

**Welcome to the
Graduation Ceremony
of the
University of Johannesburg
11 June 2015 at 09:00**

**Welkom by die
Gradeplegtigheid
van die
Universiteit van Johannesburg
11 Junie 2015 om 09:00**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
11 Phupu 2015 ka 09:00**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
11 kuNhangulana 2015 ngele-09:00**

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 IL Rensburg
BPharm (Rhodes), MA, PhD (Stanford USA)

DEPUTY VICE-CHANCELLOR: ACADEMIC

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

DEPUTY VICE-CHANCELLOR: RESEARCH, POSTGRADUATE STUDIES AND LIBRARY

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

REGISTRAR

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

DEPUTY VICE-CHANCELLOR: FINANCE

Mr J van Schoor
BCom, BCom Hons (RAU), CA (SA)

DEPUTY VICE-CHANCELLOR: STRATEGIC SERVICES

Mrs ME Letlape
BSc (UFH)

DEPUTY VICE-CHANCELLOR: INTERNATIONALISATION, ADVANCEMENT AND STUDENT AFFAIRS

(vacant)

SENIOR EXECUTIVE DIRECTOR: VICE-CHANCELLOR'S OFFICE

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

EXECUTIVE DEANS

FACULTY OF ART, DESIGN AND ARCHITECTURE

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

FACULTY OF ECONOMIC AND FINANCIAL SCIENCES

Prof A Dempsey
BCom, BCom Hons, MCom (RAU), CA (SA)

FACULTY OF EDUCATION

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

FACULTY OF ENGINEERING AND THE BUILT ENVIRONMENT

Prof S Sinha
BEng, MEng, PhD (UP)

FACULTY OF HEALTH SCIENCES

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

FACULTY OF HUMANITIES

Prof AB Broadbent
BA, BA Hons, MPhil, PhD (Cantab)

FACULTY OF LAW

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

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 (University of California, Davis)

MEMBERS OF COUNCIL

CHAIRPERSON

Prof RD Marcus

DEPUTY CHAIRPERSON

Mr MS Teke

MEMBERS

Prof H Abrahamse

Mr FM Baleni

Prof IC Burger

Mr JP Burger

Mr D Bvuma

Ms TA Chaka

Mr TJ Dikgole

Mr CR Gebhardt

Prof D Hildebrandt

Mr G Khosa

Prof C Landsberg

Dr DSS Lushaba

Mr DM Manganye

Dr J Manyaka

Ms K Maroga (invitee)

Ms BJ Memela-Khambula

Dr P Mjwara

Mr M Mkhonta

Mr A Mohammadali-Haji

Mrs K Mokhobo-Amegashie

Mr MJN Njeke

Prof A Parekh

Mr K Rammutla

Prof IL Rensburg

Dr WP Rowland

Mr KB Sibiya

Mr K Thomas

Mr J van Schoor

Mr M White

PRESIDENT OF CONVOCATION

Mr M Mkhonto

Programme

Thursday, 11 June 2015 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

Labone, 11 Phupu 2015 ka 09:00

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

Donderdag, 11 Junie 2015 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 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

uLwesine, 11 kuNhlangulana 2015 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.

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!

IsiZulu

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):

Makhathini, Sibusiso Mzingaye (Business Information Technology)
Masinga, Pascal (Business Information Technology)
Zondi, Mxolisi (Business Information Technology)

2. National Diploma (NDip):

Bhengu, Siyethaba Kevin (Marketing)
Buthelezi, Sibusiso Michael (Marketing)
Dlamini, Sibusiso Effort Dennis Junior (Human Resource Management)
Gumbi, Moipone Bella (Small Business Management)
Kapinga, Creta (Marketing)
Kubheka, Thokozile (Human Resource Management)
Mabaso, Bongwiwe Hlengiwe Patience (Marketing)
Mafojane, Moneoa Molebogeng (Retail Business Management)
Maifo, Katlego (Marketing)
Maja, Oreneelee Moses (Management)
Makatshaba, Masekela Lenard (Information Technology (Software Development))
Makhubela, Tsholofelo Mmanchabeleng (Management)
Malewa, Lehlohonolo Jeremia (Small Business Management)
Malinga, Thandeka Brightness (Management)
Maluleke, Thembani (Small Business Management)
Matoko, Keitumetse Gloria (Management)
Matshoba, Mzobanzi (Management)
Mbuli, Motheo (Management)
Mfubesi, Kholiswa (Marketing)
Mkhabela, Leonard (Small Business Management)
Mkhabele, Mzwakhe (Small Business Management)
Mkwebo, Jotham Siyabonga (Management)
Modau, Faith Dakalo (Human Resource Management)
Modiba, Matlhatsi Fridah (Management)
Mohale, Florence (Human Resources Management)
Mokgosi, Tsholofelo Grace Loveness (Small Business Management)
Mokoana, Keabetswe Kgothatso (Management)
Mokori, Tokelo (Marketing)
Morobane, Kefilwe Constanca (Small Business Management)
Mthethwa, Khethukuthula Thobeka (Small Business Management)
Mthethwa, Sinqobile Blessing (Management)

Mukhuvha, Rendani Daizy (Management)
Mzaca, Palesa Saneliswe (Marketing)
Mzilem, Chris Mkhulu (Human Resources Management)
Napo, Maletsema Malokane Tsholofelo (Human Resource Management)
Ndjila Kouma, Laurene Quessia (Human Resource Management)
Ngema, Nontokozo Simphiwe (Marketing)
Ngoy, Larissa Eming (Human Resource Management)
Nkosi, Dumisile Zamangwane (Information Technology (Information Systems and Technology Management))
Nkuna, Yandisubuhle (Marketing)
Ntsimane, Kelebogile (Human Resources Management)
Ragoasha, Thandiwe (Small Business Management)
Rikhotso, Tiyisela (Management)
Scheepers, Meredith Liezel Schuggy (Information Technology (Information Management))
Sekoboane, Nomsa Isabel (Small Business Management)
Simanzi, Nkosinathi Emmanuel (Small Business Management)
Stemmer, Nomathemba Olga (Small Business Management)
Tekane, Nthabiseng (Management)
Tshukudu, Jiros Thami (Human Resource Management)
Zungu, Sibongokuhle (Management)
Zwane, Mjabuliseni (Small Business Management)

3. **Baccalaureus Technologiae (BTech):**

Banday, Aasimah Khurshid (Information Techonology (Information Systems and Technology Management))
Diyane, Kagiso Peter (Business Administration)
Dlamini, Kwazi Innocentia (Human Resource Management)
Gama, Thobeka (Information Techonology (Information Systems and Technology Management))
Gawu, Xoliswa (Business Administration)
Hadebe, Lungiswa Zamahlubi (Human Resource Management)
Harries, Mpho Margaret (Human Resource Management)
Hlatshwayo, Uprecia Zanele (Marketing)
Langa, Lawrance Lucky (Human Resource Management)
Letlaka, Zintle Florida Shoni (Marketing)
Maema, Rittah (Human Resource Management)
Mahlangu, Amanda Ntombifuthi (Information Techonology (Information Systems and Technology Management))
Makgala, Rammotlane Paulus (Business Administration)
Makgopa, Matsiri Obadia (Business Administration)
Manyane, Koketso Precious (Human Resource Management)
Matakane, Nandipha Natasha (Information Techonology (Information Systems and Technology Management))

Matongo, Kedibone (Business Administration)
Mlanjeni, Lindie (Business Administration)
Mnyosi, Bongeka Prudence (Information Technology (Information Systems and Technology Management))
Moahloli, Zinhle Popane (Human Resource Management)
Mosenene, Peo Tshenolo (Business Administration)
Mphuthi, Tiisetso (Information Technology (Information Systems and Technology Management))
Msezane, Mzothule Sibonginhlanhla (Human Resource Management)
Mzobe, Malibongwe Njabulo (Marketing)
Ngubane, Thabiso (Business Administration)
Olifant, Lebogang Billy (Human Resource Management)
Ramasunga, Nndwakhulu Reuben (Human Resource Management)
Ramokgadi, Diile Rose (Business Administration)
Shembe, Lindokuhle Khanyisile (Human Resource Management)
Shivambu, Ntsakisi Cheyeza (Business Administration)
Smit, Jacqueline (Business Administration)
Thobi, Kabelo Raymond (Business Administration)
Thopola, Dorothy (Business Administration)
Tladi, Tsiu Lawrence (Human Resource Management)
Tshisikule, Themhani Patience (Information Technology (Information Systems and Technology Management))
Tsipa, Vuyolwethu Sandisiwe (Human Resource Management)
Twala, Nomathamsanqa Simiso (Business Administration)
Yumisa, Mzolisi (Human Resource Management)
Zulu, Nomfundo Jarnice (Information Technology (Information Systems and Technology Management))
Zwane, Ratang Bellina (Business Administration)

4. **Baccalaureus Artium (BA):**

Adams, Faatima Bibi (Human Resource Management)
Daniels, Jo-Anne Maryallen (Human Resource Management)
Kodi, Merlyn Disego (Human Resource Management)
Letsoko, Rebone Palesa (Human Resource Management)
Maine, Phemelo (Human Resource Management)
Makoni, Thelma Rufaro Munyengwa (Human Resource Management)
Manyuka, Teboho (Human Resource Management)
Masilela, Nhlanhla (Human Resource Management)
Mbatha, Nondumiso (Human Resource Management)
Mkhize, Sabelo Sandile (Information Management)
Motau, Sello Dyllan (Human Resource Management)
Netshivhodza, Lutendo (Human Resource Management)
Nkondo, Lectonia Olga (Human Resource Management)
Oswin, Laveen (Human Resource Management)

Silawa, Errol (Human Resource Management)
Sulliman, Muizzudeen (Human Resource Management)
Tshabangu, Kingsley Thamsanqa (Human Resource Management)

5. Baccalaureus Commercii (BCom):

Bailey, Lauren Kristy (Intrapreneurial Management)
Bokoda, Siyabulela Yolanda (Marketing Management)
Chitumba, Tanaka (Human Resource Management)
Daantjie, Lulamile Silele (Industrial Psychology)
Dlamini, Nonkululeko (Information Management)
Dlamini, Nonkululeko Clemency Charmain (Information Technology Management)
Essa, Irfaan Yunus Omarjee (Information Management)
Fulat, Ridwaan (Information Management)
Ismail, Mohamed Khalid (Marketing Management)
Ismail Yussuf, Tasneem (Human Resource Management)
Kambale, Vanessa Nzuva (Marketing Management)
Khabo, Moratuo Martha (Information Technology Management)
Kunene, Sibongiseni Ahmad (Intrapreneurial Management)
Lattanzio, Luca Andrea (Marketing Management)
Leballo, Solomon Tlahadi (Information Technology Management)
Mahlobo, Busisiwe (Human Resource Management)
Makhoana, Monyake Josias (Intrapreneurial Management)
Mallela, Thabang (Industrial Psychology)
Manaka, Kabelo (Intrapreneurial Management)
Manyaka, Refiloe Bridgette (Industrial Psychology)
Mapena, Mohau Xolani (Industrial Psychology)
Matseke, Mbali (Intrapreneurial Management)
Mbatha, Nonkululeko Mitchell (Marketing Management)
Mbowane, Bronley (Industrial Psychology)
Meyer, Kirsty Leigh (Industrial Psychology)
Monyai, Ndivhuwo (Industrial Psychology)
Mosata, Kutlwano (Industrial Psychology)
Moseki, Lorato Andries (Marketing Management)
Msikinya, Refiloe Nombulelo (Intrapreneurial Management)
Mthembu, Mbizo (Information Technology Management)
Naidoo, Venisha (Human Resource Management)
Ngonyama, Phindile (Information Technology Management)
Ntobong, Keagile Dinah (Marketing Management)
Pillay, Kailasan (Information Technology Management)
Pillay, Ryan Timothy (Information Technology Management)
Pitso, Mzwakhe Dennis (Industrial Psychology)
Radijeje, Paballo (Marketing Management)
Ramapela, Moraka (Human Resource Management)
Ramela, Katlego Boitumelo (Marketing Management)

Rangata, Grace Maida (Marketing Management)
Raphela, Christina Mumsy (Industrial Psychology)
Ratshalingwa, Tshilidzi (Information Technology Management)
Schultz, Justine (Marketing Management)
Seneke, Palesa Bridgette (Marketing Management)
Serobatse, Ipeleng Tsholofelo (Marketing Management)
Sewpersadh, Natisha (Information Management)
Smith, Chaya Shulamit (Industrial Psychology - Professional)
Summerscales, Samantha (Marketing Management)
Tema, Rodney Mphse (Industrial Psychology)
Theron, Lize (Industrial Psychology)
Tivane, Maria Tinyiko (Human Resource Management)
Tladinyane, Kabo Helen (Marketing Management)
Tlali, Lerato (Marketing Management)

6. Postgraduate Diploma (PGDip):

Chaphi, Modiehi Emily (Information Systems Auditing)
Modiga, Patience Segotoke (Information Systems Auditing)

7. Baccalaureus Artium cum Honoribus (BA Hons):

Dlamini, Jabulani Isaac (Information Management)
Dlomo, Zamokuhle Nobuhle (Information Management)
Heshula, Asanda Rose-Mary (Human Resource Management)
Kgengwe, Tsholofelo (Employment Relations)
Makobe, Lerato Poppy (Employment Relations)
Molapo, Mpempe Elizabeth (Human Resource Management)
Nemukula, Matome Lucky (Human Resource Development)

8. Baccalaureus Commercii cum Honoribus (Bcom Hons):

Appleton, Courtney (Information Technology Management)
January, Alistair Rudolph (Marketing Management)
Manthata, Malatja (Marketing Management)
Molebatsi, Gasetlhage Elizabeth (Human Resource Management)
Mphela, Given (Strategic Management)
Sibotho, Mzwandile (Strategic Management)
Viljoen, Karin (Industrial Psychology)

9. Masters of Tourism and Hospitality Management

Oosthuizen, Daleen

Dissertation: The relationship between perceived value and consumers' purchase intentions of private label wine brands

Supervisor: Prof J Spowart

Co-Supervisor: Prof C de Meyer

10. Magister Artium - Master of Arts (MA):

Buthelezi, Siyabonga (Public Management and Governance)

Minor Dissertation: The role of the Gauteng Premier's Office in institutionalising provincial monitoring and evaluation systems

Supervisor: Ms T Majam

Bvuma, Promise Sibusiso (Public Management and Governance)

Minor Dissertation: Institutionalisation of a monitoring and evaluation system for the South African Military Health Service's Project Phidisa

Supervisor: Prof GS Cloete

Khanyile, Sebastian Sizwe Thaboni (Public Management and Governance)

Minor Dissertation: Evaluation of the effectiveness of public participation in the Gauteng E-Toll programme

Supervisor: Ms S Mavee

Mothopeng, Botlhe (Public Management and Governance)

Minor Dissertation: The performance of the Transport Education and Training Authority (TETA) in implementing the National Skills Development Strategy (NSDS) II.

Supervisor: Dr V Jarbandhan

Mthombeni, Paseka (Public Management and Governance)

Minor Dissertation: Evaluation of the City of Johannesburg's proposed Second Economy Policy's results in the Green Economy and the Informal Security Sectors

Supervisor: Prof GS Cloete

11. Magister Commercii - Master of Commerce (MCom):

Blunn, Lynne Dione (Industrial Psychology)

Minor Dissertation: Work-home interaction within dual-earner couples: A South African study

Supervisor: Dr C Hill

Crisp, Charlotte Ann (Industrial Psychology) (with distinction)

Minor Dissertation: Appreciative leadership in relation to work engagement

Supervisor: Prof F Crous

Co-Supervisor: Prof GP de Bruin

Cuyler, Charl Glenn (Industrial Psychology) (with distinction)

Dissertation: Employee mental models of organisational opinion leadership in the context of change

Supervisor: Prof F Crous

Co-Supervisor: Prof JS Uys

Djassi Pougoue, Hermine (Business Management)

Minor Dissertation: A business ethics strategy for achieving and sustaining organisational reputation

Supervisor: Dr A Drotskie

Engelbrecht, Jennifer Esme-Louise (Leadership in Performance and Change) (with distinction)

Minor Dissertation: A stakeholder analysis of the Marikana mining incident: Implications for HR management

Supervisor: Prof A Thomas

Fernandes, Gabriella Preciosa (Business Management)

Minor Dissertation: Factors causing high employee turnover in management consulting firms

Supervisor: Prof G Goldman

Greeff, Jacques (Business Management)

Minor Dissertation: The operational effectiveness of the port of Maputo

Supervisor: Mr P Kilbourn

Co-Supervisor: Prof J Walters

Grundling, Claudette Aulvry (Industrial Psychology)

Minor Dissertation: An exploration of psychological flow amongst engineers

Supervisor: Prof WJ Schurink

Co-Supervisor: Prof F Crous

Gyekye, Agyapong Boateng (Business Management)

Minor Dissertation: An assessment of Nigeria as a strategic growth market for supply chain operations

Supervisor: Prof E Swanepoel

Co-Supervisor: Prof J Walters

Hotz, Gabi Jenna (Industrial Psychology)

Minor Dissertation: The impact of a total rewards system on work engagement

Supervisor: Dr C Hoole

Jeewa, Shuaib (Industrial Psychology)

Minor Dissertation: Work and career role salience: A South African gender perspective

Supervisor: Dr M Geldenhuys

Co-Supervisor: Prof A Bosch

Karam, Candice Natasha Anne (Industrial Psychology) **(with distinction)**

Minor Dissertation: The validation of the Bolino and Turnley Impression Management Scale in the South African context

Supervisor: Ms L Sekaja

Co-Supervisor: Dr M Geldenhuys

Koutris, Ioulia (Industrial Psychology)

Minor Dissertation: Validation of the Work- and Career Salience Questionnaires in the South African context

Supervisor: Dr M Geldenhuys

Co-Supervisor: Prof A Bosch

Lotter, Catherine (Industrial Psychology)

Minor Dissertation: The nature of perceived discriminatory experiences of homosexual individuals at work

Supervisor: Ms L Sekaja

Co-Supervisor: Dr BG Adams

Magerman, Leah (Industrial Psychology)

Minor Dissertation: Identity and wellbeing at work: A study comparing the coloured group with other ethno-cultural groups in South Africa

Supervisor: Dr BG Adams

Mahonko, Samuel (Business Management)

Minor Dissertation: The integrated role of employee value propositions

Supervisor: Dr RC Viljoen

Makhathini, Samkelisiwe Felicia (Business Management)

Minor Dissertation: A hierarchy process model to improve online business revenue and profitability

Supervisor: Dr A Drotskie

Maponya, Kissinger Raditlou Judas (Business Management)

Minor Dissertation: Store managers' perception of the Walmart/Massmart price promotion strategy

Supervisor: Prof CJ Jooste

Mathe, Itumeleng Johannes (Business Management)

Minor Dissertation: Students' awareness, knowledge of, and attitude towards National Health Insurance (NHI)

Supervisor: Prof U Ojiako

Mbili, Mlungisi Richard (Business Management)

Minor Dissertation: A strategic business approach for sustainable e-participation at local government level

Supervisor: Dr A Drotskie

Mehlomakulu, Bulelwa Pearl (Business Management)

Minor Dissertation: Strategies to manage tacit knowledge assets within a hotel group

Supervisor: Prof M Mearns

Moodley, Manil Kumarie (Business Management)

Minor Dissertation: Building a business case for knowledge management implementation within a research and development organisation

Supervisor: Prof M Mearns

Motaung, Ndibu Rachel (Business Management)

Minor Dissertation: Sustaining competitive advantage through the resource based view in a commercial real estate broking company

Supervisor: Dr S Dhliwayo

Ombele, Guy Yonel (Business Management)

Minor Dissertation: An integrated business model and strategy for sustained competitive advantage in Gabon for a logistics company

Supervisor: Prof E Swanepoel

Page, Bradley (Industrial Psychology) (with distinction)

Minor Dissertation: Exploring professional identity of industrial psychologists

Supervisor: Prof WJ Schurink

Co-Supervisor: Prof JS Uys

Penn, Vincent Cho (Business Management)

Minor Dissertation: Bank employees' engagement with communities in corporate social responsibility initiatives

Supervisor: Dr P Thomas

Ramoshebi, Setota Keabetswe (Business Management)

Minor Dissertation: Designing a demand driven supply chain dashboard

Supervisor: Prof GC Prinsloo

Rapoo, Katlego (Business Management)

Minor Dissertation: A strategic supply chain collaboration model for successful distribution of chilled dairy products

Supervisor: Dr A Drotskie

Sereeco, Motlalepule Winnie (Business Management)

Minor Dissertation: Developing a framework to transform youth non-profit organizations to social enterprises in the Free State

Supervisor: Prof E Bbenkele

Co-Supervisor: Prof SM Steinman

Setuki, Mpho (Industrial Psychology)

Minor Dissertation: Exposure to violent incidents and occupational stress amongst South African paramedics: The moderating role of social support

Supervisor: Dr C Henn

Co-Supervisor: Dr C Stein

Sihlaba, Thandi (Business Management)

Minor Dissertation: Effects of foreign exchange control abolishment on global transactional services in a financial institution

Supervisor: Dr A Drotskie

Slattery, Caitlin Hope (Information Technology Management)

Dissertation: Consumerisation of information technology by academia

Supervisor: Prof C Marnewick

Stevens, Lyle Ide (Industrial Psychology)

Minor Dissertation: A validation of the South African Personality Inventory

Supervisor: Dr C Hill

Tsolo, Ramodise Phillip (Business Management)

Minor Dissertation: Skills development and training in the South African taxi industry

Supervisor: Dr RC Viljoen

Venter, Carli (Business Management)

Minor Dissertation: The strategic positioning of the port of Maputo in Southern Africa

Supervisor: Mr P Kilbourn

Co-Supervisor: Prof J Walters

Williamson, Erik (Industrial Psychology)

Dissertation: The experiences of airborne section leaders during peacekeeping operations: A South African perspective

Supervisor: Prof JS Uys

12. Magister Philosophiae (MPhil)

Bonnema, Marie Jacqueline (Industrial Psychology)

Minor Dissertation: Employee engagement and meaningful work across generations

Supervisor: Dr C Hoole

Desai, Jashmeen (Industrial Psychology)

Minor Dissertation: Management of expectations of first year auditing clerks

Supervisor: Prof JS Uys

Emde, Mary Joe (Personal and Professional Leadership)

Minor Dissertation: Knowledge of brain physiology and professional leadership development

Supervisor: Dr MA Harrop-Allin

Co-Supervisor: Prof WJ Schurink

Hlongwane, Anelisa (Labour Law and Employment Relations)

Minor Dissertation: Contract workers' work identity

Supervisor: Dr M Erasmus

Co-Supervisor: Dr RT de Braine

Marks, Tanya Emma (Industrial Psychology)

Minor Dissertation: Sexual harassment in the workplace: The lived experience of women

Supervisor: Prof JS Uys

Melaletsa, Mehavhelo Magdaline (Human Resource Development)

Dissertation: Managing employee performance in the Department of Human Settlements

Supervisor: Prof JE Coetzee

Muleya, Vuyani Reuben (Industrial Psychology)

Minor Dissertation: Ethical challenges in assessment centres in South Africa

Supervisor: Dr L Fourie

Co-Supervisor: Ms S Schlebusch

Phukuile, Eldon Hughe (Business Management)

Dissertation: Customer value creation in the South African mobile telecommunications industry

Supervisor: Prof GA Goldman

Co-Supervisor: Prof M Roberts-Lombard

Teichert, Werner Melgeorge (Personal and Professional Leadership) (with distinction)

Minor Dissertation: Psychologists' experience of their personal spirituality in psychotherapy: A personal and professional leadership perspective

Supervisor: Prof CPH Myburgh

Co-Supervisor: Prof M Poggenpoel

Van Der Westhuizen, Andreas Adriaan (Management Leadership in Emerging Countries) (with distinction)

Minor Dissertation: Criteria for expatriate leadership success

Supervisor: Prof E Schwella

13. Doctor Philosophiae (DPhil):

Ojadi, Francis-Xavier Ijem (Transport Economics)

Thesis: Improving Nigerian ports' efficiency in the liner trade

Supervisor: Prof J Walters

Co-Supervisor: Prof J du Plessis

14. Philosophiae Doctor (PhD):

Jacobs, Christian Theunis Gertze (Leadership in Performance and Change)

Thesis: A human capital predictive model for employee performance

Supervisor: Prof G Roodt

Strydom, Elmarie (Marketing Management)

Thesis: A multidimensional customer value model for the high fashion retail industry

Supervisor: Prof DJ Petzer

Co-Supervisor: Prof CF de Meyer



Ojadi, Francis (PhD)

Francis Ojadi holds a Master of Business Administration from the Maastricht School of Management, one of the oldest and most international management schools in the Netherlands. He lectures in Operations Management at the Lagos Business School in Nigeria.

Over the past two decades, Nigerian seaports have become continuously congested, leading to unacceptably long dwell times for containerised imports. This, in turn, delays the flow of products and services with negative consequences for economic growth. Thus, the Nigerian government intervened, but decongestion initiatives yielded only marginal improvements. Consequently, Francis explored the variables affecting port efficiency across Nigerian seaports in depth. In so doing, the five contracts of trade and value chain theory were adapted through a mixed-methods approach, providing for a triangulation of an extensive range of stakeholder views.

The study confirmed that port efficiency was mostly affected by seven operational variables. These are i) corruption; ii) trade fraud; iii) transport infrastructure deficits; iv) the absence of a culture of supply chain management; v) deficiencies in services and facilities provided by state agencies; vi) government-appointed service providers and finally vii) the influence of private sector companies. Recommendations, under consideration by the Nigerian government, will result in significant efficiency gains.

Supervisor: Prof Jackie Walters

Co-Supervisor: Prof Johan du Plessis



Jacobs, Christian Theunis Gertze (PhD)

Chris Jacobs holds a University of Johannesburg Master's degree in Leadership in Performance and Change (cum laude). His expertise includes strategic human resource management and consulting, labour relations, and performance management in the business process services industry.

Predictive human capital models provide a systematic account of variables explaining variance in employee performance or turnover intentions in business process services. These models, however, are limited. The objective of this study was to empirically test such a business process services model of employee performance, constructed from a systematic review of scholarly literature published over the last two decades. A cross-sectional field survey research design was employed. The sample ($n = 487$) was extracted from 16 South African business process services organisations collectively employing about 6 800 employees. Exploratory multi-variate data analyses were conducted *ex post facto* by means of confirmatory factor analysis and structural equation modelling.

The job demands and resources (JD-R) model predicted negative proximal outcomes such as burnout and wellbeing. HRM practices and the JD-R model predicted positive proximal outcomes such as competence and employee engagement. In turn, well-being, burnout, and employee engagement predict a more distal outcome turnover intention, while employee engagement and employee competence in turn predict employee performance. The predictive model enables a better understanding of the various constructs' roles in improving human capital, human resources and performance management. It was noted by all the examiners that the study contributed uniquely to the BPS-related body of knowledge.

Supervisor: Prof Gert Roodt



Strydom, Elmarie (PhD)

Elmarie holds a Bachelor's degree in Home Economics (Clothing and Interior) from the University of Pretoria as well as an MBA degree from the Potchefstroom University of Christian Higher Education. She started her career in 1992 as lecturer at the National Fashion Academy followed by an appointment at Truworths Limited. In 1995 Elmarie returned to an academic career and lectured at the Vaal University of Technology and the University of Johannesburg respectively. In 2012, Elmarie was appointed as Academic Head of Regenesys Business School where she is currently employed.

High fashion retailers find it difficult to establish a sustainable competitive advantage since their customers typically have extraordinary value-related expectations. Their success depends upon their ability to become adept in providing real value to customers. Despite substantial research being undertaken into customer value, much debate still exists as to what customer value constitutes and what the dimensions of customer value are, especially within a high fashion retail context. Elmarie consequently proposed a multidimensional model of customer value for high fashion retailers, in order to uncover the customer value dimensions that lead to customer satisfaction and ultimately to repurchase intention amongst high fashion retailer customers.

The empirical results indicate that of the 11 customer value dimensions identified in the conceptual model, only five significantly and positively influence customer satisfaction, while interrelationships between sacrifice value, customer satisfaction and repurchase intention were furthermore uncovered. From a customer value perspective, high fashion retailers need to focus on sacrifice value, service value, store value, experience value and status value in order to increase satisfaction levels. High fashion retailers also need to focus on sacrifice value and provide higher levels of customer satisfaction if they want to increase repurchase intention.

Supervisor: Prof Danie J Petzer

Co-Supervisor: Prof Christine F de Meyer



Special Awards



Faculty of Management

Faculty Prize

Sigasa, Nokuthula - (BCom) Industrial Psychology **(with distinction)**



Chancellors Medal – Most Meritorius Master’s Study

Engelbrecht, Jennifer Esme-Louise (MCom) Leadership in Performance and Change **(with distinction)**



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