



Graduation Programme

The Future. Reimagined.



UNIVERSITY
OF
JOHANNESBURG

Dear UJ Graduates

Your journey to this point has been an important lesson in leadership. As I have iterated often, learning, knowledge and leadership are an essential mix and those who do not know, cannot lead. Our objective has been to empower you as leaders who are primed to face the challenges of the 4IR and explore the opportunities that this new era presents both locally and internationally. This is an exciting adventure, let me assure you that the world you are entering is abundant with opportunities, and of course, challenges.

This graduation is rather special. Though we still find ourselves in a strange setting, still fighting an invisible and relatively unknown threat and still gripped with a sense of uncertainty, there does seem to be a glimmer of hope on the horizon. This represents our first cohort of in-person graduations in two years. As we celebrate your attainment of a major milestone, we are cognisant of the sheer resilience you have demonstrated against a tumultuous context – one defined by loss, anguish and seismic shifts in the way we live and work. A graduation ceremony is an important precursor to the next chapter of your lives. It is warming to be able to celebrate this achievement today with you in person as opposed to the digital modes that have defined much of the pandemic so far.

I want to take this opportunity to remind you that as a graduate, you join a small elite in our country. This is really something to celebrate. Though the odds seemed stacked against you, you persevered and not have the potential to address some of the greatest scourges of our time. You have chosen well – a qualification from UJ will hold you in good stead!

UJ has grown into a world-class, internationally recognised university with

more than 50 000 students registered. Our global stature and academic depth and footprints are acknowledged by reputable higher education ranking systems in the world. You emerge today as the world including us in South Africa, is in a period of deep change. UJ is leading the charge in the Fourth Industrial Revolution (4IR) and creating a cohort of graduates who are agile, curious and able to be active participants in a technology driven and digital environment.

At UJ, you have encountered some of the finest South African and international academic minds. You have participated in technology-rich learning, which compares favourably to the very best in global higher education.

We welcome you as a new member of the global UJ alumni community where you will join a worldwide body of professionals, many of whom are leaders in their fields. I encourage you to join the UJ Alumni Network and become an active member of the University Convocation. By staying actively engaged with UJ, you can make a real contribution to our academic projects and to those who will study at UJ after you.

It is exciting to once again commence this time-honoured tradition. Congratulations on this inspiring achievement and the best of luck with your next chapter!



Prof Tshilidzi Marwala
Vice-Chancellor and Principal
University of Johannesburg

**Welcome to the
Graduation Ceremony of the
University of Johannesburg
12 October 2022 at 15:30**

**Welkom by die
Gradeplegtigheid van die
Universiteit van Johannesburg
12 Oktober 2022 om 15:30**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
12 Diphlane 2022 ka 15:30**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
12 kuMfumfu 2022 ngele-15:30**

UNIVERSITY OF JOHANNESBURG

CHANCELLOR

Dr P Mlambo-Ngcuka

BA Ed (Lesotho), MPhil (UCT), DTech Ed (Warwick, England)

SENIOR OFFICE-BEARERS OF THE UNIVERSITY

VICE-CHANCELLOR AND PRINCIPAL

Prof T Marwala

BS Eng (Case Western Reserve USA), MEng (UP), PhD (Cambridge UK)

DEPUTY VICE-CHANCELLOR ACADEMIC

Prof LG Mpedi

B Juris, LLB (Vista), LLM (RAU), LLD (UJ)

DEPUTY VICE-CHANCELLOR: RESEARCH AND INTERNATIONALISATION

Prof S Sinha

BEng, MEng, PhD (UP)

REGISTRAR

Prof IC Burger

BA, HEd, BA Hons, MA, PhD (RAU)

CHIEF FINANCIAL OFFICER

Ms N Mamorare

BCom (Rhodes), BCom Hons (UKZN), CA (SA)

CHIEF OPERATING OFFICER

Dr M Ralephata

BSc Eng (Wits), MBA (UOVS), MSc (Heriot-Watt), DBA (Heriot-Watt)

SENIOR EXECUTIVE DIRECTOR

Dr N Vukuza

BA (Fort Hare), BA Hons (Rhodes), DTE (UNISA), MA (Wits),
PhD (Stellenbosch)

GENERAL COUNSEL

Mr D Pretorius

BCom, LLB, LLM (NWU)

EXECUTIVE DEANS

COLLEGE OF BUSINESS AND ECONOMICS

Prof D van Lill

BSc, BSc Hons, MSc, PhD (US)

FACULTY OF ART, DESIGN AND ARCHITECTURE

Prof S Laurent

BFA (l'Ecole Boulle, Paris), MFA (ENS, Paris-Saclay),
MPhil, PhD (Université Panthéon-Sorbonne, Paris),

FACULTY OF EDUCATION

Prof N Petersen

BA Ed (UNISA), BEd Hons (RAU), MEd (RAU), DEd (UJ)

FACULTY OF ENGINEERING AND THE BUILT ENVIRONMENT

Prof DJ Mashao

BSc Eng (UCT), MSc Eng (UCT), MSc AM (Brown, USA), PhD (Brown, USA)

FACULTY OF HEALTH SCIENCES

Prof S Khan

BSc, BSc Hons, MSc, PhD (UWC)

FACULTY OF HUMANITIES

Prof K Naidoo

BA, BA Hons, MA, PhD (University of Manchester, UK)

FACULTY OF LAW

Prof W Domingo

B SoSc (UCT), LLB (UWC), LLM (Columbia, USA),
SJD (Winsconsin-Madison, USA)

FACULTY OF SCIENCE

Prof D Meyer

BSc, BSc Hons, MSc (RAU), PhD (California USA)

DEAN

JOHANNESBURG BUSINESS SCHOOL

Prof R Carolissen

MSc (UWC), MBA (SUN), MCom (NWU), PhD (UWC)

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Prof D Hildebrandt

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Mr M Khoza

Ms K Khumalo

Ms B Madikizela

Mr M Mahlasela

Mr M Manana

Prof T Marwala

Prof LG Mpedi

Mr LM Mpunzi

Ms N Molope

Ms Z Mthembu

Dr WP Rowland

Ms J Schreiner

Prof A Strydom

Ms C Tshilande

PRESIDENT OF CONVOCATION

Mr LM Mpunzi

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!

FACULTY OF ART, DESIGN AND ARCHITECTURE QUALIFICATIONS

1. Master of Arts (MA): Design

Donatus, Emmanuel

Dissertation: The design of a ceramic evaporative cooling device for the storage of small-scale urban farmers' produce in Johannesburg.

Supervisor: Ms AM Moseley

Co-Supervisor: Mr AD Campbell

Hoosen, Ra'eesah

Dissertation: HIJAB Fashion and the representation of Muslim women on GAYA Magazine covers.

Supervisor: Prof JD Pretorius

Pakadi, Kgaogelo Mercy

Dissertation: The representation of the coconut as an ideological construct in contemporary South African Mzansi Magic television advertisements.

Supervisor: Dr M Groenewald

2. **Master of Arts (MA): in Industrial Design**

White, Dominic (with distinction)

Dissertation: StretChair: The commercialisation of a Medical Device from a South African University to Industry.

Supervisor: Ms AM Moseley

Co-Supervisor: Mr AD Campbell

3. **Doctor of Philosophy (PhD): Art History**

Human, Delene

Thesis: Censorship and proscription of the visual arts in South Africa from the 1950s until the 1970s.

Supervisor: Prof BL Schmahmann

COLLEGE OF BUSINESS AND ECONOMICS QUALIFICATIONS

4. **Higher Certificate**

Ntshudu, Aviwe (Local Governance and Management)*

5. Diploma

Baloyi, Tinteka Letitia (Transportation Management)

Cuna, Titi (Transportation Management)

Davhana, Zwivhuya (Small Business Management)

Goodwin, Joshua Paul Wayne (Logistics)

Khasane, Sibusiso (Tourism Management)

Mabaso, Busisiwe (Logistics)

Mabona, Karabo Lerato (Tourism Management)

Manganye, Tsakane Destiny (Transportation Management)

Maphupha, Khodani Mukondeleli (Logistics)

Mashigo, Leseolle Maphokane (Logistics)

Matlala, Marcus (Small Business Management)

Maxaulane, Zandile (Transportation Management)

Moyakhe, Ahlangene (Marketing)

Mtanyelwa, Nkhensani Mpumelelo Nkateko (Marketing)

Mvubu, Michelle Dimakatso (Retail Business Management)

Ndlangamandla, Takunda (Business Information
Technology)

Ndlovu, Lindokuhle (Human Resources Management)

Nkosi, Silindile Presson (Human Resources Management)

Pheko, Pertunia Sebongile (Marketing)

Qhagana, Asanda (Transportation Management)

Ramaube, Beatrice Ramaabela (Human Resources
Management)

6. National Diploma

Letsoalo, Melita (Human Resources Management)

Mbele, Khayaletu Paseka (Human Resources Management)

7. Advanced Diploma

Baloyi, Patrick (Logistics)*

Barthasarathy, Brenden (Transportation Management)

(with distinction) *

Block, Micha'el Micah (Transportation Management) *

Brown, Fred Adotey (Logistics) **(with distinction) ***

Buthelezi, Mduduzi Mzikayise (Transportation Management) **(with distinction) ***

Cebekhulu, Winile Cecile (Logistics)*

Cokoto, Nangamso (Logistics)*

Dube, Nicky (Transportation Management) *

Fourie, Annemie (People Performance Management) *

Fredericks, Chrizelle Meagon (Transportation Management) **(with distinction) ***

Goncalves, Carla (Logistics) **(with distinction) ***

Gxabuza, Thandiwe Thelma (Logistics)*

Hlophe, Anele Immaculate (Logistics)*

Jebetle, Kgomotso Molly (People Performance Management) *

Kgopa, Sefura Sarah (Logistics)*

Khethani, Phetho (Logistics)*

Khoza, James (Hospitality Management)

Kock, Romano (Transportation Management) *

Lentsoane, Mlangeni Segowe (Logistics)*
Letsoalo, Thapelo Lucas (People Performance Management)
*
Lobakeng, Kgotso (Transportation Management) *
Mabe, Marwesa Darius (Logistics) **(with distinction)** *
Magabe, Kgomotsego Confidence (Transportation Management) *
Mahlangu, Ngwanakoma Thabile (Logistics)*
Mahlatji, Mamokgotla Francinah (Logistics)*
Maja, Thato Rebecca (Business Management)
Makhubela, Basani (Transportation Management) *
Malaza, Banele Innocent (Logistics)*
Maleka, Ofentse Xolisile Yvonne (Transportation Management) *
Manus, Dudley Colin (Transportation Management) **(with distinction)** *
Manzini, Teleni (Logistics)*
Maswanganye, Tiyani (Logistics)*
Mathebula, Patrick Timothy (Transportation Management)
*
Mathebula, Zwelethu Theophyl (Logistics)*
Matjiane, Kgomotso Eunice (Logistics)*
Matlakala, Rifiloe Vanessa (Transportation Management) *
Matsitse, Pulane Vinolia (People Performance Management) **(with distinction)** *
Mculu, Mikhongelo Milton (Logistics)*
Mdluli, Linhle (Transportation Management) *
Menye, Coceka Nande (Transportation Management) *
Mgidi, Charmaine Promise Busisiwe (Transportation Management) *

Mkhize, Mthembeni Wiseman (Transportation Management) (**with distinction**) *

Modumo, Motlatsi Brian (Logistics)*

Moganetsi, Thabiso Ricardo (Logistics) (**with distinction**) *

Mogotsi, Itumeleng (Business Management)

Mokahane, Iphemeleng Precious (Transportation Management) *

Mokoena, Reabetswe (Transportation Management) *

Molobi, Lucretia Rorisang (Logistics)*

Morudu, Phuti Rufus (Management)

Moyana, Gift Tinyiko (People Performance Management) *

Moyani, Sharon (Transportation Management) *

Mrubata, Zintle Noluthando (Transportation Management) *

Mukwevho, Tshilidzi (Logistics)*

Mulovhedzi, Vhahangwele Felicia (Logistics) (**with distinction**) *

Ndlangisa, Mbali (Transportation Management) *

Ngcobo, Nothando Eugenia (Logistics)*

Ngcobo, Thandeka (Logistics)*

Ngubane, Nombuso Priscilla (Transportation Management) (**with distinction**) *

Ngwenya, Mellisa (Logistics)*

Ngwevu, Busisiwe Grace (Transportation Management) *

Nkutha, Vusumuzi Irvin (Logistics)*

Nontswayi, Abulela Kenneth (Transportation Management) *

Ntuli, Lungile Zelda (Logistics)*

Nxumalo, Namhla Nosipho (Logistics)*

Phiri, Deogratias (Business in Information Technology)

Ramofana, Katleho (Transportation Management) *
Roman, Janine Heidi (People Performance Management) *
Sekete, Nozimilo Penelope (People Performance Management) *
Somdaka Dyani, Phindiwe Loretta (Transportation Management) *
Swanepoel, Francois (Transportation Management) **(with distinction)** *
Thakhathi, Thembuluwo (Logistics) **(with distinction)** *
Tshabalala, Ntokozo (Management)
Vigoureux, Lindie Francois (Transportation Management) **(with distinction)** *
Voorby, Mpho Valentia (Tourism Management)
Zimba, Siphokazi Zikhona (Logistics) **(with distinction)** *
Zingapeta, Eric Jrn (Logistics)*

8. Bachelor of Arts

Baker, Terienne (Tourism Development)
Dlamini, Dumisani (Public Management and Governance)
Hloele, Dineo (Public Management and Governance)
Kgabu, Rayen (Public Management and Governance)
Mabena, Thapelo (Public Management and Governance)
Mamfengwana, Welile (Public Management and Governance)
Mathobela, Thubelihle Nondumiso (Public Management and Governance)
Mayishe, Bophelo Alfred (Public Management and Governance)

Mazibuko, Siphwe Sakhele Skhumbuzo (Public Management and Governance)
Mbhungana, Newton (Public Management and Governance)
Mlangeni, Zodwa Patricia (Public Management and Governance)
Molefi, Reitumetsi (Public Management and Governance)
Moloko, Olebogeng (Public Management and Governance)
Moni, Phumeza (Human Resource Management)
Montsho, Phenyo (Public Management and Governance)
Mtambo, Naledi (Public Management and Governance)
Mulaudzi, Sindi (Public Management and Governance)
Mvango, Lonwabo (Public Management and Governance)
Nkabinde, Busisiwe (Public Management and Governance)
Nkoe, Lethabo (Public Management and Governance)
Peter, Ovayo (Public Management and Governance)
Phaahlamohlaka, Caroline (Public Management and Governance)
Seomane, Thabo (Public Management and Governance)
Sidu, Siyalo Zanele Refilwe (Public Management and Governance)
Sodi, Stemere (Public Management and Governance)
Tembe, Shihluke (Tourism Development)
Tlailana, Thapelo (Public Management and Governance)

9. Bachelor's

Kgari, Tlamelo Vanessa (Human Resource Management)
Lamula, Vutlhari (Human Resource Management)
Milanzi, Precious Ofentse (Human Resource Management)

Mothobi, Pamela (Hospitality Management)
Nemavunde, Ampfunaho (Human Resource Management)
Ntshoe, Leslie Junior Realeboga (Human Resource Management)
Shongwe, Phindile Delia (Hospitality Management)

10. Bacalaureus Commercii (BCom) **Bachelor of Commerce**

Buka, Qaqamba (Entrepreneurial Management)
Dinga, Dieketseng Florina (Industrial Psychology)
Gcwabe, Nosipho (Industrial Psychology)
Gowan, Kavir (Marketing Management)
Hadebe, Siyanda (Information Management)
Khumalo, Ntokozo (Information Management)
Kishore, Rhea (Information Management)
Lorgat, Muaz (Information Management)
Mabika, Sakhile Ndumiso (Entrepreneurial Management)
Mahlangu, Mthokozisi Suprise (Information Management)
Makhanya, Ntandoyenkosi Sikelela (Information Management)
Maluleke, Malwandla Ebenezah (Information Management)
Mashego, Nthabiseng Eunique (Information Management)
Mdala, Zokuhle (Logistics Management)
Mkhize, Sibonelo Gary (Information Management)
Mokoena, Lehlohonolo (Information Management)
Molefe, Tshimologo Simon (Industrial Psychology)
Molekwa, Mosidi Virginia (Industrial Psychology)
Morolo, Katleho (Information Management)

Mphela, Karabo Emmanuel (Entrepreneurial Management)
Ndlovu, Masivuye Mavela Nompulelo (Industrial Psychology)
Ndlovu, Njabulo (Information Management)
Nene, Wesley (Information Management)
Ntimbana, Nkateko Masungulo (Information Management)
Petersen, Esli (Information Management)
Rakhangana, Marubini Alphina (Logistics Management)
Ramonyai, Kabelo Charity (Information Management)
Rangwaga, Sarah Maile (Human Resource Management) (UJHB)
Sibanda, Melani Mamkeleni (Information Management)
Thaele, Tumelo (Entrepreneurial Management)

11. Bachelor of Arts Honours

Kabini, Nokuthula Winnie (Tourism and Hospitality Management)
Maloi, Jabulani Junior (Public Management And Governance)
Mnguni, Lerato Sharon (Human Resource Management)
Molokoane, Basetsana Prudence (Public Management and Governance)
Nkosi, Nomsa Codelia ((Public Management and Governance)

12. Bachelor of Commerce Honours

Booyesen, Raefer (Marketing Management)
Luthuli, Pearl Nonhle (Logistics Management)
Matsoge, Gontse Kabelo (Logistics Management)
Moatshe, Matlhatsi Naledi (Logistics Management)
Nkhone, Khutsiso Desiree (Logistics Management)
Ntleki, Andisiwe (Logistics Management)
Takalani, Zwivhuya Faith (Transport Economics)

13. Masters of Tourism and Hospitality Management

Mbatha, Fisokuhle Justice

Dissertation: Tour guides recovery and survival in relation to the COVID-19 crisis

Supervisor: Prof TM Tichaawa

Co-Supervisor: Dr V Harilal

Nyika, Constance Maria

Dissertation: The impact of COVID-19 on tourism activities of African Independent Churches

Supervisor: Prof M Ivanovic

Co-Supervisor: Prof K Griffin

14. Master of Arts in Public Management and Governance

Maile, Kgopotso Valema

Dissertation: Organisational ethics management to promote good governance in a national government department

Supervisor: Prof S Vyas-Doorgapersad

Masibigiri, Itebogeng

Minor dissertation: Institutional factors affecting service delivery in the City of Johannesburg

Supervisor: Prof S Vyas-Doorgapersad

Mbuyisa, Nicholas Thulani

Minor dissertation: Factors influencing xenophobic violence on Zimbabwean migrants in South Africa

Supervisor: Dr EB Niyitunga

Mkhwebane, Phumzile Cleopatra

Minor dissertation: Socio-economic implications of COVID-19 in the City of Ekurhuleni Metropolitan Municipality

Supervisor: Dr EB Niyitunga

Mothabi, Elizabeth Pinky Mahalio

Minor dissertation: The adherence of King Code IV to promote ethical culture in LGSETA

Supervisor: Prof S Vyas-Doorgapersad

Teyise, Siwafumene

Minor dissertation: The role of technology in promoting quality teaching and learning in the MA (Public Management and Governance) programme at the University of Johannesburg

Supervisor: Prof V Jarbandhan

15. Master of Commerce

Chabala, Fiona Agwa Ejon (Human Resource Management)

Dissertation: Psychological contract breach and violation in relation to organisational commitment and turnover intention

Supervisor: Mr PD Chrysler-Fox

Dick, Danielle Kayleigh (Human Resource Management)

Dissertation: Effects of psychological contract breach on work engagement and intention to quit

Supervisor: Mr PD Chrysler-Fox

Duckworth, Vanessa (Industrial Psychology) (**with distinction**)

Minor dissertation: The relationship between the Five Factor Model Personality traits and job-hopping motives

Supervisor: Prof B Morgan

Hayward, Cheri (Industrial Psychology)

Minor dissertation: Age as a moderator between constructive deviant behaviour and work engagement

Supervisor: Dr K Łaba

Kabaso, Sonny (Information Technology Management)

Dissertation: Synthesis of tweets with applications in marketing and education

Supervisor: Prof AO Ade-Ibijola

Khoza, Thembekile Katleho (Industrial Psychology)

Minor dissertation: The influence of technology readiness and acceptance thereof on employees' levels of wellbeing: A Job Demands-Resources Perspective

Supervisor: Prof P Nel

Co-Supervisor: Ms T Mabitsela

Koeberg, Cecil Colin (Business Management)

Minor dissertation: Factors of a successful information system value chain in the public sector

Supervisor: Dr N Joseph

Madupe, Mmatito Grace (Strategic Management)

Dissertation: Critical success factors for the adoption of agile project Management processes in a leading bank

Supervisor: Dr CC Mara

Mamabolo, Maisaka Dora (Information Technology Management)

Dissertation: Realising the value and benefits of IT projects

Supervisor: Prof C Marnewick

Meadows, Stephanie Anastacia (Strategic Human Resource Management)

Minor dissertation: The work identity of leaders in the midst of the COVID-19 pandemic during the rise of the Fourth Industrial Revolution

Supervisor: Prof RT de Braine

Miyen, Natasia Rito (Information Technology Management)

Dissertation: The influence of change management processes on cloud

transitioning

Supervisor: Prof C Marnewick

Mpatane, Apiwe (Industrial Psychology)

Minor dissertation: Moderating effect of social support on work-family conflict and wellbeing

Supervisor: Prof CM Henn

Muranganwa, Marlven (Business Management)

Minor dissertation: Supply-side determinants of medicine stockouts in South African public hospitals

Supervisor: Prof NM Pisa

Co-Supervisor: Mr LL Jacobs

Pitsoe, Tlhagele Johanna Olebogeng (Business Management)

Minor dissertation: COVID-19: Experiences of women in the banking sector

Supervisor: Prof C Schachtebeck

Co-Supervisor: Dr N Dhanpat

Santana, Chanel Laurinda (Marketing Management) **(with distinction)**

Dissertation: Social media marketing on Instagram: Influences on female Millennials' purchase intentions

Supervisor: Prof I Struweg

Co-Supervisor: Prof M Roberts-Lombard

Sebola, Lesego Victor (Information Technology Management)

Dissertation: The adoption and usage of scaled agile in financial institutions

Supervisor: Dr LT Khoza

Simango, Mkhacani Leonard (Business Management)

Minor dissertation: Project manager perspectives on critical successfactors in the implementation of ICT projects

Supervisor: Dr LJ Erasmus

16. Master of Philosophy

Casey, Roxanne (Human Resource Development)

Dissertation: The impact of change fatigue on work engagement and turnover intention

Supervisor: Mr PD Chrysler-Fox

Co-Supervisor: Prof RT de Braine

Kara, Iemraan (Leadership in Emerging Countries)

Minor dissertation: Leading in the 4IR through millennials' preferred leadership styles

Supervisor: Dr J Toendepi

Legoabe, Lebone Neo (Human Resource Management)

Dissertation: The relationship between idiosyncratic deals and work role performance

Supervisor: Dr N Dhanpat

Majova, Nakhane Charity Nela (Industrial Psychology)

Minor dissertation: Counterproductive work behaviour, personality and trait based emotional intelligence: A South African personality inventory model profile analysis

Supervisor: Prof C Hill

Mavunga, George (Personal and Professional Leadership)

Minor dissertation: The culture of mid-level academic leadership at a comprehensive SA university

Supervisor: Prof LMM Hewitt

Meiring, Jessica Nancy (Industrial Psychology) **(with distinction)**

Minor dissertation: Work intensification as a mediator between flexible work and well-being

Supervisor: Prof CM Henn

Nyofane, Molefi Phillip (Leadership in Emerging Countries)

Minor dissertation: The Leadership Circumplex leadership styles and their relationships with employee engagement

Supervisor: Prof LMM Hewitt

Sithole, Nkateko Elaine Rose (Human Resource Management)

Dissertation: Effect of differences between preferred and provided rewards on organisational citizenship behaviour

Supervisor: Mr PD Chrysler-Fox

Co-Supervisor: Dr CM Mabaso

Skosana, Zandile Ria (Employment Relations) (**with distinction**)

Dissertation: Exploring the effectiveness and efficiencies of the Bargaining Council in the South African Public Service Sector

Supervisor: Dr CM Mabaso

17. Doctor of Philosophy

Abbott, Simon George (Information Technology Management)

Thesis: South African healthcare and the Fourth Industrial Revolution: New applications of technology

Supervisor: Prof AO Ade-Ibijola

Atiga, Oswald (Logistics Management)

Thesis: A comparative analysis of the public and private medical commodity supply chains in Ghana: The case of the last mile delivery in the Upper East region

Supervisor: Prof NM Pisa

Co-Supervisor: Prof J Walters

Duri, Babra (Transport Economics)

Thesis: The transportation needs of people with disabilities:
A means to universally accessible transport in the City of
Tshwane

Supervisor: Prof R Luke

Gamede, Nhlanhla Pascal (Information Technology
Management)

Thesis: Impact of digitalisation on socio-economic
development in emerging economies

Supervisor: Prof R Brink

Co-Supervisor: Prof C Marnewick

Green, Isobel (Tourism and Hospitality)

Thesis: Tourism for empowerment: Challenges and benefits
for women in the development of a creative cultural tourism
product

Supervisor: Prof JJ Saarinen

Lesabe, Rankgoang Andrew-Face (Employment Relations)

Thesis: Strategic value of harmonious employment relations
in the ICT sector

Supervisor: Dr CM Govender

Co-Supervisor: Dr CM Mabaso

Matshwane, Ontiretse Lesley (Information Technology
Management)

Thesis: A South African Municipal Information Technology Deployment and Integration Framework

Supervisor: Prof C Marnewick

Mdlongwa, Francis (Business Management)

Thesis: Survival strategies of South African legacy newspapers in the digital revolution

Supervisor: Prof E Bbenkele

Co-Supervisor: Dr DH Boikanyo

Salih Bakhit, Sara Ahmed (Information Technology Management)

Thesis: Big data for small businesses: Espousing an alternative approach to information security

Supervisor: Prof KN Njenga

Soga, Babalwa Vuyokazi (Public Management and Governance)

Thesis: A comparative analysis of the use of e-government services by small businesses

Supervisor: Prof S Vyas-Doorgapersad

FACULTY OF ART, DESIGN AND ARCHITECTURE CV AND LAUDATION

Human, Delene (PhD): Art History

Deléne Human has been a lecturer in Art Education at the University of Pretoria since 2014. Prior to registering for her PhD, she completed BA (Fine Arts) and MA (Fine Arts) degrees as well as a PGCE (Visual Arts), all with distinction, at the University of Pretoria. She has published scholarly articles in *De Arte* and *Pharos Journal of Theology* as well as accredited book chapters in edited volumes published by Bloomsbury and van Schaik, and has participated in numerous conferences and workshops, both locally and abroad.

In her important thesis, Deléne Human explores instances in which artworks made in South Africa between the 1950s and 1970s were banned or suppressed. She looks critically at the justifications that were given for proscription, and how these were linked to the values, attitudes and political imperatives of the ruling apartheid regime, considering also their consequences for the visual arts. While there had been prior studies of the censorship of literature and music in South Africa, this is the first in-depth study of visual art censorship during the apartheid years. In addition to being original, the thesis is the product of meticulous research and thoughtful analysis. In drawing on and interpreting a range of archival material, Dr

Human has produced a study that one of her examiners described as “a thoroughly researched and well written document, which succeeds admirably in meeting its stated aims” while also being “timely, relevant and interesting”.

Supervisor: Prof BL Schmahmann

COLLEGE OF BUSINESS AND ECONOMICS

CV AND LAUDATIONS

Abbott, Simon George (PhD)

Simon George Abbott holds a BSc Hons, an MBA, and a PhD in Business Science. He is a medical professional and an independent IT consultant.

His study presents 4IR artefacts that are targeted to impact the South African healthcare sector. New 4IR artefacts include a chatbot, therapeutic robotic designs, big data anonymisation algorithms, a trend analysis tool, and decryption tools for clinical notes. These tools were evaluated by experts in the South African healthcare industry who agreed that these tools will improve the provision of healthcare.

The study produced an aggregate of five articles including one book chapter (published), three international conference papers (published), and one journal article under review.

Supervisor: Prof AO Ade-Ibijola

Atiga, Oswald (PhD)

Oswald Atiga is a senior lecturer at the Procurement and Logistics Management Department of the Bolgatanga Technical University in Ghana. He holds a BEd (Arts) degree from the University of Cape Coast, a Postgraduate Diploma in Business Administration, and an MBA in Logistics and Supply Chain Management, both from Kwame Nkrumah University of Science and Technology in Kumasi, Ghana.

The candidate compared the factors affecting the efficiency of the medical commodity chains in the Upper East Region of Ghana. The study found significant differences in the availability of medical commodities, with private facilities having higher levels of commodity availability. The findings suggest that the public sector supply chains could benefit from particular interventions adopted in the private sector to improve the availability of medical commodities and overall service levels in public facilities.

Supervisor: Prof NM Pisa

Co-Supervisor: Prof J Walters

Duri, Babra (PhD)

Babra Duri is a part-time teaching assistant at the University of South Africa (UNISA). She holds a Master's in Transport Economics from UNISA and a Master's in Urban Studies from the University of Witwatersrand. In her spare time, Babra is a commercial farmer who specialises in horticulture.

The transport needs of people with disabilities are often marginalised, and their mobility is disproportionately low compared to others. The purpose of the study was to investigate the transport needs of people with disabilities in the City of Tshwane.

The study considered transport barriers from four perspectives (users, drivers, transport experts and observation audit). The results revealed that the key barriers are infrastructure design and maintenance; poor implementation of policies and legislation; lack of transport options; and drivers' attitudes.

Supervisor: Prof R Luke

Gamede, Nhlanhla Pascal (PhD)

Nhlanhla Pascal Gamede is a Chartered Management Accountant who holds a BCom Honours in Accounting and a Master's in Business Administration. He is the CEO of Kunene Health Care and co-founder of GigNet Digital.

His study explored digitalisation's impact on socio-economic development, focussing on individuals in emerging economies. The Digitalisation, Institutionalisation, Mobilisation, and Development (DIMD) model was developed to quantitatively assess the relationship between digitalisation and socio-economic development. The DIMD model validation indicated that digitalisation has a statistically significant influence on the socio-economic development of individuals.

The DIMD model can be applied by academics, practitioners, and institutions in evaluating the socio-economic mobility of historically disadvantaged individuals as a statistically modelled development index.

Supervisor: Prof R Brink

Co-Supervisor: Prof C Marnewick

Green, Isobel (PhD)

Isobel Green holds a Postgraduate Diploma in Heritage Conservation and Management, a Postgraduate Certificate in Higher Education and a Master's in Leisure Project Management. She is employed as a lecturer in the Department of Tourism and Hospitality at the Namibia University of Science and Technology (NUST), Windhoek. Currently, she is acting Head of Department overseeing both the academic programme and commercial NUST Hotel School.

Her study addressed how creative cultural tourism could support the empowerment of local communities, specifically women in community-based run projects, and allow for diversification of the tourism industry. The study used the exploratory mixed method approach. Key findings indicate that the demand is growing globally for creative cultural tourism products. Namibia has the potential to develop it; however, several challenges need to be addressed. Creative cultural tourism could further support the needed diversification for local economic development.

Supervisor: Prof JJ Saarinen

Lesabe, Rankgoang Andrew-Face (PhD)

Rankgoang Andrew-Face Lesabe consults in human capital as the Managing Director of Gaps Solutions.

His study explored management strategies for harmonious employment relations (ER) in the ICT sector in South Africa. Qualitative semi-structured interviews were thematically analysed identifying employee anxiety, unity, and leadership as themes. Managing business risk, cultural diversity, wellness, collective wisdom, and leadership results in harmonious ER. The study proposed the Harmonious Africanised Modern ER (HAMER) model using Ubuntu to drive workplace wellness, employee engagement and people integration.

Supervisor: Dr CM Govender

Co-Supervisor: Dr CM Mabaso

Matshwane, Ontiretse Lesley (PhD)

Ontiretse Lesley Matshwane holds a National Diploma (Information Technology) from the University of Johannesburg, a BTech IT (Knowledge Management) from Tshwane University of Technology, and an MTech (Information Technology) from the Cape Peninsula University of Technology. He is currently Head of Architecture and Design in the ERP domain in the Telecoms industry focussing on cloud transformation.

In local municipalities, IT is not manipulated to address inefficiencies in service delivery to their communities. An IT deployment and integration framework was developed to enable local municipalities to implement technologies fit for promoting efficient service delivery. Through a multi-case approach, various enabling or inhibiting factors for IT deployment and integration were identified. Co-operation between technological, organisational, and environmental factors should exist for the effective deployment of the framework.

Supervisor: Prof C Marnewick

Mdlongwa, Francis (PhD)

Francis Mdlongwa was employed in the world's news media industry for more than 30 years and in the education sector for media for another 20 years. He holds an MBA in Finance.

The study examined how four South African legacy newspapers responded to the impact of digital and social media in the advertising space. To this purpose, a multi-case qualitative research design and semi-structured interviews were used.

The thesis extends media management knowledge and theorisations on what successful newspapers in South Africa need to do to survive in an unchartered era. It identifies a range of reforms for the four newspapers to stay relevant competitors.

Supervisor: Prof E Bbenkele

Co-Supervisor: Dr DH Boikanyo

Salih Bakhit, Sara Ahmed (PhD)

Sara Ahmed Salih Bakhit holds a degree in Management Information Systems from Ahfad University in Sudan, a BSc Honours in Commerce from the University of Witwatersrand and a Master of Commerce in IT Management from the University of Johannesburg. She has worked as a data analyst and is currently a lecturer at a tertiary institute in South Africa.

Her doctoral study examined the factors that drive SMEs to adopt big data analytics and the information security challenges that follow. Applying the Grounded Theory approach, it provides a comprehensive analysis of the South African small business and the driving factors for big data adoption.

The study contributed a theory and a model to small and medium enterprises (SMEs), and it also supported the Fourth Industrial Revolution (4IR) application.

Supervisor: Prof KN Njenga

Soga, Babalwa Vuyokazi (PhD)

Babalwa Vuyokazi Soga graduated with a Bachelor of Technology in Office Management and Technology and Master of Technology in Public Management. Her career started as an administrative officer at the former Technikon Pretoria after which she furthered her experience in academic administration at several institutions. She now serves as the School Operations Manager at the Sefako Makgatho Health Sciences University since May 2021.

Her thesis examined how SMMEs in the cities of Johannesburg and Tshwane may benefit from the use of e-government. This qualitative study included interviews, questionnaires, literature and document reviews. Data were analysed using conceptual and documentary analysis. The study found that local governments are not helping SMMEs to overcome problems with finance, skills, infrastructural capacity, and access to technology. A framework is proposed to improve e-government services and maximise government support for small businesses.

Supervisor: Prof S Vyas-Doorgapersad



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National Anthem of South Africa

Nkosi sikelel' Afrika
Maluphakanyisw' uphondo lwayo,

Yizwa imithandazo yethu,
Nkosi sikelela, thina lusapho lwayo.

Morena boloka setjhaba sa heso,
O fedise dintwa le matshwenyeho,
O se boloke, O se boloke setjhaba sa heso,
Setjhaba sa South Afrika - South Afrika.

Uit die blou van onse hemel,
Uit die diepte van ons see,
Oor ons ewige gebergtes,
Waar die kranse antwoord gee,

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