

**Welcome to the
Graduation Ceremony
of the
University of Johannesburg
31 October 2018**

**Welkom by die
Gradeplegtigheid
van die
Universiteit van Johannesburg
31 Oktober 2018**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
31 Diphlane 2018**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
31 kuMfumfu 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)

CHIEF FINANCIAL OFFICER

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

DEPUTY VICE-CHANCELLOR: EMPLOYEES AND STUDENT AFFAIRS

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

FACULTY OF HEALTH SCIENCES

Prof S Nalla (Acting)
BSc (Wits), BSc Hons (Wits), Certificate ELLD (UJ), PhD (Wits)

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

Ms Z Matlala (Acting)

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
Ms BJ Memela-Khambula
Prof A Parekh
Mr C Phetla
Dr WP Rowland
Prof A Strydom
Dr M Tom

Programme

Wednesday, 31 October 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

Laboraro, 31 Diphaleane 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

Woensdag, 31 Oktober 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 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.

Uhlelo

uLwesithathu, 31 kuMfumu 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/iploma/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. **Baccalaureus Commercii** **Bachelor of Commerce**

Bagosi, Tumelo Nomvuyo (Intrapreneurial Management)
Baloyi, Mpho Priscilla (Finance)
Campbell, Michael David (Intrapreneurial Management)
Chidi, Winny Lala (Logistics Management)
Dlamini, Mpendulo (Logistics Management)
Duma, Luyanda (Industrial Psychology)
Gomes, Marcelle Goncalves (Logistics Management)
Hlabangane, Sandile Simphiwe Richard (Intrapreneurial Management)
Hlongwane, Dzunisani Idris (IT Management)
Hussain, Taahir (Intrapreneurial Management)
Isakow, Eitan Saul (Intrapreneurial Management)
James, Jesse Claude (Economics and Econometrics)
Kgopa, Mabore Flora (Intrapreneurial Management)
Khumalo, Bongwiwe (Economics and Econometrics)
Kocheapen, Susan Cherian (Economics and Econometrics)
Kosene, Lethabo Ruth (Finance)
Kunene, Nothando Bridgette (Logistics Management)
Lahner, Jason Malcolm (Logistics Management)
Lander, Timothy Matthew (Economics and Econometrics)
Lawu, Lilonke (Finance)
Legodi, Tiego Thipe (Information Management)
Lubisse, Busisiwe Garasieta (Logistics Management)
Madumo, Gomotsang (Finance)
Mahlalela, Muzi Bongani (Information Management)
Mahlangu, Nosipho (Finance)
Makhubela, Judas (IT Management)
Makhuvha, Maanda Eugene (IT Management)
Malele, Pheny Janique (IT Management)
Maleme, Aobakwe Boitumelo (IT Management)
Manganyi, Rirhandzu Fiona (Industrial Psychology)
Maphopha, Tselagale Tiishetjo (Finance)
Matlebjane, Dineo Adolphina (IT Management)
Matshe, Boitumelo Cecilia (Industrial Psychology)
Mayisela, Zizile (Intrapreneurial Management)
Mazibuko, Lindokuhle Tsiliso (Information Management)
Maziko, Sidwell Lebogang (IT Management)

Mbatha, Ngcwenga Anele (IT Management)
Mdibani, Asandiso (Finance)
Mdondolo, Thembeke Temperance (Logistics Management)
Mofokeng, Petricia Sepati (Logistics Management)
Mokoena, Feltcher (IT Management)
Molotsane, Kelebogile Bridget (Finance)
Monyepao, Katlego (Logistics Management)
Mothibeli, Lehakoe Boitumelo (Logistics Management)
Moyo, Prince Mandla (Information Management)
Mpuisang, Rebaone (Finance)
Mthembu, Nantoni Nomonde (Economics and Econometrics)
Muruge, Apfeswaho (Industrial Psychology)
Musi, Moratwe (Information Management)
Mutula, Malisambilu Pearl (Industrial Psychology)
Ndabambi, Kitso Peter (Finance)
Ndlovu, Prince Xolani (Intrapreneurial Management)
Ngcatshe, Mandisi Corlen (Economics and Econometrics)
Nghonyama, Hlamulo (Information Management)
Nkadimeng, Mpho Godfrey (Information Management)
Nkonyana, Katlego (Logistics Management)
Nkosi, Sanele Arnold (Finance)
Ntombela, Zamahlobo Happiness (Information Management)
Ntshayheni, Mulanga Johanna (Logistics Management)
Ntswane, Matlape Lesego (Logistics Management)
Ntuli, Nonkululeko Nontobeko (Information Management)
Oseile, Kitlano (Industrial Psychology)
Pooe, Katlego Mmakgotso (Intrapreneurial Management)
Ramaboea, Jsegofatso Godfrey (Finance)
Ramabulana, Neo Tyron (Intrapreneurial Management)
Renou, Michael Desmond (Intrapreneurial Management)
Segopa, Katlego Lesego (Finance)
Shongwe, Boipelo (Information Management)
Skosana, James Nkosana (Economics and Econometrics)
Soko, Cynthia Sihle (Industrial Psychology)
Theledi, Katlego Theledi Jnr (Information Management)
Themba, Rhulani Millicent (Logistics Management)
Thobejane, Magale Mpho (IT Management)
Titus, Thando (Information Management)
Tlou, Nathisikhulile Nomvuyo Nosipho (Industrial Psychology)
Tshabalala, Khanyisile (Intrapreneurial Management)
Tshiunza, Kayembe Paulin (Finance)
Tuffour, Jennifer Nketiaa (IT Management)
Vallee, Ahmed Sohail (Information Management)
Walters, Al (Logistics Management)
Zhan, Wilson (Intrapreneurial Management)
Zuma, Nondalo Jane (Logistics Management)

2. Bachelor of Arts Honours

Sibiya, Khanyisile Deborah (Public Management and Governance)
Xaba, Lindokuhle Docter (Public Management and Governance)

3. Bachelor of Commerce Honours

Anim, Kwabena Abrokwah (Investment Management)
Chaka, Kelebogile Precious (Logistics Management)
Dube, Buhlebenkosi (Human Resource Management)
Dyubhele, Tania (Econometrics)
Gqamane, Una Phozisa (Transport Economics)
Khitsane, Khampepe (Logistics Management)
Kubayi, Brian Loty (Economics)
Malahlela, Makhosazane Kabelo (Economics)
Malaka, Legohla Clifford (Human Resource Management)
Maleka, Innocent Boitumelo (Logistics Management)
Mathye, Ntsako Cenuel (Economics)
Memela, Ntokozi Thabisa (Logistics Management)
Miya, Nomthandazo (Economics)
Mokoena, Tikjani Austin (Logistics Management)
Molefe, Kgolagano (Transport Economics)
Molefe, Tshiamo (Economics)
Msabala, Wendy Hlengiwe (Logistics Management)
Mulaudzi, Mulalo (Economics)
Ngobeni, Rhulani Curtis (Economics)
Ntemane, Brian (Economics)
Nthutang, Sellwane Jeanett (Information Management)
Nxumalo, Phelele Kudakwashe (Economics)
Olopade, Oluwaseyi Susan (Econometrics)
Ramokolo, Joshua Mahlatsi (Investment Management)
Schwarz, Dominic (Marketing Management)
Setlhalogile, Onalenna Louise (Transport Economics)
Shilubane, Petronella Tuku (Logistics Management)
Swales, Waheed Bevlyn (Econometrics)
Thulo, Karabo (Economics)
Tsotetsi, Mpho Kenny (Transport Economics)
Vele, Tondani Odett (Logistics Management)
Visasi, Mondli Simphiwe Clement (Logistics Management)

4. Philosophiae Doctor (PhD)

Ababio, Kofi Agyarko PhD (Economics)

Thesis: Investors' trading behaviour, stock selection and portfolio optimisation

Supervisor: Prof JW Muteba Mwamba

Coetzer, Michiel Frederick PhD (Leadership in Performance and Change)

Thesis: The impact of a servant leadership intervention on work engagement and burnout

Supervisor: Prof MHR Bussin

Co-Supervisor: Dr M Geldenhuys

Ditsele, Tshepo John Danny PhD (Leadership in Performance and Change)

Thesis: The contextualisation of leadership

Supervisor: Prof F Crous

Einhorn, Frank David PhD (Information Technology Management)

Thesis: Effective use of the business case to enhance the success rate of business/ information technology projects

Supervisor: Prof C Marnewick

Janse van Rensburg, Lodewikus Johannes PhD (Personal and Professional Leadership)

Thesis: Evaluating a new venture start-up e-coaching programme

Supervisor: Prof LMM Hewitt

Co-Supervisor: Prof MHR Bussin

Mkoba, Elizabeth Sylvester PhD (Information Technology Management)

Thesis: A conceptual information technology project management assurance framework

Supervisor: Prof C Marnewick

Murray, Chantelle PhD (Leadership in Performance and Change)

Thesis: Governance to promote donor investment: A case study of animal shelters

Supervisor: Prof A Thomas

Niemand, Cornelius Johannes Petrus PhD (Information Management)

Thesis: Measuring the effectiveness of an enterprise information architecture

Supervisor: Prof MA Mearns

Rylance, Andrew Mark PhD (Tourism and Hospitality)

Thesis: Tourism in protected areas: Economic impacts and local benefits in Southern Africa

Supervisor: Prof CM Rogerson

Co-Supervisor: Prof JJ Saarinen

Schachtebeck, Chris PhD (Business Management)

Thesis: Individual-level intrapreneurial orientation and organisational growth in small and medium enterprises

Supervisor: Prof C Nieuwenhuizen

Co-Supervisor: Dr D Groenewald

Shikweni, Sydwell PhD (Leadership in Performance and Change)

Thesis: Talent management in the South African Construction Industry

Supervisor: Prof WJ Schurink

Co-Supervisor: Prof R van Wyk

Van Rensburg, Eugene PhD (Finance)

Thesis: Constraints to discretionary saving and investment in South Africa

Supervisor: Prof G Els

Wilson, Magdalene Kasyoka PhD (Economics)

Thesis: An empirical investigation of the locational determinants of cross-border mergers and acquisitions in Africa: 1990 - 2014

Supervisor: Prof D Vencatachellum

Co-Supervisor: Dr AB Pholo

Zwane, Talent Thebe PhD (Economics)

Thesis: Assessing the determinants and effects of non-monetary household asset poverty in South Africa

Supervisor: Prof T Greyling

Co-Supervisor: Prof L Greyling

Co-Supervisor: Dr MR Maleka

Ababio, Kofi Agyarko (PhD)

Kofi Agyarko Ababio holds a BSc (Honours) in Mathematics & Statistics from the University of Cape Coast, Ghana, an MSc in Actuarial Science from Heriot-Watt University in Scotland and an MPhil in Applied Mathematics from Kwame Nkrumah University of Science and Technology in Ghana.

Kofi's research is in the field of Behavioural Economics which incorporates human psychology in broad economic theory. His doctoral research contributed evidence of herding behaviour, a common human cognitive bias that causes investors to depart from making 'rational' or optimal decisions in financial markets. The thesis further investigated the influence of human decision errors in the selection of assets based on behaviourist theories of decision making towards optimisation purposes.

The results showed herding behaviour in the Johannesburg Stock Exchange listed finance companies and established the superiority of cumulative prospect theory as an empirically corroborated theory of decision-making with rich psychological content and more descriptive validity. The results suggested that investors may optimise their investment by investing in classified stocks with lower cumulative prospect theory values. These findings are important to academics and investment analysts alike as they provide an intuitive and coherent investment strategy.

Supervisor: Prof JW Muteba Mwamba



Coetzer, Michiel Frederick (PhD)

Michiel holds a Master's in Industrial Psychology from North-West University. He specialises in leadership and organisational development backed by 14 years work experience.

Michiel evaluated the effectiveness of a servant leadership intervention, and explored its impact on work engagement and burnout in the construction industry. He used a mixed-method approach and applied an embedded experiential design to conduct the study.

Barriers and antecedents were used to conceptualise a framework to develop servant leaders. Finally, the study showed that the servant leadership intervention effectively enhanced managers' servant leadership behaviour in a construction company, particularly in terms of empowerment, stewardship, and forgiveness. Two articles were published from his thesis and a further paper was presented at an international conference.

Supervisor: Prof MHR Bussin

Co-Supervisor: Dr M Geldenhuys



Ditsele, Tshepo Danny (PhD)

Tshepo Ditsele holds an MSc in Industrial Ergonomics from Lulea University of Technology, Sweden. He lectured in Human Resource Management at the Department of Industrial Psychology and People Management of the College of Business and Economics at the University of Johannesburg. He is currently the Human Resource Executive of a manufacturing company.

He postulates that leadership is context dependent, implying that the abilities and competencies required to lead, vary. In his quest to contextualise leadership, he structured the dominant leadership theories by means of a meta-structural framework, but could not identify a pure example illustrating contextual leadership theory. Subsequently, he embarked on the development of such a theory by adopting an instrumental case study as a research strategy. Transcribed interviews of an organisation's executives were subjected to a contextual analysis and the findings were theorised. Six interrelated and interdependent contexts emerged that could be generalised to dynamic leadership propositions.

The study validated the contextual theory of leadership and provided a more realistic view of leadership in a particular organisation.

Supervisor: Prof F Crous



Einhorn, Frank David (PhD)

Frank David Einhorn holds a BSc (Honours) in Electrical Engineering and an MBA from the University of Cape Town. After practicing as an engineer, he spent 32 years with IBM South Africa in a variety of positions, which included systems engineering, sales management, and project management. During the latter, he attained the Project Management Professional and IBM-specific professional certifications. After retirement, he continued to consult as a project manager, and is a sessional lecturer at Wits Business School.

Frank's thesis focuses on how a sound business case can improve the success rate of business projects enabled by IT deliverables. Review of representative literature shows that the business case underpins project governance. To do so, the business case must be used and updated, from when the project is initiated, until the proposed benefits have been realised which, according to the study, seldom happens. One reason for this unsatisfactory situation, is that knowing the business case processes, and the required information, are not sufficient. Many organisational facilitating factors are needed for business cases to be used effectively.

Results from the study indicate that the importance of the facilitating factors is consistently greater than their presence. Moreover, there is a strong correlation between these factors, and the use of the business case in practice. A business case model, validated by factor analysis, shows how organisations can put these facilitating factors in place, and hence achieve project success by using the business case more effectively.

Supervisor: Prof C Marnewick



Janse van Rensburg, Lodewikus Johannes (PhD)

Lodewikus Janse van Rensburg was employed as a business analyst before joining the University of Johannesburg as a lecturer. He holds an MPhil in Human Resource Development from UJ; coordinates the Diploma in Small Business Management on Soweto Campus, and has supervised a number of Master's students to completion.

His thesis examined the impact of an on-line coaching programme on those entrepreneurs who have been able to secure their first sale within three months. A multi-method programme evaluation research design was used to conceptualise a novel entrepreneurial development theory. The theory sheds light on new venture development without capital, and the *wedged situation* in which online participants and coaches find themselves.

The results revealed gamification as a key variable in leveraging the time and effort of an expert coach as well as in dealing with *wedged situations* experienced by participants. Of particular value, is the possibility to roll out similar programmes to larger audiences, where entrepreneurial potential and early funding opportunities require pre-screening in reducing failure rates.

Supervisor: Prof LMM Hewitt

Co-Supervisor: Prof MHR Bussin



Mkoba, Elizabeth Sylvester (PhD)

Ms Elizabeth Sylvester Mkoba holds a Bachelor's in Computer Science from the Osmania University in India, a Master's in Computer Science from the Central South University in China, and an MBA from The Open University of Tanzania. She is currently a Postdoctoral Fellow in the Department of Applied Information Systems in the College of Business and Economics.

Elizabeth's doctoral research examined how effective project assurance can mitigate IT project failure in organisations. She used a mixed methods research design and various data analyses. The finding of her research is a conceptual IT project management assurance framework which consists of high-level as well as detailed project assurance processes. The conceptual framework can be adopted by project management practitioners to deliver successful IT projects in their organisations.

Her concept of auditing and project assurance throughout the project lifecycle rather than occasionally or at the end, is unique, in the sense that no current project management best practices and standards have provided guidance on project auditing and assurance. Elizabeth is a future thought leader in the field of IT project management.

Supervisor: Prof C Marnewick



Murray, Chantelle (PhD)

Chantelle Murray is currently the Head of the Human Resource Development Unit at the University of the Witwatersrand. She holds a Master's Degree in Leadership, Performance and Change, and an Honours Degree in Human Resource Development. Chantelle is also the Founder and Director of PAWS R US (SA), a Non-Profit Company and Pro-Life Animal Shelter, based in Midrand, Johannesburg.

Chantelle's study was aimed at governance in the non-profit sector, and specifically, the companion animal welfare sector in South Africa. She chose this sub-sector given the lack of government and corporate funding support, and formalised research. The purpose of this study was to gather information on governance practices in shelters, and to propose a 'fit for purpose' governance model for this unique context. This model provides a foundation for integrating and developing the companion animal shelter network, and contributes to the protection of donor investment and trust, while opening up the potential for increased philanthropy in the sector.

The study followed a mixed-methods research design and deployed a mixed, exploratory and sequential approach. The findings identify the constructs of a governance model for the companion animal welfare sector, and reveal support for the measurement of shelter performance and the release of performance statistics to donors. A ratings and development agency for the sector is recommended.

This study contributes directly to the companion animal welfare sector by offering the first formal study into governance in this domain, and a foundation for future research. The study adds to the body of available knowledge on the governance of non-profit organisations in unique and marginalised contexts.

Supervisor: Prof A Thomas



Niemand, Cornelius Johannes Petrus (PhD)

Cornelius Johannes Petrus Niemand holds an MPhil in Information Science from the University of Johannesburg. He lectures in the Department of Information and Knowledge Management, School of Consumer Intelligence & Information Systems in the College of Business and Economics.

Informational flexibility was the departure point of his research, referring to the ability of management to alter the information architecture of an organisation in adapting to an ever-changing business environment. Academic discourse lacked methodology to analyse the effectiveness of an information architecture. To this end, the thesis determined how the information audit methodologies can be applied in measuring effectiveness.

The key findings of the study, based on a qualitative mono-method research methodology culminated in the articulation of a conceptual matrix for measuring the effectiveness of an information architecture. The contribution of the conceptual matrix lies in its applicability to varying organisational sizes in both the private and public sectors. The matrix has already been accepted by the information architecture community.

Supervisor: Prof MA Mearns



Rylance, Andrew Mark (PhD)

Mr Andrew Rylance holds a BA (Honours) in Economics and Politics from the University of York, a Master's in Development Studies from the University of KwaZulu-Natal and a Post-Graduate Certificate in Applied Environmental Economics from the University of London. He is currently the Technical Advisor to a United Nations Development Programme managed project on Protected Area Finance in the Seychelles, having previously worked in the same organisation in Mozambique, and with German International Cooperation in South Africa and Rwanda. He is a Research Fellow of the University of Johannesburg's College of Business and Economics.

Andrew's PhD by Publication critically assessed the local economic benefits generated from nature-based tourism in selected Protected Areas located in five countries in Southern Africa: specifically, Botswana, Mozambique, Namibia, South Africa and Tanzania. The research identified and compared the impact of tourism and inclusion of local communities using different appropriate methodological approaches at different levels, namely national, destination and local-levels. The research contributed assessments of the local economic impact and inclusion of tourism in destinations with little or no previous economic data. It systematically assessed economic data from more than 100 conservation and Protected Areas in Southern Africa and incorporated over 180 primary interviews with stakeholders. The conclusions are able to inform across national level policy-making and development programmes for land management systems, as well as provide baseline economic information to guide decision-making. Finally, this thesis has produced six journal papers which are all in publication.

Supervisor: Prof C Rogerson

Co-Supervisor: Prof JJ Saarinen



Schachtebeck, Chris (PhD)

Chris Schachtebeck holds a Bachelor's degree in Intrapreneurship, a BCom Honours in Strategic Management and a Master's in Business Management, all obtained cum laude, from the University of Johannesburg. He is currently the coordinator of the MCom Business Management and is a lecturer in the Department of Business Management at the University of Johannesburg. He has supervised a number of Honours and Master's students to completion and to date has published 7 articles and 11 accredited conference proceedings.

Chris' thesis focused on examining the effects of an employee's intrapreneurial orientation on internal growth levels of South African Small and Medium-sized Enterprises. The thesis is presented in the form of two literature chapters and five research articles. The thesis employed a number of qualitative research techniques, such as a narrative review, a systematic review, semi-structured interviews, a Delphi study, as well as a quantitative, empirical study which piloted an adapted measuring instrument. The evidence indicates that only certain Intrapreneurial Orientation components positively related to SME growth. These factors included risk-taking, innovation, personal control, and self-esteem. Selected managerial factors, namely, goal-setting, reward and innovation, as well as intracapital, were shown to positively affect SME growth.

The findings of the thesis make a significant contribution to the under-researched area of employee-level Intrapreneurial Orientation and thereby expand the existing body of knowledge.

Supervisor: Prof C Nieuwenhuizen

Co-Supervisor: Dr D Groenewald



Shikweni, Sydwell (PhD)

Sydwell Shikweni holds a MBL from the University of South Africa and a Master of Education from the University of the Free State. He is a registered master HR professional and a corporate executive with extensive experience in HRD, talent management and transformation.

The shortage of talent management skills is a strategic priority for the South African construction industry. By employing single case and grounded theory qualitative research strategies, Sydwell analysed people's experiences and views of talent management practices in a local construction company. His key findings were that talent management is premised on interdependence practices and actions, well-crafted organisational strategy, global business regulatory frameworks, brand image and inclusion.

The examiners agreed that Sydwell's study contributes to the field of talent management. The substantive theoretical talent management framework can be applied by leadership and practitioners in organisations other than the construction industry in both the public and private sectors and provides insight into how organisations may reduce the risk of non-compliance with employment legislation.

Supervisor: Prof WJ Schurink

Co-Supervisor: Prof R van Wyk



Van Rensburg, Eugene (PhD)

Eugene holds a BCom from the University of Johannesburg and an Executive MBA (*cum laude*) from the UCT Graduate School of Business. He is a Fellow of the South African Institute of Financial Markets, a SAIS certified stockbroker and a Chartered Accountant (SA). Eugene heads Integrated Wealth for IRESS South Africa and is, among others, a Director of Hlayisani Capital and Phoenix Capital.

His research is concerned with the overall undesirably low level of South African household savings, as an indicator of economic resilience. He identified and analysed three key themes driving this concerning behaviour, namely; physical aspects, behavioural constraints, and policy mechanisms. This qualitative research employed a grounded theory method underpinned by critical realism and leveraged the Delphi method and systems thinking tools.

The study positively contributes to the body of knowledge to inform design interventions aimed at improving the physical, cognitive and behavioural, as well as legal and regulatory access to saving and investment financial products and services. In so doing, this study contributes to the private and public sector's ability to implement strategies that engender meaningful economic participation that changes deeply imbedded social cultural norms and behaviours that detract from discretionary saving and investment; and it overcomes the hurdles constraining the unfulfilled wealth creation potential of individual households.

Supervisor: Prof G Els



Wilson, Magdalene Kasyoka (PhD)

Ms Magdalene Kasyoka Wilson holds a BA (Honours) from the University of Nairobi in Kenya. She obtained a MA Economics from the University of Botswana under the African Economic Research Consortium (AERC)'s Collaborative Master of Arts Programme for Africa. Magda is currently a lecturer at the School of Economics in the College of Business and Economics.

Her thesis examined locational or country- and regional- specific factors that explain a Mergers and Acquisitions entry mode of Foreign Direct Investment in Africa during the period 1990 to 2014. The thesis is written in article format with four sub-topics. One theoretical, and the other three, empirical chapters. Two private company databases were analysed using time series, panel data and structural gravity models.

Key findings are that country-specific factors such as domestic financial markets, exchange rate volatility and economic growth are important drivers of Mergers and Acquisitions in Africa. The continent's endowment in natural resources and the high demand for commodities has had a significant positive effect on Mergers and Acquisitions. Good governance was reconfirmed as a positive determinant of transparency and corruption-free business environments.

Supervisor: Prof D Vencatachellum

Co-Supervisor: Dr A Pholo



Zwane, Talent Thebe (PhD)

Talent Thebe Zwane grew up in a subsistence farming community, Nquthu, in Kwa-Zulu Natal. He holds a Bachelor of Economics degree from Vista University and both Honours and Master's degrees in Economics from the University of Johannesburg. He is currently a lecturer in the School of Economics, College of Business and Economics at the University of Johannesburg.

Talent's thesis focused on the determinants and effects of non-monetary household asset poverty in South Africa. The primary research objective of the study was to create an asset-poverty index, which was used to determine those that are asset poor. This is especially applicable to South Africa where many of its people are subsistence farmers and monetary indicators are not good measures of well-being.

Two datasets were employed: firstly, panel micro-data from the National Income Dynamics Study, and secondly, a dataset collected by means of a household survey from a subsistence farming rural community, Hlokozi Village in KwaZulu-Natal. He used applicable econometric modelling techniques in all analyses.

The results suggest that lower levels of household savings, not being a landowner, being single, and lower levels of education, are all determinants of asset-poverty in urban areas, with the same holding true for subsistence farming regions, except that being female and younger are also contributing factors. In addition, the thesis analyses the saving behaviour in both urban and subsistence farming areas. This thesis makes a significant contribution to the understanding of poverty and saving behaviour in South Africa.

Supervisor: Prof T Greyling

Co-Supervisors: Prof L Greyling and Dr M Maleka



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



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