

**Welcome to the
Graduation Ceremony
of the
University of Johannesburg
27 September 2016 at 14:00**

**Welkom by die
Gradeplegtigheid
van die
Universiteit van Johannesburg
27 September 2016 om 14:00**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
27 Lewedi 2016 ka 14:00**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
27 kuMandulo 2016 ngele-14:00**

UNIVERSITY OF JOHANNESBURG

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

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

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BCom, BCom Hons (RAU), CA (SA)

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

GENERAL COUNSEL

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

ADVISOR TO THE VICE-CHANCELLOR: SPECIAL PROJECTS

Mr DM Manganye
NDip, BTech (UJ)

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FACULTY OF ART, DESIGN AND ARCHITECTURE

Prof F Freschi
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BCom, BCom Hons, MCom (RAU), CA (SA)

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

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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 MANAGEMENT

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

FACULTY OF SCIENCE

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

MEMBERS OF COUNCIL

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Prof D Hildebrandt
Mr G Khosa
Prof C Landsberg
Dr DSS Lushaba
Dr J Manyaka
Ms BJ Memela-Khambula
Dr P Mjwara
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Mr M Mnyele
Prof A Mohammadali-Haji
Mr MJN Njeke
Prof A Parekh
Prof IL Rensburg
Dr WP Rowland
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Mr K Thomas
Mr J van Schoor
Mr M White

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Mr RM Mkhonto

Programme

Tuesday, 27 September 2016 at 14:00

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

The academic procession enters the venue 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 venue while those present remain standing.

Lenaneo

Labobedi, 27 Lewedi 2016 ka 14:00

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

Sehlopha sa dirutegi se tsena ka lefelong la 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 lefelong la kopano mola bao ba lego gona ba tšwela pele go ema.

Program

Dinsdag, 27 September 2016 om 14:00

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

Die akademiese proses kom die lokaal 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 proses die lokaal.

Uhlelo

uLwesibili, 27 kuMandulo 2016 ngele-14:00

Ukuze kuqinisekiswa ukuthi konke kuhamba kahle ngesikhathi somcimbi, bonke
abakhona bacelwa ukuba baphume kuphela endaweni yomcimbi uma umcimbi
usuphelile.

Udwendwe lwezifundiswa lungena endaweni yomcimbi bese luyohlala esiteji.

Ikhwaya icula i-Gaudeamus Igitur (noma kudlalwa i-CD) ngenkathi abakhona besamile.

USekela-Shansela uhlanganisa ibandla.

Ikhwaya.

Ukwamukelwa.

Izinhloko Eziyiziphathimandla ezithintekayo zethula abafundi kuSekela-Shansela
weNyuvesi ukuze bathole iziqu zabo: idigri/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. National Diploma (NDip): Human Resources Management

Hika, Zanele Annah
Jane, Kabelo
Mabusa, Karabo
Magasela, Vuyisile Portia
Manyoni, Sibusiso Stanley
Matlala, Keletjo Diphafane
Modise, Catherine Denga
Mogomotsi, Kgabiso Vanesa
Moile, Lerato
Mzayi, Wendy
Ntheledi, Thato Lebogang
Shandu, Siyabonga Andile
Vilane, Lindokuhle Sandile
Zondo, Mbali
Zwartland, Cruzanne Kim

2. Baccalaureus Technologiae (BTech): Human Resources Management

Buthelezi, Nomzamo Sipiwe
Khoza, Meriam Melita
Lekoma, Boitumelo Susan
Madonsela, Palesa Somahle
Mathebula, Nomvula Promise
Mbelengwa, Khathutshelo Joseph
Motsepa, Nthabiseng Eugenia
Ndzuzo, Mthandazo Nosicelo Chazekile
Ramazani, Madi
Tshabalala, Thembeni Mabel

3. Baccalaureus Artium (BA)

Chauke, Cynthia (Public Management and Governance)
Chiendamunyama, Tatendashe (Public Management and Governance)
Dikgang, Ketisi Simon (Public Management and Governance)
Dlamini, Simsile Simile (Public Management and Governance)

Hlengetwa, Lungelo Thando (Public Management and Governance)
Ledwaba, Khutjo Elizabeth (Public Management and Governance)
Magwaza, Athanasius Siphesihle (Public Management and Governance)
Makuwa, Maropeng Sarah (Public Management and Governance)
Mandlazi, Tsholofelo Nomaswati (Public Management and Governance)
Mangaliso, Banele Michael (Public Management and Governance)
Matlhatji, Maribe Moses (Public Management and Governance)
Mphela, John Mohau (Public Management and Governance)
Mzileni, Khanya Vusumzi (Public Management and Governance)
Mzimba, Tshepo (Public Management and Governance)
Ncube, Nomagugu Prisca (Human Resource Management)
Netshaulu, Tshanduko Charlotte (Public Management and Governance)
Ngcobo, Nhlanhla Collen (Public Management and Governance)
Ngcobo, Zanele (Public Management and Governance)
Nkonyane, Zanele Cynthia (Public Management and Governance)
Nkwanyana, Kwanda (Public Management and Governance)
Nongauza, Zanele Zelda (Human Resource Management)
Nzuza, Siyabonga Pecevelle (Public Management and Governance)
Radulovic, Vukasin (Human Resource Management)
Sepuru, Thato Kegaugetswe (Human Resource Management)
Shivambo, Lunghile (Public Management and Governance)
Tabane, Chimane Alpheus (Human Resource Management)

4. Baccalaureus Commercii (BCom) Bachelor of Commerce

Dladla, Noxolo (Human Resource Management)
Faria, Marco Alexandre Pinto (Human Resource Management)
Hanyane, Phelang Ernest (Human Resource Management)
Letsatsi, Mpho (Human Resource Management)
Madumo, Lehlohonolo (Human Resource Management)
Maharaj, Koyal (Industrial Psychology)
Mchunu, Zandile Lorraine (Human Resource Management)
Mohamed, Kadija (Human Resource Management)
Perich, Beverley Iris (Human Resource Management)
Ramosoeu, Dieketseng Penelope (Human Resource Management)
Rigney, Shanay Micharn (Human Resource Management)

5. Bachelor of Arts Honours (BAHons): Public Management and Governance

Matambatshika, Rudzani Rachel
Phungula, Noxolo Sinegugu

6. **Magister Artium (MA)**

September, Antonio Kulile (Public Management and Governance)

Dissertation: Improving the monitoring and evaluation capacity building of the office of the premier in the Eastern Cape.

Supervisor: Prof GS Cloete

7. **Master of Commerce (MCom)**

Barandereka, Bonfils (Business Management)

Minor Dissertation: Parent and carer beliefs, attitudes and behavioural intentions towards safe child passenger travel

Supervisor: Prof M Mpinganjira

Clinning, David Grant (Information Technology Management) **(with distinction)**

Dissertation: Information technology project managers' commitment to sustainability

Supervisor: Prof C Marnewick

Jones, Candice Jennifer (Industrial Psychology) **(with distinction)**

Minor Dissertation: Burnout, type A personality and locus of control in university students

Supervisor: Dr B Morgan

Khosa, Kgomotso Bernedette Ipuseng (Business Management)

Minor Dissertation: Consumer awareness and purchase intentions of a Fast Moving Consumer Goods company's products among informal traders in Soweto

Supervisor: Prof CF de Meyer–Heydenrych

Co-Supervisor: Dr R Luke

Mabogoane, Boitumelo Geraldine (Business Management)

Minor Dissertation: The effectiveness of local economic development programmes in Ekurhuleni Metropolitan Municipality

Supervisor: Dr PH Thomas

Madikoane, Hlengiwe Goodness (Business Management)

Minor Dissertation: An analysis of a current Fast Moving Consumer Goods company's business to achieve its proposed expansion strategy

Supervisor: Prof CF de Meyer–Heydenrych

Co-Supervisor: Dr R Luke

Mageza, Masase Eve (Industrial Psychology)

Minor Dissertation: The impact of sex roles on psychological availability

Supervisor: Dr M Geldenhuys

Co-Supervisor: Prof A Bosch

Mbiko, Mzoxolo Elliot (Business Management)

Minor Dissertation: An analysis of Eskom's strategic sourcing as a catalyst for supplier development

Supervisor: Mr T Mbara

Co-Supervisor: Prof E Swanepoel

Moyo, Ndodana (Business Management)

Minor Dissertation: Access to funding by small and medium enterprises: A demand-side analysis

Supervisor: Prof C Nieuwenhuizen

Nienaber, Maxine Bianca (Business Management)

Minor Dissertation: The state of the online sport betting industry in South Africa

Supervisor: Dr D Groenewald

Ntsele, Simphiwe (Business Management)

Minor Dissertation: Implementing risk management through change management at the Department of Justice and Constitutional Development

Supervisor: Dr TN van der Linde

Ntsikwe, Yandisa (Industrial Psychology)

Minor Dissertation: The role of self-reflective practice in personal goal attainment

Supervisor: Dr A Odendaal

Plint, Katherine Jane (Industrial Psychology) **(with distinction)**

Minor Dissertation: Generation Y knowledge workers' experience of work demands

Supervisor: Dr L Fourie

Rasethaba, Tshepiso Mmaphage (Business Management)

Minor Dissertation: A Fast Moving Consumer Goods company's distribution strategy for Soweto informal traders

Supervisor: Prof CF de Meyer-Heydenrych

Co-Supervisor: Dr R Luke

Roberts, Deborah Susan (Leadership in Performance and Change) **(with distinction)**

Minor Dissertation: Validation of the Thomson, Perry and Miller Collaboration Instrument

Supervisor: Prof R van Wyk

Co-Supervisor: Mr N Dhanpat

Samuel, Avinesh Norman (Industrial Psychology) **(with distinction)**

Minor Dissertation: A class act: Impression management strategies employed by South African educators

Supervisor: Ms L Sekaja

Teng, Hung Ting (Business Management)

Minor Dissertation: Communication challenges of English Second Language (ESL) employees

Supervisor: Dr D Groenewald

Thuynsma, Ivan Francois (Business Management)

Minor Dissertation: The use of radio frequency identification technology to improve inventory management practices

Supervisor: Prof J Walters

Victor, Janine Ashleigh (Industrial Psychology) **(with distinction)**

Minor Dissertation: The influence of organisational rewards on workplace trust and work engagement

Supervisor: Dr C Hoole

Vilakazi, Zwelithini Severiano (Business Management)

Minor Dissertation: Customer perceptions of private banking products and service at a South African bank

Supervisor: Mr NJ Muofhe

Co-Supervisor: Dr S Dhliwayo

8. **Master of Philosophy (MPhil)**

Ben, Wafeequa (Information Management) **(with distinction)**

Dissertation: Guidelines for mobile health applications adopted amongst adolescents

Supervisor: Prof MA Mearns

Callakoppen, Lee Recardoe (Human Resource Management)

Dissertation: The impact of rewards on motivation of staff at a medical services company

Supervisor: Prof MHR Bussin

Malope, Thabang (Leadership in Emerging Countries)

Minor Dissertation: A stakeholder model to African leadership 1989-2008

Supervisor: Prof C Landsberg

Mwansa, Mushimbei Mwilima (Leadership in Emerging Countries)

Minor Dissertation: In pursuit of ethical leadership in business: A case study on NAFCOG

Supervisor: Dr LMM Hewitt

Co-Supervisor: Prof K Kondlo

Mwiiyale, Jakobina Mweshininga (Information Management)

Dissertation: Developing information literacy skills within a virtual reference system

Supervisor: Dr P Laughton

Noor-Mohamed, Naseera (Leadership in Emerging Countries)

Minor Dissertation: Thabo Mbeki's African agenda: Political leadership style and ideas for global reform

Supervisor: Dr RC Viljoen

Co-Supervisor: Prof C Landsberg

Palmer, Alison (Leadership in Performance and Change) **(with distinction)**

Minor Dissertation: Features that contribute to senior female representation at an organisation

Supervisor: Prof A Bosch

Roberts, Vivien (Personal and Professional Leadership)

Minor Dissertation: Locus of control and the achievement of short term career goals

Supervisor: Dr LMM Hewitt

9. Philosophiae Doctor (PhD)

Ferreira, Barbara (Leadership in Performance and Change)

Thesis: Leadership coaching towards intercultural competence

Supervisor: Prof WJ Schurink

Co-Supervisor: Dr A Odendaal

Nel, Cornelius Johannes (Industrial Psychology)

Thesis: Development and validation of the Career Orientations, Meta-Competencies and Career Outcomes Model

Supervisor: Prof GP de Bruin

Vorster, Paul Petrus (Industrial Psychology)

Thesis: Developing a computerised adaptive test of personality: The Basic Traits Inventory

Supervisor: Prof GP de Bruin



Ferreira, Barbara (PhD)

Barbara is a leadership coach and has an academic career covering socio-cultural anthropology, clinical psychology, leadership development and leadership coaching. She holds an MA (Professional Coaching) from Middlesex University, United Kingdom.

Globalisation has increased cross-cultural engagements within the workplace which, in turn, leads to challenges in contemporary leadership. In order to manage multinational subsidiaries, global projects, and a culturally diverse workforce, among other things, business leaders need to demonstrate intercultural competence. Attempting to address the gap in evidence-based leadership coaching for the development of intercultural competence, this study aimed to explore, describe and understand the development of intercultural competence, utilising leadership coaching as a developmental approach. Applying a qualitative research approach combining case study, ethnography, narrative research and thematic analysis, Barbara integrated theoretical concepts with the concrete experiences of seven African business leaders who participated in a 12-month cross-cultural leadership coaching programme. From this she developed a leadership coaching model for intercultural competence. The conceptual model contributes to the field of leadership development, cross-cultural management, coaching and the development of intercultural competence. The model should be considered by organisations wishing to expand their business into the African continent.

Supervisor: Prof WJ Schurink
Co-Supervisor: Dr A Odendaal



Nel, Cornelius Johannes (PhD)

Johan Nel holds a University of Johannesburg Master's degree in Industrial Psychology (cum laude). His expertise includes talent management, leadership and learning, and talent acquisition assessments in the finance and banking sector.

The changing world of work necessitated the development of several new career models. This study aimed to develop and empirically examine a career model called the Career Orientation Meta-Competencies and Career Outcomes (COMCO) model. The main findings include that when career agents display high levels of a boundaryless career orientation they tend to display their strengths optimally to others, which in turn can lead to greater levels of employability. On the other hand when career agents display high levels of a protean career orientation they tend to take control of their careers, which in turn can lead to greater levels of work engagement. It was noted by all the examiners that the study contributed uniquely to the career-related body of knowledge.

Supervisor: Prof GP de Bruin



Vorster, Paul Petrus (PhD)

Paul Vorster holds a Master's degree in Industrial Psychology (cum laude). His expertise includes quantitative and qualitative research methodology, applied research, psychometric validation, adaptation, and evaluation.

Improved computer technology has made the development of computer adaptive tests of personality a possibility. As computer adaptive testing holds numerous advantages both psychometrically and practically, the development of such inventories may further advance personality testing. This study aimed to address the lack of progress in this field by adapting a hierarchical personality inventory, namely the Basic Traits Inventory (BTI), for computer adaptive test simulation. A sample of 1962 South African adults completed the BTI and their personality data was used to construct a simulated computer adaptive inventory. Results indicated that the computer adaptive version of the BTI administered on average half of the original items of the non-computer adaptive inventory while accurately estimating individuals' standings on personality constructs.

Supervisor: Prof GP de Bruin



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.

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