

**Welcome to the
Graduation Ceremony
of the
University of Johannesburg
12 June 2017 at 17:00**

**Welkom by die
Gradeplegtigheid
van die
Universiteit van Johannesburg
12 Junie 2017 om 17:00**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
12 Phupu 2017 ka 17:00**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
12 kuNhlanguvana 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

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
Mr RM Mkhonto
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, 12 June 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, 12 Phupu 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, 12 Junie 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, 12 kuNhlangulana 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)

Aphane, May Victoria (Human Resources Management)
Egualo, Brenda Ebehi (Human Resources Management)
Gale, Elizabeth Mamolwantwa Mpuliki (Human Resources Management)
Graaff, John Andre (Logistics)
Hadebe, Mthenbeni Johannes (Logistics)
Jele, Mkhithika Mduduzi (Marketing)
Lebelo, Ramokone Prudence (Logistics)
Lekgotla, Lebogang Cynthia (Logistics)
Ludidi, Mapule Theresa (Logistics)
Luvuno, Sizokwanda Mandisa (Marketing)
Mabasa, Musa Nick (Marketing)
Mabolabola, Ntombifuthi (Transportation Management)
Maine, Tshepo (Logistics)
Maluleke, Ntwanano Brilliant (Logistics)
Maluleke, Witness (Logistics)
Mashimbyi, Matimu Chris (Logistics)
Mathaba, Sibusiso Mfanzile (Logistics)
Matseke, Khomotso Kenneth (Marketing)
Matsoko, Mpho (Transportation Management)
Mbele, Khulekani Sifiso (Logistics)
Mgiba, Hlanhla Pearl (Marketing)
Mhlongo, Pretty Mhloti (Marketing)
Mncube, Stuart Xolisa (Logistics)
Modise, Lerato (Logistics)
Moeta, Matome Oscar (Transportation Management)
Mogaki, Moleboheng Francina (Logistics)
Mohale, Tumelo Julias (Logistics)
Mokau, Thabiso Trevor (Logistics)
Molefe, Morake Tshegofatso Elton (Logistics)
Moloko, Masego Katlego (Logistics)
Mosehla, Ntebogeng Jeanett (Logistics)
Motlounge, Dieketseng Mpho (Human Resources Management)
Mphini, Dineo Myelane Valencia (Human Resources Management)
Mphirime, Thibe Vincent (Logistics)
Msibi, Nhlakanipho (Transportation Management)
Nhlapo, Sixolisiwe Promise (Transportation Management)
Nyembe, Sibusiso Innocent (Logistics)
Ogbuehi, Dawins (Logistics)

Sambo, Tsepile Lucia (Human Resources Management)
Seemane, Tate Katlego (Marketing)
Shingange, Makhaukani Adelaide (Logistics)
Sihlangu, Xolani Sifiso (Logistics)
Sithole, Thabang Sibongiseni (Logistics)
Tshabalala, Clever Ricky (Logistics)
Tshihatu, Thangeni Excellent (Logistics)
Vaughan, Angelo Kenin (Transportation Management)
Xego, Tembakazi (Logistics)
Zwane, Simphiwe Bongwiwe (Logistics)

2. **Baccalaureus Technologiae (BTech)**

Buthelezi, Sabelo (Logistics)
Dyantyi, Aphiwe Odwa (Marketing)
Kakana, Zuko Harmonia (Logistics)
Kapinga, Ndiadia (Logistics)
Kgaje, Atang (Transportation Management)
Kgomo, Pontsho Collins (Transportation Management)
Kutu, Johannah Kebonwe (Transportation Management)
Legabe, Eustice (Logistics)
Lekganyane, Lehlogonolo Sefura Noria (Logistics)
Magongoa, Kitso (Logistics)
Magoro, Nakedi Macdonald (Logistics)
Maila, Mokhura Phillemon (Human Resources Management)
Malema, Modjadji Dina (Transportation Management)
Mano, Salome Precious (Marketing)
Maphanga, France (Transportation Management)
Marandela, Caroline Thilivhali (Transportation Management)
Maseko, Hamilton Bonga Seko (Transportation Management)
Mashiya, Bongani Hosea (Transportation Management)
Mathonsi, Zanele Charmaine (Transportation Management)
Matshidisho, Thapelo Philadelphia (Human Resources Management)
Mcashiswa, Mncedisi (Transportation Management)
Modukanele, Mohau (Transportation Management)
Mosupi, Kabelo Helinah (Transportation Management)
Motlounq, Yattang Professor (Logistics)
Motsisi, Tumelo Comfort (Logistics)
Mthembu, Fikile Precious (Logistics)
Mukwevho, Exinia (Human Resources Management)
Ncamane, Mvula Ephraim (Transportation Management)
Ndiki, Dumisani (Transportation Management)
Ndlangamandla, Moureen Nobuhle (Transportation Management)
Ndou, Lufuno (Transportation Management)
Nhlapo, Phumzile (Human Resources Management)

Nthala, Nomandia Portia (Human Resources Management)
Nxumalo, Sbongiseni Njabulo (Transportation Management)
Nyathi, Samukelisiwe (Marketing)
Obisi, Rita Dosedo (Transportation Management)
Ramakulukusha, Khuthadzo Lordwick (Transportation Management)
Ramalepe, Mpho Welcome (Logistics)
Ramufhi, Nzumbululo Martha (Logistics)
Selai, Thabiso Joseph (Human Resources Management)
Semosa, Lerato (Logistics)
Sibiya, Ntando Hillary (Logistics)
Suping, Relebogile (Marketing)
Thipe, Tshegofatso Martin (Transportation Management)
Tshikomba, Elelwani Gloria (Logistics)

3. Baccalaureus Artium (BA)

Hall, Kirsty Re (Human Resources Management)
Louw, Robyn Lee (Human Resources Management)
Madumo, Ralekoko World (Human Resources Management)
Makumbe, Proud Tagara (Human Resources Management)
Mnisi, Thabo Gift (Human Resources Management)
Moloi, Refilwe Mthabiseng Hope (Human Resources Management)
Moolla, Aadil (Human Resources Management)
Motlounge, Tsholofelo Violet (Human Resources Management)
Mthoba, Priscilla Kitumetsi (Human Resources Management)
Munyoro, Gracius Simbarashe (Human Resources Management)
Ndlovu, Sinqobile Rudo (Human Resources Management)
Ngunha, Gugu Thobeka (Human Resources Management)

4. Baccalaureus Commercii (BCom) Bachelor of Commerce

Aich, Ruben Haim Israel (Logistics Management)
Bhengu, Nondumiso Busisiwe (Logistics Management)
Dibetso, Lehlohonolo Matime (Logistics Management)
Dlalisa, Nhlanhla Vincent (Logistics Management)
Goqa, Chumile (Human Resources Management)
Hajn, Andreja Nicole (Marketing Management)
Hassen, Abdullah (Logistics Management)
Khoza, Louisa Phindile (Marketing Management)
Khumalo, Sifiso (Logistics Management)
Lachman, Chezleen (Human Resources Management)
Lebelo, Moshoeu Desiree (Marketing Management)
Legoase, Kealeboga (Logistics Management)
Lekgau, Mothupi (Industrial Psychology)

Magudulela, Mbali Makhosazana (Industrial Psychology)
Maseko, Busisiwe Julia Anna (Industrial Psychology)
Mashiloane, Lerato Sheron (Industrial Psychology)
Masinga, Bongwiwe Whitney (Industrial Psychology)
Mc Gregor, Candice Michell (Logistics Management)
Mngadi, Mpho Palesa (Industrial Psychology)
Mokoka, Basetsana Dale (Industrial Psychology)
Monareng, Onkabetse Nicholas (Industrial Psychology)
Moruti, Kgalalelo (Industrial Psychology)
Mthiyane, Khulekani Cyril (Marketing Management)
Mvelase, Nontobeko Annitor (Logistics Management)
Ndou, Khangwelo Michelle (Logistics Management)
Nkoana, Thapelo (Logistics Management)
Nkoane, Kamogelo Seaketso (Marketing Management)
Nkosi, Precious Nelisiwe Khethiwe (Transport)
Ntlabati, Luyanda (Human Resources Management)
Nworji, Ogochukwu Francisca (Human Resources Management)
Phiri, Faith Smangele (Industrial Psychology)
Sana, Kruti (Logistics Management)
Seape, Tshiamo Obakeng (Marketing Management)
Shabangu, Buhlebethu Sizanani (Logistics Management)
Shabangu, Masocha Nhluvuko (Marketing Management)
Sibanda, Michelle (Marketing Management)
Sithole, Elsie Nosilondi (Logistics Management)
Solomon, Brent Selwyn (Logistics Management)
Thema, Mmabatho Miranda (Industrial Psychology)
Thenga, Ukharine (Industrial Psychology)
Tlhagale, Letlotlo Ipeleng (Logistics Management)
Tsotetsi, Keabetsoe Tshegofatso (Marketing Management)
Vambe, Nyasha Nicole (Marketing Management)
Zondo, Potcia Slindokuhle Emmaculate (Logistics Management)

5. **Baccalaureus Artium Honoribus (BA Hons) Bachelor of Arts Honours**

Liphapang, Maneo Vitaline (Human Resources Management)
Monareng, Kgonnye Palesa Debrah (Industrial Psychology)
Ngobeni, Emelda Nkateko (Human Resources Management)

6. **Baccalaureus Commercii Honoribus (BCom Hons) Bachelor of Commerce Honours**

Baloyi, Wisane Geraldine (Logistics Management)
Dube, Ntombikanina Nelisiwe Elizabeth (Marketing Management)
Fassetta, Loredana Tandi (Logistics Management)
Gangeni, Keamogetswe (Industrial Psychology)

Govan, Mitesh (Logistics Management)
Govender, Prabashni (Logistics Management)
Kgobe, Seithatso Martha (Transport Economics)
Kubalo, Augustine Ntando (Logistics Management)
Langa, Lawrance Lucky (Human Resources Management)
Louw, Jacques Wynand (Logistics Management)
Lunga, Abishalom Thulani (Transport Economics)
Maema, Kelebogile (Logistics Management)
Magodiello, Karabo Tumelo Kamokadika (Marketing Management)
Mamabolo, Kelebogile (Logistics Management)
Manuel, David Handry (Logistics Management)
Matake, Clerence (Marketing Management)
Mfeka, Zabanguni Esther (Human Resources Management)
Modise, Didimalang Tebogo Zacharia (Logistics Management)
Moshidi, Nobuhle Keletso (Marketing Management)
Nobandla, Phila Xolisa (Logistics Management)
Ntanjana, Thabisa (Logistics Management)
Nyalungu, Nkateko Juliet (Industrial Psychology)
Setunku, Mpanana Sarah (Employment Relations)
Shuping, Kgopotso Kefentse (Transport Economics)
Sishi, Sandra Mae Scebile (Logistics Management)
Thokwane, Angela Paulinah (Transport Economics)
Thusi, Bongani Meshack (Logistics Management)
Tshuma, Awakhiwumuzi Gugulethu (Transport Economics)
Wessels, Izak Jacob (Marketing Management)
Ziqubu, Cynthia Mbali (Logistics Management)

7. Master of Arts (MA)

Gazi, Thembela (Public Management and Governance)

Dissertation: A framework to formalise land ownership in communal land areas of the former Transkei: A public governance perspective

Supervisor: Dr DE Uwizeyimana

Matshazi, Lorraine Thandiwe (Public Management and Governance)
(with distinction)

Dissertation: Local economic development policy to promote sustainable development South Africa

Supervisor: Prof CJ Auriacombe

Co-Supervisor: Dr DC Ukwandu

8. Masters (MA)

Masina, Mxolisi Michael (Tourism and Hospitality Management)

Dissertation: The contribution of knowledge forms in career success: The case of hospitality managers

Supervisor: Mrs A Taylor

Co-Supervisor: Dr H Kesa

Razack, Fathima (Tourism and Hospitality Management)

Dissertation: Employability attributes for tourism management graduates: The perspective of tour operators in Gauteng

Supervisor: Prof J Spowart

Co-Supervisor: Dr PH Thomas

Shoriwa, Yemurai (Tourism and Hospitality Management)

Dissertation: Promoting Zimbabwean tourism through business events

Supervisor: Dr PH Thomas

9. Master of Commerce (MCom)

Addow, Dahir Ali (Business Management)

Minor Dissertation: The effect of entrepreneurial orientation on the growth of small and medium enterprises in the Gauteng Province

Supervisor: Prof S Dhliwayo

Asiedu, Veronica Sharon (Business Management)

Minor Dissertation: Age and gender effects on organisational citizenship behaviour at academic institutions

Supervisor: Dr CD Reddy

Basson, Lisa Michelle (Business Management)

Minor Dissertation: The demand planning practices of a fast moving consumer goods company

Supervisor: Dr PJ Kilbourn

Co-Supervisor: Prof J Walters

Bredenkamp, Jan-Daniël (Business Management)

Minor Dissertation: The supply chain value-adding role of strategic sourcing: A case study

Supervisor: Dr PJ Kilbourn

Co-Supervisor: Mr H van den Berg

Gwaza, Akhona Mzamo (Business Management)

Minor Dissertation: Service quality in the South African corporate banking industry

Supervisor: Dr PH Thomas

Jonker, Willco (Business Management)

Minor Dissertation: The impact of implementing a vehicle tracking system within a South African ferrochrome smelter supply chain

Supervisor: Dr S Carstens

Kaija, Godfrey Neema (Business Management)

Minor Dissertation: Strategic management intervention towards the transitioning of African enterprises into profitable and sustainable organisations

Supervisor: Prof C Nieuwenhuizen

Kosmas, Sarantis (Logistics Management)

Dissertation: Key challenges in the outbound pharmaceutical cold chain

Supervisor: Prof J du Plessis

Koster, Eric (Business Management)

Minor Dissertation: The impact of implementing a transport management system by a fertilizer supplier in South Africa

Supervisor: Dr S Carstens

Co-Supervisor: Mr GJ Heyns

Ladzani, Phathutshedzo Helga (Business Management)

Minor Dissertation: The perceived influence of the internal marketing element “people” on internal customer satisfaction

Supervisor: Prof M Roberts-Lombard

Co-Supervisor: Prof E van Tonder

Langa, Mthandeni Ronald (Information Technology Management)

Dissertation: Adapting information technology management for effective information technology strategy leadership

Supervisor: Prof C Marnewick

Manolas, Manuella (Industrial Psychology)

Minor Dissertation: Manager’s perception of values-driven risk behaviour

Supervisor: Prof F Crous

Mavhungu, Dzivhuluwani (Leadership in Performance and Change)

Minor Dissertation: The mediating role of motivation between leadership and public sector performance

Supervisor: Prof MHR Bussin

Mkhwanazi, Siphon Gift (Business Management)

Minor Dissertation: An operational collaborative engagement model

Supervisor: Dr A Drotskie

Co-Supervisor: Dr PJ Kilbourn

Motaung, Lucky Lehlohonolo (Human Resource Management)

Dissertation: Maternity and paternity leave and career progression of black African women in dual career couples

Supervisor: Prof MHR Bussin

Co-Supervisor: Ms R Joseph

Mthembu, Mlungisi (Business Management)

Minor Dissertation: Knowledge management maturity model mapping within the South African Revenue Service

Supervisor: Prof T du Plessis

Ndlozi, Joshua Gugu (Information Technology Management) (with distinction)

Dissertation: A framework for identifying master data from business processes

Supervisor: Dr VM Kuthadi

Radebe, Jabo (Business Management)

Minor Dissertation: Knowledge sharing practices within an organisation's information services division

Supervisor: Ms A Potgieter

Raza, Douglas Njabulo (Logistics Management)

Dissertation: Point-of-sale data in demand planning in clothing industry supply chains

Supervisor: Dr PJ Kilbourn

Schmidt, Leon Dan (Business Management)

Minor Dissertation: Factors influencing medical scheme administrators' utilisation of optimal cost management techniques

Supervisor: Ms S Bronkhorst

Scott, Cordelia (Business Management)

Minor Dissertation: Consumer attitudes towards key alcohol policies among South African consumers

Supervisor: Prof C de Meyer-Heydenrych

Co-Supervisor: Dr M Wait

Serfontein, Eugene Willem (Business Management)

Minor Dissertation: Alignment of sick leave with human resource practice and policy in the mining industry

Supervisor: Dr PH Thomas

Shezi, Guyborn Njabulo (Business Management)

Minor Dissertation: Knowledge sharing tools for a banking institution

Supervisor: Prof T du Plessis

Smit, Elana (Business Management)

Minor Dissertation: An investigation of parent's knowledge, use and beliefs of child restraints in the Gauteng province

Supervisor: Prof M Roberts-Lombard

Co-Supervisor: Prof GA Goldman

10. Master of Philosophy (MPhil)

Madlala, Popi Chelsey (Employment Relations)

Dissertation: Collective engagement and stakeholder strategy for harmonious labour relations in a mining organisation

Supervisor: Dr CM Govender

Neethling, Lieneke Murray (Personal and Professional Leadership) **(with distinction)**

Minor Dissertation: An exploration of resilience amongst working mothers

Supervisor: Prof WJ Schurink

Co-Supervisor: Dr MA Harrop-Allin

Noriega Del Valle, Yvette Mariella (Industrial Psychology)

Minor Dissertation: Job level as a moderator between psychological availability and work engagement

Supervisor: Dr K Laba

Toendepi, Joyce (Leadership in Emerging Countries)

Minor Dissertation: Transformational leadership as a catalyst to higher levels of consciousness in social systems

Supervisor: Dr RC Viljoen

11. Doctor Litterarum et Philosophiae (DLitt et Phil)

Bengnwi, Wilfred (Public Management and Governance)

Thesis: Evaluation of the Gauteng Department of Housing's Housing Programmes 2004-2010

Supervisor: Prof CJ Auriacombe

Clark, Anneke (Public Management and Governance)

Thesis: Towards a network theory of policy implementation: The case of the Enhanced People's Housing Process (ePHP)

Supervisor: Prof GS Cloete

12. Philosophiae Doctor (PhD)

Chiliya, Norman (Business Management)

Thesis: Towards sustainable development in small, micro and medium adventure tourism enterprises

Supervisor: Prof C Nieuwenhuizen

Co-Supervisor: Dr D Groenewald

Issock Issock, Paul Blaise (Marketing Management)

Thesis: Determinants of households' electricity conservation: A social marketing perspective

Supervisor: Prof M Mpinganjira

Co-Supervisor: Dr H Duh

Siew, Elana Ruth (Industrial Psychology)

Thesis: Constructing psychological flourishing in academic work life

Supervisor: Prof F Crous



Bengnwi, Wilfred (DLitt et Phil)

Wilfred Bengnwi completed his Bachelor's Degree in Medical Laboratory Science in 2004 at the University of Buea in Cameroon, a BSc (Hons) in Molecular Medicine at Wits in 2006 and a Master's Degree in Public and Development Management, also at Wits, in 2009. He also completed a Diploma in Emergency Health and Nutrition at the London School of Hygiene and Tropical Medicine in 2015 and a Postgraduate Diploma in Public Health Nutrition at the Public Health Institute of India in 2016. He is currently coordinating emergency humanitarian responses in the Somalia Region as an Emergency Specialist with UNICEF (United Nation Children Fund) in the Ethiopia Country Office.

The research problem centred on the implementation of the Gauteng Provincial Government Department of Housing programmes from 2004 until 2010. More specifically, it aimed to determine whether the programme is conducive to the development and implementation of the national housing policy framework aimed at alleviating low-income housing demands. The research strategy followed a qualitative research paradigm in programme evaluation.

The results recorded significant acceleration in housing delivery to Gauteng residents, ensuring access to well-designed and serviced housing. The 'bleak' picture generally painted by scholars and role players is not as bleak as claimed, yet some improvement is required to meet housing provision targets in Gauteng. Existing resources such as sufficient staffing and funding remain a challenge. It is also clear that housing policy weaknesses exist within and outside the ambit of government organs responsible for housing. Clear direction on the difficult political issues of land ownership, the land market and rights around property values should be offered.

The study contributed to the development of housing theory and programme evaluation research methodology. Wilfred Bengnwi also contributed on both a practical and policy level to the disciplinary field of Public Management and Governance.

Supervisor: Prof CJ Auriacombe



Clark, Anneke (DLitt et Phil)

Anneke Clark began her career as Programme Manager at the Western Cape Provincial Development Council, a social dialogue platform at which representatives from business, civil society, labour unions and government engaged on development priorities. In 2011, she began working as the Committee Co-ordinator to the Western Cape Provincial Parliament Standing Committees on Local Government and Finance. Her duties included the provision of procedural and content advice, and supporting committees in the execution of their constitutional mandate. She is currently employed at the Western Cape Department of Local Government as an Assistant Director within the District and Local Performance Monitoring directorate.

The candidate investigated what role policy implementation networks played in the Masizakhele Enhanced People's Housing Project in Wallacedene, Cape Town. She developed a multi-dimensional heuristic implementation model to guide the focus of the research. A qualitative research design and methodology were used to collect, analyse and assess data about current international network implementation practices, compared to the selected project practices. Based on these pattern matching results, generalisable observations were then developed about the relationship between core network characteristics of the model, network operations in the case study and the outcomes. The findings revealed a high degree of pattern matching between some elements of the model and the project operations, but also a low degree of pattern matching between other elements of the model and the project operations.

The candidate produced an original network implementation model of policy implementation that can improve the efficiency and effectiveness of future programmes of this nature.

Supervisor: Prof GS Cloete



Chiliya, Norman (PhD)

Norman holds a Bachelor's in Business Management and Industrial Psychology, an Honours in Business Management and a Master of Commerce with specialisation in Business Management from the University of Fort Hare. Norman has worked as credit controller for Tedco Holdings and consulted in the field of Small Business Development. He has lectured part-time at the University of Fort Hare, Monash South Africa and Milpark Business School and is currently lecturing at the University of Witwatersrand, where he has published in local and international journals.

The study investigated whether the concept of sustainable development by Small Medium Micro Enterprises would contribute to enhanced business performance. A hypothetical model was constructed and then subjected to empirical testing. A structured questionnaire was used to collect data. Structural Equation Modelling was employed in data analysis.

It became clear that small businesses have limited time, finances, and human resources to implement sustainable initiatives. The study contributes recommendations on how different sustainable development agencies should make information on sustainable development available in a user-friendly fashion. Also, suggestions towards the implementation of alternative funding models for sustainable development initiatives were provided.

Supervisor: Prof C Nieuwenhuizen

Co-Supervisor: Dr D Groenewald



Issock Issock, Paul Blaise (PhD)

Paul is an independent consultant at Osmoz Consulting on data analysis services to both academic and corporate researchers. He holds a Master of Social Sciences (cum laude) from the University of KwaZulu-Natal, and a Master's degree in Management from the Graduate Business School (Sup de Co) of Yaoundé, Cameroon. Areas of specialisation include Social Marketing, Consumer Behaviour and Marketing Research. During his PhD studies, he managed to publish two conference papers and a journal article.

Modern consumption behaviours are increasingly characterised by an insatiable consumption of products and services. New trends advocate consumption behaviour mindful of long-term consequences for the environment – for example, the consumption of electricity. The study aimed at investigating determinants of electricity conservation in South African households from a social marketing perspective. An integrated conceptual framework, informed by the Norm Activation Model and the Theory of Planned Behaviour, was developed and empirically tested using Structural Equation Modelling.

The results emphasized the importance of attitude, social norms, personal norms, perceived behavioural control and price incentives in explaining intentions and actual adoption of electricity conservation. Paul's study contributed to advancement on knowledge in the field of social marketing. Social marketers can tap into this study in developing effective campaigns aimed at fostering sustainable household electricity conservation behaviours.

Supervisor: Prof M Mpinganjira

Co-Supervisor: Dr H Duh



Siew, Elana Ruth (PhD)

Elana Siew holds a Master of Industrial Psychology (cum laude) from Stellenbosch University and an MBA from Bond University, Australia. As a practising industrial psychologist, her areas of expertise include strategic human resource management, organisational development and workplace performance.

The candidate explored academics' constructions of flourishing in their work lives against the backdrop of profound changes in the higher education sector. For this purpose she followed a three-phase mixed-mode design. In the first phase she found that academics were able to develop two clear personal constructs in the form of mental models, the one constituting academic flourishing and the other academic languishing. In the second (social constructionist) phase, participants were able to co-design and deliver actions aimed at generating flourishing research, teaching and community engagement. In the final phase, an exploration of academics' lived experiences indicated that they found themselves vacillating between flourishing and languishing, sensing that to sustain psychological flourishing in their academic work lives they had to take personal responsibility for transcending states of languishing.

Supervisor: Prof F Crous





Special Awards



Faculty of Management

Faculty Award for Outstanding Achievement amongst Undergraduate and Honours Graduates

Mtshali, Celiwe (with distinction)

Bachelor of Commerce (BCom): Industrial Psychology

Chancellors Medal for the Most Meritorious Master's Study for 2016

Chabata, Tatenda Tawandaa (with distinction)

Master of Commerce (MCom): Marketing Management



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



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