



Graduation Programme

The Future. Reimagined.





Dear UJ Graduate

At the University of Johannesburg (UJ), graduation not only signifies an academic milestone but also represents the emergence of a new cohort of leaders. Our objective has been to empower you as leaders who are primed to face the challenges of an ever-changing world defined by a plethora of challenges and opportunities. As you navigate these great societal shifts, we hope that your time at UJ will serve as a constant source of reference and inspiration. As we have sought to demonstrate, the Fourth Industrial Revolution (4IR) presents the opportunity for the exploration of new and exciting spheres, and you are uniquely poised to navigate this terrain. Our focus at UJ has been to create graduates who are agile, curious, and able to be active participants against this backdrop.

Your graduation today serves as a celebration of this momentous achievement! I want to take this opportunity to remind you that you now represent the privileged few in our country. You are uniquely poised to address some of the serious challenges we face and a qualification from UJ will stand you in good stead!

At UJ, you have encountered the finest academic minds from diverse backgrounds, spanning across the world as well as innovative technology-rich approaches to teaching and learning. As a result, UJ's global stature and academic robustness are recognised by the most prestigious global higher education ranking systems in the world. UJ has become a competitive player, not only in South Africa but also on the continent. You are an important part of this story.

We welcome you as a new member of our esteemed alumni community, which is making a lasting impact on society. We encourage you to join the UJ Alumni Network and become an active member of the University Convocation, which affords you an opportunity to make a significant contribution to our academic projects and beyond. Our promise in return to you is that we will continue to build UJ as an international university of choice, anchored in Africa, dynamically shaping the future.

Congratulations on this significant achievement. We look forward to witnessing you reimagine the future!

Prof Letlhokwa Mpedi
Vice-Chancellor and Principal
University of Johannesburg

**Welcome to the
Graduation Ceremony of the
University of Johannesburg
13 April 2023 at 13:00**

**Welkom by die
Gradeplegtigheid van die
Universiteit van Johannesburg
13 April 2023 om 13:00**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
13 Moranang 2023 ka 13:00**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
13 kuMbaso 2023 ngele-13:00**

UNIVERSITY OF JOHANNESBURG

CHANCELLOR

Dr P Mlambo-Ngcuka

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

MEMBERS OF THE MANAGEMENT EXECUTIVE COMMITTEE

VICE-CHANCELLOR AND PRINCIPAL

Prof LG Mpedi

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

DEPUTY VICE-CHANCELLOR: ACADEMIC

Prof S Khan

BSc, BSc Hons, MSc, PhD (UWC)

DEPUTY VICE-CHANCELLOR: RESEARCH AND INTERNATIONALISATION

Prof S Sinha

BEng, MEng, PhD (UP)

REGISTRAR

Prof B van Vuuren
BSc, BSc Hons, MSc, PhD (UP)

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, DBA (Heriot-Watt, UK)

SENIOR EXECUTIVE DIRECTOR

Dr N Vukuza
BA (Fort Hare), BA Hons (Rhodes), DTE (UNISA), MA (Wits),
PhD (SUN)

GENERAL COUNSEL

Mr D Pretorius
BCom, LLB, LLM (NWU)

EXECUTIVE DEANS

COLLEGE OF BUSINESS AND ECONOMICS

Prof L Ntsalaze

BCom, BCom Hons (NMMU), MPhil (UCT), PhD (SUN)

FACULTY OF ART, DESIGN AND ARCHITECTURE

Prof D Smal (Acting)

NDip, NHDip Clothing (TP), MTech Fashion (TUT),
DTech Design (CPUT)

FACULTY OF EDUCATION

Prof N Petersen

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

FACULTY OF ENGINEERING AND THE BUILT ENVIRONMENT

Prof DJ Mashao

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

FACULTY OF HEALTH SCIENCES

Prof A Temane (Acting)

BNSc (UNW), MCur (RAU), PhD (UJ)

FACULTY OF HUMANITIES

Prof K Naidoo

BA, BA Hons, MA (UDW), DTE (Unisa), PhD (Manchester, UK)

FACULTY OF LAW

Prof W Domingo

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

FACULTY OF SCIENCE

Prof R Meijboom (Acting)

M (Groningen, Netherlands), PhD (UCT)

DEAN

JOHANNESBURG BUSINESS SCHOOL

Dr R Carolissen

BSc, BSc Hons, MSc (UWC), BBA Hons,
MBA (SUN), MCom (NWU), PhD (UWC)

MEMBERS OF COUNCIL

CHAIRPERSON

Ms X Kakana

DEPUTY CHAIRPERSON

Dr Y Ndema

MEMBERS

Prof H Abrahamse

Mr FM Baleni

Ms S Dlamini

Ms K Gugushe

Prof D Hildebrandt

Ms K Khumalo

Ms B Madikizela

Mr M Mahlasela

Mr M Manana

Ms L Mateza

Dr A Mokoena

Ms N Molope

Prof LG Mpedi

Mr LM Mpunzi

Ms NP Mvubu

Dr WP Rowland

Ms JA Schreiner

Prof A Strydom

Mr T Thobejane

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!

COLLEGE OF BUSINESS AND ECONOMICS

QUALIFICATIONS

1. **Baccalaureus Artium (Human Resource Management)**

Ntshingila, Sithembiso

Sibeko, Banele Hector

Watson, Nasreen Suraya

2. **Baccalaureus Commercii (Human Resource Management)**

Mamabolo, Keitumetse Rose

Mdluli, Siphesihle

3. **Bachelor of Human Resource Management**

Brink, Ashley

Chauke, Abraham

Chetty, Chanel Jade (**with distinction**)

Crotz, Crystal Taylor

Dlamini, Minenhle Mthobisi

Dlamini, Siphamandla

George, Terence Christopher

Gumbi, Lisa

Kekana, Mogoshadi Tokollo

Khaude, Tshepo
Khumalo, Tisetso
Kudus, Radiyyah
Lebeko, Koketso
Lebone, Tshiu Kananelo
Maake, Stephunos
Maganya, Humbulani
Malahlela, Violet Makgomo
Maluleke, Hlonipho Mortions
Mathonsi, Beketele Patience
Mathys, Duncan Elrich Fikile
Mbambo, Nonhlanhla
Mngomezulu, Tibuyile Nkhomotabo Sebenele
Mocheke, Katlego
Mofokeng, Karabo Carol
Mohapi, Lehlohonolo Simon
Mphahlele, Tintswalo
Mthombeni, Silindokuhle
Mtolo, Nhlanhla
Munisi, Promise
Ndlovu, Andile Trevor
Nkunzi, Mihlali
Pontula, Refilwe Prudence Sara
Rapapa, Mohlomi Azael
Setsome, Omogolo
Truter, Mika
Tyalintsika, Themba
Vilakati, Sikhulile Nokubonga
Vukeya, Mafunda Promise

4. Bachelor of Commerce in Industrial Psychology

Buthelezi, Zamokuhle
Cassim, Yusuf
Collophen, Danielle (**with distinction**)
Danca, Nomfundo
Dawson, Damian Anthony
Jurgens, Rhys
Kabulu, Eliza Sibongile (**with distinction**)
Madikizela, Qiqa
Maliga, Evidence
Masuku, Siyanda Mfanelo
Maswanganye, Athalia
Mathikhi, Mpho
Matlou, Kgaugelo Jacob
Matthews, Jade
Mkhwanazi, Shihluke
Mmako, Reatlegile Itumeleng Millicent
Mncwabe, Phiwokuhle Sindiswa
Mofokeng, Mpho Vincent
Moloi, Nthabeleng (**with distinction**)
Molosiwa, Poppy Caroline
Morabe, Nthabiseng
Mosia, Relebohile
Motadinyane, Neo
Mphaphuli, Thama Taylor
Msweli, Nonceba Precious
Naik, Dhriti Simran
Netshivhulana, Lutendo
Nkunkumana, Abongile Ntobeko

Sekome, Matshepho
Shange, Nontobeko Precious
Shongwe, Gwendolyn Temantimandze
Silubane, Dimpho Shamaine
Singo, Azwiitiwi
Stanley, Lanika
Thole, Princess Bafentse
Tshabangu, Phakamani
Volkwyn, Anton

5. Bachelor of Arts Honours in Human Resource Management

Bhovan, Anjali
Fisher, Carlin Samantha
Goodall, Ashleigh Caitlin
Karombo, Chiedza Lotricia
Lekwalo, Realeboga
Masenya, Portia Lesego
Mdluli, Pearl
Mlambo, Rodine Lindelo
Msomi, Zusiphe
Ndzukuma, Sinesipho
Nyanhongo, Kiara Nyasha
Petersen, Neha Bibi (with distinction)
Ramabelesa, Malekotsi Adelaid
Zulu, Siphamandla Hopewell

6. Bachelor of Arts Honours in Industrial Psychology

Apie, Kanya

Bangani, Sibabaliwe

Gaud, Natacha Bianca Isabelle (with distinction)

Mabotsa, Samantha Koketsho

Mahontsi, Nhlamulo

Malwane, Ginocca Sibongile

Mamatsharaga, Mualusi

Mbentse, Tlangelani Chantel

Mgenge, Zothile Nokuphiwa

Modiba, Gomolemo Oteng

Mofokeng, Mamoratwe Elizabeth

Mokwala, Nelly Ramadimetse

Ndebele, Nokuphila Zinhle

Ndlovu, Amogelang Senziwe

Ngcobo, Nothando

Nkosi, Beauty Nonhle

Nyirenda, Tshiamo Lenah

Phalane, Elaine Sebolawe

Skosana, Khutsanane

7. Bachelor of Commerce Honours in Human Resource Management

Baloyi, Mercy Tebogo

Blacher, Laurie Tali

Botlhoko, Tebogo Jeremia

Fransman, Kayleigh Tia
Kekana, Kagiso Pretty
Kwenane, Itumeleng Tshegofatso
Magomane, Mmampe Felicia
Majola, Wesley
Manzini, Siphon
Mashabela, Phumelelo Syria
Mavuso, Nokwanda Measper
Mccoll, Tegan Camryn
Mkondwane, Thokozani Roger
Mohlala, Nthabeleng Setlogago
Mothibi, Nancy Naome
Mthombeni, Elizabeth Naledi
Nkomo, Msawenkosi
Radibotseng, Tshegofatso Desree
Riba, Refilwe Moribisane
Sithole, Dorcas Tabitha

8. Bachelor of Commerce Honours in Industrial Psychology

Govender, Alyssa
Haffejee, Safiya
Letshabo, Dineo
Lotriet, Etienne Dirk
Madondo, Sisanda
Makwakwa, Nokuthula Charmane
Manganye, Thembi
Mashiyane, Lerato Sabelo
Mofokeng, Thato

Moropene, Mahlatsi Elizabeth
Motloung, Dineo Karabo
Nxumalo, Sbusisiwe Mbali Phumelele
Semela, Thabile Noluthando Itumeleng
Teles, Tanea Abreu
Tshabalala, Sebongile Josephinah
Zulu, Thulani Ntokozo

9. Master of Commerce

Beharrie, Tashrequa Margaret (Industrial Psychology)
Minor dissertation: Emotional labour as experienced by women in leadership positions
Supervisor: Ms T Mabitsela

Fayard, Kiana Ursula (Industrial Psychology)
Minor dissertation: Young male graduates' ability to handle stress when transitioning from university to the workplace
Supervisor: Prof CH Mayer

Mabude, Cikizwa (Employment Relations) **(with distinction)**
Dissertation: Exploring the role of employee participation on labour unrest in a South African mining organisation
Supervisor: Dr CM Mabaso
Co-Supervisor: Dr J Mitonga-Monga

Naidoo, Vurshayna (Industrial Psychology)

Minor dissertation: The effect of career adaptability and vocational identity on the levels of subjective wellbeing

Supervisor: Prof P Nel

Co-Supervisor: Ms T Mabitsela

Ngobeni, Dzunani Azania (Strategic Human Resource Management)

Minor dissertation: The influence of the psychological contract on employee engagement in a South African bank

Supervisor: Prof MD Saurombe

Co-Supervisor: Dr RM Joseph

Nkomo, Lungisani (Strategic Human Resource Management)

Minor dissertation: Female representation in technical roles within the performing arts industry

Supervisor: Prof MD Saurombe

Nkwe, Loveynia Lerato (Employment Relations)

Dissertation: A proactive retirement transitioning framework for the transport sector

Supervisor: Dr CM Govender

Co-Supervisor: Mr XE Knight

Nyamutumbu, Dexter Chakanaka (Industrial Psychology)
(with distinction)

Minor dissertation: Personality and innovative work behaviour: A South African study

Supervisor: Dr N Morton

Co-Supervisor: Prof C Hill

Tiro, Batsile July (Employment Relations)

Dissertation: The influence of trade unions on leadership decision-making

Supervisor: Dr MD Magau

10. Master of Philosophy

Gumede, Mavela True-man Zimele (Human Resource Development)

Dissertation: Effectiveness of human resource development in the South African education sector

Supervisor: Dr CM Govender

Jordaan, Cynthia Christine (Leadership Coaching)

Minor dissertation: Boundaries between business coaching and therapeutic interventions

Supervisor: Mrs MM Booysen

Co-Supervisor: Prof LMM Hewitt

Malesa, Mahlatse (Industrial Psychology)

Minor dissertation: The impact of emotional labour on teachers in public and private schools during the COVID-19 pandemic

Supervisor: Prof C Hoole

Mekgwe, Simon Khotso (Industrial Psychology)

Minor dissertation: Understanding the work identity of Black emerging adults in South African townships

Supervisor: Ms L Sekaja

Mukhawa, Jeffrey (Employment Relations)

Dissertation: The effect of organisational culture on stakeholder relationships

Supervisor: Dr MD Magau

Myeni, Thembekile Promise (Personal and Professional Leadership)

Minor dissertation: The lived experience of young Black professionals in accelerated leadership development programmes

Supervisor: Dr AR Wort

Ndlovu, Terrance (Employment Relations)

Dissertation: The impact of organisational trust on collective bargaining

Supervisor: Dr MD Magau

Sekoboane, Itumeleng Antonnette Faith (Leadership in Emerging Economies)

Minor dissertation: Workplace challenges as a result of disconnectedness

Supervisor: Dr AR Wort

11. Doctor of Philosophy

Chabaya, Blessing (Employment Relations)

Thesis: Harmonisation of conditions of employment after insourcing in South African higher education

Supervisor: Dr CM Govender

Munsamy, Mervin Gonaseelan (Leadership in Performance and Change)

Thesis: A digital leadership competency framework in the era of 4IR

Supervisor: Prof EN Barkhuizen

Co-Supervisor: Prof N Dhanpat

Chabaya, Blessing (PhD)

Blessing Chabaya holds an Honours degree in Industrial Psychology from Rhodes University and a Master's degree in Human Resources and Labour Relations from Nelson Mandela University. She lectures in the Faculty of Economic and Management Sciences at the University of Pretoria.

She explored harmonising employment conditions in South African higher education. Using a sequential multi-method qualitative design with thematic analysis, her findings reveal that labour legislation and ILO principles were significant to harmonisation; challenges arose from internal and external institutional factors; and improved employee morale and the promotion of a decent work agenda accrued to insourced employees. Her proposed Management Framework for Harmonising Conditions of Employment after Insourcing guides management towards harmonious workforce employment.

Supervisor: Dr CM Govender

Munsamy, Mervin (PhD)

Mervin Munsamy is currently the Country Human Resources Manager of ABB and is responsible for overseeing the HR Function for Southern Africa and serving the Regional Labour Relations Centre of Expertise. Mervin holds an MCom in Human Resource Management from the University of Johannesburg and an MBA in Management from Milpark Business School.

His study developed and validated a digital leadership competency framework applying a sequential mixed-methods research design. Data was collected using interviews with management (N=11) and a newly developed questionnaire (N=241) from an automobile company.

Combined, the analyses confirmed six leadership competencies: embracing digital technologies, facilitating the digital drive, leadership digital skills, establishing a digital culture, leadership digital adaptiveness and resilience, and digital competitive intelligences. The study presents a validated digital leadership competency framework to promote 4IR leadership practice.

Supervisor: Prof N Barkhuizen

Co-supervisor: Dr N Dhanpat

Join UJ Alumni Connect

Alumni connect allows you to re-connect with UJ graduates and use the trusted UJ community to find a mentor or to offer mentorship.

Visit: www.ujalumni.co.za

Digital Certificates and Qualification Verification

Digital certificates allows you to:

- View your qualification certificate/s
- Share your qualification documents with employers / Third Parties
- Order reprints of your certificate/s, Academic record or Transcript Supplement

Employers and Third Parties can connect with alumni to:

- Verify their qualification
- View their qualification documents

Qualification verification between an alumni and third parties are at no cost.

Visit: <https://digitalcertificates.uj.ac.za>

E-Academic Record

Get your E-Academic record at no cost.

Visit: www.uj.ac.za/academic-records



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.