



# Graduation Programme

**The Future. Reimagined.**



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

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

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

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

# **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)

### **CHIEF FINANCIAL OFFICER**

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

### **CHIEF PEOPLE OFFICER**

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

### **CHIEF OPERATING OFFICER**

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

### **GENERAL COUNSEL**

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

### **SENIOR EXECUTIVE DIRECTOR IN THE VICE-CHANCELLOR'S OFFICE**

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

## **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  
BAFA (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 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)

### **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  
Ms X Kakana  
Mr G Khosa  
Ms B Madikizela  
Mr M Mahlasela  
Prof T Marwala  
Mr T Mati  
Ms Z Matlala  
Ms BJ Memela-Khambula  
Prof A Parekh  
Dr WP Rowland  
Prof A Strydom  
Dr M Tom

# **Programme**

**Wednesday, 15 May 2019 at 17:00**

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.

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## **Lenaneo**

**Laboraro, 15 Mopitlo 2019 ka 17:00**

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**

**Woensdag, 15 Mei 2019 om 17:00**

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 proses 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 proses die Ouditorium.

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# **Uhlelo**

**uLwesithathu, 15 kuNhlaba 2019 ngele-17:00**

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. Diploma (Dip)

**Da Gama**, Shaolin Martin Enoch (Architectural Technology)

## 2. Masters in Art (MA)

**Bullock**, Ashton Margarete (Industrial Design) **(with distinction)**

**Dissertation:** Defining a design process model for paediatric medical device design in the South African context.

**Supervisor:** Mr AD Campbell

**Hamilton**, Rozan (Interior Design)

**Dissertation:** Academic libraries as third place: spatial transformation of the library learning environments at the University of Johannesburg.

**Supervisor:** Ms A Breytenbach

## 3. Magister Technologiae (MTech)

**Kaczmarek**, Roxana Rose (Fine Art) **(with distinction)**

**Dissertation:** Reframing the traditional printmaking model of selected printmaking collectives in Johannesburg.

**Supervisor:** Prof KS Berman

**Co-Supervisor:** Mr V Nanackchand

**Van Schalkwyk**, Jana (Fine Art) **(with distinction)**

**Dissertation:** Distortion to Reflection: An Auto-ethnographic and Artistic Exploration.

**Supervisor:** Dr RA Lipschitz

**Supervisor:** Prof KS Berman

## 4. National Diploma (NDip)

**Edom**, Ntombikayise Precious (Human Resource Management)

**Khumalo**, Nkululeko (Human Resource Management)

**Lusenga**, Puleng (Human Resource Management)

**Moela**, Pretty (Human Resource Management)

**Moolla, Sohail** (Human Resource Management)  
**Moreetsi, Tumisang Magnitious** (Human Resource Management)  
**Mphuthi, Selwane Precious** (Human Resource Management)  
**Ngwenya, Gcinile Nobuhle** (Human Resource Management)  
**Nkosi, Rudolph Themba Tsepo** (Human Resource Management)  
**Olifant, Karabo Tumelo** (Human Resource Management)  
**Ramakobya, Omogolo Neo Lesedi** (Human Resource Management)  
**Shange, Palesa Dimakatso** (Human Resource Management)

## **5. Baccalaureus Technologiae (BTech)**

**Bore, Teboho Benny** (Human Resource Management)  
**Mabunda, Noxolo Jabhisa** (Human Resource Management)  
**Mabuza, Nomsa** (Human Resource Management)  
**Maphalala, Amanda Khethokuhle** (Human Resource Management)  
**Mapotse, Nthabeleng** (Human Resource Management)  
**Nkuna, Adam Alton** (Human Resource Management)  
**Sambo, Truth** (Human Resource Management)  
**Sebothoma, Reneilwe Valentia** (Human Resource Management)  
**Zulu, Zinhle Nozipho** (Human Resource Management)

## **6. Baccalaureus Artium (BA)**

**Adam, Aadilah** (Human Resource Management)  
**Dlamini, Fihliwe Constance** (Human Resource Management)  
**Emam, Nizar Siphokhazi Kyle** (Human Resource Management)  
**Maake, Rozan Alida** (Human Resource Management)  
**Maharaj, Micayla Ronell** (Human Resource Management)  
**Maje, Bokamoso Lovedelia** (Human Resource Management)  
**Malindi, Masego Edward** (Human Resource Management)  
**Matlakala, Gift Maropeng** (Human Resource Management)  
**Matsho, Tumelo** (Human Resource Management)  
**Moleko, Thato** (Human Resource Management)  
**Nene, Nompumelelo Nolwazi** (Human Resource Management)  
**Ngcobo, Nkosinathi Silindokuhle** (Human Resource Management)  
**Ngobeni, Isaac Vusi** (Human Resource Management)  
**Ngobese, Nonhlanhla Vannesa** (Human Resource Management)  
**Radebe, Pontsho Goodness** (Human Resource Management)  
**Viljoen, Jayson** (Human Resource Management)

## **7. Baccalaureus Commercii (BCom): Bachelor of Commerce**

**Agulhas, David Joshua** (Industrial Psychology)

**Chanza**, Lesego (Economics and Econometrics)  
**Dlamini**, Karabo Amanda (Economics and Econometrics)  
**Dlomo**, Adonis (Economics and Econometrics)  
**Greaver**, Robyn Tiffany (Industrial Psychology)  
**Hlatshwayo**, Phathwakahle Landiwe Nobuhle (Economics and Econometrics)  
**Howard**, Bianca Jade (Human Resource Management)  
**Ismail**, Aakifah (Industrial Psychology)  
**Khosa**, Nhleko Ednah (Human Resource Management)  
**Kruger**, Yvette (Industrial Psychology)  
**Kubayi**, Kindness Khongelani (Industrial Psychology)  
**Kwangwane**, Francinah Mosa (Economics and Econometrics)  
**Mabaso**, Zintle (Economics and Econometrics)  
**Maringa**, Bradely Talenta (Economics and Econometrics)  
**Mashegoane**, Lebogang Martin (Economics and Econometrics)  
**Mdlalose**, Zinhle Goodhope (Economics and Econometrics)  
**Mkhari**, Elvis (Economics and Econometrics)  
**Mkhwanazi**, Palesa (Industrial Psychology)  
**Mngomezulu**, Mfiso Darling (Economics and Econometrics)  
**Mofokeng**, Kakanyo (Economics and Econometrics)  
**Mojela**, Shantell Pheletso (Economics and Econometrics)  
**Monepya**, Tlou Cilly (Industrial Psychology)  
**Montso**, Masabatha Tebogo Koketso (Economics and Econometrics)  
**Mthembu**, Silindile (Economics and Econometrics)  
**Mthembu**, Silindile Mpume (Industrial Psychology)  
**Mthembu**, Zinhle Cecilia (Industrial Psychology)  
**Muligwa**, Tibulani Robert (Economics and Econometrics)  
**Mushaniki**, Emanuel Ramonjalo (Economics and Econometrics)  
**Mushome**, Lusani (Economics and Econometrics)  
**Muvhulawa**, Jabulani Matodzi Thomas (Industrial Psychology)  
**Naidoo**, Tamzin (Industrial Psychology)  
**Ndlovu**, Nhlahuko Jessica (Industrial Psychology)  
**Ngoasheng**, Tebogo Martin (Economics and Econometrics)  
**Nkambule**, Nelson Emmanuel (Economics and Econometrics)  
**Nkosi**, Lungelo (Economics and Econometrics)  
**Nkwana**, Desiree Malebo (Economics and Econometrics)  
**Ntuli**, Katlego (Industrial Psychology)  
**Oschger**, Jonathan Thomas (Economics and Econometrics)  
**Phikiso**, Millicent Gugulethu (Industrial Psychology)  
**Sebatana**, Thapelo Blessing (Human Resource Management)  
**Seete**, Mapuleng Tumelo (Economics and Econometrics)  
**Sehlabo**, Jennifer Sentshebeng (Economics and Econometrics)  
**Senatle**, Ephreim Kagiso (Economics and Econometrics)  
**Sihlali**, Lungisile (Economics and Econometrics)  
**Sikhondze**, Bhekumusa Sambulo (Economics and Econometrics)  
**Themba**, Sibusiso Dylaan (Human Resource Management)  
**Tlhomelang**, Puseti (Economics and Econometrics)  
**Tshabalala**, Nomaswazi Noluthando (Economics and Econometrics)

**Tshabalala**, Tshikani Petronella (Economics and Econometrics)  
**Tshailane**, Keaoleboga Baldina (Economics and Econometrics)  
**Twala**, Nico Bandile (Economics and Econometrics)  
**Voyi**, Sibusiso Luthando (Economics and Econometrics)  
**Yingwane**, Khanyisile Brigitte (Economics and Econometrics)

## 8. Bachelor of Arts Honours

**Maja**, Malose Thakgatso (Human Resource Management)  
**Twala**, Antony (Human Resource Management)

## 9. Baccalaureus Commercii Honoribus (BComHons) Bachelor of Commerce Honours

**Dladla**, Nomzamo Charity (Econometrics)  
**Duntywa**, Pamela (Economics)  
**Jordaan**, Lumkis Zanele (Econometrics)  
**Lekaota**, Monaheng Victor (Economics)  
**Leseyane**, Orateng Puseletso (Economics)  
**Lewete**, Innocent Tiisetso (Econometrics)  
**Makhoba**, Nomthandazo Precious (Industrial Psychology)  
**Makungo**, Rudzani Lesly (Economics)  
**Mathebula**, Portia (Economics)  
**Mohlala**, Zanele Nozizwe (Econometrics)  
**Ndiweni**, Zinzile Lorna (Economics) **(with distinction)**  
**Ndlangamandla**, Nontobeko Nontokozo (Economics)  
**Nyoka**, Sikholiwe Sinikeziwe Babongiwe (Econometrics)  
**Sandengu**, Pfungwa (Econometrics)  
**Shabangu**, Temabhele Siphosethu (Economics)  
**Thusi**, Simphiwe (Economics)  
**Tshabalala**, Fikile (Economics)  
**Zitha**, Sizakele Sharon (Human Resource Management)  
**Zulu**, Tammy Mthobisi (Economics)

## 10. Master of Commerce

**Baloyi**, Khazamola George (Local Economic Development)  
**Technical research project:** The inclusion of youth-owned businesses in enterprise development programmes  
**Supervisor:** Dr M Venter  
**Co-Supervisor:** Prof E Swanepoel

**Da Silva**, Margarida Liandra Andrade (Development Economics)

**Minor dissertation:** The impact of commodity price shocks on banking system stability in developing countries

**Supervisor:** Prof NN Ngepah

**Diniz de Moura**, Pedro (Financial Economics)

**Minor dissertation:** The determination of minimum capital requirement using expected shortfall: Case study of a South African equity market

**Supervisor:** Prof JH Eita

**Jacobs**, Magdalena Sophia (Leadership in Performance and Change)

**Minor dissertation:** Psychological contract breach as predictor of job embeddedness of professional nurses

**Supervisor:** Prof R Van Wyk

**Co-Supervisor:** Mr PD Crysler-Fox

**Koumba**, Ur Armand (Financial Economics)

**Minor dissertation:** Does uncertainty predict cryptocurrency returns? A copula-based approach

**Supervisor:** Prof QG Wang

**Letebele**, Tshepo (Local Economic Development)

**Technical research project:** Perceptions on saving by mineworkers in Welkom after completing the FPI's MyMoney123™ programme

**Supervisor:** Dr MB Maphela

**Mabunda**, Nyiko Nicholus (Development Economics)

**Minor dissertation:** Productivity analysis of South Africa's automotive industry, 1970-2014

**Supervisor:** Prof NN Ngepah

**Mahlangu**, Themba Victor (Development Economics)

**Minor dissertation:** An evaluation of the effectiveness of the supply conditions on foreclosure as a result of vertical mergers

**Supervisor:** Prof PW Baur

**Makhado**, Mudzunga (Industrial Psychology)

**Minor dissertation:** Validation of the work-family culture scale in South Africa

**Supervisor:** Dr K Łaba

**Mba**, Jules Clement (Financial Economics)

**Minor dissertation:** Multi-period portfolio optimization: A differential evolution copula-based approach

**Supervisor:** Prof QG Wang

**Mhlongo**, Excellent (Development Economics)

**Minor dissertation:** Testing the relevance of the balance-of-payments-constrained growth model in South Africa

**Supervisor:** Prof KS Nell

**Monareng**, Kgonnye Palesa Debrah (Industrial Psychology)

**Minor dissertation:** The moderating effect of core self-evaluative traits on the relationship between job demands and burnout

**Supervisor:** Dr B Morgan

**Ndaba**, Sinothile Maluleki Godswill (Local Economic Development)

**Technical research project:** The socio-economic impact of the Kwamnyandu shopping centre in Umlazi

**Supervisor:** Dr B Maphela

**Van Tonder**, Louis Jan (Leadership in Performance and Change)

**Minor dissertation:** The effect of change and interdepartmental conflict on work identity: The mediating effect of organisational trust

**Supervisor:** Dr RT de Braine

## 11. Master of Philosophy

**Feliti**, Witness Dingaana (Leadership in Emerging Countries)

**Minor dissertation:** Eliminating corruption through ethical leadership decision making in the public sector

**Supervisor:** Dr CM Govender

**Ferreira**, Benjamin Philip (Personal and Professional Leadership)

**Minor dissertation:** Understanding the role of personal leadership skill in small and medium enterprise resilience

**Supervisor:** Mr W Teichert

**Kunene**, Cynthia Sindiswa (Personal and Professional Leadership)

**Minor dissertation:** Applicability of prescribed leadership pillars for middle managers in the energy sector

**Supervisor:** Dr J Toendepi

**Leclezio**, Jennifer Ann (Personal and Professional Leadership) **(with distinction)**

**Minor dissertation:** Leadership intent and employee contextual performance

**Supervisor:** Dr AR Wort

**Lukhwareni**, Avhaphani Moses (Leadership in Emerging Countries)

**Minor dissertation:** Managing a 21<sup>st</sup> century knowledge economy in higher education

**Supervisor:** Dr A Louw

**Mogomotsi, Portia Juliet Mary Tshepiso (Industrial Psychology)**

**Minor dissertation:** Organisational culture as an antecedent of workplace deviance

**Supervisor:** Dr K Łaba

**Mutasa, Farai Josephine (Leadership in Emerging Countries)**

**Minor dissertation:** The relationship between the work environment and employee engagement

**Supervisor:** Prof LMM Hewitt

**Puckree, Oelzah (Leadership in Performance and Change)**

**Minor dissertation:** Experiences and perceptions of third year fashion retail management interns about a career in retail

**Supervisor:** Dr RT de Braine

**Co-Supervisor:** Prof WJ Schurink

**Somda, Habraham (Industrial Policy)**

**Minor dissertation:** The performance of manufacturing firms in Burkina Faso: 1990 - 2010

**Supervisor:** Dr SM Muller

**Tjale, Kefilwe Mabore (Employment Relations)**

**Dissertation:** Exploring the causes of early retirement in the public service

**Supervisor:** Prof WI Ukpere

**Van den Heever, Simon Abraham (Personal and Professional Leadership)**

**Minor dissertation:** The well-being of farmers from a personal leadership perspective

**Supervisor:** Dr AR Wort

## 12. Doctor Litterarum et Philosophiae (DCom)

**Kock, Ruwayne Garth (Industrial Psychology)**

**Thesis:** The construction of an authentic work-related identity among young black professionals

**Supervisor:** Prof TH Veldsman

**Co-Supervisor:** Prof F Crous

## 13. Philosophiae Doctor (PhD)

**Buckett, Anne (Industrial Psychology)**

**Thesis:** The impact of different assessment centre aggregation strategies: Implications for validation and managerial decision-making

**Supervisor:** Dr JR Becker

**Co-Supervisor:** Prof G Roodt

**Clifton, Sebastian** (Industrial Psychology)

**Thesis:** Operationalising the Interpersonal Circumplex in South Africa

**Supervisor:** Prof GP de Bruin

**Co-Supervisor:** Dr B Morgan

**Keevy, Zondré** (Personal and Professional Leadership)

**Thesis:** Developing a leadership architecture in retail within the stratified systems theory framework

**Supervisor:** Dr RC Viljoen

**Keyser, Jacobus Petrus Benjamin** (Personal and Professional Leadership)

**Thesis:** Evaluation of a personal growth model for leadership development

**Supervisor:** Prof LMM Hewitt

**Lightbody, Colleen Anne** (Personal and Professional Leadership)

**Thesis:** A spiritual model for personal leadership

**Supervisor:** Prof WJ Schurink

**Co-Supervisor:** Dr M Harrop-Allin

**Mbanda, Vandudzai** (Economics)

**Thesis:** Essays in public infrastructure investment in South Africa

**Supervisor:** Prof L Bonga-Bonga

**Co-Supervisor:** Prof M Mabugu





**Kock, Ruwayne Garth (DCom)**

Ruwayne Kock is a registered Industrial Psychologist holding a BCom in Industrial Psychology and Business Economics (UWC), a BCom Honours in Industrial Psychology (NMU) and a MCom in Industrial Psychology (UJ). He is a People Management specialist with 25 years of experience in innovative national and global people solutions. He is the founder and CEO of Authentic Organisations, a consultancy empowering marginalised professionals and leaders in South African organisations, to be their best selves at work.

The aim of his study was to investigate whether black professionals operate authentically in work organisations. He combined identity and authenticity concepts in order to examine psychological functioning, and undertook an ethnographic case study at a multinational company. In so doing, he firstly developed an auto-ethnographic account of his own professional journey. Secondly, he conducted in-depth interviews with young black professionals and managers. His findings revealed that an authentic, work-related identity consists of identity antecedents, identity construction paths, and identity outcomes. His original functionalist lens proved to be limiting in fully understanding his findings. However, by combining multiple theoretical lenses, he was able to construct an Authentic Work-related Identity Model.

This model expands the existing literature on authentic, work-related identity construction by marginalised professionals within the multiple contexts in which they are embedded. The model also provides a practical approach to empower marginalised professionals to explore growth possibilities towards becoming their best selves at work.

**Supervisor:** Prof TH Veldsman

**Co-Supervisor:** Prof F Crous



**Buckett, Anne (PhD)**

Anne Buckett holds an Honours and a Master's in Human Resource Management from the University of Pretoria. She is a registered Organisational Psychologist, the founder and owner of a specialised assessment consulting firm (Precision ACS), and is a part-time lecturer at the University of Pretoria on Organisational Psychology at Master's level.

Her doctoral research investigated the impact of different aggregation strategies on Assessment Centre (AC) ratings, construct validity, and managerial decision-making. More specifically, her study set out to investigate three main subthemes. Firstly, the size of General Performance Factors in AC ratings and the impact on ethnic group differences. Secondly, item parcelling as an alternative procedure to investigate the construct validity of AC ratings. Finally, interactions between parcelling strategies and the number of parcels across various factor analytic solutions.

Results showed that group differences were larger in the presence of a General Performance Factor. This demonstrates support for using an item parcelling approach to investigate the construct validity of ACs. The thesis makes a valuable contribution to the field of Assessment Centres by providing practitioners and scholars with a blueprint for designing, validating and interpreting AC data.

**Supervisor:** Dr JR Becker

**Co-Supervisor:** Prof G Roodt



**Clifton, Sebastian (PhD)**

Sebastian Clifton holds a Master's degree in Industrial Psychology from the University of Johannesburg. He is a registered Industrial Psychologist and currently manages the research function at Top Talent Solutions.

His thesis focussed on validation and operationalising of the interpersonal circumplex in South Africa. The thesis was presented as four articles. The first examined the transportability of the interpersonal circumplex to South Africa. The second developed a South African operationalisation of the interpersonal circumplex. The third evaluated the cross-cultural validity of the interpersonal circumplex, and the fourth applied the model to explain the interpersonal aspects of counterproductive work behaviour.

Findings supported the transportability of the interpersonal circumplex to the South African context. The thesis makes a significant contribution to the application of interpersonal aspects of personality in the South African workplace.

**Supervisor:** Prof GP de Bruin

**Co-Supervisor:** Dr B Morgan



**Keevy, Zondré (PhD)**

Zondré Keevy is a seasoned leadership development practitioner and facilitator. She holds a National Diploma in Retail Business Management, an Honours in Post School Education from UNISA and a Master's degree in Adult Education with a specialisation in leadership from UJ. During her career at UJ she received a Lecturer of Distinction award. She has piloted several leadership development programmes in the retail industry. Zondré's research investigated the lack of leadership in the retail environment. Specifically, the impact of, ignorance of, and resistance to the practice of leadership as a key strategic variable. To this purpose, grounded theory was applied.

The thesis contributed significantly to understanding the complexity of leadership dynamics in a retail context, illuminating the building blocks required to construct retail leadership architecture. A Coherent Architecture for Retail Leadership (CARL Model) was proposed to expedite leadership development in the retail context.

**Supervisor:** Dr RC Viljoen



## **Keyser, Jacobus Petrus Benjamin (PhD)**

Jacobus Keyser obtained a BCom and a BCom Honours in Transport Economics, and a Master's in Personal and Professional Leadership at the University of Johannesburg. His professional journey reflects dedication, success, and a deep involvement and care for his country and his community.

Salient to leadership is who one is, and how one develops one's internal capacity. He argued the notion of being developmental as essential to cultivating personal leadership. A theoretical model, the Being Development Model was selected for further development and evaluation. To this purpose, a quantitative, cross-sectional survey research approach was adopted. Leaders across all economic sectors were sampled to ensure a successful Structural Equation Model.

The findings showed a significant relationship between home language and sustainable leadership. Leaders with a Black African mother tongue excelled at controlling and influencing their external environment. Attending to dimensions of soul and spirit, gave way to improved inner growth. Span of control and the age of leaders, however, seemed less applicable to women leaders. Female and younger leaders rated the quality of diet, exercise, hydration and the regularity of meals as being of lower value than did the male leaders. Overall, a significant predictive relationship was established between elements of the Being Development Model.

The study contributes, to the body of knowledge of behavioural change theories, growth models and being development models. The Being Development instrument can be used on a personal level, to provide guidance on what must be focused on, to ensure progress towards successful being development, and thereby enhancing personal leadership.

**Supervisor:** Prof LMM Hewitt



**Lightbody, Colleen Anne (PhD)**

Colleen Lightbody holds a BA and an Honours from the University of South Africa, a Master's in Personal and Professional Leadership from UJ, and a Postgraduate Diploma in The Neuroscience of Leadership from the University of Middlesex (UK). As a professional certified coach with the International Coach Federation (ICF), she consults in Neuroscience and Leadership across the globe for a variety of multi-national companies.

In addressing the need for a spiritual approach to leadership in organisations, and scientifically based mindfulness interventions, Colleen applied a postmodern qualitative approach. She applied auto-ethnography to integrate her narrative with scholarly literature. The result was an integrated definition of mindfulness and a model for personal leadership. Examiners agreed that her thesis exceeded doctoral requirements.

The study offers an original and methodologically informed contribution to the understanding of mindfulness. The auto-ethnography contextualises personal life experiences related to mindfulness towards thought leadership, yielding a three-tiered model. This model contributes to personal and spiritual leadership, as well as mindfulness, and is of value to individuals and organisations alike.

**Supervisor:** Prof WJ Schurink

**Co-Supervisor:** Dr M Harrop-Allin



**Mbanda, Vandudzai (PhD)**

Vandudzai Mbanda holds an Honours degree in Economics from the University of Zimbabwe and a Master's degree in Economics from the University of Pretoria. She is currently a researcher at the University of Pretoria.

Her thesis analyses aspects of public infrastructure investment in the South African economy. Public infrastructure investment is key to achieving inclusive growth that leads to reduction in unemployment, poverty, and inequality in South Africa. The thesis aimed at quantifying the impact of increasing public infrastructure investment and assessing its differential absorption capacity across South African municipalities. Methodologies included Computable General Equilibrium Modelling, Social Accounting Matrix Analysis, Structural Path Analysis, microsimulation and panel data econometrics.

The study supported the expected positive effects of increasing public infrastructure investment. This finding provides an important contribution to policy formulation on infrastructure development in South Africa. The thesis validates the South African government's continued investment in public, particularly economic, infrastructure. The results also indicated that large capital transfers exceed the capacity of some municipalities, which explains their continued underspending of the capital budget.

**Supervisor:** Prof L Bonga-Bonga

**Co-Supervisor:** Prof M Mabugu





## Special Awards



### Faculty of Art, Design and Architecture

#### Chancellor's Medal for the Most Meritorious Master's Study – 2018

**Bullock, Ashton Margarete (with distinction)**

Masters in Art (MA): Industrial Design

**Laing, Allen Walter (with distinction)**

Magister Technologiae (MTech): Fine Art





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



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