



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
8 May 2023 at 09:30**

**Welkom by die
Gradeplegtigheid van die
Universiteit van Johannesburg
8 Mei 2023 om 09:30**

**Le a Amogelwa
Moletlong wa Dikapešo wa
Yunibesithi ya Johannesburg
8 Mopitlo 2023 ka 09:30**

**Niyamukelwa
eMcimbini wokweThweswa kweZiqu
weNyuvesi yaseJohannesburg
8 kuNhlaba 2023 ngele-09:30**

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 K Gugushe

Prof D Hildebrandt

Prof S Khan

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!

FACULTY OF ART, DESIGN AND ARCHITECTURE

QUALIFICATIONS

1. Master of Arts (MA): Design

Archary, Vijayandren

Dissertation: Applying Human-Centered Design principles to the South African ballot design to mitigate challenges to free and fair elections.

Supervisor: Prof JD Pretorius

Edwards, Candice (with distinction)

Dissertation: Both sides of the coin: A rhetorical investigation of the SA25 commemorative circulation coin designs as a visual construct of South African national identity.

Supervisor: Dr M Groenewald

Fritz, Gershwin Antholston Nehemiah

Dissertation: Digital characters for communication, education and branding at the University of Johannesburg.

Supervisor: Prof AT Ambala

Naidoo, Kailashnee

Dissertation: City Sanctums: the rhetoric of selected examples of Hindu religious architecture in South Africa.

Supervisor: Dr M Groenewald

Venter, Megan

Dissertation: Graphic Design students' perceptions of visual plagiarism.

Supervisor: Prof JD Pretorius

Special Award

Faculty of Art, Design and Architecture

2. Chancellors Medal for the Most Meritorious Master's Study for 2022

Langa, Zanele Cindy

Master of Architecture (with distinction)

COLLEGE OF BUSINESS AND ECONOMICS

QUALIFICATIONS

3. Bachelor of Commerce

Baloyi, Matimu Carrol (Accounting)
Chauke, Mikateko Grace (Accounting)
Chivasa, Precious Kudzai (Accounting)
Kgetsi, Dimpho (Finance)
Maluleke, Fuwo (Accounting)
Maseela, Tlou Michelle (Accounting)
Mashibini, Loyiso Tlotlo (Accounting)
Mbeko, Tirani Gloria (Accounting)
Mhlanga, Tsakani Ncumisa (Finance)
Mjoli, Anita Sphesihle (Accounting)
Mkhabele, Alda (Finance)
Mncwango, Sphelele Praisegod (Accounting)
Moeketsi, Naledi (Finance)
Motaung, Bukiwe Precious (Accounting)
Mothoa, Owame (Accounting)
Mvambo, Mihlali (Finance)
Nagappen, Prishani (Finance)
Nkwane, Tebogo Bob (Finance)
Ntuli, Zinhle (Accounting)
Nxumalo, Siphesihle Nontokozo (Accounting)
Phaladi, Katlego Malegase (Finance)

Phasha, Boikano (Accounting)
Seapose, Koketso Makoma (Accounting)
Sekgota, Gorginah Kgaugelo (Finance)
Van Den Berg, Rudolf Hendrik (Accounting)

4. Bachelor of Accounting

Jassat, Mohamed
Kgatitswe, Kealeboga Ashley
Khumalo, Desire Vutomi
Kubayi, Mary
Malamule, Britah Ripfumelo
Mamogale, Alecia
Matladi, Client Dopo
Mdluli, Nomoya Rosetha
Molobela, Anchor Africa Matshaba
Monnye, Jessica
Motlhabane, Tlhalefo-Theo
Mthethwa, Zesizwe Manelisi
Muenda, Khangwelo
Poswa, Mbalentle
Saia, Kwanele Panciecia
Simelane, Maswazi Mthokozisi
Thabethe, Xoliswa Orpha

5. Bachelor of Commerce Honours

Cingo, Lwandile Olwethu Benedict Banele (Investment Management)

Hazangwi, Vincent Victor (Investment Management)

Josephs, Clayton Christopher (Property Valuation and Management)

Kum, Kelvin Atang (Quantitative Finance)

Makeke, Mathabo Hope (Internal Auditing)

Makobela, Makosha Angie (Property Valuation and Management)

Manku, Porshea (Property Valuation and Management)

Mohande, Tisetso (Internal Auditing)

Radomsky, Gabriel Aaron (Investment Management)

Rangata, Christ Thabo (Property Valuation and Management)

6. Bachelor of Accounting Honours

Chulhai, Khadir Navin

7. Postgraduate Diploma in Accounting Science

Chetty, Tamzin

Chummie, Saskia Alex

Daswa, Nthatheni

Dlamini, Lindokuhle

Dzivakwe, Handsome
Govender, Kyle
Kganyago, Lesetja Tlou Tshepo
Kgope, Omphemetse Mokgadi
Lategan, Bernard
Lefoka, Kgadi Francinah
Mabasa, Thomas Mause
Mahlangu, Musa Irvin
Malobola, Khothatso Botse Bessy
Maredi, Tshepo Precious
Mashego, Kimollo Seabi
Mashilo, Temane
Masuku, Thokozile Innocentia
Mavure, Blessing
Mkhonza, Akhona Sinenhlanhla
Mohale, Palesa Bontlenyana
Mohlabi, Mmetja
Mojaki, Mamolao
Morasutti, Massimo Roberto
Moremi, Amogelang Charity
Mphenyane, Jacky Nduvazi
Mqulo, Ntombizodwa
Mthethwa, Sinethemba Jo Ann
Ndebele, Rorisang Bokang
Ndeyapo, Martha Nekondo Tangi-Omagano
Ndwandwe, Lindelani Nhlakanipho
Ngobeni, Charlotte
Ngozi, Sibabalo
Ngubeni, Tinyiko
Nkala, Diligent

Nkosi, Samkeliso Eddie Vusumuzi
Nkosi, Zandile Evelinah
Schapiro, Davin Joshua
Sebola, Evah Maemo
Sithole, Gugulethu Dumsile Petunia
Van Dyk, Reinhardt Durand
Visser, Brent Andrew
Vuma, Zanele Mary
Zigode, Nozipho

8. Postgraduate Diploma in Financial Management

Kakesse, Jeremie
Mdhuli, Lethumusa Nonkululeko
Moloto, Phaswane Itumeleng
Sokhela, Andiswa Happiness
Themane, Alpheus
Thipe, Karabo Mangalani

9. Master of Commerce

Akala, Charney Shivonje (Investment Management)
Dissertation: The risk-return characteristics of ESG and impact investments
Supervisor: Mrs I O’Leary-Govender
Co-Supervisor: Ms TA Neuhaus

Ally, Hussain (Computer Auditing)

Limited scope dissertation: IT disclosures in integrated reporting within the South African banking sector

Supervisor: Ms P Rama

Co-Supervisor: Dr R Moosa

Bhaiyat, Sufyaan Yacoob (South African and International Taxation) **(with distinction)**

Minor dissertation: South African Income Tax implications of crypto-assets hard forks

Supervisor: Mrs M van Heerden

Burrell, Jaydon (Investment Management)

Dissertation: Soccernomics: The risk and return characteristics of football clubs as assets

Supervisor: Mrs JE Bolton

Chirilele, Patrick David (Finance)

Minor dissertation: The role of the financial sector in the South African economy: A cointegration analysis

Supervisor: Dr MC de Wet

Coetzee, Michelle (Computer Auditing) **(with distinction)**

Minor dissertation: Determining the related party risks of Bitcoin: A case study

Supervisor: Prof G Els

Davies, Chris (Investment Management)

Dissertation: The benefits, effectiveness and impact of retirement contributions versus discretionary savings

Supervisor: Dr I Nel

Co-Supervisor: Ms TA Neuhaus

Ebrahim, Naeem Mohamed (South African and International Taxation)

Limited scope dissertation: An international comparative study of the tax treatment of hybrid debt instruments

Supervisor: Dr N Rhodes

Co-Supervisor: Prof M Bornman

Ebrahim, Yusuf Mahomed (Finance)

Minor dissertation: Share price behaviour of listed European football clubs

Supervisor: Mrs R van Gaalen

Co-Supervisor: Mr KC Thomas

Esterhuizen, Kemira (South African and International Taxation)

Dissertation: Taxpayers' understanding of tax policy and trust in authorities: The case of sugar tax in South Africa

Supervisor: Prof M Bornman

Gangat, Mohamed Aezaz Mohamed Iqbal (Investment Management) (**with distinction**)

Dissertation: An analysis of small-cap shares on the JSE for the period 2006-2019

Supervisor: Mrs I O'Leary-Govender

Gathoo, Tasneem (South African and International Taxation)

Limited scope dissertation: The taxation of e-cigarettes: An international comparison

Supervisor: Prof M Bornman

Govender, Claudia Simone (Finance)

Minor dissertation: Foreign direct investment and bank performance in South Africa

Supervisor: Mrs L Pelcher

Co-Supervisor: Ms MM Mouton

Issirinarain, Sadhir (International Accounting) (**with distinction**)

Minor dissertation: Regulation and valuation of non-IFRS earnings disclosures for JSE-listed mining companies

Supervisor: Prof MO Adelowotan

Co-Supervisor: Dr M Rouse

Juwawo, Glenda Tafadzwa Blessing (Finance)

Minor dissertation: Company-specific determinants of dividend pay-out decisions

Supervisor: Mr SJ Griffioen

Kanama, Moma Elias (Investment Management)

Dissertation: The effect of calendar anomalies on specific industries listed on the JSE

Supervisor: Mrs JE Bolton

Kharivhe, Letsoalelo (Accounting)

Dissertation: The implementation of IFRS 15 for customer loyalty programmes

Supervisor: Prof D Coetsee

Khoza, Pamela Busisiwe (South African and International Taxation)

Limited scope dissertation: Income tax implications of frequently trading securities in collective investment schemes

Supervisor: Mr SN Makhaya

Kunene, Noluthando Luyanda (Finance)

Minor dissertation: Stock market development and economic growth in South Africa

Supervisor: Dr NT Strydom

Co-Supervisor: Mrs RT Khoza

Legora, Kgoaredi Teka Tshepang (International Accounting)

Limited scope dissertation: The accounting treatment of the issue of crypto assets

Supervisor: Prof D Coetsee

Lesejane, Lesego Audrey (Finance)

Minor dissertation: Migrant remittances and financial inclusion among households in South Africa

Supervisor: Dr NT Strydom

Letseka, Grace Tabea (Computer Auditing)

Limited scope dissertation: Cyber security readiness in South African public sector organisations

Supervisor: Ms P Rama

Mahlangu, Simphiwe (Computer Auditing)

Limited scope dissertation: IT knowledge requirements of an external auditor

Supervisor: Dr R Moosa

Makgotlho, Maphuti Thelma (Investment Management)

Dissertation: Herding behaviour in South Africa as an emerging market

Supervisor: Mr M Booyens

Co-Supervisor: Dr N Oberholzer

Manenzhe, Azwinndini Judy (South African and International Taxation)

Minor dissertation: An international comparison of foreign employment income exemption

Supervisor: Mrs JMPM Soobramoney

Co-Supervisor: Dr RJ Rhodes

Mapulane, Maramaga Doctorly (International Accounting)

Minor dissertation: Assessment of the compliance level to IFRS 9 requirements by the South African SOEs

Supervisor: Prof MO Adelowotan

Co-Supervisor: Mr G Barnes

Maredi, Lerato Merriam (International Accounting)

Limited scope dissertation: IFRS 15 disclosure by construction companies listed on the JSE Limited

Supervisor: Mr MH Van Wyk

Mason, Kayleigh Louisa (International Accounting)

Minor dissertation: Revenue disclosure practices: Significant judgements and uncertainties

Supervisor: Prof M Malan

Co-Supervisor: Ms Z Patel

Matiashe, Kudzai (Finance)

Minor dissertation: Risk disclosure of significant events in company integrated reports

Supervisor: Dr A Oosthuizen

Co-Supervisor: Ms AM Janse van Rensburg

Matshebula, Kgabo Alleta (Finance)

Minor dissertation: Barloworld CEO letters and financial performance: A legitimacy approach, 1980-2020

Supervisor: Dr NT Strydom

Mbatha, Lindelani Nkokhelo (International Accounting)

Minor dissertation: The quality of South African government institutions' financial statements post material irregularity audits

Supervisor: Prof D Coetsee

Co-Supervisor: Mr KM Morake

Mbhele, Shannise Nomaqhawe (South African and International Taxation)

Minor dissertation: An international comparison of digital service tax

Supervisor: Mr KF Masehela

Co-Supervisor: Dr N Rhodes

Moeng, Charity Xoliswa (International Accounting)

Limited scope dissertation: The impact of the expected credit loss model on South Africa's largest banks

Supervisor: Mrs MT Mohohlo

Molibeli, Malefane Harry (Quantitative Finance)

Dissertation: GARCH option pricing of illiquid foreign currencies

Supervisor: Dr H Azemtsa Donfack

Nqeto, Fika Olwam (South African and International Taxation)

Limited scope dissertation: The taxation of religious organisations in South Africa: An international comparison

Supervisor: Mr R Wessels

Ramabulana, Khuthadzo (Computer Auditing)

Limited scope dissertation: Disclosure of risks and opportunities in the integrated reports of South African banks

Supervisor: Dr R Moosa

Ramodike, Neo Manoko (Investment Management) (with distinction)

Dissertation: A comparative analysis of traditional and AI ETFs tracking the S&P500

Supervisor: Dr M Dowelani

Ramphaka, Neo Glen (Computer Auditing)

Limited scope dissertation: IT governance disclosures for South African metro municipalities in terms of King IV

Supervisor: Ms P Rama

Co-Supervisor: Ms K Dempsey

Roopnarain, Aron (International Accounting) (with distinction)

Minor dissertation: Assessment of the disclosure of human capital performance in Integrated Reporting

Supervisor: Prof ME Pietersen

Sikhakhane, Sanele Phindokuhle Terrence (Computer Auditing)

Limited scope dissertation: The role of data analytics in enhancing external audit quality

Supervisor: Ms VC van Dyk

Co-Supervisor: Ms K Dempsey

Sinobolo, Jabulani Happy (South African and International Taxation)

Limited scope dissertation: The taxation of contract mining services

Supervisor: Mrs M Wassermann

Sithole, Akwande Zikhona (Investment Management) (with distinction)

Dissertation: The extent of corporate governance adoption in the South African public pension funds

Supervisor: Mrs M Lotter

Tutani, Lwazi (South African and International Taxation)

Limited scope dissertation: Equitable tax treatment of soccer players in South Africa

Supervisor: Mr SN Makhaya

Wesseloo, Ruan (Investment Management)

Dissertation: Establishing directional causality between the stock market and real GDP in South Africa

Supervisor: Mrs I O'Leary-Govender

Co-Supervisor: Ms KW Greatorex

10. Doctor of Philosophy

Akinsola, Temiloluwa Oyeladun (Accounting)

Thesis: Female non-executive directors and performance: A study of Nigerian and South African listed firms

Supervisor: Prof MO Adelowotan

Co-Supervisor: Prof D Coetsee

Ayawei, Michael Joshua (Information Technology Management)

Thesis: The adoption of e-commerce by SMMEs and its effect on customer satisfaction

Supervisor: Prof MI Raborife

Co-Supervisor: Prof DK Maduku

Chawana, Munyaradzi (Finance)

Thesis: An analysis of stock and bond returns by means of distributions, quantiles and copulas

Supervisor: Prof I Botha

Co-Supervisor: Dr YS Stander

Coovadia, Husain Ebrahim (Auditing)

Thesis: The ethics of artificial intelligence: Developing a corporate governance framework within a South African context

Supervisor: Prof B Marx

Co-Supervisor: Prof I Botha

Kaunda, Stan Gottlieb (Business Management)

Thesis: African managers' insights towards organisational legitimacy

Supervisor: Prof RID Pooe

Keevy, Monique (Accounting)

Thesis: Capacity development of accounting educators: A case study of developing countries

Supervisor: Prof G Verhoef

Co-Supervisor: Dr MA Tharapos

Kriel, Vera (Business Management)

Thesis: Challenging the relevance of the 'sustainable competitive advantage' concept in strategic management

Supervisor: Prof GA Goldman

Mapira, Nyasha (Employment Relations)

Thesis: Exploring the lived experiences of casualised workers at a transnational manufacturing firm in Zimbabwe

Supervisor: Dr J Mitonga-Monga

Co-Supervisor: Prof WI Ukpere

Melaletsa, Magdeling Mehavhelo (Leadership in Performance and Change)

Thesis: Employee perceptions of organisational development interventions: Implications for design and performance

Supervisor: Prof MHR Bussin

Co-Supervisor: Prof EN Barkhuizen

Nyandongo, Kwete Mwana (Information Technology Management)

Thesis: Realising strategy through agile portfolio management: A conceptual framework

Supervisor: Prof C Marnewick

Nzama, Lethiwe Lourien (Auditing)

Thesis: A governance framework for non performing municipalities in South Africa

Supervisor: Prof STM Moloi

Co-Supervisor: Prof B Marx

Ontong, Agnes (Human Resource Development)

Thesis: A human capital development management framework for the emerging South African economy

Supervisor: Dr CM Govender

Co-Supervisor: Dr MC Mabaso

Rossouw, Dirk (Business Management)

Thesis: Strategic drivers for South African higher education institutions

Supervisor: Prof GA Goldman

Suleman, Aamir (Business Management)

Thesis: The efficacy of South African business schools in developing leaders fit for the 4th industrial revolution

Supervisor: Prof C Nieuwenhuizen

Co-Supervisor: Prof N Meyer

Takawira, Blessing (Business Management)

Thesis: The COVID-19 pandemic disruption: Implications for strategic responses from pharmaceutical supply chains

Supervisor: Prof RID Poe

Akinsola, Temiloluwa Oyeladun (PhD)

Temiloluwa Oyeladun Akinsola holds a BScHons in Accounting (first class) and a MSc in Accounting (with distinction) from Bowen University, Nigeria. She is an educator and researcher in the Accounting and Finance programme at Bowen University, where she currently holds a faculty position. She is also a member of the Institute of Chartered Accountants of Nigeria (ICAN).

She worked on female non-executive directors and the performance of selected Nigerian and South African firms. The study was based on the United Nations' Sustainable Development Goal Five (UNSDG 5) on Gender Equality. A mono-method quantitative choice utilising panel data was employed in the study, and analyses were carried out with EGLS regression and binary logit regression. Findings show that the risk governance function on company boards was significantly and positively impacted by the presence of female non-executive directors. In addition, the study showed that female directors, especially non-executive directors, are no longer token appointments in listed companies in Nigeria and South Africa.

This means that female participation in economic activities and leadership has become part of mainstream corporate governance, which is now yielding results in some African firms, to achieve Sustainable Development Goal 5.

Supervisor: Prof M Adelowotan

Co-supervisor: Prof D Coetsee

Ayawei, Michael Joshua (PhD)

Michael Joshua Ayawei is an accomplished e-commerce expert with over 10 years of experience in leading various projects. He served as the head of ICT at Daniello Puolo Company between 2013 and 2016, and currently holds the position of Director of Operations at Mibresco Enterprise in Nigeria since 2017. He obtained a Bachelor of Business Administration, specialising in IT from Skyline University in the United Arab Emirates (UAE) in 2013. He completed a MSc degree at Macquarie University, Australia in 2015. Michael's research interests are in e-commerce and digital marketing.

The adoption of e-commerce has the potential to drive growth and sustainability for small and medium-sized enterprises (SMEs) in developing African countries. However, there is a noticeable reluctance among SMEs in these contexts to embrace this innovation. Michael's study aims to address this issue by developing a multi-perspective framework that can promote the adoption of e-commerce by SMEs in Nigeria and South Africa. Positivism guided the research philosophy, and the findings, based on structural equation modeling, suggest that the multi-perspective framework provides a good explanation for the factors underlying the adoption of e-commerce by SMEs in both countries. The study's original and significant contribution lies in the identification of key areas, through the multi-perspective framework, that can be leveraged to facilitate the adoption of e-commerce by SMEs in these and related contexts.

Supervisor: Prof MI Raborife

Co-Supervisor: Prof DK Maduku

Chawana, Munyaradzi (PhD)

Munyaradzi Chawana holds a MCom (Financial Management) from the University of Johannesburg (UJ) and an Honours degree in Finance and Banking from the University of Zimbabwe. He is currently an Associate Analyst with S&P Global Ratings and previously worked as a Quantitative Investment Analyst.

The overarching aim of this thesis centred on going beyond mean analysis and exploiting distributional properties of asset returns in asset pricing and risk modelling. The thesis focused on stock and bond returns modelling using quantile and copula-based methods suited for full distributional analysis.

The study contributes by showing the importance of equity risk premium predictability beyond central quantiles. Furthermore, it extends stylised features of the evolution of the equity-bond dependence structure to the measurement of dynamic diversification benefits, considering higher-order moments and non-linear dependence. It lastly provides new insight into the asymmetric volatility response phenomenon not being uniform across the equity market when considering market segmentation by size.

The findings of the thesis provide supporting empirical evidence for the appropriateness of quantile and copula-based methods in capturing stylized characteristics of financial time series, crucial in risk-return trade-off considerations for investors, portfolio and risk managers, and market regulators.

Supervisor: Prof I Botha

Co-Supervisor: Dr Y Stander

Coovadia, Husain Ebrahim (PhD)

Husain Ebrahim Coovadia matriculated in 2004 at Lenasia Muslim School. He obtained a BCom degree in Accounting in 2008 and went on to complete a BComHons in Accounting in 2009, both from the University of Johannesburg (UJ). He then passed his Chartered Accounting qualification in 2012. In 2018 he graduated with an MCom in Accounting (cum laude) from UJ. From 2020 to 2022 he completed various courses at the Massachusetts Institute of Technology (MIT), which included Artificial intelligence (AI) and Business Strategy and Fundamentals of Quantum Computing. Husain is currently employed as a Senior Lecturer and serves as Deputy Head in the Department of Commercial Accounting at UJ.

His study examines the ethical dilemmas that business may face when using AI to make business decisions. It was established in the study that to overcome ethical AI concerns, South Africa would need to develop its own set of AI governance principles that outline exactly which ethical requirements should be adopted, what constitutes ethical AI, and by whom ethical AI should be monitored. Accordingly, this study developed, through engagement with business leaders in South Africa, an ethical AI governance framework addressing these areas of concern.

This study represents ground-breaking research regarding governance of AI. It makes a valuable contribution to the limited body of knowledge from the global south on AI governance. It also contains important recommendations for future legislation, regulations, AI governance codes and best practice standards.

Supervisor: Prof B Marx

Co-Supervisor: Prof I Botha

Kaunda, Stan Gottlieb (PhD)

Stan Gottlieb Kaunda holds a BA degree in Social Sciences and an MA in Strategic Management. He is currently a Lecturer at the Malawi University of Business and Applied Sciences.

The study investigated the dynamics and dimensions underlying African managers' perceptions of organisational legitimacy and organisational categories that are contextually appropriate for the African setting. The study employed Peter Ekeh's theory of Two Publics to explain the unique dilemma that African managers find themselves in by weaving through formal systems, often at odds with their socio-cultural backgrounds and environments. Having purposively selected 24 participants from Malawi, Zambia and Zimbabwe, the study utilised in-depth interviews to generate data which helped uncover dimensions that underlie this under-researched phenomenon. By means of thematic analysis, 11 key thematic areas emerged, which were further distilled into three overarching dimensions of organisational legitimacy, namely, 1) activation of organisational vision and core values, 2) HRM policies, rules and regulations, and 3) domestication of top management. Besides developing an internal legitimacy assessment tool, the study casts fresh light on the legitimacy construct at the micro and internal levels.

Supervisor: Prof RID Poee

Keevy, Monique (PhD)

Monique Keevy holds a Master's degree in Auditing (cum laude), a Postgraduate Diploma in Accounting, and a Bachelor's degree in Accounting. She is an Associate Professor at the University of Johannesburg (UJ), where she lectures in Management Decision-Making and Control and Strategy; and is involved in key teaching and learning initiatives in the Accountancy Department.

Her thesis explores a capacity development programme in a South-South configuration. Importing capacities from the North is not always appropriate or most suited to the needs of other contexts. There are synergies and existing resources in developing countries more suitable to enable better contextually aligned capacity development. The study was conducted in two stages (questionnaire and interviews), employing a case study methodology applicable to two developing country institutions. Drawing on the cases, the study identified the different role players that influence the capacity development of educators. The research identified and formulated avenues to develop the teaching capacity of educators through a South-South linkage, as offered through a staggered approach.

Supervisor: Prof G Verhoef

Co-supervisor: Dr M Tharapos (Royal Management Institute of Technology)

Kriel, Vera (PhD)

Vera Kriel holds a BCom, LLB, and MCom degree. She started her career as an advocate but after completing her Masters', she moved to management consulting. For the past 25 years she has assisted local and international clients with strategic advice and revenue improvement at Deloitte, and as an independent advisor.

This study critically evaluated the contemporary relevance of sustainable competitive advantage. An exploratory, constructivist grounded theory approach was followed, and found that in an interconnected world, sustainable competitive advantage is mostly obsolete and value creation, relevance, positive impact, and common good are better indicators of lasting business success. Reasons for continued use of sustainable competitive advantage are found in relational connections between capitalist thought, prevalent management theory, and engrained business models. To manage business complexity, a balance between stability and agility, called Stagility™, must be achieved.

Supervisor: Prof GA Goldman

Mapira, Nyasha (PhD)

Nyasha Mapira holds a BSc Honours in Human Resources Management from Bindura University of Science Education, Zimbabwe, and an MSc in Human Resources Management from Midlands State University, Zimbabwe. He has over 10 years of professional experience in higher education and training. He is currently a Lecturer at the Great Zimbabwe University.

Casualisation of labour is known in all industries as a flexible employment practice, encouraged by the need to reduce costs and make labour markets more flexible. Using a qualitative research approach, Mapira's study examined the lived experiences of casualised workers at a transnational manufacturing firm in Zimbabwe.

The study found that despite the fact that some of the casualised employees perceived their lived experiences at the transnational manufacturing firm in Zimbabwe as positive, most of them viewed their lived experiences as negative, resulting in various negative coping mechanisms. The study proposed some recommendations, as well as an integrated conceptual model for casual labour aimed at improving the experiences of casual workers at the transnational manufacturing firm in Zimbabwe.

Supervisor: Dr J Mitonga-Monga

Co-Supervisor: Prof WI Ukpere

Melaletsa, Mehauhelo Magdeline (PhD)

Mehauhelo Magdeline Melaletsa has a BCom Honours degree (Industrial Psychology) from the University of the Free State (UF), and a Master's degree in Human Resources Development. She is an ambassador of change, "Empowering Boys Beyond Men", being an initiative founded by her in 2017. She has held supervisory and managerial positions at UF, Gold Fields (currently Sibanye Gold), and the Department of Science and Technology (currently Department of Science and Innovation).

The thesis focused on employees' perceptions of organisational development (OD) interventions in South African public service organisations (PSOs). The objective of the research was to determine the implications of the design of OD interventions in PSOs and to develop a framework for the optimum design of OD interventions in PSOs. The participants had a predominantly negative view of OD interventions and the performance of the PSO under study. The implications of the design require the OD team to have a thorough understanding of governmental objectives and the associated implications for departmental performance. The proposed framework could guide the OD function on the principles to adopt, to enhance organisational performance.

Supervisor: Prof MHR Bussin

Co-Supervisor: Prof EN Barkhuizen

Nyandongo, Kwete Mwana (PhD)

Kwete Mwana Nyandongo holds a Bachelor of Technology and a Master's degree in IS/IT Management. He lectures in Software Projects and IS Project Management at the University of Johannesburg, and has 15 years of experience in industry and the academic world in the fields of project management and IT management, as well as IT governance and auditing.

His thesis addresses the failure of organisations to successfully manage a portfolio of agile initiatives in a dynamic and complex environment. Guided by a pragmatic paradigm, the study applied a multiphase mixed method design that started with an exploratory sequential design phase, followed by a convergent design phase. The thesis combines the results of a comprehensive narrative review, and a qualitative document analysis in the first phase, with the qualitative and quantitative results of a modified Delphi method in the second phase to produce a conceptual framework.

This conceptual framework for agile portfolio management repositions portfolio management at the centre of strategy formulation and implementation. It offers 80 specific agile portfolio management activities that help mitigate the extremes of both planning and chaos. It also fosters a combination of deliberate and emergent strategies that would enable organisations to succeed in a dynamic and complex business environment.

Supervisor: Prof C Marnewick

Nzama, Lethiwe Lourine (PhD)

Lethiwe Lourine Nzama-Sithole holds a National Diploma in Cost and Management Accounting (cum laude), a Bridging Certificate in Theory of Accounting, Post Graduate Diploma in Business Management, BCom Honours in Internal Auditing, and an MCom in Computer Auditing, all obtained at the University of Johannesburg (UJ). She is also a Certified Internal Auditor. Lethiwe previously worked as an Accountant, and an Internal Auditor and is currently working as a Senior Lecturer at UJ. During her doctoral studies, she was a holder of the ADAPPT Scholarship, which enabled her to be a visiting scholar at the University of Florida in the United States of America for three months. In 2022 she won the Educator of the Year Award from the Institute of Internal Auditors (South Africa).

Municipalities are an important sphere of government, because they are the closest to the people. As such, any governance challenges in this sphere would quickly manifest in the lives of the people. This is because governance challenges impact the municipal ability to deliver public goods. In South Africa, a high number of municipalities have displayed a lack of governance structures and frameworks, which impedes their ability to deliver their mandate of public services. This study consisted of a sample of district municipalities previously designated as lacking governance structures and frameworks, but that had improved their performance over time. The mixed methods research consisted of document content analysis and the Delphi technique was deployed.

Based on the findings, the governance framework for non-performing municipalities in South Africa was constructed. Moreover, the guidelines for implementing the governance framework for non-performing municipalities was developed.

Supervisor: Prof STM Moloji

Co-Supervisor: Prof B Marx

Ontong, Agnes (PhD)

Agnes Ontong, who is currently a Director: HRD for the Department of Trade, Industry & Competition, holds a Master's degree in Business Administration (MBA), a BCom degree in Financial & Banking Management, a Higher National Diploma in Education, a National Diploma in Executive Secretaries, a CAIB with the Institute of Bankers, and is a qualified SDF and ETD Practitioner. Due to her exceptional work in HR, business engineering and automation, Ms Lee Ontong won the 2022 IPM HR Director of the Year, 2021 HR Leader of the Year and 2019 HR Director of the Year awards.

Ms Lee Ontong's doctoral research focussed on how Human Capital Development (HCD) can assist creating inclusive economic growth for the emerging South African economy by using a qualitative semi-structured research design. This study was inspired by an interest in understanding the plight of HCD managers in a constrained and challenged SA economy, with the aim of alleviating the triple challenges of poverty, unemployment, and inequality. The thesis accentuates the skills problems experienced in SA, which contributes largely to slow economic growth. A sample of 15 managers in the skills development area were interviewed to explore their perceptions and experiences of HCD in a volatile economy. The data was analysed thematically and the findings indicated that HCD managers are still trying to claim role identification in the workplace despite legislative inclusions, frameworks and policies. The thesis makes a significant contribution to how HCD

can help create inclusive economic growth for the failing SA economy.

Supervisor: Dr C Govender

Co-supervisor: Dr C Mabaso

Rossouw, Dirk (PhD)

Dirk Rossouw holds a BCom degree, a Postgraduate Diploma in Higher Education, a BComHons and an MCom. After taking up posts in teaching and the South African Air Force between 1985 and 1991, he joined Unisa as a Lecturer in 1991 and was soon promoted to Senior Lecturer. In 2008, he joined the University of Johannesburg (UJ) as Senior Lecturer and is currently coordinating college and departmental activities at the Soweto Campus.

Dirk's study proposes a collective framework of strategic drivers for South African higher education institutions (HEIs) to assist in formulating strategies, to ensure sustainability and competitiveness within a growing neoliberal agenda.

The study concluded that HEIs will have to rethink their strategy and business models to stay relevant. Institutions should avoid inertia to capitalise on the opportunities posed by 4IR and collaborate more, to collectively build the higher education sector.

Supervisor: Prof GA Goldman

Suleman, Aamir (PhD)

Aamir Suleman holds a BAHons in Political Science from the University of Johannesburg (UJ), a Postgraduate Diploma in Business Administration from the Gordon Institute of Business Science, and an MCom from UJ. Aamir has worked in leadership positions at several higher education institutions across South Africa, Rwanda, and the USA. He is the Assistant Vice-President of Industry and Government Partnerships for the Wentworth Institute of Technology in Boston, USA.

Business schools have a strategic role in developing leaders capable of ushering in the next generation of development in South Africa. His thesis explored the efficacy of South African business schools in developing leaders fit for the 4th Industrial Revolution. A qualitative design was adopted for this study, which included in-depth interviews with a sample of South African business schools and their related stakeholders.

Findings indicated that whilst South African business schools play a critical role in developing new capabilities, there is a growing disconnect and need to enhance, re-design and develop policies and processes that ensure the relevance of business schools in the changing world of work. His study presented several recommendations, including policy revisions and a novel framework of institutional relevance for South African business schools.

Supervisor: Prof C Nieuwenhuizen

Co-Supervisor: Prof N Meyer

Takawira, Blessing (PhD)

Blessing Takawira holds the degrees BCom in Marketing Management, BCom Honours in Business Management (Unisa) and MCom in Leadership Studies (UKZN). He has extensive experience in the pharmaceutical and mining procurement, supply chain and project management fields. He is employed as a procurement supply chain and project specialist at Pace International Trading Pty Ltd.

His study explored the key lessons learnt by the pharmaceutical industry in South Africa from the Covid-19 pandemic supply chain disruptions. A qualitative research approach with an interpretive paradigm was the most appropriate in addressing the aim of the study. Twenty-five supply chain professionals were purposively selected on the basis of their experience and deep knowledge of the industry and interviewed using a semi-structured approach to interviews. Following a thematic analysis, the following themes emerged: supply-chain networks, demand planning, forecasting and management, supply-chain coordination, inventory management, logistics management, and local production. Mr Kaunda found that it is crucial to build resilience in the design of pharmaceutical supply chains, and that a comprehensive demand management strategy and use of data analytics needs to be adopted by pharmaceutical companies, to improve demand visibility, responsiveness, and supply chain resilience. The study further provided justification for policy makers to support investment in the development of the required skills for the pharmaceutical industry and the development of local production facilities.

Supervisor: Prof RID Pooe

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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.