



Graduation Programme

The Future. Reimagined.



**Welcome to the
Graduation Ceremony
of the
University of Johannesburg
15 March 2019**

**Welkom by die
Gradeplegtigheid
van die
Universiteit van Johannesburg
15 Maart 2019**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
15 Hlakola 2019**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
15 kuNdasa 2019**

UNIVERSITY OF JOHANNESBURG

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

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BA, BA Hons, MA (UDW), MA (Kansas USA), DPhil (UDW)

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BA (Bophut), BA Hons (RAU), MBL (Unisa)

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NDip, NHDip (TWR), BEd, MEd (RAU), DTech (TWR)

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BCom, LLB, LLM, LLD (RAU)

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Dr N Vukuza
BA (Fort Hare), BA Hons (Rhodes), DTE (UNISA), MA (Wits), PhD (Stellenbosch)

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BSc, BSc Hons, MSc, PhD (US)

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BA (Wits), BA Hons (UCT), PhD (Wits)

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

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

FACULTY OF HEALTH SCIENCES

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BSc, BSc Hons, MSc, PhD (UWC)

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BA, BA Hons, MPhil, PhD (Cambridge UK)

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BSc, BSc Hons, MSc (RAU), PhD (California USA)

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Mr T Mati

Ms Z Matlala

Ms BJ Memela-Khambula

Mr K Mophutha

Prof A Parekh

Dr WP Rowland

Prof A Strydom

Dr M Tom

Programme

Friday, 15 March 2019 at 09:00

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

Labohlano, 15 Hlakola 2019 ka 09:00

Go kgonthiša gore dilo di sepela ka tshwanelo nakong ya moletlo, bohle bao ba tlilego 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

Vrydag, 15 Maart 2019 om 09:00

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

uLwesihlanu, 15 kuNdasa 2019 ngele-09:00

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.

Kukulwa 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. **Advanced Diploma in Business Information Technology**

Adebowale, Benjamin Moyosore
Cele, Admire (**with distinction**)
Chohledi, Lebogang Florence
Conjwa, Nqobile Xhanti Sibabalwe
Everson, Ashley Tiffany
Faye, Thabo
Fernando, Sebastiao Bruno Kiafuka
Hlungwani, Ntshembo Confidence
Jele, Sibongile Mildred
Kabeya, Kakona Daniel
Kalemba, Elsa (**with distinction**)
Magwaza, Cecilia Rirhandzu
Makibelo, Lehlogonolo (**with distinction**)
Malefane, Lesego
Marumo, Nsovo Beauty
Masemula, Themba Patrick
Matshabe, Gabriel Phillip
Mbayi, Glodi Gloire
Mbuvha, Rabelani
Mkhaliphi, Bawinile Queeneth
Mmola, Karabo Shirley
Mmusi, Othusitse Nelson
Mohlola, Kgeresa Gloria
Mokgabudi, Welcome Moso
Mokoka, Lerato Koena
Mokwana, Kevin Tumelo
Moloantoa, Johannes Lesiba
Monaheng, Asnath Ditshwene
Moodley, Thumesan
Nemushungwa, Dakalo Afet
Nkopane, Thomas Katleho
Nompunga, Zamandulo
Nxumalo, Mgcini Reginald (**with distinction**)
Pillay, Shane
Shelembe, Bonisiwe Skholiwe
Shirindza, Matimu Pilot
Shuping, Tumelo Faith

Tchingoua Ndangang, Donato
Tsabedze, Veli Valentine
Upadhyay, Tejal Jitendra

2. Baccalaureus Artium (Human Resource Management)

Ajoodha, Nashiera Sabrina
Akoojee, Yusuf
Arsalides, Christopher Jonathan
Banda, Sthembiso Johann
Bohata, Kabelo
Budaza, Sakhe Nowangu
Buthelezi, Zanele Patience
Chingwe, Tanatswa
Chitseko, Olive
Chopho, Tsireletso Patronella
Dauids, Jasmyn Danielle
De Jager, Menataley (**with distinction**)
Fakudze, Ncobile Mary
Ferndale, Lionel Nathan
Graaff, Rajab
Gumbie, Rachel Ntombifikile
Hlubi, Pumla Natasha
Lekhuleni, Hope Andile
Lumadi, Mutendwahothe Adore
Mabaso, Gugulethu Thembisile
Mabusela, Amukhelani Romeo
Madubanya, Therence
Makhado, Thonifhani
Masola, Koketso Zelda
Masuku, Nomakhwezi Vuyiswa
Matuludi, Karabo Mahlare
Mccabe, Cassandra Rae
Mdhluli, Sibusiso Colen
Mkungela, Kwanele Sihle
Mlambo, Bongani Dumisani
Mlilo, Sibusiso Ryan
Mngomezulu, Siphso Samuel
Mnguni, Lwazi Trevor
Mnisi, Sinqedile Carol
Moate, Ofentse
Mosella, Lerato Ellen
Mthethwa, Phillip
Mwale, Innocent Ishmael
Mya, Lwandiso Godfree
Myeni, Simsile Phetsile

Ngobeni, Millicent Khensani
Ngwenya, Tshepo Innocent
Nkuna, Tsundzukani Polite
Nomgojo, Luyanda Olwethu
Nyembe, Tinyiko
Padayachee, Prinisha Melissa
Peters, Danielle Robin
Radebe, Modiehi Jeminah
Ramonyai, Kgaogelo Salome
Sato, Kim
Schatz, Danielle Edwina
Sebeloane, Kagiso Kevin
Sezelwa, Baxolele
Shabangu, Nqobile Samukelisiwe
Shongoane, Sipho Tebogo
Sibiya, Kgomotso
Stuurman, Bongekile Innocent
Thambo, Clarice Olivia
Tracey, Tamia
Tshabalala, Nkululeko Austin Luciano
Tshaya, Nosifiso
Tyekela, Tebogo
Vilankulu, Mafanato Esther

3. Baccalaureus Commercii (Human Resource Management)

Chuene, Johanna Itumeleng
Gilbert, Cheyenne Tendai
Gokal, Deelan
Lebelwane, Ofentse
Makgaka, Mosimanegape Otlotleng
Moodley, Adina
Moolla, Aminah Bibi
Morobi, Gugulethu
Neels, Ayanda Prudence
Phiri, Anika
Ramavhoya, Mulalo
Rathokane, Keorapetse
York, Riche Arlene
Zwane, Khayaletu Dominic

4. Bachelor of Arts Honours in Human Resource Management

Asiki, Mbwana Nabeela
Boshomane, Tshepo Fanie

Britz, Cassandra
Dirane, Tshegofatso Olivia (with distinction)
Dube, Collen Mncedisi
Gumbie, Anoziva Chemist
Khanyela, Sebolelo Elias
Khumalo, Mbali Truelove
Lekwape, Lesego Angela
Marweshi, MaboJane Rethabile
Mcosana, Zandile
Memela, Sbusiso Blessing
Mgabadel, Nombulelo Yenziwe
Michaud, Hugues Damien Olivier De La Barre
Mokate, Themba Lucky
Mokone, Dineo Lillian
Molefe, Khumo
Moloi, Refilwe Theopray
Molotsane, Gopolang
Moshoete, Itumeleng George
Mphahlele, Mahlogedi Mahlako
Mthembu, Gcina Precious
Mtshali, Silungile Precious
Mulaudzi, Lutendo
Musandiwa, Lutendo
Ndlovu, Simangele Mbali
Ndlovu, Sinqobile Rudo
Ngobeni, Nyiko Precious
Ngqeza, Khayaletu
Ogbonna, Kelechi Louis
Padiachi, Priyaa
Rapagadie, Kobeshni Daisy
Samsook, Sumaiyah
Shabalala, Buhlebuyeza Emmanuel Martin
Winlock, Crystal Janine

5. Bachelor of Commerce Honours in Human Resource Management

Behairylall, Priyanka
Costa, Conceicao Gomes Da
Dick, Danielle Kayleigh (with distinction)
Dlongolo, Sibusiso
Govender, Prinisha (with distinction)
Gwele, Yazini Zini
Hlazo, Lutho
Kgalema, Sylvester
Kgosi, Princess Palesa
Khumalo, Patience Mayibongwe (with distinction)

Machaba, Sylvester
Maimane, Kgopotso Basadi
Marenene, Zikhona Cecilia
Mathebula, Shane
Mathenjwa, Lerato Sonto
Mbacaza, Jessica Itumeleng
Mbambo, Sibahle Noxolo
Mdungwane, Juliet Lindokuhle
Miya, Samukelisiwe Precious
Mohlala, Kholofelo Madinoge
Monyai, Oda Tebogo
Motilall, Ashmeika
Mpabanga, Zanele Linda
Mshoperi, Samantha Gilchrist
Sawyers, Alvina Marion
Scheepers, Ashraf
Sibeko, Portia
Tiel, Leonie Bernice
Tladi, Tsiu Lawrence
Tolong, Mpho
Zotho, Florence Khuthala
Zulu, Sibusiso Brian

6. **Master of Commerce**

Jardine, Robert Douglas (Industrial Psychology) **(with distinction)**

Minor dissertation: An investigation of the mental models of millennials in a South African organisation

Supervisor: Prof C Hoole

Magaoga, Dinko Renny (IT Management)

Dissertation: Mitigating spear phishing: A Honey Token based detection framework

Supervisor: Prof KN Njenga

Oyebisi, David Jide (IT Management)

Dissertation: Behaviour of outsourced employees as sources of information system security threats

Supervisor: Prof KN Njenga

Van Wyk, Louis (IT Management)

Dissertation: A framework to measure the value of agile software projects

Supervisor: Prof C Marnewick

7. Master of Philosophy

Dhlamini, Elelwang Julia (Information Management)

Dissertation: Smart devices as catalysts in gathering and sharing information for tertiary students

Supervisor: Prof MA Mearns

Kirstein, Heike Ann (Information Management)

Dissertation: Needs analysis of university knowledge management education

Supervisor: Dr PA Laughton

8. Philosophiae Doctor

Adekanmbi, Foluso Philip (Employment Relations)

Thesis: The influence of leadership styles, psychological contract breach and work stress on workplace deviant behaviours

Supervisor: Prof WI Ukpere

Luvhengo, Nkhuliseni Elijah (Employment Relations)

Thesis: Compliance with labour legislation within the small enterprise sector

Supervisor: Prof A Thomas

Magau, Mpho Dennis (Leadership in Performance and Change)

Thesis: Key variables in the prediction of the monetary value of human capital

Supervisor: Prof G Roodt

Co-Supervisor: Prof G van Zyl

Munyanyi, Watson (Business Management)

Thesis: The influence of organisational capabilities on the operational performance of small and medium enterprises

Supervisor: Prof RID Pooe

Payne, Clarence (Personal and Professional Leadership)

Thesis: Authentic leadership enactment within South African mega-churches

Supervisor: Dr RC Viljoen

Theron, Nicola (Employment Relations)

Thesis: Employability of tourism graduates: A three-way perspective

Supervisor: Prof WI Ukpere

Co-Supervisor: Prof SJ Spowart

Van Lill, Xander (Industrial Psychology)

Thesis: Effects of managers' goal setting styles on subordinates' degree of commitment

Supervisor: Prof G Roodt

Co-Supervisor: Prof GP de Bruin

Zwaan, Leigh Angy (Personal and Professional Leadership)
Thesis: The role of neuroleadership in work engagement
Supervisor: Dr RC Viljoen
Co-Supervisor: Dr D Aiken



Adekanmbi, Foluso Philip (PhD)

Foluso Philip Adekanmbi holds a Higher National Diploma in Public Administration from the Polytechnic Ibadan in Nigeria, a Bachelor of Science in Psychology, as well as a Master's degree in Organisational Psychology from the University of Ibadan in Nigeria. He is presently an independent management training facilitator and formerly, a training manager with IBFC Augusto Limited in Nigeria.

Ignoring workplace deviant behaviours in the banking industry, exacerbates the myriad challenges faced by the Nigerian financial sector. Therefore, this thesis examined the influence of leadership styles, psychological contract breach, and work stress on workplace deviant behaviours in the Nigerian banking industry. He applied an empirical quantitative enquiry in his research.

The study showed that a transactional leadership style negatively predicts workplace deviant behaviours in the Nigerian banking industry, while work stress promotes workplace deviant behaviours. Therefore, it is imperative to adopt strategies, policies, and actions to ensure a good measure of transactional leadership, as well as to significantly reduce workplace stress enhancing deviant behaviours. The research provides a base theoretical framework expedient for more effective working relations and conditions, in addition to improving the prevailing conditions in the Nigerian banking industry.

Supervisor: Prof WI Ukpere



Luvhengo, Nkhuliseni Elijah (PhD)

Nkhuliseni Elijah Luvhengo currently works for the State Security Agency as a Management Consultant. Before joining the agency, he worked as an HR professional at the Department of Trade and Industry as well as at the South African Post Office. He holds a BA (University of Venda), a BTech in Labour Relations (UNISA), an Honours in Psychology (University of Venda) and a Master's of Business Leadership from UNISA.

Using a mixed methods research design, Mr Luvhengo examined how compliance to labour law – particularly to the Labour Relations Act (LRA) and to the Basic Conditions of Employment Act (BCEA)– can be promoted in sound governance. Engagement with trade union officials, small business owners and managers, as well as experts, revealed that small enterprise owners lack knowledge about labour laws and hence, are unable to comply with legislation. Small enterprise owners find labour laws cumbersome with negative governance impact.

The study suggested that different requirements be applied to this sector. Guidelines are proposed which legislators could use to assist the government of South Africa in modifying the requirements of the LRA and the BCEA as they apply to the small enterprises sector. The thesis fills a gap in the South Africa literature in the field of employment relations associated with small enterprises and governance.

Supervisor: Prof A Thomas



Magau, Mpho Dennis (PhD)

Mpho Dennis Magau previously worked as a Human Resource Practitioner in the mining industry for about 15 years before joining UJ in 2012 as a Lecturer in the Department of Industrial Psychology and People Management. He holds a BCom, a BCom Honours in Strategic Management, as well as a MCom in Leadership in Performance and Change. Mpho is the Programme Leader of qualifications in Human Resource Management in his department.

His thesis focused on the critical examination of how the disclosure of human capital as a dimension of intellectual capital can predict the expected future earnings of the JSE listed companies through the mediating effect of HR Risk and the moderating effect of the board's effectiveness. In doing so, Mpho developed a Disclosure Index containing 81 items with a 7-point scoring system to extract data from the annual reports of 150 listed companies for the reporting period of 2015.

The findings were that intellectual capital predicted expected future returns of the listed companies. HR Risk mediated this relationship, except for the individual dimensions of intellectual capital, namely human capital (HC), structural capital (SC), and relational capital (RC). Lastly, gender was significantly associated with SC and RC, but not with HC.

Therefore, the novel contribution of the study is to indicate how integrated reporting can facilitate the identification of business drivers of structural, human, and relationship capital in predicting future business returns.

Supervisor: Prof G Roodt

Co-supervisor: Prof G van Zyl



Munyanyi, Watson (PhD)

Watson Munyanyi holds a Bachelor of Business Studies Honours from the University of Zimbabwe and an MBA from Midlands State University. He currently lectures in the Munhumutapa School of Commerce at the Great Zimbabwe University.

His thesis investigated the influence of organisational capabilities on the operational performance of small and medium enterprises in Zimbabwe. The study was born out of the realisation that despite the fact that small and medium enterprises have become the engines for economic growth in the country, they continue to suffer because of limited resources and limited access to financing. The study sought to provide empirical support for the notion that organisational capabilities are as important as abundant resources to achieve superior operational performance.

Results derived from Structural Equation Modelling indicate that absorptive capacity, networking capabilities, and technological competencies, are key drivers of operational performance, as mediated by customer relational capability and innovation capability. Managers should therefore focus on steering up their capabilities in order to compensate for resource inadequacies.

Supervisor: Prof RI Pooe



Payne, Clarence (PhD)

Clarence Payne is a published author and change management consultant. He holds a Bachelor of Theology (BTh) from the Auckland Park Theological Seminary (ATS), as well as a Bachelor's degree in Human Resource Management and a Master's degree in Personal and Professional Leadership from the University of Johannesburg.

Clarence's doctoral research examined how authentic leadership enactment is created within South African mega-churches. An interpretivist research methodology was followed, while grounded theory was employed in analysing data. The study was conducted within two South African mega-churches, and therefore a multiple case study was adopted as part of the research strategy.

The thesis contributes significantly to understanding authentic leadership within the context of mega-churches. It illuminated the characteristics followers consider upon evaluating the authenticity of their leaders, while it also offers insight into the social construction of authentic leadership by both leaders and followers. The Authentic Leadership Enactment Framework (ALEF) developed by the researcher could aid leaders of mega-churches in terms of establishing their authenticity with members of the congregation more effectively.

Supervisor: Dr RC Viljoen



Theron, Nicola (PhD)

Nicola Theron holds an MSc from Buckingham Chiltern University College in the UK and is a Senior Lecturer in the School of Tourism and Hospitality at the University of Johannesburg, lecturing on a range of tourism modules.

The objectives of her study were to establish both tourism graduates' perceptions and the tourism industry's experience of graduates' employability attributes, as well as to identify the perceptions of tourism graduates and industry of the important knowledge and skills required in the industry. Additionally, the study aimed to establish how tourism graduates perceive their abilities in terms of knowledge and skills, and how the tourism industry evaluates their actual abilities. Exploring the current practices and perspectives of key stakeholders in the tourism industry with regard to knowledge, skills, and employability attributes, formed an important component of the research objectives.

The study adopted a sequential explanatory mixed-method approach. The findings revealed a considerable gap between the perceptions of tourism graduates and the experience of the tourism industry regarding their employability attributes, as well as the actual abilities of graduates.

In terms of important knowledge and skills required in the industry, there seems to be some level of alignment between the perceptions of industry and graduates. The study contributes to the body of knowledge by exposing the noted gaps, as well as proposing a three-way partnership model to enhance graduate employability within the tourism industry in South Africa.

Supervisor: Prof WI Ukpere

Co-Supervisor: Prof SJ Spowart



Van Lill, Xander (PhD)

Xander van Lill obtained his undergraduate degree, his Honours degree, and his Master's degree from the University of Johannesburg *cum laude*. He is a registered industrial psychologist working at JvR Africa Group and serves as an executive member of the Society for Industrial and Organisational Psychology of South Africa.

Xander's thesis focused on the paucity in literature with respect to the impact of managers' goal setting styles on subordinates' goal reactions. The effect of subordinates' personalities and their perceptions of their managers' fairness during goal setting were also accounted for in his thesis. By conducting multivariate statistical analyses on quantitative data collected from 451 participants, his thesis evidenced that managers who are thoughtful (reasonable, deliberative, and considerate) are more likely to be perceived as interpersonally fair by their subordinates and, as a consequence, increase subordinates' commitment to goals set. His thesis further suggests that personal characteristics, such as conscientiousness and openness to experience, might make subordinates more likely to commit to goals set by thoughtful managers.

This thesis contributes to the body of knowledge by providing an evidence-based framework on cognitive motivation against which manager-subordinate interactions during goal setting can be interpreted.

Supervisor: Prof G Roodt

Co-supervisor: Prof GP de Bruin



Zwaan, Leigh Angy (PhD)

Leigh Zwaan is an Organisational Psychologist with over 15 years of large corporate experience. Her areas of expertise include Performance Management, Organisation Effectiveness, Talent and Succession planning, Leadership Development, and Employee Engagement. She holds an Honours degree in Psychology from the University of Stellenbosch and a Master's Degree in Industrial Psychology from the University of the Western Cape.

Leigh's doctoral research considered Neuroleadership, as an emerging field in the organisational context, and its role in work engagement. Her study explored and integrated theories including integral psychology's All Lines All Quadrants (AQAL) framework and The General Method of Theory Building for applied disciplines to explore Neuroleadership and its role in work engagement. The study included a case study documented over 5 years to show how work engagement has evolved.

The study contributes significantly to the fields of Organisation Psychology, Leadership, and Human Resources by providing a tangible framework, called EngageInMind, to address work engagement.

Supervisor: Dr RC Viljoen

Co-Supervisor: Dr D Aiken



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