

**Welcome to the
Graduation Ceremony
of the
University of Johannesburg
11 March 2015 at 17:00**

**Welkom by die
Gradeplegtigheid
van die
Universiteit van Johannesburg
11 Maart 2015 om 17:00**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
11 Hlakola 2015 ka 17:00**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
11 kuNdasa 2015 ngele-17:00**

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: STRATEGIC SERVICES

Mrs ME Letlape
BSc (UFH)

DEPUTY VICE-CHANCELLOR: RESEARCH, POSTGRADUATE STUDIES AND LIBRARY

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: FINANCE

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

DEPUTY VICE-CHANCELLOR: INTERNATIONALISATION, ADVANCEMENT AND STUDENT AFFAIRS

(vacant)

CHIEF OF STAFF AND EXECUTIVE DIRECTOR: VICE-CHANCELLOR'S OFFICE

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

REGISTRAR

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

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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 LC Posthumus (Acting)
BA, BA Hons, MA, D Litt et Phil (UOFS)

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

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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

Wednesday, 11 March 2015 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.

Lenaneo

Laboraro, 11 Hlakola 2015 ka 17:00

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, 11 Maart 2015 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 prosessie kom die Ouditorium binne en neem op die verhoog plaas.
Die koor sing Gaudeamus Igitur (of 'n CD word gespeel) terwyl die aanwesiges staan.

Die Kanselier stel die kongregasie saam.

Koor.

Verwelkoming.

Die betrokke uitvoerende dekaan stel die kandidate aan die Kanselier voor vir die
toekenning van 'n graad/diploma/sertifikaat.

Sing van die volkslied.

Die Kanselier ontbind die kongregasie.

Terwyl die aanwesiges bly staan, verlaat die akademiese prosessie die Ouditorium.

Uhlelo

uLwesithathu, 11 kuNdasa 2015 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.

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. National Diploma (NDip): Human Resources Management

Abegue Nguema, Anouchka
Avouya Ntsono, Witney Winner Lukress
Baloyi, Shaylock
Bore, Teboho Benny
Buthelezi, Lillian Themis
Chauke, Ntshuxekani
Chauke, Tsholofelo
Dhlamini, Sindiswa
Dihaba, Palesa Pearl
Dlepu, Gcinile Thubelihle
Hlapolosa, Tshepiso Fiona
Kabamba, Rebecca Wabidia
Kaki, Marlene Banshieka
Khumalo, Sthembiso Prince
Kodibona, Mologadi Patiance
Kornet, Gift Neo
Langa, Nontokozo Audrey
Lekoma, Boitumelo Susan
Luthuli, Felicity Sinethemba
Machakela, Sylvia Kgothlang
Maduna, Sanele
Mahlangu, Emely
Maleke, Daniel Molefi
Mangomeni, Livhuwani Fiona
Maramsco, Renelle Itumeleng
Maselela, Sharinton Monadikoe
Mathebula, Nomvula Promise
Matsemela, Solly Mamokgakudi
Mavhetha, Autman
Mchunu, Lerato
Mkhize, Lindiwe Sarah
Mlondleni, Yanelisa
Mokobane, Pheladi Portia
Molefe, Anelisa
Morake, Bridgette Bonolo
Mosiane, Gabriel
Mosito, Tsogang Baby
Mphahlele, Kgaletsang Jessica

Mthethwa, Winnie Hlayani
Mtsweni, Chaka Andile
Mukwevho, Exinia
Munyai, Takalani Eulender
Nakedi, Malehlohonolo Gladys
Ndlovu, Sthembinkosi
Neswiswi, Phathutshedzo
Nhlapo, Lindeni Beauty
Nkosi, Thembeni
Ntshonyana, Thuto
Nyengane, Akhona
Phatela, Palesa Judith
Phiri, Winnie
Pillay, Derisha Karishma
Radebe, Lesego
Ramazani, Madi
Ramotsho, Lerato Fortunate
Rathakga, Mashego Debora
Seane, Gomotsegang Comfort
Senzane, Tshepiso Joyce
Serobatse, Boipelo Mannini
Setho, Tshenolo Inocent
Shai, Sharon Mongatane Dimakatso
Sojane, Tebogo Prudence
Tereblanche, Linton Crounnan
Tolong, Mpho
Tshabalala, Stembiso Kuhle Clement
Tsolo, Mpho Alphoncina
Vilakazi, Sandile Johannes
Weale, Martin
Zulu, Excellent Sabelo
Zwane, Nqabeni David

2. Baccalaureus Technologiae (BTech): Human Resource Management

Asiki, Mbwana Nabeela
Casteira, Hulania Lourice Pinheiro
Hlabane, Mavin Pansula
Kayombo, Kaj Consolate
Keswa, Sibongile
Kutekala, Nsongala
Maano, Muhali Lucky
Maluleke, Fatima Petunia
Mambu Kisela, Paola
Manyeke, Natina
Maqelepo, Mamontsi

Mathibe, Keneiloe Petronella
Mayisela, Themba Prince
Mokhokho, Boitumelo Mpho Teboho
Moloi, Nhlanhla Reuben
Puoane, Kamela Frans
Thekiso, Suzan Dikeledi
Tsubella, Mameti Motshidisi Isabella
Zwane, Xolani Perseverence

3. Baccalaureus Artium (BA): Human Resource Management

Baisitse, Victoria Nomsa
Buffel, Gabriela Samantha
Coertzen, Veane
Dihutso, Ofentse Godfrey
Du Plessis, Wayne Nowin
Ebrahim, Yoosuf
Evans, Teboho Michael
Fransman, Rayverne Simone
Hafeji, Hanzala
Iroala, Emmanuel Nnaekezie
Khemese, Kwanele
Khetha, Refilwe Disebo
Klink, Taryn Brenda **(with distinction)**
Kohlo, Makhosazana Princess
Kwakye-Agyekum, Owusuaa
Maake, Tshegofatso
Mabunda, Ntombikayise Charmaine
Madibeng, Bothhale
Mado, Siphokazi
Malola, Maropene Agnes
Maluleka, Promise Tintswalo
Mamba, Thato Lamile Ernest
Matlala, Mathung Mpho
Mbatha, Nokwanda Faith
Mhlongo, Nosipho Portia
Mkwanazi, Patricia Zanele
Moema, Fidelis Botlhoko
Mofokeng, Makhosina Kleinboy
Mohula, Jane
Molefe, Thokozani Ivan
Motala, Ahmed
Moyo, Amanda Nontando
Mpika, Buyiswa Octavia
Mthethwa, Zamanyambose Siphesihle
Mussengane, Sizwe Percival

Nkome, Nokulunga
Noor Mohammed, Rafieck Mohammed
Ntombela, Linda Dennis
Ntuli, Sibongiseni Abram
Omar, Husna
Paima, Kaylene Kim Nicole
Patel, Sanam
Phogojane, Khauhelo Charles
Ramhitshana, Sarah Kamohelo
Seforoe, Gordon Thabo
Shabangu, Mongezi Trinity
Sibanyoni, Zanele
Smit, Lizell Leonie
Talane, Boledi Malethabo
Thulo, Itumeleng Emily
Tshabalala, Tintswalo
Tyelentombi, Nomfundo
Verdonese, Francesca Natalie
Xaba, Tumelo
Xulu, Mxolisi

4. Baccalaureus Commericii (BCom): General

Chaki, Lebogang B Com
Dlamini, Khulile Philile B Com
Kgopong, Lesedi Ramokone B Com
Khangale, Mpho Thinavhuyo Pertunia B Com
Kubheka, Musa Michael B Com
Kunju, Phumelele Nontsikelelo B Com
Langa, Thandiwe B Com
Mahlangu, Prince Ndodana B Com
Manjingolo, Khulukazi Amanda B Com
Mantini, Nombulelo Zamajama B Com
Manyuka, Busisiwe Pfukani Charmaine B Com
Mathebula, Mahlatse Ntsako B Com
Mc Murdo, Lloyd B Com
Mkhumbuzi, Pumza B Com
Monyamane, Maleago Manku B Com
Muleya, Phathutshedzo Kennedy B Com
Murulane, Andy B Com
Ndou, Hulisani Lodwick B Com
Ndou, Ndivhoniswani Caroline B Com
Nkuna, Tinyiko B Com
Sikhosana, Thamani Nsizwa B Com
Simelane, Andile Siphon B Com

5. **Baccalaureus Artium Cum Honoribus (BA Hons)**

Andreadakis, Despina (Human Resource Management)
Bogatsu, Mmabatho Mpari (Human Resource Management)
Boikhutso, Lesego Keneilwe (Employment Relations)
Coll, Tiffany Anne (Industrial Psychology)
Fitzpatrick, Catherine Mary (Human Resource Management) **(with distinction)**
Jayiya, Mapule Lwazi Suzan (Human Resource Management)
Kalipa, Buyiswa Belinda (Human Resource Management)
Kgosinyane, Pogisho Gilbert (Human Resource Management)
Khan, Saajida (Human Resource Management)
Khoza, Makhosazana Fortunate (Human Resource Development)
Knight, Xavier Earl (Employment Relations)
Legoabe, Lebone Neo (Human Resource Management)
Mabitsela, Tshegofatso (Industrial Psychology)
Maseko, Ketsitsenh Gloria (Human Resource Management)
Masiteng, Samuel Mathibela (Human Resource Development)
Mbatha, Sibongiseni Muriel (Human Resource Management)
Mkhize, Silindokuhle Sizanani Summer-Rose Ba Hons (Industrial Psychology)
Moonsamy, Jacqueline (Human Resource Management)
Morolo, Phemelo Kgaugelo Tshwarelo (Human Resource Management)
Mosoatsi, Paballo (Industrial Psychology)
Mqina, Princess Nompumelelo (Human Resource Management)
Ngale, Adelaide Tsogo (Human Resource Management)
Nzodi, Luisa Muntu (Human Resource Management)
Shirindi, Cynthia Ruth Dikijana (Human Resource Management)
Stein, Andrea Melissa (Industrial Psychology) **(with distinction)**
Tshabalala, Ontlametse Truly Baatseba (Human Resource Management)

6. **Master's (M)**

De Jager, Kobus Izak (Tourism and Hospitality Management)
Dissertation: Choosing between travel agencies and the Internet
Supervisor: Dr I Ezeuduji

7. **Magister Artium (MA)**

Mopeli, Seeiso Angel (Public Management and Governance)
Dissertation: Skills Development for senior municipal officials in Johannesburg Metropolitan Municipality.
Supervisor: Dr V Jarbandhan
Co-Supervisor: Prof CJ Auriacombe

Sibran, Randir Bheamchand (Public Management and Governance)

Minor Dissertation: Improving the effectiveness of the HIV/AIDS policy in City Power Johannesburg.

Supervisor: Prof CJ Auriacombe

8. **Magister Commercii (MCom)**

Bester, Adriaan Marinus (Business Management)

Minor Dissertation: Utilisation of payment instruments at a retail chain in Gauteng.

Supervisor: Ms S Bronkhorst

Fani, Molefe Isaac (Business Management)

Minor Dissertation: Organisational transformation through building leadership competencies.

Supervisor: Dr RC Viljoen

Goldsmith, Malcom Peter (Business Management)

Minor Dissertation: The practice of corporate entrepreneurship and Lean Six Sigma in the South African financial sector.

Supervisor: Dr S Dhliwayo

Jordaan, Pierre Uwes (Business Management)

Minor Dissertation: Information security awareness in small information technology-dependent business organisations.

Supervisor: Dr K Njenga

Mogale, Nyiko Innocentia (Business Management)

Minor Dissertation: The influence of mobile marketing on the buying behaviour of lower income segment consumers.

Supervisor: Prof M Mpinganjira

Co-Supervisor: Prof E Swanepoel

Mogole, Elshia (Business Management)

Minor Dissertation: A South African retail bank's readiness to knowledge management implementation.

Supervisor: Dr P Thomas

Co-Supervisor: Ms A Potgieter

Molapisi, Boitumelo Gontse Tshegofatso (Business Management)

Minor Dissertation: Business strategy to augment effectiveness of mobile marketing in the low income segment.

Supervisor: Prof M Mpinganjira

Co-Supervisor: Prof E Swanepoel

Moremoholo, Senate (Business Management)

Minor Dissertation: The strategic collaboration requirements of a South African diary manufacturer with its retail customers.

Supervisor: Dr B Gatsheni

Co-Supervisor: Prof E Swanepoel

Co-Supervisor: Mr G Heyns

Noge, Kgofu Lewellyn (Business Management)

Minor Dissertation: Developing a knowledge map at a South African electricity utility.

Supervisor: Mr CJP Niemand

Qwabe, Sydney Nkosinathi (Business Management)

Minor Dissertation: Real-time point of sale data transmission requirements of a diary manufacturer.

Supervisor: Dr B Gatsheni

Co-Supervisor: Prof E Swanepoel

Co-Supervisor: Mr G Heyns

Sathekge, Muliti Joseph (Business Management)

Minor Dissertation: An examination of factors impacting on talent retention at a financial institution.

Supervisor: Dr A Drotskie

Sayed, Nazmira (Business Management)

Minor Dissertation: Customer experiences of online BBA students at Milpark Business School.

Supervisor: Prof M Roberts-Lombard

Co-Supervisor: Ms B Stiehler

Shamhuyenhanzva, Roy Malon (Marketing Management) **(with distinction)**

Dissertation: Factors influencing generation Y's adoption of social media word-of-mouth communication.

Supervisor: Prof M Roberts-Lombard

Co-Supervisor: Prof E van Tonder

Zinyemba, Orpah (Business Management)

Minor Dissertation: The alleviation of rural unemployment and poverty through chicken farming: A case study.

Supervisor: Dr MM Bounds

Co-Supervisor: Prof HEC de Bruyn

9. Master of Arts (MA)

Kisira, Simon (Public Management and Governance) **(with distinction)**

Minor Dissertation: Evaluation of the Budgetary Allocation Policy on the levels and quality of public agriculture budgets and expenditures in Malawi and Rwanda.

Supervisor: Prof C Landsberg

Maluwa, Louis Gerald (Public Management and Governance)

Minor Dissertation: Evaluation of the Letshabo Co-operative Vegetable Project of the Greater Taung Local Municipality.

Supervisor: Ms SEA Mavee

10. Master of Commerce (MCom)

Bezuidenhout, Leilani (Industrial Psychology)

Minor Dissertation: Validation of a life role salience scale.

Supervisor: Dr M Geldenhuys

11. Master of Philosophy (MPhil)

Arthur, Joel (Information Management)

Dissertation: The use of internet and web technologies in the small church environment.

Supervisor: Prof C Rensleigh

Fotsios, Kiki Stephanie (Industrial Psychology)

Minor Dissertation: Beyond regulation: Grounding psychological testing in beneficence.

Supervisor: Prof F Crous

Co-Supervisor: Dr A Odendaal

La Grange, Faul (Personal and Professional Leadership)

Minor Dissertation: Servant leadership of retirement fund trustees.

Supervisor: Dr LMM Hewitt

Trompetter, Diane Theresa (Human Resource Management)

Dissertation: The relationship between family adjustment and expatriate performance.

Supervisor: Prof MHR Bussin

Co-Supervisor: Dr R Nienaber

12. Doctor Litterarum et Philosophiae (DLitt et Phil)

Greÿling, Sandra (Public Management and Governance)

Thesis: The South African Local Government National Capacity Building Framework of 2011: Critical future considerations for 2016.

Supervisor: Prof CJ Auriacombe

13. Philosophiae Doctor (PhD)

Erasmus, Cindy (Industrial Psychology)

Thesis: Re-employability assessment of persons with traumatic brain injury.

Supervisor: Prof GP de Bruin

Co-Supervisor: Prof A Burke

Pelser, Hendrik Johannes (Leadership in Performance and Change)

Thesis: An organisational coherence model to maintain employee contribution during organisational crises.

Supervisor: Prof A Bosch

Co-Supervisor: Prof WJ Schurink



Greýling, Sandra (DLitt et Phil)

Sandra Greýling holds a BA from NWU, as well as a Post Graduate Diploma Higher Education, a BA Honours and a Master's Diploma in Human Resource Management from UJ. Sandra is a policy strategist in the Ministry for Cooperative Governance and Traditional Affairs in Pretoria. Her career has, over the past 22 years, contributed to public sector middle management development.

The study focused on the South African Local Government National Capacity Building Framework aimed at improving local government. The framework helps to prioritise and implement interventions at the institutional level. Sandra developed a model to monitor and evaluate the support, capacity building and training at local government level within this framework. She followed a qualitative research methodology - more specifically, conceptual and theoretical analysis.

In so doing, the framework effectiveness and efficiency could now for the first time be evaluated since its inception in 2004 by the Department of Cooperative Governance. The model showed that the 'one-size-fits-all' approach for local governments adopted by the national and provincial government, did not resonate with the varying municipal legacies and backgrounds against which service delivery mandates have to be delivered.

The assessors commended this pioneering work as one of the most systemic and comprehensive assessments of the local government landscape in South Africa. It will guide the implementation of an effective and efficient National Capacity Building Framework in the near future.

Supervisor: Prof CJ Auriacombe



Erasmus, Cindy (PhD)

Cindy Erasmus holds a Master's in Industrial Psychology (University of Johannesburg). Her study focused on determining the re-employability of persons with traumatic brain injuries, through the use of psychological assessment.

Against the background of high unemployment rates of persons who have suffered head injuries, she examined the utility of the Initial Recruitment Interview Schedule in predicting the workplace potential of persons who had held a managerial position prior to their head injury. The Schedule, rooted in Stratified Systems Theory, has proven to be a valid, reliable tool in determining the workplace potential of graduates and experienced workers. It was, however, previously unknown whether the theory could be used with persons with brain injuries.

A mixed method research design was adopted. Participants were persons with traumatic head injuries in managerial roles prior to their injury. Workplace capability assessment results were benchmarked against comparative norm groups who had not experienced traumatic head injuries. Cindy demonstrated that the Schedule was able to identify brain injured persons with high workplace potential.

The study contributes to the fields of industrial and neuropsychology by validating an assessment tool which can be used to facilitate the return to work of those with traumatic head injuries in a country where the post-injury return to work statistics are very low.

Supervisor: Prof GP de Bruin

Co-Supervisor: Prof A Burke



Pelser, Hendrik Johannes (PhD)

Hennie Pelser holds a Master's degree in Industrial Relations and Human Resources (Nelson Mandela Metropolitan University).

Little is known about the organisational elements that contribute to or detract from coherence during perceived external organisational crises, e.g. the ongoing global financial crisis, that threatens organisational existence and consequentially employee livelihood. Unmanaged reactions to crises could spread employee panic, prompting organisational collapse. Hennie's study aimed to develop a model to assist organisations in managing employee emotionality and panic during crises.

A modernist, qualitative research design was adopted which included a case study approach and the use of grounded theory. The case organisation was a privately-owned engineering firm that experienced significant challenges to the continued survival of the firm during 2011, accurately reflecting a crisis-driven organisational environment. The Coherence Hexagons model was borne out of this process. The essence of the model is that an organisation's ability to maintain coherence depends on the relationship between the foundational elements of authentic leadership, crisis readiness, resilience practices, versatile committed talent, strategic management and quality management, as well as coherence actions taken during the crisis which include crisis leadership, on-going visible communication, mindfulness, work flexibility, decisions based on the greatest financial need, and social support.

The study contributes a practical model for managing employee emotionality during crises, applicable to the areas of crisis management, leadership and organisational behaviour.

Supervisor: Prof A Bosch

Co-Supervisor: Prof WJ Schurink



NATIONAL ANTHEM/VOLKSLIED/ KOŠA YA SETŠHABA/ICULO LESIZWE

Nkosi sikelel' iAfrika
Maluphakanyisw' uphondo lwayo
Yizwa imithandazo yethu
Nkosi sikelela thina lusapho lwayo

Morena boloka Setjhaba sa heso
O fedise dintwa le matshwenyeho,
O se boloke, O se boloke
Setjhaba sa heso,
Setjhaba sa South Africa, South Africa.

Uit die blou van onse hemel,
uit die dieptes van ons see,
oor die ewige gebergtes
waar die kranse antwoord gee.

Sounds the call to come together,
and united we shall stand.
Let us live and strive for freedom
in South Africa, our land.



A word of thanks to the UJ Alumni Association for sponsoring the flower arrangements at the University of Johannesburg graduation ceremonies.

The UJ Alumni Association manages a network to the advantage of every alumnus and the University. Become part of the ultimate network!

www.uj.ac.za/alumni