



Dear UJ Graduate

The single most audible truth that emanates from the University of Johannesburg (UJ) since opening our doors, is the importance of including the most marginalised, and embracing diversity, transformation, perseverance, excellence and success. When you believe, when you focus your efforts, and when you put your very best foot forward, extraordinary things occur.

The University's graduation season has arrived, where we will hold 43 ceremonies during this first of three graduation series, beginning on 27 March. I applaud our successful undergraduate degree and diploma students who worked consistently to achieve academic success and who will leave these doors to impact society and their communities, and create meaning for their own lives. We celebrate all our graduates today, who proudly walk across this stage to have their diplomas and degrees conferred.

I beam with pride and congratulate you on this remarkable achievement. Your perseverance and determination have yielded positive outcomes, not only for yourselves, but also for the University, your families and the economic stability of South Africa.

UJ has grown steadily into a world-class, internationally recognised university, with more than 50 000 students registered. Our programmes, provided on four campuses within nine faculties, are designed to prepare students for the world of work, innovation, entrepreneurship and society, and for global citizenship.

As we move into an important era of transformation and decolonisation in Higher Education, we will continue to focus on building this world-class institution carefully and purposefully. We are witnessing the fruit of our determined vision in the research institutes and with our flagship teaching and learning programmes. We support these efforts with distinguished visiting professors. We have also elevated our programmes with outstanding postdoctoral fellows and doctoral and master's students.

We have deliberately built a richly diverse and inclusive senior scholarly community at this University. We continue to build UJ as an international *university of choice*, anchored in Africa, dynamically shaping the future. Despite having to grapple with the societal context we work in, we continue to inspire our academic community to transform and serve humanity through innovation and the collaborative pursuit of knowledge. These are the cornerstones upon which the University is anchored.

Together, we engage challenges and hurdles along the journey, because we believe they enable us to reach new summits and destinations. Together we rise. Today, we celebrate our achievements and the impact we make in our own lives, in the communities we serve and in the world. No matter who you are, where you are from, or what you do – all of our futures are inextricably intertwined.

That is why, at UJ, we are not afraid of the future – because we're making it. This is our future. Reimagined.

Yours sincerely,
Ihron Rensburg
Vice-Chancellor and Principal

**Welcome to the
Graduation Ceremony
of the
University of Johannesburg
3 April 2017 at 17:00**

**Welkom by die
Gradeplegtigheid
van die
Universiteit van Johannesburg
3 April 2017 om 17:00**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
3 Moranang 2017 ka 17:00**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
3 kuMbaso 2017 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 AND INTERNATIONALISATION

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: EMPLOYEES AND STUDENT AFFAIRS

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

GENERAL COUNSEL

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

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 (Cambridge UK)

FACULTY OF LAW

Prof LG Mpedi
B Juris, LLB (Vista), LLM (RAU), LLD (UJ)

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 (California USA)

MEMBERS OF COUNCIL

CHAIRPERSON

Prof RD Marcus

DEPUTY CHAIRPERSON

Mr MS Teke

MEMBERS

Mr H Abdullahi
Prof H Abrahamse
Mr FM Baleni
Prof IC Burger
Mr JP Burger
Mr D Bvuma
Ms S Dlamini
Mr TJ Dikgole
Mr CR Gebhardt
Prof D Hildebrandt
Mr G Khosa
Prof C Landsberg
Dr DSS Lushaba
Dr J Manyaka
Ms Z Matlala
Ms BJ Memela-Khambula
Dr P Mjwara
Mr RM Mkhonto
Mr M Mnye
Prof A Mohammadali-Haji
Dr Y Ndema
Prof A Parekh
Prof IL Rensburg
Dr WP Rowland
Mr KB Sibiya
Mr K Thomas
Mr J van Schoor
Mr M White

PRESIDENT OF CONVOCATION

Mr RM Mkhonto

Programme

Monday, 3 April 2017 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, 3 Moranang 2017 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, 3 April 2017 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, 3 kuMbaso 2017 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)

Baloyi, Dumela Sharlotte (Tourism Management)
Bolibe, Thokozani Ruth (Retail Business Management)
Bophela, Sakhile (Tourism Management)
Buthelezi, Masentle Rachel (Retail Business Management)
Canham, Vuyo Vincent (Retail Business Management)
De Beer, Marlize (Tourism Management) **(with distinction)**
Dlamini, Swazi Sinegugu (Retail Business Management)
Gamira, Thulani (Tourism Management)
Genzel, Candy Liza (Tourism Management)
Hlatshwayo, Zamaswazi Enid (Tourism Management)
Hoza, Alungile Bonnie (Retail Business Management)
Kana, Luvo (Tourism Management)
Khumalo, Nombuso Queen (Retail Business Management)
Letsoisa, Ntsepeng Innocentia (Retail Business Management)
Lobeko, Kgomotso Constance (Retail Business Management)
Maaba, Nthabiseng Felicia (Tourism Management)
Mabena, Lebogang Lucia (Tourism Management)
Mahanetsa, Thabo Jacob (Retail Business Management)
Majiyezi, Kwanele (Tourism Management)
Maneli, Simthembile Sisanda (Tourism Management)
Maneli, Siyamthanda Ongezwa (Tourism Management)
Maqhula, Bantu (Retail Business Management)
Maroney, Candice Bianca (Tourism Management)
Mashau, Prina (Retail Business Management)
Mathebula, Sisanda Valerie (Tourism Management)
Mathebula, Virginia Nkhensani (Retail Business Management)
Moeketsane, Nthabiseng Palesa Leah (Retail Business Management)
Mogotlane, Hlologelo (Retail Business Management)
Mokgele, Koketso Olivia (Retail Business Management)
Mokhatla, Sechaba Raymond (Retail Business Management)
Mommsen, Stacey Kim (Tourism Management)
Monyemorathoe, Mapaledi Hellen (Retail Business Management)
Moola, Zakkiyya (Tourism Management)
More, Prudence Katlego (Retail Business Management)
Moroke, Reabetswe (Retail Business Management)
Morris, Granny Pretty (Tourism Management) **(with distinction)**
Moshidi, Mangakane Dineo (Retail Business Management)
Mphahlele, Mogaletsane Patric (Retail Business Management)

Mtimunye, Busisiwe Promise (Tourism Management)
Munduku, Kadiji Dorcas (Retail Business Management)
Mweli, Palesa (Tourism Management)
Ndlovu, Michael (Tourism Management)
Ndlovu, Tamryn Chantelle (Tourism Management)
Nelwamondo, Todani (Retail Business Management)
Ngidi, Nokwazi Thandeka (Retail Business Management)
Njisane, Phumeza (Tourism Management)
Nkosi, Sesi Precious (Tourism Management)
Nkwatsi, Swazi Fortunate (Tourism Management)
Nomkonwana, Mxolisi Moses (Tourism Management)
Nxumalo, Zanele Nelisiwe (Retail Business Management)
Nziyana, Nontando (Tourism Management)
Phala, Keabetswe (Retail Business Management)
Rebula, Demi Lee (Retail Business Management)
Renwick, Nicole Candice Skye (Retail Business Management)
Sarwan, Raesa Mohamed (Tourism Management)
Sefali, Mantshebo Sellinah (Tourism Management)
Senong, Katlego Charlotte (Tourism Management)
Sephuma, Maropeng (Tourism Management)
Shipalane, Nomsa Angelinah (Retail Business Management)
Sibiya, Fikile Samantha (Retail Business Management)
Skosana, Eliza (Retail Business Management)
Skosana, Mbali Betty (Retail Business Management)
Stachelhaus, Gabriele (Tourism Management)
Thovhakale, Natalia Mudodzwa (Tourism Management)
Twala, Kgothatso Mantsi (Retail Business Management)
Williams, Jo Anne (Tourism Management)

2. Baccalaureus Commericii (BCom) Bachelor of Commerce

Basholo, Lwazi (General)
Dunn, Kaamila (General)
Durocher Yvon, Jean Michel (Logistics Management)
Govender, Sherwin (General)
Hobson, Travis Matthew (Logistics Management)
Kgosi, Princess Palesa (General)
Khumalo, Patience Mayibongwe (General)
Kubeka, Sandile (Logistics Management)
Luka, Luther Junior Moalosi (Logistics Management)
Maelekano, Ndivhuho Patience (General)
Mahlangeni, Thabile (General)
Majola, Minenhle Nelisa (General)
Malahlela, Makhosazane Kabelo (General)
Manamela, Lebogang Mary (General)

Mangole, Lesedi Jeanette (General)
Masekela, Sello (General)
Mashola, Vinolia Semakaleng (General)
Mkhize, Princess Zasembo (General)
Mogoane, Lebogang Trinity (General)
Mokhonoana, Julett Dikeledi (Logistics Management)
Mokoena, Suprise Tlotliso (Logistics Management)
Monyake, Keabetswe (General)
Monyatsi, Lebogang (General)
Mthembu, Ngcebo Sihle (Logistics Management)
Mukamba, Jonas Kamuanga (General)
Nhlapo, Zinhle Progress (Logistics Management)
Ntshani, Vutlhari Obvious (Logistics Management)
Phiri, Sabelo Tommie (Logistics Management)
Polakow, Joshua Aaron (Logistics Management)
Pretorius, Heinrich (Logistics Management)
Ramathopa, Didimalang Adelaide (General)
Sekgumisa, Tsietsi Emanuel (General)
Seodisa, Portia Nokofa (General)
Shikwambana, Nchavelelo Bright (General)
Sikhondze, Pholisile Michelle (General)
Sokhela, Xolani Mbususondele (Logistics Management)
Tappin, Byron James (Logistics Management)
Thusi, Zanele Ntombizodwa (General)
Tshabalala, Phumlani (Logistics Management)
Tshabalala, Wesley Sibusiso (Logistics Management)
Tshabangu, Noluthando Inocenthia (General)
Ushe, Tinovimbanashe Sharleen (General)

3. Advanced Diploma in Retailing (AdvDip)

Gounder, Kerianne Retailing
Mahonko, Neo Retailing
Monyai, Lufuno Retailing
Ntini, Tsakane Tshepang Retailing
Raimundo, Miguel Angelo Retailing

4. Bachelor of Arts Honours Industrial Psychology

Adams, Candice Muriel Penelope
Benetti Longhini, Cara Deanna (**with distinction**)
Bhaga, Bhakti
Charles, Robyn Megan
Dally, Gaylin Shirley (**with distinction**)

George, Jonathan Edwin (**with distinction**)
Legodi, Lebogang Reginah
Lewthwaite, Keanan Charles
Milton, Ricardo Keagan Frederick
Morathi, Lerato Perseverence
Ndaba, Noncedo Khanyisile
Ngwenya, Sibongiseni
Pienaar Carstens, Ellene (**with distinction**)
Ramshubby, Roann Kim
Sekatane, Dimpho Angel (**with distinction**)
Smith, Carika (**with distinction**)

5. Bachelor of Commerce Honours (BComHons)

Ayres, Scott Robert (Logistics Management)
Bashele, Lehlogonolo Lillian (Logistics Management)
Bekker, Petrus Daniel (Logistics Management)
Bester, Juan (Logistics Management)
Bosman, Ashleigh Kate (Logistics Management)
Burger, Marius (Logistics Management)
Caluza, Dipporence Mvuyisi (Logistics Management)
Chiloane, Neo Barbara (Logistics Management)
Davechand, Rashmita (Logistics Management)
Domingos, Roberto Eduardo (Logistics Management)
Fakir, Anver Shabbir (Logistics Management)
Fisher, Angelica Mae (Logistics Management)
Fisher, Talia Devorah (Industrial Psychology) (**with distinction**)
Gondo, Cleopatra Rutendo (Industrial Psychology)
Hlahleni, Mpho (Industrial Psychology) (**with distinction**)
Jansen Van Vuuren, Lucas Rudolph (Logistics Management)
Khula, Tshegofatso Lerato (Industrial Psychology)
Kozaczynski, Joanna Agnieszka (Industrial Psychology)
Lambat, Maseeha (Logistics Management)
Lelala, Relebogile (Logistics Management)
Leonsins, Andrew Nicholas (Logistics Management)
Lesejane, Omphile Kgakgamatso Vanessa (Logistics Management)
Lusunzi, Rangani (Logistics Management)
Mahlaole, Pitso Aubrey (Logistics Management)
Maluleke, Xihluke Mkateko (Logistics Management)
Mbedu, Yanga (Logistics Management)
Mbele, Nomusa Linda (Logistics Management)
Molefe, Dorah Yvonne (Industrial Psychology)
Mputle, Imorgen Keetseng (Logistics Management)
Mthimkulu, Nompumelelo Ntsoaki (Logistics Management)
Naidu, Shanthuri (Industrial Psychology)

Nel, Andre Jacobus (Logistics Management)
Nokwe, Nonkululeko (Logistics Management)
Nze Mintsa, Gerald Tite (Logistics Management)
Olifant, Reamogetse (Industrial Psychology)
Phathela, Matshidi Ursula (Logistics Management)
Rallele, Malehu Annah (Industrial Psychology)
Ramagoshi, Tiisetso Maphuti (Logistics Management)
Rampa, Nancy Manoko (Industrial Psychology)
Sangweni, Khanyisile Sinnah (Industrial Psychology)
Scholtz, Chene (Logistics Management) **(with distinction)**
Shange, Nomfundo (Logistics Management)
Sithole, Musa Given (Logistics Management)
Temane, Ofentse Sefokane (Industrial Psychology)
Tsebe, Bontle Bridgette (Industrial Psychology)
Tshuma, Skhumbuzo (Logistics Management)
Van Der Schyff, Arne Slabbert (Logistics Management)
Van Der Westhuizen, Jonathan (Industrial Psychology) **(with distinction)**
Van Straaten, Harry (Logistics Management)
Vermeulen, Jaco (Logistics Management)
Volschenk, Kyle (Logistics Management)
Zulu, Thabisile Thembeke Facility (Logistics Management)

6. Masters of Tourism and Hospitality Management

Brain, Arthur Donald (Tourism and Hospitality Management)
Dissertation: Wine service training: A luxury or a necessity
Supervisor: Prof J Spowart

Makwindi, Ngonidzashe (Tourism and Hospitality Management)
Dissertation: The role of authenticity in Lesotho cultural tourism: A study of Thaba-Bosiu and Morija
Supervisor: Dr M Ivanovic

Moyo, Sakhile Sibonginkosi (Tourism and Hospitality Management)
Dissertation: Residents' perceptions of the impact of tourism in Bulawayo, Zimbabwe
Supervisor: Prof TM Tichaawa

Ramoshaba, Kganya (Tourism and Hospitality Management)
Dissertation: Comparing the authenticity of African and domestic tourist experience: The case of Constitutional Hill Cultural Heritage Site in Johannesburg
Supervisor: Dr M Ivanovic

7. Master of Arts in Public Management and Governance

Joel, Carmen Helen (Public Management and Governance) **with distinction**

Dissertation: Risk management best practices in the Department of Trade and Industry

Supervisor: Dr D Nel

Co-Supervisor: Prof CJ Auriacombe

Molakeng, Paulinah Mateboho (Public Management and Governance)

Minor Dissertation: Non-compliance of Community Based Organisations in Gauteng with the NPO Act, 1997

Supervisor: Dr D Nel

8. Magister Commercii (MCom) Master of Commerce

Ameer McGowan, Nasreen (Industrial Psychology)

Minor Dissertation: A diary study of self-presentation behaviours of industrial psychology interns

Supervisor: Ms L Sekaja

Andhee-Shaw, Neel (Business Management)

Minor Dissertation: Ethical business behaviour in the pharmaceutical industry

Supervisor: Prof GA Goldman

Co-Supervisor: Dr M Bounds

Chabata, Tatenda Tawandaa (Marketing Management) **with distinction**

Dissertation: The influence of online brand communities on consumers' choice of banking services

Supervisor: Prof M Mpinganjira

Fataar, Shenade (Industrial Psychology) **with distinction**

Minor Dissertation: Towards the enactment of positivity in the workplace

Supervisor: Prof F Crous

Isadale, Dawn (Business Management)

Minor Dissertation: Factors influencing the firm adoption of green marketing strategies: A marketer's perspective

Supervisor: Prof M Mpinganjira

Jackson, Warren Luke (Business Management)

Minor Dissertation: Factors influencing business to business relationship commitment within the road transport industry

Supervisor: Dr I Lubbe

Co-Supervisor: Prof M Roberts-Lombard

Karrappan, Claudia (Business Management)

Minor Dissertation: A database for comparative information for third party logistics service providers in South Africa

Supervisor: Dr PJ Kilbourn

Co-Supervisor: Prof E Swanepoel

Lephalala, Isaac Malose (Business Management)

Minor Dissertation: The construction of an index for multi-national corporations' entry strategy to African Countries

Supervisor: Dr BN Gatsheni

Mabena, Nocoselelo (Business Management)

Minor Dissertation: Effective change management for employee engagement through service delivery

Supervisor: Dr RC Viljoen

Mailula, Onicca Modjadji (Business Management)

Minor Dissertation: Supply chain responsiveness as a means to a competitive advantage in the manufacturing sector

Supervisor: Mr LL Jacobs

Co-Supervisor: Prof E Swanepoel

Makaba, Tebogo Emma (Information Technology Management) **with distinction**

Dissertation: The design of a vehicular traffic flow prediction model for Gauteng freeways using ensemble learning

Supervisor: Dr BN Gatsheni

Masvinge, Fortunate (Human Resource Management) **with distinction**

Dissertation: The management of pregnant technical trainees

Supervisor: Prof A Bosch

Matukane, Mzwakhe Michael (Business Management)

Minor Dissertation: Analysis of student funding in South African universities

Supervisor: Ms S Bronkhorst

Mazibuko, Vusi David (Business Management)

Minor Dissertation: Ownership benefits of broad-based black economic empowerment share purchase schemes

Supervisor: Mr H Coetzee

Mokgwetsi, Refiloe Palesa (Business Management)

Minor Dissertation: The investigation of water side operational inefficiencies at the Durban container terminal

Supervisor: Dr SC Carstens

Mokotedi, Mpako Dennis (Business Management)
Minor Dissertation: Project management performance of Mogale Municipality
Supervisor: Prof C Marnewick

Mphahlele, Adelaide Raesetje (Business Management)
Minor Dissertation: The benefits of a health and wellness strategy in a corporate environment
Supervisor: Dr PH Thomas

Ndwandwa, Nobuntu (Business Management)
Minor Dissertation: Challenges experienced by non-profit organisations regarding the successful implementation of corporate social investment initiatives
Supervisor: Dr AM Makka

Ngala, Katambwa Olga (Information Technology Management)
Dissertation: A predictive model for the academic performance of university students
Supervisor: Dr BN Gatsheni

Ngqulana, Arthur Junior Vuyisile (Business Management)
Minor Dissertation: Principles of building a learning organisation in the public sector
Supervisor: Dr RC Viljoen

Nkambule, Bathobile Prosperity (Industrial Psychology)
Minor Dissertation: Personality and career choices of South African adolescents
Supervisor: Dr BG Adams

Nkrumah-Abebrese, Betty (Business Management)
Minor Dissertation: Factors influencing street trading in the Tshwane central business district
Supervisor: Mr C Schachtebeck

Ojini, Chizoba Monulikpe (Business Management)
Minor Dissertation: Determining the cost effectiveness and efficiency of outsourcing academic services
Supervisor: Mr H Coetzee

Oliphant, Itumeleng (Industrial Psychology)
Minor Dissertation: The mental models of black entrepreneurs
Supervisor: Dr C Hoole

Phelane, Mankgotjetje Lazarus (Business Management)
Minor Dissertation: Exploring employees' perceptions towards structural change
Supervisor: Dr RC Viljoen

Sesep, Carine (Business Management)

Minor Dissertation: Growth barriers facing South African manufacturing small and medium enterprises

Supervisor: Mr H Coetzee

Sishange, Mndeni Nhlanhla Emmanuel (Business Management)

Minor Dissertation: Development of a database for benchmark information of supply chain service providers in SA

Supervisor: Prof E Swanepoel

Co-Supervisor: Dr PJ Kilbourn

Sithole, Menzeleleli (Business Management)

Minor Dissertation: Managing the client and supplier relationship at Eskom power delivery projects

Supervisor: Prof GC Prinsloo

Co-Supervisor: Ms C Celliers

Smith, Zonica (Industrial Psychology) **with distinction**

Minor Dissertation: Construct validation of the DASS-21 in a non-clinical sample of working adults

Supervisor: Dr C Henn

Tlakula, Ntimela Xitsuke (Business Management)

Minor Dissertation: The influence of restaurant service experiences on customer emotions and behaviour intentions

Supervisor: Prof M Mpinganjira

Co-Supervisor: Dr D Maduku

Uitzinger, Danielle (Human Resource Management)

Dissertation: Strategies to retain talented managers

Supervisor: Mr PD Chrysler-Fox

Co-Supervisor: Prof A Thomas

9. Magister Philosophiae (MPhil)

Bisnath, Roma (Personal and Professional Leadership)

Minor Dissertation: The relationship between leadership and work engagement

Supervisor: Dr RC Viljoen

Knight, Xavier Earl (Employment Relations)

Dissertation: Consistency in the application of disciplinary measures within a state-owned entity

Supervisor: Prof WI Ukpere

Letchmiah, Lishani (Leadership in Performance and Change)

Minor Dissertation: The retention of high performing employees in the development finance industry

Supervisor: Prof A Thomas

Van Wyk, Ronelle (Personal and Professional Leadership)

Minor Dissertation: Workplace spirituality and leadership

Supervisor: Dr C Olivier

Co-Supervisor: Prof WJ Schurink

Volschenk, Heidi (Human Resource Development)

Dissertation: Assessing leadership derailer risks: Relationship of the Hogan Development Survey to 360-degree feedback

Supervisor: Prof GP de Bruin

10. Philosophiae Doctor (PhD)

Łaba, Karolina (Industrial Psychology)

Thesis: A longitudinal diary study on work engagement, work-family culture, work-home interaction, and psychological availability of women

Supervisor: Prof A Bosch

Co-Supervisor: Dr M Geldenhuys

Łaba, Karolina (PhD)

Karolina Łaba holds a Master of Commerce degree in Industrial Psychology from North-West University. Her expertise centres on talent management, notably the training and development domains within both the government and corporate sectors.

Globally, growing numbers of dual-career marriages, single parents, and co-parenting individuals have brought a shift in the allocation of time and energy devoted to work and home domains. This contributes to women opting out entirely from the workforce. This study sought to identify predictors for women's work engagement.

A shortitudinal multilevel design was employed utilising an online daily diary. Growth curve modelling demonstrated how the construct varied over time, whilst linear mixed effects regression detailed individual patterns of change. Work engagement could thus be tracked over time for each woman and it could be established how this change was contingent upon changes in causal constructs predictors.

Work-family culture (support) had no significant effect; work-home interaction had a significant yet small effect; and psychological availability consistently demonstrated a significant and large effect.

This predictive model demonstrates that gender specific strategies should be considered and caution taken in generalising work engagement theory across organisations and/or women.

Supervisor: Prof A Bosch

Co-Supervisor: Dr M Geldenhuys



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