Regional Planning, and an MBA, all from UJ. His career commenced in the corporate sector as a town and regional planner, after which he joined UJ, which led to his appointment as Director of Central Academic Administration in 2017. In 2013 he received the Vice Chancellor's award for exceptional innovation in designing and implementing a virtual late enquiry system for UJ.

The aim of his study was to establish a management approach, which incorporates risk management principles for the assessment and certification business processes at universities in South Africa. Primary data was collected from 20 of the 26 public universities in South Africa. A qualitative method was used to identify the risks in the assessment and certification business processes and to evaluate the associated mitigating actions. These findings set the stage for the development of the risk-based management approach, which is made up of three interconnected focus areas. Focus area one, is the risk management process as prescribed by ISO 31000. Focus area two, is the critical management areas, which outlines the context and guides best practice as established through the empirical findings. Focus area three, is the critical operational areas, which outlines the operational context and guides best practice as established through the research.

The value of the study is illustrated in that some of the findings has already been implemented at UJ. Recommendations from this research will enable universities in South Africa to review their current state of risk and to improve the integrity of their assessment and certification environments. Ultimately, to improve operational effectiveness and efficiency, and to ensure good governance within these business processes for improved stakeholder confidence and industry trust.

Supervisor: Dr TN van der Linde

Co-Supervisor: Prof HEC de Bruyn



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



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

The UJ Alumni Association manages a network to the advantage of every alumnus and the University. Become part of the ultimate network!

www.uj.ac.za/alumni

