

Welcome by HOD Prof Chris

As we rapidly move into the 2022 academic year, let us take a moment to reflect on the achievements of the department in 2021. In 2021, the department built on the successes of previous years and exceeded past achievements, despite the difficult circumstances brought on by the COVID-19 pandemic. One of the highlights of 2021 was the performance of our Continuing Education Programmes (CEP) division, led by Ms Yvette Boys. CEPs increased student enrolment to 625, up by 70 students when compared to 2020. The increase in student numbers also resulted in a rise in revenue and reserves. Owing to prudent financial governance, profitability margins also improved substantially. Secondly, the department hosted a number of events and webinars in 2021, notably the first departmental webinar under the School of Management in March, followed by the World Creativity & Innovation Week, hosted by Prof Ziska Fields. These events were followed by the inaugural Entrepreneurship Winter School in July, conceptualised by Prof Thea Tselepis. This event was followed by an entrepreneurship research



webinar in August 2021.

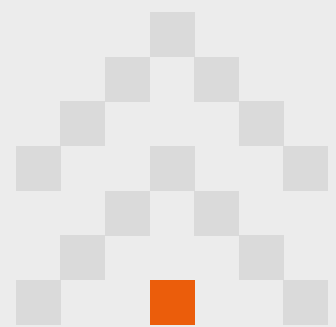
Thirdly, the department also rolled out a new qualification, name the Postgraduate Diploma in Business Management, after receiving approval from SAQA. Enrolments for this qualification exceeded both targets and expectations. I sincerely thank the coordinator, Dr Chuma Diniso, as well as the administrator, Ms Ida Smit, for their efforts in rolling out this new programme. Fourthly, the department was also involved in numerous Teaching & Learning Innovations, such as 'Business Ethics from an Intercultural Perspective' (Dr Anoosha Makka), TRACE online project (Ms Joyce Sibeko), Integrating MOOCs in small business modules (Ms Joyce Sibeko), JSE Challenge (Ms Suzaan Hughes), Gamification project (Ms Suzaan Hughes), as well as a proposal toolkit development (Prof Thea Tselepis).

In terms of research, the department exceeded its targets, ending the year on 47 Research Output Units, predominantly in the form of journal articles. Prof Thea Tselepis also continued with a project (Researchers Unite) to assist emerging researchers. The department also hosted its annual writing retreat at Glenburn Lodge, with thanks to Prof Geoff Goldman for sourcing the necessary funding. Prof Goldman, editor of the journal *Acta Commercii*, also led the journal to Scopus accreditation. Other achievements included a number of MOUs being drafted, as well as best paper and book awards. The department also continued to grow its number of visiting scholars and is currently home to 18 visiting scholars.

In terms of Human Resource matters, two new staff members joined the department. Dr Naude Malan joined the department as a Senior Lecturer, and Mr Alfred Tshabangu as an Administrative Assistant. The department also grew the number of NRF-rated researchers, with Prof Shepherd Dhlwayo receiving an NRF C-rating. Prof Dhlwayo also won the Vice-Chancellor's Teaching



DEPARTMENT OF BUSINESS MANAGEMENT



Award. A number of staff members were also appointed to editorial and other boards, both nationally and internationally. Dr Anoosha Makka joined the Emerging Leadership Development Programme and Prof Natanya Meyer the Women in Research Development Programme.

Last but not least, the department simplified its Programme Qualification Mix, by reducing its number of CEP qualifications, making the MPhil Business Management dormant, finalising the new Business Management (undergraduate) curriculum, as well as adding Sustainability as an elective to the MCom Business Management.

These achievements would not have been possible without the hard work and dedication of the academic and support staff within the department, as well as the many temporary staff members who dedicate their time to the department. Thank you!

New staff members

Ms Tiyani Baadjie

Lecturer, Soweto Campus

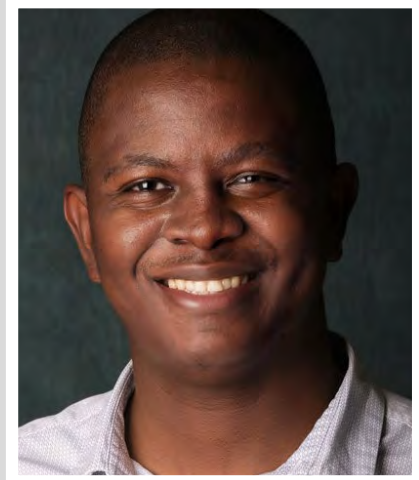
Tiyani Baadjie is a business management lecturer at the University of Johannesburg. Her research is situated in the business management field, focusing on entrepreneurship and developing an entrepreneurial mindset in university graduates across various disciplines. She was a postgraduate fellow and a lecturer at the University of South Africa before joining UJ. She published an article on entrepreneurial development for petroleum wholesale SMEs in South Africa. She is currently pursuing her PhD – a well-rounded person with industry and business experience.



Dr Eugene Maziriri

Senior Lecturer, Auckland Park, Kingsway Campus

Dr Eugene T. Maziriri joined the Department of Business Management at the Kingsway Campus, since 1 May 2022. He is a Y-rated scientist of the National Research Foundation (NRF). He specialises in the field of Entrepreneurship and Business Management, specifically in the development of SMEs in this ever-changing business milieu. He is an active researcher with more than 70 publications published in local and international accredited journals. He has also presented papers at local and international conferences. He serves as an Editorial Board member for the *Southern African Journal of Entrepreneurship and Small Business Management* (SAJESBM), a peer-reviewed journal that is aimed at providing practical guidance and empirical evidence to researchers and practitioners specialising in the entrepreneurial and business management fields. Furthermore, he has supervised nine master's students and one doctoral student. In the sporting arena, Dr Maziriri is a soccer lover. Locally, he is a staunch Orlando Pirates supporter who hardly misses Orlando Pirates home matches. In Europe, Dr Maziriri is a diehard Liverpool fan.



Teaching and Learning – Online learning to back on campus

Lecturer's perspective

Mr Semanga Mabuza

Assistant Lecturer,
DFC, APB and SWC

Last year when I was appointed in the department as an Assistant Lecturer, I was asked to teach Entrepreneurship 3B with Dr Malan. It was exciting, especially seeing that I was a senior tutor and rendered tutoring sessions online during COVID-19 and contact sessions pre-COVID. This year we had to come back to campus to the physical lecture hall after two years of online learning. We had to apply a blended approach. The transitions have proven equally arduous, if not more challenging than before. Hybrid learning has recently replaced online learning following the relaxation of COVID-19 regulations, but there have been notable challenges, such as difficulties in maintaining student engagement, as it is a challenge to keep students in the classroom and remote learners similarly engaged to deliver an equal educational experience. Troubles with sound or pictures were also noted due to malfunctioning devices, including problems such as connecting to a live stream or other technical challenges. Related to the shift between online and contact learning, it is also difficult to determine whether the decline in academic achievement is due to the transition. This is an opportunity for all of us to learn.



Student perspective

Mr Sikuyo Makhaye

Senior undergraduate student



Online learning was quite simple – there was not much pressure, because I was learning from the comfort of my home. The Blackboard platform made things easy, in terms of attending online classes and contacting lecturers. The only problem I had was that I spent the entire year without knowing 90% of my classmates. Coming back to campus was scary for the first few weeks because I felt like a first-year student whereas I am considered a senior. Finding my way around campus was a nightmare because I kept getting lost a couple of times and arriving late for class because I could not find the venue. It was frustrating for a while, but once I got used to the campus and how things work, it became much better. I started meeting new people and making new friends. There are some genuinely nice people on campus, getting to experience the diversity of cultures that are on campus is a wonderful experience. Having a group of peers I can study with is one of the main reasons why I enjoy being back on campus. Getting to see the facilities that are available to us simply because you are a student at UJ is so amazing. Personally, I am enjoying the gym and the sport grounds, specifically the soccer facilities. I prefer being on campus more than online learning.

Promotions

Journey to Professorship

Prof Chris

(Associate Professor)

Prof Chris Schachtebeck was promoted from Senior Lecturer to Associate Professor in October 2021. Prof Schachtebeck joined UJ in 2012 as a Lecturer. He completed his PhD in Business Management in 2018 and was promoted to Senior Lecturer shortly thereafter in 2019. Since his last promotion, Prof Schachtebeck has maintained an upward trajectory in research productivity, publishing 12 articles and 6 conference proceedings and generating 6.61 ROUs. He has to date supervised to completion 23 honours students and 7 master's students. He carries a substantial supervision load with 6 doctoral, 3 masters and 2 honours students. He also serves as associate editor of two journals, active on one editorial board, has published one book chapter and is a reviewer for a number of international journals. From 2018 to 2019, he served as the coordinator of the award-winning MCom Business Management, making substantial enhancements to the programme, which resulted in

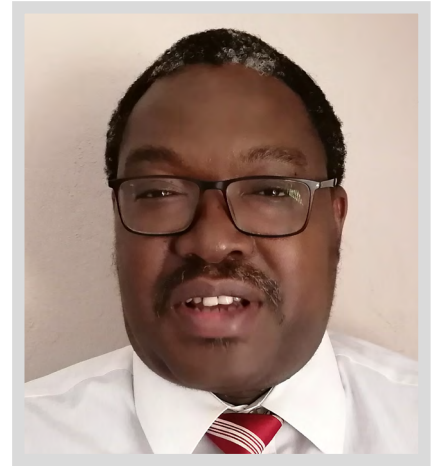




increased operational efficiencies, and a unique research-focused coursework master's programme. He was subsequently appointed as Head of Department from 2020-2022, leading one of the largest departments in the university with almost 50 full-time staff members. Under his leadership, the department has refined its value proposition, streamlined its PQM, grown the number of NRF-rated researchers, significantly increased third-stream revenue and promoted a number of academics. Under his leadership, the department has also recruited 15 special appointments in a period of 18 months. He is involved in the Entrepreneurship in Higher Education (EDHE) Community of Practice, as well as with the Allan Gray Orbis Foundation where he acts as a mentor. He has also built substantial international partnerships with universities in Kenya, Canada and Poland.

Prof Pooe (Full Professor)

My academic journey started when I was employed at the Standard Bank, soon after graduating with my first degree. I was placed on a Management Development Programme, during which time I received a lot of training on all aspects of the retail bank from customer services to foreign exchange to credit management. So, for quite some time, my job was to learn. When learning was no longer my job, I left the bank. In the meantime, I started to position myself for a job whose purpose was to learn. Academia became the obvious choice! Needless to say, since joining academia, I have never stopped learning from the ranks of a lecturer to where I am today as professor in the department. I wish to thank the Vaal University of Technology for the support I received over the years, and now the University of Johannesburg for me to achieve what I have managed to achieve. In the process, I have managed to publish nearly 50 articles in journals and conference proceedings, supervised 10 doctoral and 16 master's students to completion. I have also examined over 50 master's dissertations and theses from a number of universities. In September 2020, I was appointed to serve as a committee member for the review of applications submitted in the National Research Foundation (NRF) THUTHUKA Research

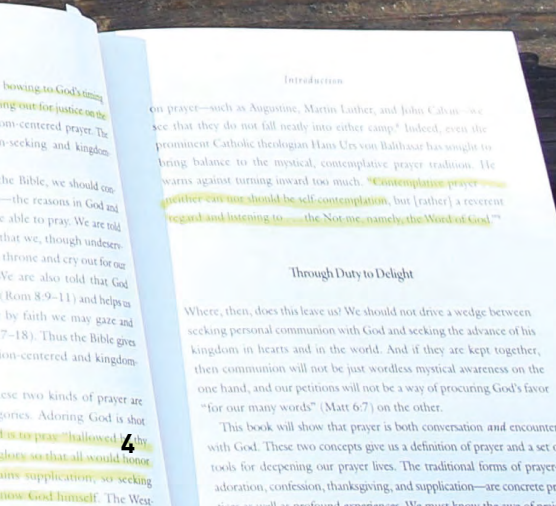


Programme Call. I have also been invited on occasion by the NRF to assist in evaluating the quality, impact and standing of the research portfolio of some applicants for researchers' NRF rating purposes. I look forward to making further contributions in other areas as I collaborate along with my colleagues. I promise to quit my job when learning is no longer part of it!

Alumna 2022 graduate

Ms Sookhoo Genevieve BCom Hons: Strategic Management (with distinction)

At the beginning of 2021, my goal was to graduate Honour's with a distinction. However, very quickly into the year I realised that it was more challenging than I had anticipated. Grappling with stress and anxiety every day almost resulted in me dropping out. I was ready to give up, but I remembered that in order to achieve my goal, I needed to make sacrifices. Keeping this in mind, my whole attitude changed. I achieved a distinction by embracing failure as an opportunity to grow and build resilience. I accepted the fact that mistakes will be made but used it as a means for self-improvement and personal development. Fortunately, throughout my experience, I had incredible lecturers who recognised my untapped potential and equipped me with the necessary guidance and support to overcome difficulties and use my strengths. Furthermore, I was able to take full advantage of the UJ facilities available and they were extremely accommodating in the



transition from in-person to online. UJ provided a platform for me to build my own internal motivation and work collaboratively towards common goals, essential skills needed for the working environment.

After university there are many graduate opportunities and internships, but the market is very competitive. Patience is a virtue when applying for jobs, but consistency is key. Receiving rejection after rejection was daunting and it felt as though getting a job was impossible but thankfully I was blessed with a financial advisory internship in February this year, which felt so rewarding. I am learning so much about the insurance industry, it is giving me the opportunity to apply my knowledge and gain practical experience. I have been exposed to such a diverse, inclusive and innovative workplace culture, which is dedicated to improving the lives of people. The journey has not been easy and there is still a long way to go but I am so grateful for all I have accomplished thus far. Thank you to God for giving me the courage and strength throughout this journey and thank you to my parents for your love and support. To all the students and fellow graduates "Never give up because great things take time."

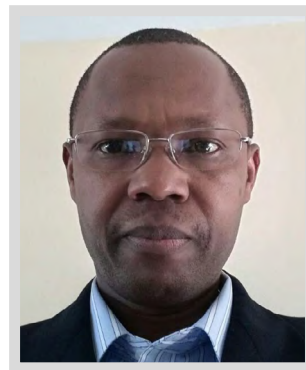


Achievements

- Vice-Chancellor Teaching Award – Prof Shepherd Dhliwayo
- NRF C3-rating – Prof Shepherd Dhliwayo
- NRF C3-rating – Dr Vivence Kalitanyi
- NRF Y2-rating – Prof Chris Schachtebeck
- Honorary Doctorate (Poland) – Prof Cecile Nieuwenhuizen
- PhD: Business Management – Dr Alfred Dingi Masakale
- MTech: Operations Management – Mr Semanga Mabuza
- Advanced Certificate: Business Management in Project Management – Ms Mmamokintlana Molaba



Prof Shepherd Dhliwayo



Dr Vivence Kalitanyi



Prof Chris Schachtebeck



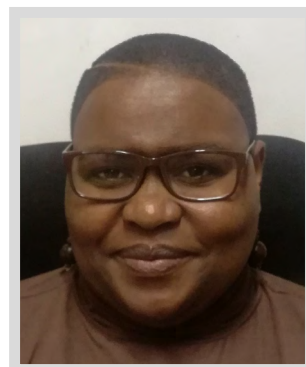
Prof Cecile Nieuwenhuizen



Dr Alfred Dingi Masakale



Mr Semanga Mabuza



Ms Mmamokintlana Molaba

PhD Journey

Dr Dingi Masakale

My PhD journey was very interesting indeed. When I started the journey I had some doubts, but also knowing that I will finish it. I faced a lot of challenges, especially personal ones, when my own personal issues were a barrier to my progress. This journey allowed me to face who I am and, most importantly, to develop emotional intelligence and resourcefulness. On the journey, I discovered myself, my limitations, what it is that normally stops me from pursuing my goals and also how emotions play a role in motivating myself. I developed the ability to take criticism, which is something that I struggle with a lot, sometimes literally spending weeks without looking at what the supervisor had reviewed and advised I should change. Academia is the terrain of criticism and am so glad that I realised this, which contributed a lot to recognising my own blind spots. I found doing a PhD very challenging and I realised that I needed to grow; that is why I'm of the view that I truly am who I am today because of the journey.

My focus was never on the piece of paper I would get at the end of the journey, but on what I could become in the process. Advice I will give to potential PhD students is to never take criticism personally, because that's part of the journey and what pushes you from your comfort zone to open your wings and fly. I also learned to sacrifice – to wake up early in the morning in order to make it happen because most of us have dreams but we really allow life to get in the way. Without me dedicating time, such waking up at 3 o'clock in the morning, I wouldn't have finished his journey, because once you get into the work mode of the week, you forget that you are doing a PhD.

In closing, I truly am grateful to my late parents for their sacrifices that gave me an education fund for UJ, specifically allowing me to be who I am today to finish my PhD studies. I truly believe that as long as you are dedicated to it and believe in yourself, this journey can be done and you can finish your PhD study.

Graduation



Dr Alfred Dingi Masakale



Mr Semanga Mabuza



Ms Molaba Mmamokintlana



Prof Dhlwayo Shepherd receiving the Teaching Excellence Award



World Creativity & Innovation Week/Day

The Department of Business Management invites you to participate in the **World Creativity and Innovation Week** taking place in the week of 19-22 April 2022. Submit your celebration to Prof Ziska Fields at ziskaf@uj.ac.za

We also invite you to attend a webinar series that celebrates **Creativity, Innovation and Collaboration**.

PROGRAMME



DATE 19 April 2022
TIME 13:00 – 15:00
SPEAKER Prof Ziska Fields
TOPIC PROTOTYPE THINKING FOR ECO-INNOVATION
LINK <https://zoom.us/j/97732644276>



DATE 20 April 2022
TIME 10:00 – 11:30
SPEAKER Michael Lee
TOPIC "SpeakUP" innovation IS collaboration (INTERACTIVE WORKSHOP)
LINK <https://zoom.us/j/94512903062>



DATE 21 April 2022
TIME 10:00 – 11:00
SPEAKER Jean François Thiriet and Elisabeth Falcone
TOPIC FROM COLLABORATIONS TO GENERATIVE COLLABORATIONS
LINK <https://zoom.us/j/94512903062>



DATE 21 April 2022
TIME 11:00 – 12:00
SPEAKER Dr Julien Bucher
TOPIC WHY IMAGINATION MATTERS AND HOW IT RELATES TO INNOVATION AND CREATIVITY
LINK <https://zoom.us/j/94512903062>



DATE 22 April 2022
TIME 10:00 – 11:00
SPEAKER Muyiwa Fasakin
TOPIC THE ROLE OF CREATIVE COLLABORATION IN BUILDING A SELF-SUSTAINING SOCIETY
LINK <https://zoom.us/j/94512903062>



Previous events

Prof Ziska Fields

World Creativity and Innovation Week/Day – April 2022

The University of Johannesburg celebrated the WCIW/D on 19-22 April 2022. The theme for the WCIW/D celebrations worldwide was COLLABORATION.

UJ's celebration was in the form of a seminar series. Five speakers shared their views on creativity, innovation, and collaboration. There were two speakers from South Africa, one from France, one from Germany, and one from Nigeria. The topics were 'Speak UP, innovation is collaboration,' 'From collaborations to generative collaborations,' 'The role of creative collaboration in building a self-sustaining society,' 'Prototype thinking for eco-innovation, and 'Why imagination matters and how it relates to innovation and creativity.'

UJ's Vice-Chancellor, Prof Tshilidzi Marwala, recorded a special video highlighting the importance of innovation, the Fourth Industrial Revolution, and higher education. Students made videos to include in the celebration, adding their unique voices regarding creativity, innovation, and collaboration.

In total, 436 people were reached, and 95 were engaged on Facebook.

Upcoming events

- Enactus National Competitions – July 2022
- Entrepreneurship Winter School – July 2022
- Mandela Day – July 2022
- Business Clinic Launch – August 2022

Editorial Team

The next publication will be the Indaba Newsletter: Community Engagement Edition. Write to the editor if you want your community engagement project to be featured in the next edition. The deadline for submitting stories is 22 July 2022. Email your story to Lawrance Seseni using this email address: lawrences@uj.ac.za. It is expected that the next edition will be published mid-August 2022. Thank you!

Editors:

Mr Lawrance Seseni
Mr Semanga Mabuza

