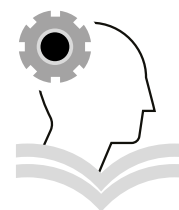


School of Management



School of Management

This School aims to provide management education excellence through a sustainable and innovative teaching and research context within a 4IR new world of work.



Prof Adri Drotskie
Director

OVERVIEW

In 2020, Professor Adri Drotskie was appointed as Director of the School of in the College of Business and Economics at the University of Johannesburg. Previously, Prof Drotskie was the Head of Research and Faculty Development at Henley Business School Africa where she established a new research centre and focus called #HenleyAIR (African Insight and Research). Prof Adri Drotskie lectured on the MBA programme in Research Skills and the elective module Africa Rising. She and supervised in the areas of Strategy and International Business and was the MBA Director of the School's Executive MBA. She is a lecturer and researcher in the fields of strategic management, international management, contemporary management, and strategic marketing. At the University of Johannesburg, she led the MCom (Business Management) programme and strategically positioned it as the best MCom programme in South Africa as well as among the top 3 MBA programmes.

She is a strategist by profession with 8 years' experience in transport, 10 years' experience in the financial services industry and 12 years' experience in academia, in teaching and learning, research

and programme directing on a master's level (MCom and MBA). Her combination of industry and academic experience led to competencies such as strategic thinking, knowledge sharing, managing teams, facilitation, action learning methodology, programme and project planning, strategy development and strategy translation from both a process and systemic point of view.

The School of Management consists of four very well established and distinguished Departments, namely Business Management, Industrial Psychology and People Management, Transport and Supply Chain Management and Financial and Investment Management under the expert leadership of four distinguished Heads of Department and their teams. The common denominator across the departments is management competence. Through the School, we offer the basic management skills that any employee, whether you work for yourself or for a large global organisation, need as a foundation to managing a business successfully. These basic skills are business management, financial management, people management and supply chain management. We also offer specialised education in all the Departments such as in the areas of strategic management, industrial psychology, leadership, supply chain and logistics management, transport management, project management, entrepreneurship, investment management, property and real estate management, to name a few.

The School aims to provide education excellence through a sustainable and innovative teaching and research context within a 4IR new world of work. We would like to position this School as a Management competence school of choice for students and staff. In other words, when management skills and practice come to mind, any student or potential staff member must think of the School of Management at UJ first.



Department of Business Management

OVERVIEW

The Department of Business Management is a large and vibrant department that provides services to a multitude of faculties and academic departments, serving around 5,000 undergraduate and postgraduate students. The COVID-19 pandemic, national lockdown and subsequent transition to online methods of teaching, learning and assessment meant the department's 35 full-time academics and 15 support staff had to adapt to the new status quo in a matter of weeks. The dedication and passion of the department's personnel ensured that no student was left behind during these extraordinary times, with module success and throughput rates increasing year-on-year. Other highlights in 2020 include strong growth in the appointment of several Postdoctoral Research Fellows, Research Associates, a Visiting Associate Professor and Visiting Professors.

CONTINUING EDUCATION PROGRAMMES

The Department is home to a Continuing Education Programmes (CEP) office with five support staff members. The CEP department saw strong growth in its enrolment profile and welcomed approximately 550 students. The CEP department also critically re-evaluated its articulation pathways and successfully consolidated its Higher and Advanced Certificate programmes from six qualifications to two qualifications with electives.

NRF-RATED RESEARCHERS

In 2020, the Department of Business Management reached a milestone by increasing the number of academic staff members with NRF-rating from zero to three. Profs Geoff Goldman and Thea Tselepis hold an NRF C-Rating, while Prof Natanya Meyer obtained an NRF Y-rating.

Prof Geoff Goldman is an Associate Professor and former Head of Department. Currently, Prof Goldman is the Postgraduate Coordinator and Coordinator of the MCom (Business Management) program in the department. Prof Goldman is an avid qualitative and conceptual scholar and has authored over 110 articles, conference papers, books, and book chapters. He is the managing editor of the SCieLO and DOAJ indexed journal Acta Commercii, the Chair of the International Business Conference (IBC), and serves on the editorial panel of journals in the UK and Poland. Prof Goldman also serves of on the international advisory board of the Krakow School of Business in Poland and is a Visiting Professor at the Krakow University of Economics in Poland.



Prof Geoff Goldman



Prof Natanya Meyer

Prof Natanya Meyer joined the department in 2020. She holds a B.Com and Honours degrees in Economics and Risk Management, a Master's degree in Development and Management and a PhD in Entrepreneurship. She has been involved in the development of entrepreneurial student societies, served as an executive member of the Golden Triangle Chamber of Commerce (GTCCOC) and as a community of practice member in the Entrepreneurship Development in Higher Education (EDHE). She has published more than 60 peer-reviewed publications. She is a co-editor, guest editor, editorial board member, reviewer for several national and international journals and has collaboration links with various Asian and East European universities.



Prof Thea Tselepis

Prof Thea Tselepis has been an Associate Professor since 2017 and was formerly appointed in the Faculty of Art Design and Architecture (FADA) where she was responsible for a Pre-Incubation Hub for "creatives". She was also part of the Women in Leadership programme at UJ and a former Head of Department in FADA. Her passion for design thinking developed in her academic career and her nine years of experience gained from owning businesses, enable her to conceptualise and lead pragmatic projects that incorporate: entrepreneurship education, research and community engagement. She is an acknowledged social entrepreneur who applies the International Ashoka endorsed A2B methodology for transformation in her endeavours.

NEW DOCTORATES IN THE DEPARTMENT

Two staff members in the Department obtained doctoral degrees in 2020. Dr Cashandra Mara obtained a PhD in Business Management, entitled 'Manager Perceptions of Risk and Return in Human Capital Development'. Dr Amanda Mphahlele obtained a PhD in Higher Education Studies from Rhodes University, with her thesis entitled 'Conceptualisations of and Responses to Plagiarism in the South African Higher Education System'.



Dr Cashandra Mara



Dr Amanda Mphahlele

APPOINTMENT TO NRF PANELS

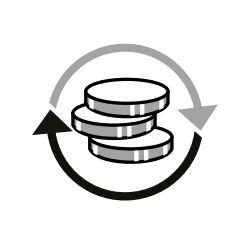
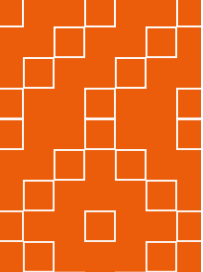
Two staff members in the Department, Prof David Poee and Dr Colin Reddy, were appointed to the NRF Thuthuka Advisory panel.



Prof David Poee



Dr Colin Reddy



Department of Finance and Investment Management

NEW STAFF AND PROMOTIONS

- The Department welcomed a new staff member, and one member was promoted.
- Dr Khouzeima Moutanabbir was appointed as Senior Lecturer in the Department. Khouzeima has a PhD in Actuarial Science from Laval University in Canada. He is part of the Quantitative Finance team and supervises master’s and doctoral students.
 - Dr Chioma Okoro was promoted to a Senior Lecturer.



Dr Khouzeima Moutanabbir

STAKEHOLDER ENGAGEMENT AND FUNDING

- The Department of Finance and Investment Management has secured funding for four proposals submitted to the Insurance Sector Education and Training Authority (INSETA). Total funding of the four projects amounts to R18,,8 million. These projects include:
- Funding to re-skill 200 individuals working in the insurance sector and allowing these individuals to articulate to an NQF level 8 qualification within the Department to the value of R9 120 000.



Dr Chioma Okoro

- Funding a Learner Wrap around support programme to improve throughput and assist students on DIFSO with additional lectures, tutorials and materials to the value of R950 848.
- Funding a financial literacy project where the Department will be conducting workshops for the Cooperative Financial Institutions (CFI) members to the value of R935 000. The project would entail the training of Master Money Mentors. The attendees will acquire the financial literacy skills to manage their own finances and will gain mentorship skills on effective money management; thus, equipping them to pay it forward in their communities by becoming money management mentors.
- Funding bursaries worth R7,8 million to the benefit UJ students studying towards scarce and critical occupations in the insurance industry.

NEW PROGRAMMES, ACCREDITATION, DEPARTMENT GUIDELINES

- The Department launched the new Advanced Diploma in Real Estate in January 2020 using gamification to drive engagement. This interactive and first-of-its-kind programme was fully implemented in 2020, and it involves the use of an interactive online and app-based platform aligned with the drive for 4IR innovations and third-stream revenue. The programme is interactive, engaging, and immersive, use gamification and 3D renderings and simulations to bring students into direct contact with the course's content.
- The BCom Honours (Financial Planning) was audited in 2020 and re-recognised and approved by the Financial Planning Institute (FPI) for another three years as an FPI approved qualification as the education requirement for CFP® certification.
- As a CFA accredited partner, the Department was awarded 10 CFA scholarships for ten students in the Department to do a CFA exam.
- The Department updated all documents as guidelines/responsibilities for students and staff with the introduction of online teaching and learning.

STUDENT SUCCESS

Herewith our student successes, highlighting the quality of each of the programmes:

- Financial Planning honours graduates – student success in the Professional Competency Exam (PCE), a stringent exam by the Financial Planning Institute of South Africa (FPI). The pass rate of UJ candidates exceeded the national average by 10%, with a UJ student among the Top 5.
- Investment Management honours students – the UJ CFA team qualified for the CFA Challenge finals. The CFA Institute Research Challenge is an annual global competition that provides university students with hands-on mentoring and intensive training in financial analysis and professional ethics.
- Advanced Diploma in Financial Markets (fully online) – the first two students graduated from the programme; they remarkably completed their online Advanced Diploma in Financial Markets in less than two years which include the completion of 11 academic modules.
- Advanced Diploma in Real Estate (fully online) – in the first year of offering, 96 students registered for this programme and 64 of these students have successfully completed it.



Department of Industrial Psychology and People Management

STAFF PROFILE AND ACHIEVEMENTS

- Deputy Head of Department and Programme Leader: HRM, Nelesh Dhanpat completed his doctoral study, titled "Job Crafting in Higher Education. A longitudinal study" and graduated with a PhD.
- Drs Jeremy Mitonga-Monga and Nelesh Dhanpat were promoted from Lecturer to Senior Lecturer in October 2020.
- Dr Mpho D. Magau participated in the annual Emerald/Association of African Business Schools case study competition. His case study, co-authored with Mr Jaco Maritz from the Johannesburg Business School, titled 'Chijioke Dozie: Dealing with Nigeria's highly skilled talent constraints' won second prize in the competition.
- The Rotary Paul Harris Award was presented to Mr Stephan Ferreira, an administrator in the Department and committed charity worker, in recognition of his 'Charity begins with me' and other projects during a Rotary Zoom ceremony on 20 June 2020. The Paul Harris award is the



Dr Nelesh Dhanpat



Dr Jeremy Mitonga-Monga



Dr Mpho Magau



Mr Stephan Ferreira and community



highest award given to someone who has made an outstanding contribution to the community. Other Paul Harris Fellows are US President Jimmy Carter and Polio vaccine developer, Jonas Salk.

NEW APPOINTMENTS

- Prof Nicolene Barkhuizen was appointed as Professor in Human Resource Management. In 2018 she was the winner of the National Women in Science Award for Distinguished Young Women Researchers in the field of Social Sciences and Humanities.
- Tshegofatso Mabitsela was appointed as Lecturer in the Industrial Psychology programme. In her doctoral thesis, she developed an instrument to help monitor progress towards Broad-Based BEE across industries.
- Masase Eve Mokhethi was appointed as Lecturer in the Department's Programme: Human Resource Management. Eve is the HRM qualification leader on the Soweto Campus (SWC). She is enrolled for a PhD; with the title 'Translation and Validation of the isiZulu and Xitsonga Versions of the South African Career Interest Inventory'.



Prof Nicolene Barkhuizen



Tshegofatso Mabitsela



Masase Eve Mokhethi

PROFESSIONAL AND RESEARCH POSITIONS

- Prof Crystal Hoole, Deputy Head of Department and Programme Leader: Industrial Psychology, was voted in as President-elect at the Annual General Meeting of the Society for Industrial Psychology of South Africa (SIOPSA), on 29 July 2020. She will serve as president of SIOPSA from July 2021 to -July 2022.
- Dr Nelesh Dhanpat was appointed as an Assistant Editor of the South African Journal of Human Resource Management.



Prof Crystal Hoole



Dr Nelesh Dhanpat

IPPM LEADING THE WAY IN THE 4IR SIOPSA RESEARCH PROJECT

In response to the SA government's national initiative and commission on the Fourth Industrial Revolution (4IR), SIOPSA launched a future-fit project funded by the national Department of Science and Technology. The objective of the project was to explore the workplace of the future given emerging trends with a particular focus on 4IR. A series of 5 mini conferences were held, each with a different focus. Prof Theo Veldsman, Visiting Professor in the Department, was the project manager. The leader for the research focus area was Prof Crystal Hoole, supported by Prof Petrus Nel. Dr Ruwayne Kock, a Senior Research Associate in the Department, took the lead for the Changing World of Work focus area. The report will be released early in 2021.



Prof Theo Veldsman



Prof Crystal Hoole



Prof Petrus Nel



Dr Ruwayne Kock

PUBLICATIONS

The Department of Industrial Psychology and People Management is the proud owner of two accredited journals – the South African Journal of Industrial Psychology (SAJIP) and the South African Journal of Human Resource Management (SAJHRM). The aim of the two editorial boards is to increase their impact factor since journals with higher impact factors are regarded as more important. One of the unintended consequences of this rating practice for journals is their limiting measurement of what constitutes 'impact' in the academic sphere – in reality, numerous other factors play a role. The purpose of this publication was therefore to present a broader conception of impact, as it played out in our Department in 2020.



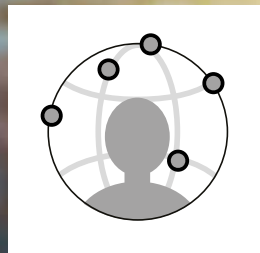


LAUNCH OF THE OPEN WORK CENTRE

Over the past three years, the Department of Industrial Psychology and People Management has established a relationship with Cittadellarte. This interdisciplinary organisation and foundation, established by the artist Michelangelo Pistoletto, occupies the historic buildings of the wool mill in the city of Biella which gave birth to the First Industrial Revolution in Italy. Cittadellarte aims to inspire and produce responsible change guided by a performative instrument in the form of a symbol representing rebirth/renewal/restoration.

Inspired by Pistoletto's philosophy the UJ art Gallery hosted an online art exhibition, CURE, in September 2020 while the Covid19 COVID-19

pandemic was raging. The Department sponsored 17 artists who explored and interrogated the curative and restorative nature of art. The exhibition included videos of the artists producing their work. During the exhibition, the Department invited stakeholders to participate in the reimagining and rebranding of the Department's Centre for Work Performance as the Open Work Centre. They were encouraged to visit the online exhibition prior to taking part in the reimagining/rebranding exercise in the form of a participative action research inquiry which was facilitated on 1 and 2 October by Prof Freddie Crous, Head of the Department. Over the two days, the participants collaborated in a structured and appreciative process of inquiry, imagination and innovation to design an architecture and deliver an action plan for the Open Work Centre.



Department of Transport and Supply Chain Management

CONTINUING EDUCATION PROGRAMMES REGISTRATION PERIOD

In 2020, the Department of Transport and Supply Chain Management arranged limited contact Continuing Education Programme (CEP) registration until the end of February. A total of 3 083 students registered. CEP programme learning continued throughout the year despite the impact of the COVID-19 pandemic. The mode of delivery moved from limited in person contact sessions to online sessions.



HOST OF THE TRANSPORT FORUM SIG

The Department of Transport and Supply Chain Management proudly hosts the Transport Forum SIG four times a year. The first Transport Forum SIG was hosted on 5 March 2020 before South Africa went into lockdown. The topic of this forum was 'Do we need High-speed Rail?'. In her opening address, Prof Noleen Pisa, Head of the Department emphasised that effective transport is pivotal for the economy. She stated that academia and industry should collaborate closely to find and implement solutions to enhance businesses and travel.

Mr Jack van der Merwe, the newly appointed CEO for the Gauteng Transport Authority, revisited the draft White Paper on Rail. This White Paper must be approved to position South Africa rail as the backbone of land transport by 2050. He said that the road dominance we are experiencing, with the associated congestion, is a result of "bad" rail systems and not "good" roads systems.

Mr Francois Meyer, GM: Transnet SOC Ltd, reflected mainly from a freight perspective. He said that the debate is not about gauge only, it is also about gradients, turning radius, axle load, kinematic envelope, cost, etc. It is not viable for Transnet to upgrade its rail network to standard gauge but there is an opportunity for certain portions of the network to accommodate high-speed rail.

Mr Roelof van Tonder, Director: Market Insight and Development: Africa House, said that developing bulk freight linkages across Southern Africa forms a large part of railway construction projects in the region with the main objective to get copper out of the DRC.

Mr Tommie Snyman, ITS Specialist: Huawei South Africa, emphasized the importance of the commuter experience. All information must be obtainable and accessible on mobile devices. All systems should be integrated with one Operations Command Centre (OCC) for Gauteng.

Due to lockdown restrictions, the second Transport Forum SIG was hosted on Zoom on 4 June 2020 with the topic, 'Industry's response and experience because of the COVID-19 Pandemic' and the third forum on 3 September 2020 with the topic, 'The impact of the COVID-19 crisis on e-commerce, opportunities for LSP's and retailers'.

On 1 October 2020, the Department hosted the fourth Annual Transport Forum SIG in celebration of Transport Month with a focus on 'Driving the necessity for change in public Transport in South Africa'. Rose Luke, Associate Professor in



Prof Noleen Pisa



Prof Jackie Walters



Prof Rose Luke



Advanced Diploma Orientation

the Department of Transport and Supply Chain Management presented the opening address. Prof Luke highlighted that "Public transport has been in the spotlight since the start of the lockdown regulations. We first saw regulations allowing for only 50% capacity in busses and trains, a move that had an immediate impact on income and ability to cover costs. The push back from the taxi industry saw capacity increase to 70% and finally to 100%. It highlighted the tight margins in the industry, but also the power of the taxi industry. During this time many of the structural issues in the public transport industry came to the fore - thin margins, underfunding, political imbalances but also how critical public transport is to the well-being of all South Africans. The pandemic also highlighted what the public transport sector needs. Formalisation, subsidisation, equity, balance, city-wide network plans and more interconnectedness to name a few. We do need a bigger picture – a bigger transport picture allowing us to work towards better accessibility and mobility for all. Now more than ever, we need to work for change in the system".

FIRST-YEAR SEMINAR

The annual First- Year Seminar was concluded successfully in February 2020.

ADVANCED DIPLOMA ORIENTATION

The Advanced Diploma Orientation took place on 3 February 2020, at The School of Tourism and Hospitality on the UJ Auckland Park Bunting Road Campus (APB). Guest speaker Dr Hendrik van Deventer was motivating and engaged with the students in more than one language. All academics gave presentations on their modules in the Advanced Diploma programmes. Students enjoyed the session, they engaged with the lecturers and were eager to ask questions.

HONOURS ORIENTATION

The TSCM Honours Programme Orientation took place on Tuesday, 28 January 2020. The session was well attended by students as well as lecturers. A delightful finger supper was catered by STH at the Madibeng Lounge. Students engaged with each other and enjoyed the delicious meal. Prof Noleen Pisa and Dr Peter Kilbourn welcomed the attendees into the Madibeng Council Chambers where they introduced the programmes in a dynamic and engaging manner. Our guest speaker, Mr Sam Kgarimetsa, Regional Supply Chain Manager at Anglo American and former UJ



student, delivered an inspiring talk about 4IR and its role in the industry. Students were very excited as each module lecturer delivered their respective address and kept the audience engaged with the subject matter. Students left the Council Chambers well equipped to make good choices in respect of their elective modules. The evening’s programme was certainly a wonderful accomplishment by the department of Transport and Supply Chain Management.

STAFF PROMOTIONS

Prof Noleen Pisa Head of the Department: Transport and Supply Chain Management was promoted from Senior Lecturer to Associate Professor. Prof Pisa holds a PhD from North West University and specialises in international logistics. Noleen has supervised four master’s dissertations and numerous honours research projects to completion, contributed 6.38 Research Output Units, while her research impact in Google Scholar shows 86 citations, and an h-index of six. Her Scopus-profile shows 13 citations, an h-index of two and a 5-Year Field Weighted Citation index of 0.57. Prof Pisa serves as a member of the College Leader Team, the College Higher Degrees Committee, and the CBE Programme Management Committee. From 2015 to 2018 she was the Department’s Deputy Head (Research and PG studies). She manages the R2 million Department of Transport bursary fund and is a member of the Institute of Transport and Logistics Studies (Africa). Key developments under her leadership are with the University of Chinhoyi, the Association of Rectors of Transport Universities, the World Bank, and the National Rail and Transportation Institute India.

TSCM ADAPTING TO WORKING FROM HOME!

Prof Surajit Bag, a Visiting Professor of Practice in the Department of Transport and Supply Chain Management (TSCM) conducted a workshop titled ‘Publishing high-quality scientific research papers in the area of Logistics and Supply Chain Management’.



Prof Surajit Bag



Prof Noleen Pisa



ANNUAL STUDENT AWARDS 2020

The Annual Top Achievers Awards Ceremony was conducted online and the top-achieving students, in each of the qualification, received a certificate for outstanding achievement and a voucher.

