



# Graduation Programme

The Future. Reimagined.



UNIVERSITY  
OF  
JOHANNESBURG

**Welcome to the  
Graduation Ceremony of the  
University of Johannesburg  
20 October 2023 at 09:30**

**Welkom by die  
Gradeplegtigheid van die  
Universiteit van Johannesburg  
20 Oktober 2023 om 09:30**

**Le a Amogelwa  
Moletlong wa Dikapešo wa  
Yunibesithi ya Johannesburg  
20 Diphlane 2023 ka 09:30**

**Niyamukelwa  
eMcimbini wokweThweswa kweZiqu  
weNyuvesi yaseJohannesburg  
20 kuMfumfu 2023 ngele 09:30**

# **UNIVERSITY OF JOHANNESBURG**

## **CHANCELLOR**

Dr P Mlambo-Ngcuka

BA Ed (NUL, Lesotho), MPhil (UCT), DTech Ed (Warwick, UK)

## **MEMBERS OF THE MANAGEMENT EXECUTIVE COMMITTEE**

### **VICE-CHANCELLOR AND PRINCIPAL**

Prof LG Mpedi

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

Doctor Honoris Causa (CU, Georgia)

### **DEPUTY VICE-CHANCELLOR: ACADEMIC**

Prof S Khan

BSc, BSc Hons, MSc, PhD (UWC)

### **DEPUTY VICE-CHANCELLOR: RESEARCH AND INTERNATIONALISATION**

Prof SJ Gravett (Acting)

BA, HEd (PU for CHE), BEd, MEd, DEd (RAU)

## **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 F Freschi

BAFA (Wits), BA Hons (UCT), PhD (Wits)

### **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 A Moteetee

BSc (NUL, Lesotho), MPhil (University of London, UK), PhD (RAU)

## **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**

Mr FM Baleni

Dr H Coovadia

Ms K Gugushe

Prof S Khan

Ms L Khumalo

Mr N Magoro

Mr M Manana

Ms L Mateza

Prof TA Meyer

Dr A Mokoena

Ms N Molope

Prof A Moteetee

Prof LG Mpedi

Mr LM Mpunzi

Ms NP Mvubu

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!



# COLLEG OF BUSINESS AND ECONOMICS

## QUALIFICATIONS

### 1. Diploma

**Baloyi**, Lesego Mapule (Financial Services Operations)

**Bosae**, Snetta Babrah (Financial Services Operations)

**Chigwedere**, Valentino Tinotenda (Financial Services Operations)

**Danga**, Mugisa Leonie (Small Business Management)

**Dlamini**, Mpumelelo Prosperity (Human Resources Management)

**Gugushe**, Nkosivumile (Small Business Management)

**Kayumba**, Bushindangani Mardoche (Financial Services Operations)

**Khumalo**, Mbali (Human Resources Management)

**Maleka**, Mpho (Human Resources Management)

**Maloka**, Tshegofatso (Financial Services Operations)

**Marakalala**, Mokgaetji Patience (Food And Beverage Operations)

**Masina**, Themba (Human Resources Management)

**Mavungu**, Joseph Martin (Food And Beverage Operations)

**Mbulawa**, Tendani (Tourism Management)

**Mgiba**, Sbusiso (Human Resources Management)

**Mhlanga**, Gugulethu (Financial Services Operations)

**Moagi**, Charity (Small Business Management)

**Modiba**, Koketso Priscilla (Small Business Management)

**Mtsweni**, Allucious Sifiso (Human Resources Management)  
**Ndaba**, Emmanuel (Small Business Management)  
**Ndlangamandla**, Sakhile Keneth (Human Resources Management)  
**Ndovela**, Zelda Constance (Credit Management)  
**Nkosiyane**, Ayanda Siyabonga (Food And Beverage Operations)  
**Scheffers**, Gatien (Small Business Management)  
**Setshedi**, Kopano Isaac (Tourism Management)  
**Sithole**, Nkosiphasithule (Tourism Management)  
**Skosana**, Carol Isabel (Human Resources Management)  
**Zhou**, Timothy (Small Business Management)

## 2. Advanced Diploma

**Afrika**, Bonolo Ma Afrika (Financial Markets)\*  
**Buthlezi**, Nokulunga Bianca (People Performance Management)  
**Dlamini**, Mbuyazwe Zwelethu (Financial Markets)  
**Kanenungo**, Kelvin Tafirenyika (Business Management)  
**Laka**, Dineo (Financial Markets)  
**Mandiwana**, Pumla Takalani (Financial Markets)\*  
**Marafane**, Mava Tando (Management)  
**Marema**, Thaluki Paulos (Business Management)  
**Maselela**, Dikeledi Emily (Financial Markets)\*  
**Mathonsi**, Hlamalani (Financial Markets)  
**Matlala**, Obakeng Ramarumo Ezekiel (Financial Markets)\*

**Mohlala**, Mabilo Thato (Business Management)  
**Moshoete**, Sylvia Lebogang (Management)  
**Ncube**, Muzingaye (Financial Markets)\*  
**Ngcobo**, Phindile Gladys (Financial Markets)  
**Phungo**, Humani Duncan (Financial Markets) **(with distinction)\***  
**Plaatjie**, Babalwa (Business Management)  
**Savhasa**, Musiiwa (People Performance Management)\*  
**Seageng**, Tebogo Lethuxolo (Financial Markets)  
**Sebiya**, Khayelihle (Financial Markets)  
**Sithole**, Mosesenyane Peter (People Performance Management)

### **3. Bachelors'**

**Amisi**, Ismail (Human Resource Management)  
**Boneu**, Sanele (Human Resource Management)  
**Dube**, Samkeliso Ashley (Hospitality Management)  
**Mabilu**, Bakotile (Hospitality Management)  
**Mabitsi**, Tshepo Bryant ( Human Resource Management)  
**Malabie**, Nkhensani Nwacimbi Merle, (Human Resource Management)  
**Maseko**, Mathapelo (Human Resource Management)  
**Mathebula**, Bility (Human Resource Management)  
**Mndebele**, Sibusiso Blessing (Hospitality Management)  
**Msimang**, Aamirah Sumaiya (Human Resource Management)\*

**Mulaudzi**, Vhuthali Blessing (Human Resource Management)

**Njoli**, Phumelela Mzingaye (Human Resource Management)

**Sepatake**, Dimpho Flora (Human Resource Management)

**Sigasa**, Thabang (Human Resource Management)

**Sithole**, Nonhlanhla (Hospitality Management)

**Taele**, Kagiso (Hospitality Management)

**Wächter**, Matthew Andrew (Human Resource Management)\*

**Zwane**, Betty Lucky Phindile (Human Resource Management)

**Van Ellewee**, Pieter Cilliers, (Human Resource Management) **(with distinction)\***

#### **4. Bachelor of Arts**

**Bokoda**, Qhayiya (Public Management and Governance)

**Cuco**, Londiwe (Public Management and Governance)

**Deyi**, Lindikhaya (Public Management and Governance)

**Fanteni**, Nelisa (Public Management and Governance)

**Letsoalo**, Omphemetse Ernest (Public Management and Governance)

**Ludonga**, Unathi (Public Management and Governance)

**Mabasa**, Silence (Public Management and Governance)

**Mabasa**, Piet (Public Management and Governance)

**Magano**, Tshegofatso Tebogo (Public Management and Governance)

**Makaringe**, Nelisiwe Zandile (Public Management and Governance)

**Manase**, Fihliwe Nellie (Public Management and Governance)

**Masangu**, Goodwill (Public Management and Governance)

**Masemola**, Matshepo Tamia (Public Management and Governance)

**Mashigo**, Richard Mothlapeng (Public Management and Governance)

**Mashoba**, Kgothatso Boitshepo Boitumelo (Public Management and Governance)

**Masilela**, Manqoba Thembinkosi (Public Management and Governance)

**Mathebula**, Vunene Nice (Public Management and Governance)

**Matsebula**, Sebanele Casey (Public Management and Governance)

**Matshotyana**, Aphiwe (Public Management and Governance)

**Mnguni**, Mesuli Donald (Public Management and Governance)

**Mnisi**, Wandile Innocent (Public Management and Governance)

**Mohlele**, Sekedi Salphinah (Public Management and Governance)

**Motsoari**, Palesa (Public Management and Governance)

**Moyo**, Philile (Public Management and Governance)

**Ncha**, Mashudu Danny (Public Management and Governance)

**Nkomba**, Emela Asabonga (Public Management and Governance)

**Nxumalo**, Mpendulo Andrews (Public Management and Governance)

**Plaatjie**, Vuyisile (Public Management and Governance)

**Sekgale**, Thabang (Public Management and Governance)

**Tshinavhe**, Siphokazi (Public Management and Governance)

## 5. Bachelor of Commerce

**Carr**, Boaz Yechezkiel (Industrial Psychology)

**Dhlamini**, Ntokozo (Finance)

**Madida**, Mbuso (Entrepreneurial Management)

**Mahloko**, Boitumelo Betty (Finance)

**Maleka**, Kedibone (Finance)

**Manthata**, Kelebohile (Entrepreneurial Management)

**Maphalala**, Mawande (Economics and Econometrics)

**Masibi**, Katlego (Entrepreneurial Management)

**Mathevula**, Andile Thembani (Finance)

**Molefe**, Aubrey (Entrepreneurial Management)

**Moyo**, Lesedi Letlotlo (Economics and Econometrics)

**Mthembu**, Kamogelo Theo (Entrepreneurial Management)

**Munorweyi**, Panashe Leeroy (Finance)

**Mwanakwaye**, Audrey (Finance)

**Ramailane**, Tlhalefo (Entrepreneurial Management)

**Shozi**, Nduduzo Welcome (Business Management)

**Tobaka**, Tsholofelo (Finance)

## **6. Bachelor of Tourism and Hospitality Management Honours**

**Tiso**, Itumeleng Henry (Tourism and Hospitality Management)

## **7. Bachelor of Arts Honours**

**Letsema**, Nthatsi (Human Resource Management)

**Rayners**, Simone Sade (Human Resource Management)

**Shangase**, Sihle Thobelani (Public Management and Governance)

**Vilakazi**, Buhle Gloria (Human Resource Management)

## **8. Bachelor of Commerce Honours**

**Boshoff**, Daniel Johannes Hendrik (Investment Management)

**Faku**, Namhla (Investment Management)

**Kawonde**, Wayne Zvikomborero (Investment Management)

**Liphadzi**, Asingamaanda (Economics)

**Lusithi**, Vuyo (Financial Planning)

**Magaga**, Siphokazi (Econometrics)

**Mailula**, Ofentse Lethabo (Econometrics)

**Mamabolo**, Matshepo (Human Resource Management)

**Mathegu**, Mulweli (Econometrics)

**Mokhari**, Tebogo Mahlodi Dorcus (Investment Management)  
**Moloto**, Mmacheone Maccia (Property Valuation and Management)  
**Monareng**, Lesego Baboneng Pearl (Investment Management)  
**Moyo**, Noel Tshepo (Investment Management)  
**Mudau**, Khakhu Kizzy (Property Valuation and Management)  
**Musika**, Nyasha Dell (Investment Management)  
**Ngobene**, Amy Danisile (Financial Planning)  
**Seete**, Tlotlo Thuto (Investment Management)  
**Seipotlane**, Realeboga (Human Resource Management)

## 9. Postgraduate Diploma

**Maepa**, Tsibogo Inocenciah (Business Management)  
**Maswanganye**, Ntombi Phillipine (Business Management)

## 10. Master of Tourism and Hospitality Management

**Hamadziripi**, Gerald (Tourism and Hospitality Management)  
**Dissertation:** Guest satisfaction levels at commercial hospitality training facilities  
**Supervisor:** Dr T Daniels



**Jiane, Sebolelo Catherine** (Tourism and Hospitality Management)

**Dissertation:** Visitors motivation for staying in Airbnb accommodation

**Supervisor:** Dr N Wakelin-Theron

**Mametja, Thapelo Reccado Sontaga** (Tourism and Hospitality Management)

**Dissertation:** The adoption of digital technologies by women-owned tourism micro-enterprises

**Supervisor:** Prof TM Tichaawa

**Co-Supervisor:** Dr MM Lebambo

## 11. Master of Arts

**Chiloane, Stella** (Public Management and Governance)

**Minor dissertation:** The role of local economic development in job creation and other development outcomes in the City of Ekurhuleni metropolitan region

**Supervisor:** Prof DF Meyer

**Hlongwane, Nonhlanhla Hlengiwe** (Public Management and Governance)

**Minor dissertation:** Food security interventions to achieve Sustainable Development Goal Two in South Africa

**Supervisor:** Prof S Vyas-Doorgapersad

**Lamola, Katlego Maggie** (Public Management and Governance)

**Minor dissertation:** The effectiveness of employee grievance investigations at the Department of Forestry, Fisheries and Environment

**Supervisor:** Dr T Majam

**Magabe, Julia Nana** (Public Management and Governance)

**Minor dissertation:** Effectiveness of the implementation of the Disaster Management Act by the Department of Social Development during COVID-19

**Supervisor:** Prof DE Uwizeyimana

**Co-Supervisor:** Dr AA Durokifa

**Makona, Naledi** (Public Management and Governance)

**Minor dissertation:** The role of monitoring and evaluation in South Africa's SOEs' performance management system

**Supervisor:** Mr TO Sithomola

**Malesa, Veronica** (Public Management and Governance)

**Minor dissertation:** Assessing the implementation of SDG 5 in the South African public service

**Supervisor:** Prof S Vyas-Doorgapersad

**Mohlala, Lazarus Tsotso** (Public Management and Governance)

**Minor dissertation:** The factors hindering the successful implementation of e-Government within the City of Johannesburg Metropolitan Municipality

**Supervisor:** Dr EB Niyitunga

**Montja, Phuti Maggie** (Public Management and Governance)

**Minor dissertation:** The role of public participation in promoting fiscal transparency in South Africa

**Supervisor:** Prof MI Jahed

**Nyathi, Wandile Grace** (Public Management and Governance)

**Minor dissertation:** The role of Artificial Intelligence in improving public policy-making and implementation in South Africa

**Supervisor:** Prof DE Uwizeyimana

**Sibiya, Sarah Rodah** (Public Management and Governance)

**Minor dissertation:** Skills development for improved employee performance in South African municipalities

**Supervisor:** Prof S Vyas-Doorgapersad

## 12. Master of Commerce

**Abbas, Romain** (Business Management) **(with distinction)**

**Minor dissertation:** Organisational readiness for the implementation of AI in Gauteng hospitals

**Supervisor:** Dr CD Reddy

**Chokoe, Kgabo** (Financial Economics)

**Minor dissertation:** A Multivariate GARCH approach to cross-asset contagion in South Africa

**Supervisor:** Dr MM Manguzvane

**Gous, Aldane** (Business Management)

**Minor dissertation:** The key factors in bridging barriers in tourism: A case of guest houses in Mpumalanga

**Supervisor:** Mrs JZ Sibeko

**Hlatshwayo, Nonkululeko Freedom** (Local Economic Development)

**Technical research project:** Temporary youth employment as a local economic development mechanism in the Thuthukani Township

**Supervisor:** Prof M Venter

**Co-Supervisor:** Dr JP Grundling

**Jordan**, Bianca Michaeline (Local Economic Development)

**Technical research project:** Rethinking local economic development for foetal alcohol spectrum disorder in Renosterberg municipality

**Supervisor:** Ms N Rashied

**Co-Supervisor:** Prof M Venter

**Khalique**, Muhammad Masood (Financial Economics)

**Minor dissertation:** The dynamic relationship between digital currency and other financial markets in developed and emerging markets

**Supervisor:** Prof L Bonga-Bonga

**Khitsane**, Khampepe (Business Management)

**Minor dissertation:** The adoption of blockchain technology by a South African railway operator on the Container Corridor

**Supervisor:** Ms S Goolam Nabee

**Co-Supervisor:** Ms H Makan

**Kisanya**, Gerald Igesa (Investment Management) **(with distinction)**

**Dissertation:** Examining the influence of distribution centres on REITS performance

**Supervisor:** Prof CS Okoro

**Kola**, Lebogang Sarah Precious (Competition and Economic Regulation)

**Minor dissertation:** The role of voluntary trading associations in reducing barriers to entry for independent retailers in the grocery retail sector: A case study of Johannesburg

**Supervisor:** Prof R Das Nair

**Kwinda**, Fulufhelo (Business Management)

**Minor dissertation:** The role of leadership in leveraging technological innovation

**Supervisor:** Mrs S Hughes

**Lesia**, Karabo (Industrial Psychology)

**Minor dissertation:** The impact of information communication technology on the work-life balance of accountants: A gender perspective

**Supervisor:** Prof C Hoole

**Makunyane**, Mmakgaswane Margaret Katlego (Local Economic Development)

**Technical research project:** Government grants towards sustainability of agribusiness in local economic development

**Supervisor:** Dr M Pretorius

**Co-Supervisor:** Prof M Venter

**Manzambi, Mona Maria** (Investment Management)  
**(with distinction)**

**Dissertation:** The impact of Black Tax on the working class Millennial in South Africa

**Supervisor:** Mrs M Lotter

**Masongweni, Vongani Velma** (Financial Economics)

**Minor dissertation:** Cross-industry evidence on corporate responsibility and firm performance in South Africa

**Supervisor:** Prof BD Simo-Kengne

**Matodzi, Lufuno Lungisani** (Business Management)

**Minor dissertation:** Chatbots in a corporate business: Improving managers' experience

**Supervisor:** Dr O Jegede

**Mcwera, Angelica Nondwe** (Financial Economics)

**Minor dissertation:** Predicting stock market direction using Ensemble Machine Learning Techniques

**Supervisor:** Dr JC Mba

**Mdekazi, Fezeka Veronica** (Local Development Economics)

**Technical research project:** Job stability evidence from formal and informal family businesses in Mulbarton

**Supervisor:** Prof M Venter

**Co-Supervisor:** Dr JP Grundling

**Mkansi, Mienkie** (Business Management)

**Minor dissertation:** Financial impact of COVID-19 lockdown on Gauteng SMEs

**Supervisor:** Dr S Bronkhorst

**Muungadi, Carlifonia** (Business Management)

**Minor dissertation:** The impact of effective leadership on employee turnover in a private banking division

**Supervisor:** Mr LS Ngcobo

**Nkuna, Amokelani Joshua** (Business Management)

**Minor dissertation:** Residential property developers' strategic challenges emanating from business environmental forces

**Supervisor:** Prof GA Goldman

**Rammutla, Mmatlou Jennifer** (Industrial Psychology)

**Minor dissertation:** The effect of personality on team boosting behaviours

**Supervisor:** Dr N Morton

**Rasdien, Zunaid** (Strategic Management)

**Dissertation:** An enterprise development framework for a mining company in South Africa

**Supervisor:** Prof RID Poee

**Co-Supervisor:** Dr W Munyanyi



**Rasefate**, Thembisile (Strategic Management)

**Dissertation:** The role of mindfulness in ethical decision-making at a South African bank

**Supervisor:** Dr AM Makka

**Rasekoala**, Nthato Francinah Moipone (Development Economics) **(with distinction)**

**Minor dissertation:** The relationship between income-based inequalities and adolescent obesity in South Africa

**Supervisor:** Prof NN Ngepah

**Setshedi**, Keletso Karabo (Development Economics)

**Minor dissertation:** The impact of teenage pregnancy on poverty in South Africa

**Supervisor:** Dr AI Ohonba

**Sigabi**, Mkhosana Lanwabo (Investment Management)

**Dissertation:** The retirement planning behaviour and attitude of young professionals

**Supervisor:** Mrs M Lotter

**Tshabalala**, Kelebogile Sibongile (Strategic Management) **(with distinction)**

**Dissertation:** Internal challenges with strategy implementation at a South African bank

**Supervisor:** Dr DH Boikanyo

**Tshabalala, Ntombifuthi Helen** (Development Economics)

**Minor dissertation:** The relationship between cartel duration and administrative penalties in South Africa

**Supervisor:** Prof TS Vilakazi

### 13. **Master of Philosophy**

**Akii, Angela Acen** (Industrial Psychology)

**Minor dissertation:** The effect of CSR perceptions on employee work outcomes

**Supervisor:** Prof C Hoole

**Guliwe, Thulani Justice** (Industrial Policy)

**Minor dissertation:** Leveraging strategic preferential procurement policy for localisation and inclusive growth for MSMEs in Gauteng townships

**Supervisor:** Dr MB Maphela

**Mosupye, Katlego Elsie** (Personal and Professional Leadership)

**Minor dissertation:** Spirituality and meaning in the workplace

**Supervisor:** Dr AR Wort

**Uzoma, Sue Nolwazi** (Personal and Professional Leadership)

**Minor dissertation:** Essential leadership requirements for skills development and training within organisations during COVID-19

**Supervisor:** Dr J Toendepi

#### 14. **Doctor of Philosophy**

**Basson, Gert Johannes** (Personal and Professional Leadership)

**Thesis:** The impact of cultural diversity on the dynamics and effectiveness of executive leadership teams

**Supervisor:** Prof TH Veldsman

**Co-Supervisor:** Prof LMM Hewitt

**Daniels, Tracy** (Tourism and Hospitality)

**Thesis:** A recovery framework for sport tourism events in South Africa

**Supervisor:** Prof TM Tichaawa

**Mabitsela, Tshegofatso** (Industrial Psychology)

**Thesis:** The relationship between BBBEE and job performance: The mediating effects of leadership styles and psychological availability

**Supervisor:** Prof M Geldenhuys

**Co-Supervisor:** Dr K Łaba

**Nkomo, Nomusa Yolanda (Economics)**

**Thesis:** Essays on the determinants and socioeconomic impacts of tobacco consumption in South Africa

**Supervisor:** Prof BD Simo-Kengne

**Co-Supervisor:** Dr ME Biyase

**Pearson, Hayley Kirsten (Personal and Professional Leadership)**

**Thesis:** Multi-level constructions of accountability within an organisational context

**Supervisor:** Prof F Crous

# COLLEGE OF BUSINESS AND ECONOMICS

## CV AND LAUDATIONS

**Basson, Gert Johannes (PhD)**

Gert Johannes Basson holds a BTh, BTh Hons, MTh, and DTh degrees from the University of South Africa, and a DEd degree from the University of Johannesburg. His career primarily focuses on the development of leaders, from previously disadvantaged communities, in South Africa and other African countries.

Across the world, the globalised, fast-paced information era creates new challenges for executive leadership teams that are working in multinational corporations. It is critical that global businesses address the challenges of how culturally diverse executive leadership teams can work together more effectively as a team.

His thesis investigated how cultural diversity impacts the dynamics and effectiveness of executive leadership teams. A proposed theoretical Diverse Executive Team Impact (DETI) model was developed and empirically validated.

The study demonstrated the important factors related to cultural diversity, and the positive impact thereof on team dynamics and effectiveness. Strategies derived from the DETI model can assist organisations in building the capacity of their culturally diverse executive leadership teams to enhance their team dynamics and effectiveness.

**Supervisor:** Prof TH Veldsman

**Co-Supervisor:** Prof LMM Hewitt

## **Daniels, Tracy (PhD)**

Tracy Daniels is currently the Academic Head of Hospitality in the University of Johannesburg School of Tourism and Hospitality. She holds a Master's in Tourism and Hospitality Management, a Bachelor of Technology in Tourism Management and a National Diploma in Tourism Management from the Cape Peninsula University of Technology. Tracy has over 15 years' experience lecturing and working in the field of tourism and event management.

Her thesis developed a recovery framework for sport event tourism in South Africa following the impacts of the COVID-19 pandemic. Grounded in the sport tourism framework and the resilience and stakeholder theories, the study adopted a sequential mixed method research design. The key findings of the study reveal that following the pandemic, a new sport event tourist typology has emerged, seeking holistic and immersive experiences that make use of technology. Key to the recovery of sport event tourism in South Africa and its future sustainability, is the development of a more resilient subsector, guided by policy developed collaboratively by multiple stakeholders and viewed through the lens of resilience. Theoretically, the study contributes to the existing body of knowledge through the development of a novel recovery framework for sport event tourism in South Africa.

**Supervisor:** Prof TM Tichaawa

**Mabitsela, Tshegofatso (PhD)**

Tshegofatso Mabitsela is a lecturer at the University of Johannesburg's Department of Industrial Psychology and People Management. She holds a Master's degree in Industrial Psychology from the University of Johannesburg and is registered with the Health Professions Council of South Africa.

Her thesis aimed to determine the perceived fairness of B BBEE in the workplace, develop and validate an instrument that could assist in measuring such perceptions, and investigate how these perceptions influence organisational outcomes.

The study reveals that employees prefer that their superiors communicate clear performance standards and expected outcomes. Also, when employees perceived B BBEE as fair, they were likely to give more of themselves through greater levels of psychological availability and accentuate their job performance. While organisations have limited control over the distributive justice aspect of B BBEE, they can influence the processes involved in its practice.

**Supervisor:** Prof M Geldenhuys

**Co-Supervisor:** Dr K Łaba

**Nkomo, Nomusa Yolanda (PhD)**

Nomusa Yolanda Nkomo has a BCom in Economics and Econometrics, a BCom Honours in Economics, and an MCom in Economics from the University of Johannesburg and is currently a lecturer at the University of Zululand.

Her thesis examined the determinants and socioeconomic impacts of tobacco smoking in South Africa. The empirical analysis from various econometric techniques reveals that mental health behaviours have a significant impact on an individual's decision to smoke as part of self-medication strategy; smokers' children are more likely to be at risk of being overweight or obese; both maternal and peer smoking negatively impacts fertility; and low-income smokers' households invest less in their children's education.

The key conclusion is that maternal tobacco consumption has dire effects on women and children's health and displaces household resources for food and education. The study presents a stimulus for the South African government to rethink their strategies to curb tobacco smoking.

**Supervisor:** Prof BD Simo-Kengne

**Co-Supervisor:** Dr ME Biyase



## **Pearson, Hayley Kirsten (PhD)**

Hayley Kirsten Pearson holds a Bachelor of Science from Rhodes University, a Postgraduate Certificate in Education (cum laude) from UNISA, and a Master of Business Administration (cum laude) from the University of Pretoria's Gordon Institute of Business Science, where she is a senior lecturer and the Executive Director of Academic Education.

Her thesis explored individual constructions of accountability from a multi-level perspective within an organisational context. Through a qualitative research approach and a constructivist grounded theory design, a substantive theory of accountability was abstracted. The findings show that individuals construct accountability through the dimensions of personal, others, and organisational, comprising three components; living as an accountable employee, building accountability relationships, and creating a culture of accountability. The theory culminates in achieving an accountable state of being and is underpinned by the accountability dependencies; mutualism, symbiotic relationship between trust and accountability; and oscillations of accountability and expectations models. The theory advocates for organisations to adopt learning from accountability and taking a systems view to accountability.

The study's insights contribute towards deciphering the complexity of this ambiguous construct. The theory application offers organisations a deep understanding of how individuals experience and enact accountability, thereby improving the effectiveness of its deployment to drive performance.

**Supervisor:** Prof F Crous

# 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](http://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](http://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.