

**Welcome to the
Graduation Ceremony
of the
University of Johannesburg
21 September 2015 at 17:00**

**Welkom by die
Gradeplegtigheid
van die
Universiteit van Johannesburg
21 September 2015 om 17:00**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
21 Lewedi 2015 ka 17:00**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
21 kuMandulo 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: 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: STRATEGIC SERVICES

Mrs ME Letlape
BSc (UFH)

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)

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

Ms S Dlamini

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

Prof A Mohammadali-Haji

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

Monday, 21 September 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

Mošupologo, 21 Lewedi 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

Maandag, 21 September 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 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

uMsombuluko, 21 kuMandulo 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. Diploma (Dip)

Chisale, Gugulethu Precious (Accountancy)
Dindi, Sakheleni Handsome (Accountancy)
Londola, Maria Rofhiwa (Accountancy)
Lusenga, Siphesihle Rosette (Accountancy)
Magubane, Langa Xolile (Accountancy)
Majake, Dimakatso Monica (Banking)
Makaba, Kgaogelo Thema (Accountancy)
Makate, Selodi Faith (Accountancy)
Makgoka, Thabang Lucas (Banking)
Maseko, Mbongiseni Andries (Accountancy)
Mashobane, Edwin Buyani (Financial Information Systems)
Masondo, Mbongeni (Accountancy)
Maungedzo, Fulufhelo Priscilla (Accountancy)
Mogwera, Matjele Maria (Accountancy)
Moiane, Zilicia Resimila (Banking)
Mthembu, Hlengiwe (Banking)
Mwelase, Sthandokuhle Selby Siyabonga (Banking)
Naka, Raymond Morwammutla (Financial Information Systems)
Ndaba, Onako Tshakakazi (Accountancy)
Nkomazana, Sindiso (Banking)
Nkonyane, Khanyisile (Accountancy)
Pelo, Pitsana Jacob Kamogelo (Accountancy)
Phake, Sarona Teboho (Accountancy)
Pole, Tumelo Tshegofatso Andronica (Accountancy)
Radebe, Ursula Gugu (Accountancy)
Segogela, Madikweng Pinky (Accountancy)
Sikhwari, Thendo Prudence (Accountancy)
Twala, Thando Sifiso (Accountancy)
Zulu, Londeka Thandeka (Banking)

2. Advanced Diploma (AdvDip)

Hadebe, Siyabonga Daniel (Financial Management)
Kambogo Ngakoussou, Loggin Warren (Financial Management)
Manzini, Vivian (Financial Management)
Miya, Mamello Mpho (Economics)
Ribeiro, Adalgiza Maimona Antunes (Economics)
Senzane, Nomhle (Financial Management)

3. **Baccalaureus Commercii (BCom)**

Bhiya, Sibonginkhosi Phuzukuvela (Accounting)
Carrim, Zaahid (Finance)
Hellmann, Nathan (Finance)
Jardine, Saamiah (Accounting)
Khama, Qacha Samuel (Accounting)
Lamola, Boipelo Lebogang (Accounting)
Lebelo, Tisetso (Accounting)
Leotlela, Mojalefa (Accounting)
Madzhie, Ndivhuwo Valentia (Accounting)
Makamba, Siphesihle (Accounting)
Makgoo, Ditlounge Dalom (Accounting)
Makhubedu, Modiroadi Lillian (Accounting)
Maseko, Lindokuhle Lucia (Accounting)
Mashwama, Sithembiso Sifiso (Accounting)
Matlala, Lerato (Accounting)
Mdletshe, Sanele (Accounting)
Mncwango, Sethembinkosi (Accounting)
Moola, Ebrahim (Accounting)
Mosila, Tokologo Matsie (Accounting)
Moyo, Babusi Eldon (Accounting)
Mukandila, Judith Tshibwabwa (Accounting)
Ncedana, Zukile (Economics and Econometrics)
Ncube, Eddington (Accounting)
Ncube, Thokozani Junior (Accounting)
Netshitavhadulu, Vusani Vinolia (Accounting)
Nkuna, Raesetje Mapule (Accounting)
Nobela, Makungu Meldah (Accounting)
Ntwayagae, Lopang Jacobeth (Economics and Econometrics)
Phelane, Kabelo Agreement (Accounting)
Poni, Akhona Athi (Accounting)
Qupe, Siviwe Honey (Finance)
Rihlampfu, Irene Nhlanhla (Accounting)
Sekgobela, Caroline Kholofelo (Accounting)
Semenya, Florah Reabetswe (Accounting)
Setshedi, Dikeledi Martha (Accounting)
Singh, Surekha (Accounting)
Tshibubudze, Mufunwa (Accounting)

4. **Baccalaureus Commercii Honoribus (BCom Hons)**

Chauke, Tintswalo Zintle (Property Valuation and Management)
Ebrahim, Muhammed Aadil (Financial Planning)
Kgamede, Thapelo Theodore (Economics)
Lekganyane, Andrica Matshidiso (Property Valuation and Management)

Lyle, Charalee Jean Well (Economics)
Mabaso, Nhlanhla (Property Valuation and Management)
Mahoney, Daniel Dennis (Property Valuation and Management)
Malaza, Viola Nobukhosi (Investment Management)
Mohlamonyane, Nnoi Desree (Financial Planning)
Ntimane, Keith Melusi (Financial Planning)
Obodoekwe, Ifeoma Jenifer (Economics)
Pillay, Tegan (Economics)
Pooe, Karabelo Collen (Property Valuation and Management)
Rabanye, Ursula (Financial Planning)
Ranamane, Goitseona Monoki (Financial Planning)
Thoka, Tirelo Demontaigne (Economics)

5. Magister Commercii (MCom)

Abram, Fazel Riyazul Haq (Computer Auditing)
Minor Dissertation: IT governance maturity in entities listed on the JSE Limited
Supervisor: Prof A van der Watt

Ashwin, Victoria Anne (Financial Management)
Dissertation: The relationship between corporate governance and financial performance of companies listed on the JSE Ltd
Supervisor: Mr R van der Walt

Chin Anga, Farisai Immaculate (Financial Management)
Dissertation: The effect of credit risk management on the profitability of the four major South African banks
Supervisor: Mr LP Roets
Co-supervisor: Prof I Botha

Koen, Nicolene Joanne (International Accounting)
Minor Dissertation: An appropriate accounting basis for a government trading entity
Supervisor: Prof ME Pietersen

Maseko, Lyndsay Ronald (Computer Auditing)
Minor Dissertation: The role of the board of directors in IT governance.
Supervisor: Prof B Marx

Matswalela, Kagiso Jimmy (Development Economics)
Minor Dissertation: Investigating the comparative and competitive advantage of the South African clothing and textile industry
Supervisor: Prof G van Zyl

Mubenga Tshitaka, Jean Luc (Financial Economics)

Minor Dissertation: Persistence of hedge funds performance during bull and bear markets: a multi-period analysis

Supervisor: Prof JW Muteba Mwamba

Umwari, Eva Lorraine (Financial Management)

Minor Dissertation: The impact of dividend yield and dividend pay-out ratio's on stock price volatility in South Africa

Supervisor: Prof NJ Smith

Co-supervisor: Prof I Botha

6. National Diploma (NDip)

Baloyi, Timulani Census (Management)

Correia, Raiza Victoria Viegas (Management)

Ganglia, Venique Davyna (Human Resources Management)

Hoho, Akhona (Human Resources Management)

Jacobs, Bridget Nonhlanhla (Human Resources Management)

Jacobs, Vichiron Roderick (Human Resources Management)

Lefakane, Donald Mogwere (Management)

Mabena, Mduduzi (Human Resources Management)

Makgato, Mahlodi Tears (Hospitality Management)

Malale, Jabulile Nomcebo (Human Resources Management)

Maqanda, Fezeka Zamangwevu (Human Resources Management)

Masidwali, Ndivhudzannyi (Human Resources Management)

Mdladla, Thandekile Favourite (Human Resources Management)

Mdluli, Ntombufuthi Zanele (Management)

Medina, Shakirah (Hospitality Management)

Mfulwane, Wesley Lazarus (Human Resources Management)

Mngqibisa, Nomathamsanqa (Hospitality Management)

Modipa, Tebogo Puleng Cassandra (Management)

Mohale, Relebogile (Management)

Mokoto, Kgothatso Tony (Human Resources Management)

Moloko, Tshepiso Vuyisile (Human Resources Management)

Moloto, Ester Mmatlou (Human Resources Management)

Mqolo, Lavhelesani (Human Resources Management)

Mushwana, Thembi (Human Resources Management)

Naidoo, Clement Hadley (Human Resources Management)

Naidoo, Nadine (Hospitality Management)

Nangu, Akhona (Human Resources Management)

Nkosi, Buitumelo Palesa (Management)

Ntabeni, Nokuthula (Management)

Phele, Thabang Lehlohonolo (Human Resources Management)

Shibure, Takalani (Management)

Shikwambana, Tintswalo (Human Resources Management)

Shingange, Amazement (Management)

Simelane, Nomvuyo Jabsile (Management)
Tyobeka, Siphon Sonwabise (Management)
Van Lill, Eitel (Hospitality Management)
Zulu, Buhle Ashley (Human Resources Management)
Zwane, Mbali Pertunia Alexina (Management)

7. **Baccalaureus Technologiae / Bachelor of Technology (BTech)**

Badoro Boulamatari, Henrica Carlie (Human Resource Management)
Bekoka, Bibiche Bakongo (Information Technology: Information Systems and Technology Management)
Berman, Martine Leigh (Hospitality Management)
Chowe, Allie (Human Resource Management)
Depanyekga, Nchela Lethabo (Information Technology: Information Systems and Technology Management)
Dlamini, Snethemba Hopewell (Information Technology: Information Systems and Technology Management)
Khumalo, Sibongiseni Rejoice (Information Technology: Information Systems and Technology Management)
Mahlatsi, Tlapi Pauline (Information Technology: Information Systems and Technology Management)
Makamu, Nichols Joseph Mabheka (Human Resource Management)
Makwarela, Khathutshelo Bernard (Information Technology: Information Systems and Technology Management)
Mkhatshwa, Precious Fihliwe (Human Resource Management)
Mnyakeni, Mfanafuthi Joseph (Human Resource Management)
Sithole, Thembelihle Neo (Information Technology: Information Systems and Technology Management)
Timakwe, Nontle Sibongile (Business Administration)

8. **Baccalaureus Artium / Bachelor of Arts (BA)**

Kubayi, Ndzivalelo Leon (Public Management and Governance)
Lebelo, Bonolo Ngwanankou Janine (Public Management and Governance)
Legodi, Katlego (Public Management and Governance)
Mabunda, Sindy (Public Management and Governance)
Manaleng, Dipuo Gertrude (Public Management and Governance)
Marobela, Thato Thomas (Public Management and Governance)
Mashamba, Mpho Stanley (Information Management)
Matia, Gontse Elsie (Public Management and Governance)
Mlangeni, Nomthandazo Angel (Public Management and Governance)
Mogoshane, Lucky Letlhogonolo (Public Management and Governance)
Mokoena, Masechaba Gloria (Public Management and Governance)
Mokoena, Philisile Nathasia (Public Management and Governance)
Mosenyegi, Tshepang (Public Management and Governance)

Mtambo, Nomcebo Silindile (Information Management)
Mutrie, Melissa Monique (Public Management and Governance)
Muzzulini, Pierluigi (Information Management)
Naidoo, Kristen Kayleen Sherilynn (Human Resource Management)
Ndema, Kgothatso Gladys (Information Management)
Ndlovu, Bongani Artwell (Public Management and Governance)
Nemutshili, Vhutshilo Sydney (Public Management and Governance)
Ngcobo, Nompilo Prosperity (Human Resource Management)
Nkatlo, Neo Mmakgosi (Public Management and Governance)
Ntombela, Prince Sandile (Public Management and Governance)
Oosthuizen, Karla Marija (Public Management and Governance)
Ramatlape, Tebogo Phillipine (Human Resource Management)
Skhosana, Pertunia Lindokuhle (Information Management)
Thekiso, Lerato (Information Management)
Tlhomelang, Paballo Ignitious (Information Management)

9. Baccalaureus Commercii / Bachelor of Commerce (BCom)

Abreu, Antonio David (Intrapreneurial Management)
Bekebeke, Regina Lebeile (Human Resource Management)
Jackson, Justin Fred (Information Management)
Jeyi, Siviwe Sandisile (Intrapreneurial Management)
Kara, Divesh Aroon (Information Management)
Kgohloane, Mmabjale Cyril (Human Resource Management)
Khan, Masud (Information Technology Management)
Makola, Thapelo Prayer (Information Technology Management)
Manganye, Mokgaetji Johannah (Intrapreneurial Management)
Masipa, Rammaka (Intrapreneurial Management)
Mkhonza, Sifiso Vusumuzi (Human Resource Management)
Mugwena, Mulalo (Intrapreneurial Management)
Narshi, Reneta (Industrial Psychology)
Ndala, Faith Nokuthula (Information Technology Management)
Ngcobo, Thulasizwe (Information Technology Management)
Nkosi, Sthembile Fortunate (Information Management)
Pillay, Benita (Human Resource Management)
Premlal, Thartshan (Intrapreneurial Management)
Selialia, Lerato Ntloeakhabo (Intrapreneurial Management)
Sithole, Zamokuhle Wilson (Information Technology Management)

10. Baccalaureus Artium Honoribus / Bachelor of Arts Honours (BA Hons)

Dube, Zakhele Vincent (Human Resource Development)
Lebese, Matsobane Donald (Human Resource Development)
Sebe, Tshepo David (Information Management)

Segwapa, Mokgadi Brenda (Information Management)
Zondi, Zama Venessa (Human Resource Development)

11. Baccalaureus Commercii Honoribus / Bachelor of Commerce Honours (BComHons)

Gaitskill, Chennelle Leanne (Strategic Management)
Marday, Neermala (Human Resource Management)
Mokone, Mojau (Industrial Psychology)
Mtunzi, Katekani Eric (Employment Relations)
Oyebisi, David Jide (Information Technology Management)

12. Master's of Tourism and Hospitality Management

Kose, Rethabile Cornelia (Tourism and Hospitality Management)
Dissertation: The role of tour guides in cultural heritage tourism in South Africa
Supervisor: Dr M Ivanovic

Kuipers, Aiko (Tourism and Hospitality Management)
Dissertation: Working conditions of staff employed by labour brokers in the event management and conferencing sectors
Supervisor: Ms A Taylor

13. Magister Commercii / Master's of Commerce (MCom)

Coetzee, Anje (Industrial Psychology)
Minor Dissertation: A multiple stakeholder perspective on ethics challenges in online testing
Supervisor: Prof LJ van Vuuren

Crawford, Melanie Suzanne (Industrial Psychology)
Minor Dissertation: Strategies that women engineers use in negotiating their work identity
Supervisor: Dr A Crafford

Cunningham, Nicole (Marketing Management) **(with distinction)**
Dissertation: Consumer perceptions of shopping channel attributes and risk factors influencing apparel purchases
Supervisor: Prof CF de Meyer-Heydenrych

Duma, Nozipho Thandoluhle Mylaine (Business Management)
Minor Dissertation: Developing capacity management capabilities for a South African bank's information technology shop
Supervisor: Dr P Thomas

Makhubele, Teleni Abigail (Business Management)

Minor Dissertation: The impact of enterprise development value proposition on small and micro enterprise growth

Supervisor: Prof C Nieuwenhuizen

Malatji, Nthabiseng Yvonne (Industrial Psychology)

Minor Dissertation: Foregrounding women's reasons for engaging in full-time employment in a knowledge environment

Supervisor: Dr CM Venter

Co-Supervisor: Prof JS Uys

Tladi, Kgaugelo Hopolang (Business Management)

Minor Dissertation: Establishing a sustainable early childhood development centre in Orange Farm

Supervisor: Dr P Thomas

14. **Magister Philosophiae / Master's of Philosophy (MPhil)**

Gudmanz, Hylton John (Personal and Professional Leadership)

Minor Dissertation: The courtship process as metaphor for work identification and engagement

Supervisor: Prof G Roodt

Co-supervisor: Dr R de Braine

Monama, Tiny Evelyn Tlou (Leadership in Performance and Change)

Minor Dissertation: The relationship between management style and turnover intention

Supervisor: Prof A Thomas

15. **Magister Technologiae / Master's of Technology (MTech)**

Mushore, Kudakwashe (Information Technology)

Dissertation: Security concerns in implementing service orientated architecture: A game theoretical analysis

Supervisor: Dr K Njenga

Thobakgale, Victor Vuyolwetu (Information Technology)

Dissertation: Mitigating social media threats towards information security: A case study of two academic institutions in Johannesburg

Supervisor: Dr K Njenga

16. Philosophiae Doctor (PhD)

Fourie, Leila (Economics)

The prevalence of sovereign credit rating contagion in selected developed and emerging markets

Supervisor: Prof I Botha

Co-supervisor: Dr J Uwilingiye

Mulamba, Kabeya Clement (Economics)

An analysis of municipal expenditure in South Africa

Supervisor: Prof F Tregenna

Co-supervisor: Prof I Botha

17. Philosophiae Doctor / Doctor of Philosophiae (PhD)

Hobson, Ernest Guy (Industrial Psychology)

Thesis: Using the Rasch Model in a computer adaptive testing application to enhance the measurement quality of trait emotional intelligence

Supervisor: Prof GP de Bruin

Makka, Anoosha Monica (Business Management)

Thesis: The effect of the South African national corporate social responsibility environment on inward foreign direct investment

Supervisor: Prof C Nieuwenhuizen

Co-supervisor: Prof HEC de Bruyn



Fourie, Leila (PhD) (Economics)

After completing her bachelor's degree at the former Rand Afrikaans University (RAU) in 1989, and honours Cum Laude at UNISA in 2001, Ms Leila Fourie graduated with an MCom (Economics) from the University of Johannesburg (UJ) in 2011. She was awarded the Founders' Medal by the Economic Society of South Africa for best master's dissertation in Economics in the country.

Ms Fourie currently serves as Executive Director on the board of the JSE Limited and also on the JSE Clear and Strate boards. She oversees Post-Trade and Information Services at the JSE. Prior to joining the JSE, she worked at Standard Bank where she was the Managing Director of the Card Division. She is married to Toni and has two sons, Damian and Dillon.

Ms Fourie's research focused on the prevalence and nature of sovereign credit rating contagion in selected developed and emerging countries. She adopted a three-step econometric approach to establish whether sovereign ratings of countries are connected through common fundamentals and whether these ratings show evidence of increased asymmetry during times of crises compared to tranquil periods. This research contributed to a new body of knowledge by expanding studies on contagion to include sovereign credit ratings. The analysis is distinctive in that it connects three groups of countries and applies the concept of contagion to themes that are directly relevant to the complexities that the global economy currently faces. In addition, a new framework was introduced that connects sovereign credit ratings to contagion. The overarching findings indicate a unifying connection between sovereign ratings and the presence of vulnerabilities associated with common links.

Supervisor: Prof I Botha

Co-supervisor: Dr J Uwilingiye



Mulamba, Kabeya Clement (PhD) (Economics)

Mr Clement Mulamba was born in Lubumbashi, DRC. He completed his Bachelor's degree in Economics at the University of Lubumbashi in 1999. His postgraduate studies include an Honours degree in Economics from the University of Lubumbashi in 2001 and a Masters degree in Economics from the University of Johannesburg in 2009. Mr Mulamba joined the National Treasury in 2009 as Senior Economist responsible for Local Government Finance Policy. He is married to Celine Lusamba and they have three boys, Gershom, Mark and Benjamin.

His thesis is entitled, "An analysis of municipal expenditure in South Africa". This is an empirical thesis that focuses on four interrelated sub-topics in the field of municipal finance. The first essay analyses whether community services provided by municipalities are characterised by spillover effects. Secondly, he investigates how municipalities use their budgets to react to shocks in expenditure, revenue and fiscal transfers. The focus of the third essay is on crowding-out between categories of municipal expenditure. Finally, the thesis analyses whether there was convergence or divergence of expenditure across municipalities. The thesis makes important methodological and empirical contributions in the field of municipal finance in South Africa. Municipalities in South Africa play an important role in improving the well-being of citizens through delivery of a range of essential services and the promotion of social and economic development. Beyond the academic contribution of the thesis, it also has important policy implications for improving the performance of municipalities, especially in efficiency of expenditure and service delivery.

Supervisor: Prof F Tregenna

Co-supervisor: Prof I Botha



Hobson, Ernest Guy (PhD) (Industrial Psychology)

Ernest Hobson is a registered Industrial and Organizational Psychologist. He holds an MCom (Industrial Psychology) and his work experience includes human resources, strategic management, psychometrics, consulting and labour relations.

The use of modern item response models in lieu of classical test theory models in psychological testing has increased in the recent past, which in turn has enabled the development of computer adaptive tests. Such tests hold the advantage that they adapt to the trait level of the testee, which means that a person's attributes are measured with shorter tests the content of which is chosen to be maximally relevant. In turn, adaptive testing leads to increased motivation and interest. Despite these advances few adaptive studies have ventured into the emergent field of emotional intelligence.

This candidate developed a computer adaptive test of the trait Self-control sub-scale of an emotional intelligence inventory using modern test theory. Post hoc computer adaptive simulations of a comprehensive data set were used to evaluate different item selection criteria and stopping rules.

The results showed that the shorter computer adaptive tests of Self-control yielded person measures that were almost indistinguishable from the full length static test. Different item starting and item selection strategies yielded largely similar results with no one single strategy emerging as the best.

These results lay a path for the construction of other non-cognitive adaptive tests. By applying these techniques, equivalent personality measures can be obtained with 50% or less of the items, which reduces the burden on respondents without significant loss in measurement precision.

Supervisor: Prof GP de Bruin



Makka, Anoosha Monica (PhD) (Business Management)

Anoosha holds a Bachelor's degree in Business Management and Economics from Unisa, an MBA degree in International Business from Leeds University Business School in the UK and a Master's degree in Educational and Social Research from London University in the UK. Anoosha started her career in 1990 in the corporate sector where she worked for 10 years after which she moved to the public sector for 5 years. In 2007 Anoosha joined the Department of Business Management as a Senior Lecturer.

Post-1994 South Africa has introduced several public policies aimed at attracting inward foreign direct investment (FDI). However, South Africa is an under-performer in terms of attracting inward FDI in comparison to many other emerging market economies. Multinational enterprises operating in South Africa are confronted by many Corporate Social Responsibility (CSR) issues. The impact of this vast number of CSR issues in South Africa and the CSR environment in South Africa on FDI decision-making by multinational enterprises operating in the country is unknown.

Anoosha developed two research objectives and four propositions in order to investigate the effect of the national CSR environment in South Africa on inward FDI by multinational enterprises operating in the country. A mixed methods research design was applied with three phases of data collection. Data analysis included qualitative content analysis, exploratory factor analysis, correlation analysis and simple regression analysis. The empirical results indicate that there are too many CSR issues for multinational enterprises in South Africa to deal with. Education, training and skills development was identified and ranked as the most important CSR priority issue for South Africa. This study offered recommendations to social partners in South Africa regarding CSR and inward FDI.

Supervisor: Prof C Nieuwenhuizen

Co-supervisor: Prof HEC de Bruyn



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



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