

NELSON MANDELA UNIVERSITY

Autumn Graduation April 2024

Ceremony 7

Faculty of Business and Economic Sciences

16 APRIL 2024 | 09:30



AUTUMN GRADUATION | 2024

VISION

To be a dynamic African university, recognised for its leadership in generating cutting-edge knowledge for a sustainable future

MISSION

To offer a diverse range of life-changing education experiences for a better world

VALUES

Excellence

Respect for Diversity

Ubuntu

Social justice and equality

Integrity

Sustainable stewardship





Excellence



Respect for
Diversity



Ubuntu



Social justice
and equality



Integrity



Sustainable
stewardship



CONTENTS

Our Brand.....	5
Congratulatory Message	8
Our Chancellor, Vice-Chancellor and Chair of Council	10
We are Nelson Mandela University	12
Fast Facts.....	13
Reasons to be Proud	14
Our History	19
Office-Bearers of the University.....	20
Executive Deans of Faculties.....	21
Order of Proceedings.....	22
Congratulatory Message from the Alumni Association	35
Photographer details.....	36
National Anthem	37

OUR BRAND

We are Nelson Mandela University

Together we are **Nelson Mandela University**. We are the only university in the world to be named after Nelson Mandela. Our iconic South African statesman, humanitarian and leader is known globally for what he achieved.

We are honoured as **Nelson Mandela University** to carry his name. In return, we honour our namesake by endeavouring to live his legacy. We honour him by using his name in full.

We are **Nelson Mandela University**.

Saam is ons **Nelson Mandela Universiteit**. Ons is die enigste universiteit ter wêreld wat na Nelson Mandela vernoem is. Ons ikoniese Suid-Afrikaanse staatsman, humanitêre figuur en leier, is wêreldwyd bekend vir wat hy bereik het.

Ons is geëerd as **Nelson Mandela Universiteit** om sy naam te dra. In ruil daarvoor, eer ons ons naamgenoot deur daarna te streef om sy nalatenskap uit te leef. Ons eer hom deur sy naam ten volle te gebruik. Ons is **Nelson Mandela Universiteit**.

Sisonke **siyiNelson Mandela University**. Siyeyona kuphela kweyunivesithi ehlabathini ethiywe ngoNelson Mandela. Isiswenye sethu nowayesakuba nguMongameli woMzantsi Afrika, onesisa nokwayinkokheli waziwa kwiHlabathi jikelele ngenxa yowakuzuzayo.

Siziva siwongekile **njengeNelson Mandela University** ukuthwala igama lakhe. Ngokwembuyekezo, siphakamisela phezulu ugama wethu ngokuzama ukuphila kumzila wakhe.

Siphakamisela phezulu ngokusebenzisa igama lakhe ngokupheleleyo. **SiyiNelson Mandela University**.



Our logo

We developed a modern, font-based logo to communicate a forward-thinking concept. With its dynamic African feel, it sets Nelson Mandela University apart from its competition. The use of the circle and the triangle in the name creates a playful feel while alluding to ingenuity and creativity - two vital ingredients for change.

The colour palette was specifically chosen to reflect the University values and to add gravitas to the logo. We opted for blue, as it symbolises heritage, strength and trustworthiness. The bright yellow was chosen to add approachability, freshness and warmth.



ELA UNIVERSITY



CONGRATULATORY MESSAGE



Dr Geraldine Fraser-Moleketi
Chancellor

Graduation is a significant milestone in life. It is the culmination of an academic journey that reflects your ambition, determination, commitment, perseverance, and demanding work. We know that this journey is not yours alone, as many have travelled with you. These are your friends, your lecturers, supervisors, mentors, and your family. They have invested in you financially, guided your studies and encouraged you to keep going. But above all, they have believed in your ability to succeed and achieve this graduation dream.

Today we celebrate not only what you have achieved, but what this promises going forward in terms of your potential as a graduate and alumnus of Nelson Mandela University.

Your education is your passport to the future – and the future hopes of our country and continent. Indeed, education is the foundation to a better world. Or, as Nelson Mandela so eloquently put it:

“*Education is the most powerful weapon which you can use to change the world.*”

Your joy is our joy too.

We salute and applaud your achievement and wish you every success for your future endeavours, wherever they may take you.

Congratulations!

Uthweso zidanga ludumo olubaluleke kunene ebomini. Yinkcochoyi kuhambo lwemfundo enomsila echaza ukunxanwa kwakho, ukuzimisela, ukuzinikela, ukunyamezela kwanomsebenzi otya ixesha. Siyayazi ukuba olu hambo asilolwakho kuphela, nanjengoko uninzi luthe lwakhenketha nawe. Abo ngabahlobo bakho, abahlohli bakho, amakhankatha, abacebisi, kwakunye nosapho lwakho. Batyale imali kuwe, bekukhokela kwizifundo zakho ze bakukhuthaza ukuba uqhubeke uye phambili. Kodwa ngaphezulu konke, baye bakholelwa kumandla wakho okuphumelela nokuzuza eli phupha lothweso sidanga.

Namhlanje sibhiyozela hayi nje othe wakuzuza, kodwa okulithemba lokuqhubekela phambili mayelana namandla owathweleyo njengothweswe isidanga kwaye ebengumfundi waseNelson Mandela University.

Imfundo yakho litikiti lakho elikukhokelela ebomini – kwaye ubomi obulithemba lelizwe nezwekazi lethu. Ngaphandle kwamathandabuzo, imfundo, sisiseko sehlabathi elingcono. Okanye, njengokuba eyibeka ngokucace gca uNelson Mandela xa esithi:

“*Imfundo lelona krele lakhe lanamandla ongathi ulisebenzise ukutshintsha ihlabathi.*”

Uvuyo lwakho luvuyo lwethu nathi.

Sikothulela umnqwazi kwaye sikuqhwabela izandla ngenzuzo yakho futhi sikunqwenelela impumelelo nakuso nasiphi na isigaba seenzame zobomi bakho, naphi na apho singakusa khona.

Huntshu!

Gradeplegtigheid is 'n belangrike mylpaal in die lewe. Dit is die hoogtepunt van 'n akademiese reis wat jou ambisie, vasberadenheid, toewyding, deursettingsvermoë en veeleisende werk weerspieël. Ons weet dat hierdie reis nie joune alleen is nie, aangesien baie mense saam met jou gereis het, jou vriende, jou lektore, toesighouers, mentors en jou familie. Hulle het finansieel in jou belê, jou studies gelei en jou aangemoedig om voort te gaan. Maar bowenal het hulle geglo in jou vermoë om sukses te behaal en hierdie droom om te gradueer te bereik.

Vandag vier ons nie net wat jy bereik het nie, maar ook dit wat dit vorentoe belooft in terme van jou potensiaal as 'n gegradueerde en alumnus van die Nelson Mandela Universiteit. Jou geleerdheid is jou paspoort na die toekoms – en die toekomshoop van ons land en kontinent. Inderdaad, onderwys is die grondslag vir 'n beter wêreld. Of soos Nelson Mandela dit so welsprekend gestel het:

“*Onderwys is die magtigste wapen waarmee jy die wêreld kan verander.*”

Vandag is jou vreugde ook ons vreugde.

Ons salueer en loof jou prestasie en wens jou alle sukses toe vir jou toekomstige ondernemings, waar hulle jou ook al mag neem.

Veels geluk!



Professor Sibongile Muthwa
Vice-Chancellor

OUR CHANCELLOR, VICE-CHANCELLOR AND CHAIR OF COUNCIL



Meet **Dr Geraldine Fraser-Moleketi**, whose experience, commitment and heart for the continent's social and economic transformation are aligned with the goals of Nelson Mandela University.

Throughout her exemplary career, our Chancellor has worked for economic growth that is more sustainable. She has worked in inter-governmental structures, interacted with political leaders, business leaders and civil society, and has been involved in complex negotiations across different issues and sectors.

The titular head of our institution was previously Director of the United Nations Development Programme's (UNDP) Democratic Governance Group (DGP), based in New York, working across six regional centres in more than 100 countries.

Dr Fraser-Moleketi was Minister for Welfare and Population Development in South Africa's first democratic government and went on to serve as a member of the South African Parliament for three consecutive parliaments (1994 through September 2008).

Some of Chancellor's early achievements include participation in the multi-party negotiation process and as Deputy National Coordinator of the ANC's National Elections Commission ahead of the country's first democratic elections.

Our Chancellor serves on various boards, is a fellow of the Institute of Politics, Kennedy School of Government, at Harvard University, holds a master's degree in administration, and has received several awards, including the OP Dwivedi Public Service Award from the International Association of Schools and Institutes of Public Administration.



Professor Sibongile Muthwa is the Vice-Chancellor of Nelson Mandela University. Her second five-year term of office began in April this year.

Professor Muthwa holds a PhD from the School of

Oriental and African Studies, University of London, and an MSc in Development Policy and Planning from London School of Economics and Political Science. The Vice-Chancellor has enjoyed a distinguished career both in South Africa, and internationally, working in both development and public sector institutions, as well as in academia. Between 2010 and 2017 she was the Deputy Vice-Chancellor for Institutional Support, now known as People and Operations, at Nelson Mandela University.

Professor Muthwa served as the Chairperson of Universities South Africa [USAf] a membership organisation representing all South Africa's universities, that promotes and facilitates optimum conditions for universities to operate effectively and contribute to social, cultural and economic development.

She further serves on the Presidential Human Resource Development Council. Prior to joining the University, she served as Director General of the Eastern Cape Provincial Government [2004 and 2010]. Upon her return to South Africa, before joining government, she was Director of the Fort Hare Institute of Government.

She is deeply committed to gender justice, social inclusion and active democratic participation, and accordingly serves on a number of Boards and advisory structures, including from 2014 as a Commissioner of the Financial and Fiscal Commission, and served as its Deputy Chairperson from 2017-2019.

The Nelson Mandela University Council appointed **Ambassador Nozipho January-Bardill** as Chairperson of Council, the institution's highest decision-making body, in October 2017. She is currently serving her second term.

Ambassador January-Bardill's appointment as Council Chair was momentous, as she was the University's first black African female to take up the position.

She is an independent non-executive director of Mercedes Benz SA, the MTN Foundation, and two NGOs, Tshwaranang Legal Services (for women who are victims of gender-based violence) and Phenduka Literacy (for under-educated primary school pupils in Alexandra Township). In 2021 she was appointed to the

Board of Trustees of the United Nations Voluntary Fund for Technical Assistance and the Implementation of the Universal Periodic Report (UPR) in the office of the UN High Commissioner for Human Rights. Her own company Bardill and Associates advises companies on integrating race, gender and sustainable development into their business strategies and building cultures to end sexual harassment, bullying and GBV.

Ambassador January-Bardill served as SA's Ambassador to Switzerland, Lichtenstein and the Holy See as well as Deputy Director General, responsible for Human Resources and the Foreign Service Institute in the South African Department of Foreign Affairs. She was interim Chief of Staff and special advisor to UN Women and the UN Environmental Programme (UNEP) respectively.

Four years as Corporate Affairs Executive at MTN Group, the largest and most diverse mobile telecommunications company in Africa, exposed her to executive leadership in the private sector at home and on the continent, and the challenges of creating a human rights culture in business.

Ethical leadership and governance, social justice and sustainable development are central to her life and work.



WE ARE NELSON MANDELA UNIVERSITY

As a socially embedded African university in the service of society, we offer a range of life-changing educational experiences, impactful research and innovation, and transformative engagement.

These academic core missions are rooted in and informed by recent milestones in the University's history, such as the 2017 name change to Nelson Mandela University, the Vice-Chancellor's listening campaign, inaugural and Advancing Mandela addresses, and a transversal organisational redesign process.

We offer quality higher education to nearly 32 000 students across seven campuses, making us the largest university in the Eastern and Southern Cape.

What we offer

Nelson Mandela University is a comprehensive university that offers both general formative and professionally orientated academic programmes from certificate to doctoral level.

We have a strong track record in both fundamental and applied research, working extensively in partnership with business, industry, government, and civil society. The institution has 500 study programmes across

seven faculties that are internationally recognised and accredited by the relevant professional bodies. State-of-the-art IT services include WiFi connectivity across all campuses and in numerous off-campus facilities, as well as advanced technological resources and digital aids geared to effective in-person and blended modes of learning and teaching.

Along with a first-class academic education, Nelson Mandela University provides students with a vibrant student life beyond the classroom.

Our campuses

Our seven campuses have a large, ever-increasing footprint, with six in Gqeberha and one in George.

Of these, four are in Summerstrand, one in Bird Street in Central, and one in Missionvale. Our North and South campuses in Summerstrand are located on an 840-hectare private nature reserve.

Our George Campus is on the Garden Route, midway between Nelson Mandela Bay and Cape Town. Set at the foot of the Outeniqua Mountains, our "sustainability" campus is where our ecological footprint meets business acumen for a sustainable future.



FAST FACTS

7 **CAMPUSES**
North, South, Ocean Sciences, Second Avenue
(in Summerstrand) Missionvale (Missionvale), Bird
Street (Central), George (George Campus in the
Garden Route)



404
PROGRAMMES

with headcount enrolments for 2024 thus
far (19 March 2024)

7 **FACULTIES**
(Business and Economic Sciences;
Education; Engineering, the Built
Environment and Technology; Health
Sciences; Humanities; Law and Science)



32 178
HEADCOUNT ENROLMENTS

6 **INSTITUTIONAL
RESEARCH
THEMES**

2 436
PERMANENT EMPLOYEES



STRATEGIC FOCUS AREAS


640
**INTERNATIONAL
STUDENTS**



39
**DIFFERENT
COUNTRIES**

REASONS TO BE PROUD

Various ground-breaking projects, awards and achievements have given Nelson Mandela University and its staff and students reason to be proud, some of which are included below:

Winning designs

Architecture student **Luzuko Funda** won the annual national 2022 Corobrik Student Architecture Awards. He is the fourth winner from Mandela University over the past five years, keeping the tradition strong.



Spreading the Mandela brand

Social media is positively extending and entrenching the Mandela University brand as confirmed by the University's success as a winner of the **International Digital Communication Awards**.

Sharing the joys of this year's Autumn Graduation season, the institution's Communication and Marketing department substantially exposed the Mandela University brand into Africa and internationally to win the small budget campaign category.

Its social media posts were displayed over 15.5 million times to users (up by 112%) and generated over 1.9 million engagements (up by 348%) compared with 2022. Its video views grew by 678% to over 4.1 million.

Three of its Facebook videos had over 1.5 million impressions, with one reaching 4.7 million impressions and over 900 000 engagements, while one on Instagram had over a million impressions.

Science achievers

Professor Janine Adams (left image) and doctoral student **Carla Dodd** (right image) both received recognition for their groundbreaking water research at the South African Women in Science Awards ceremony.

Professor Adams, who holds the DSI/NRF Research Chair for Shallow Water Ecosystems and is deputy director for the Institute for Coastal and Marine Research, is the winner of the DSI Distinguished Woman Researcher in Natural Science and Engineering.

Carla, a doctoral student in Geosciences, was awarded the DSI-Ndoni Mcunu Fellowship: Doctoral Award for her pioneering research on groundwater resources.



A medical school making a difference

Our programme to train MBChB graduates in Gqeberha is the first and only medical school in the western part of the province. Intentionally anchored in Missionvale to engender urban renewal and regeneration, it is set to make a tangible contribution

to building capacity for accessible healthcare service delivery through its emphasis on primary health care.

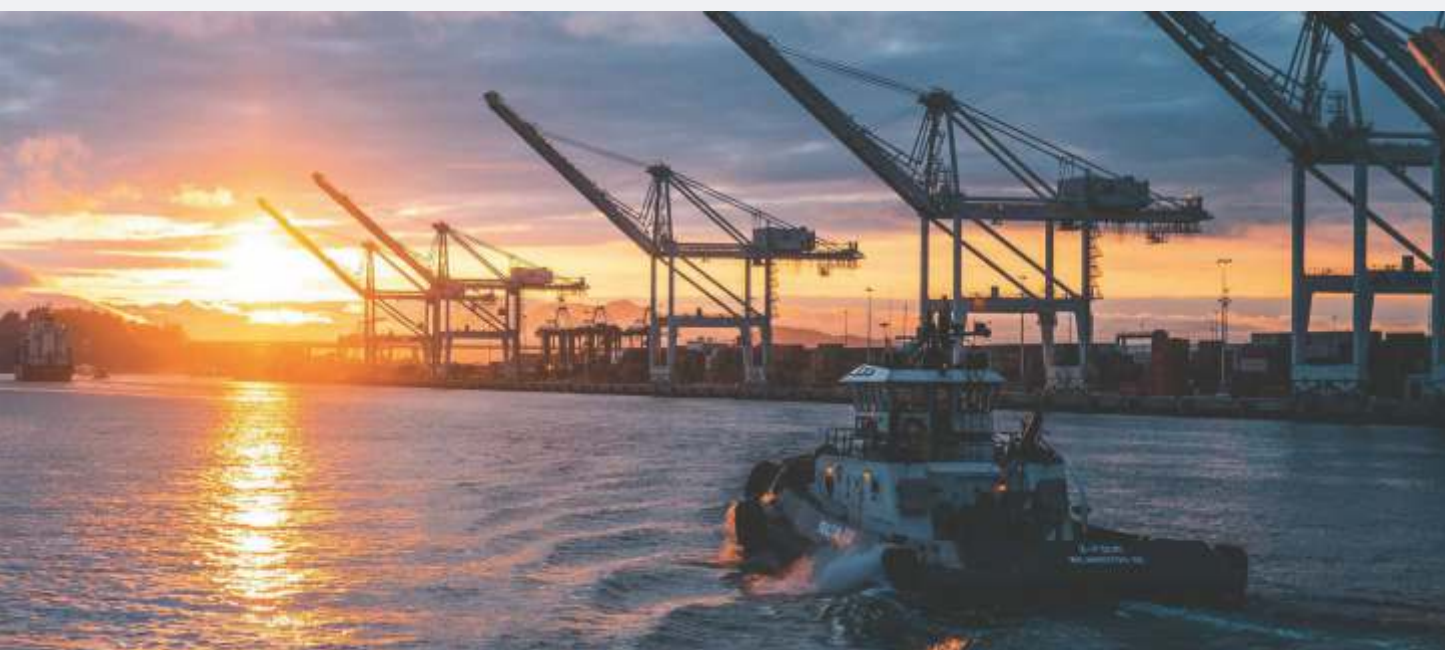


Ocean Sciences: Growing the blue economy

Nelson Mandela University has embraced the United Nations declaration of the Decade of Ocean Science for Sustainable Development from 2021 to 2030.

With South Africa's coastline spanning approximately 3000km and bordered by three oceans, the University is perfectly placed to contribute to and benefit from this blue decade.

Nelson Mandela University has developed a range of ocean sciences education and training, research, innovation and engagement programmes to support the blue economy nationally and on the African continent. Nelson Mandela University was ranked as the top institution in South Africa for UN Sustainable Development Goal Four: Life Below Water in 2022.



Our overarching ocean sciences strategy is underpinned by the following objectives:

- Advancing inter- and transdisciplinary synergies to promote learning, teaching, research, innovation and engagement “where art meets science”
- Promoting social, economic, and environmental sustainability
- Developing and maintaining mutually beneficial and collaborative partnerships with civil society, industry, government, and other postschool educational institutions nationally and internationally
- Positioning the University to be a destination of choice for ocean sciences nationally and on the African continent.

[See more on Ocean Sciences at Mandela.](#)

Ocean Sciences awards

Nelson Mandela University has won five national and international infrastructure awards for the new extensions to its Ocean Sciences Campus in Summerstrand.

The University’s new triple-storey E Block with its aesthetically appealing, dedicated research spaces, specialised laboratories and signature dive tank, received high praise from judges in four competitions recently.

Infrastructure services and space optimisation deputy director Graham Gouws said as the only higher education institution in SA with a dedicated ocean sciences campus, Mandela University was home to a range of ocean sciences education and training, research, innovation and engagement programmes.

“These awards speak to our commitment to advance our scientific contribution to ocean sciences globally by developing fit-for-purpose spaces that meet this need,” Gouws said.

The new R54m wing built from department of education funding is part of the University’s commitment to the United Nations’ sustainability development goals relating to the sea.



State-of-the-art Science Centre

The University's new Science Centre, on its Ocean Sciences Campus, will serve as a dynamic education hub catering to learners, students, scholars, academics and the wider public.

The state-of-the-art Centre, which was officially launched by the Minister of Higher Education and Training Professor Bonginkosi Emmanuel Nzimande on 15 March this year, was established as an expression of Nelson Mandela University's commitment as an engaged institution.

The R54-million building, funded by the Department of Higher Education and Training's Infrastructure Efficiency Grant, is dedicated to using its resources, platforms, students, and staff in pursuit of building a learning society that embraces social justice.

In short, the University is set on making science accessible to the public. It's here, in what is the most sophisticated digital dome of its kind in the country to date, that scientists will share complex concepts with the public, engage in discussions

and host interactive exhibitions and conferences. The centrepiece, a 15-metre digital dome/auditorium, offers a unique immersive space for learning and visualising spatial models in an engaging and entertaining format. It is akin to an IMAX theatre, but on a grander scale, fully enveloping the viewer.

School learners who visit will enjoy a comprehensive tour, including a fully immersive show featuring videos showcasing topics such as life underwater or the potential for life in outer space.

Pioneering inclusive education with coding programme for the digital age

Mandela University is at the forefront of inclusive education and coding through its pioneering initiative, the Tangible Africa programme, which began in 2017 as a mobile app developed at the institution.

Computer Science student Byron Batteson's honours project has morphed into today's programme that transforming the educational landscape by empowering disadvantaged students to take up successful careers in coding.

In today's increasingly digital world, coding plays a central role in our lives, with the demand for online solutions, applications, and digital innovations skyrocketing. As the digital age advances, the role of software developers in shaping our future becomes indispensable.

Professor Jean Greyling, Head of the Department of Computing Sciences at Nelson Mandela University and the Tangible Africa Programme Founder, says: "While technologies like ChatGPT and AI are enhancing productivity, they will never replace the problem-solving abilities of skilled software developers."

He says software development is essential for a nation's innovation capacity, with many South African software companies exporting their products to Europe and America.

However, South Africa faces several challenges in promoting coding education. Over 16 000 schools lack computer labs, and many of the existing labs are non-functional. The shortage of qualified coding teachers compounds the issue, and there is a diminishing pool of matric learners with strong mathematical abilities - a critical prerequisite for coding.

Mandela University, through its Tangible Africa Programme, is addressing these challenges head-on. Launched in 2017, this initiative uses innovative methods to teach coding concepts, even in settings without access to computers, the internet, or electricity. Learners work collaboratively, solving challenges using physical puzzle pieces, thereby developing critical problem-solving skills.

The Tangible Africa Programme focuses on specific domains such as game poaching (RANGERS) and marine themes (BOATS), making coding education more engaging and accessible to diverse groups of students. New domains that will be introduced soon will be soccer and Formula 1 racing.

To date over 30000 teachers and other facilitators have been trained across Africa, and now also Europe. More than 100 000 learners benefitted from the programme, thanks to the collaboration with the Leva Foundation to address educational gaps and foster job creation and entrepreneurship.

"We are changing the African narrative. A product made in Africa for Africa is now being used in Africa and beyond," says Prof Greyling.



OUR HISTORY

The former institution was formed in 2005 as a result of the merging of the PE Technikon, the University of Port Elizabeth and the Port Elizabeth campus of Vista University (Vista PE).

The PE Technikon has its roots in the country's oldest art school, the PE Art School founded in 1882; the University of Port Elizabeth (UPE), the country's first dual-medium residential university, came into being on 31 January 1964; and the Port Elizabeth campus of Vista university, which opened up access to higher education for disadvantaged students.

The union of these institutions was part of countrywide restructuring of higher education, intended to deliver

a more equitable and efficient system to meet the needs of South Africa, the continent and the world in the 21st century. Founded on more than a century of quality higher education, Nelson Mandela University nurtures innovation, fosters creativity, embraces technology and develops people to meet the challenges of tomorrow.

Today, Nelson Mandela University is the only university in the world to carry the name of Nelson Rolihlahla Mandela, is a sought-after educational destination and the most diverse university in South Africa.

A full history of the institution is available on our website, along with insights into our namesake.



Office-Bearers of the University

CHANCELLOR

Dr GJ Fraser-Moleketi: MAdmin (*Cum Laude*) (UP), DPhil (*honoris causa*) (Nelson Mandela University), DPhil (*honoris causa*) (NWU)

CHAIRPERSON OF COUNCIL

Ambassador NP January-Bardill: BA, Cert in Ed (UBL), MA (Essex University, UK), Dip HR Management (Damelin) Doctor of Laws (*honoris causa*) (Glasgow Caledonian University)

VICE-CHANCELLOR

Prof SW Muthwa: BA (SW) (Fort Hare), BA (SW) Hons (Wits), MSc, PhD (London University, UK)

DEPUTY VICE-CHANCELLOR: ENGAGEMENT AND TRANSFORMATION

Prof A Keet: BA, HDE, BEd, MEd (*Cum Laude*) (UWC), PhD (Edu Manag, Law and Policy) (UP)

DEPUTY VICE-CHANCELLOR: LEARNING AND TEACHING

Dr SF Moeng: BA, HDE, BEdHons (UPE), MSc (St Cloud State University, USA), DEd (NMMU)

DEPUTY VICE-CHANCELLOR: PEOPLE AND OPERATIONS

Mr LP Jack: NDip (PMA) (EC Technikon), BTech (PM) (PET), BAPhil (US), MCom (UKZN)

DEPUTY VICE-CHANCELLOR: RESEARCH, INNOVATION AND INTERNATIONALISATION

Prof HR Lloyd (Acting): BCom (UPE), BComHons (UPE), MCom (UPE), DCom (UPE)

DEAN OF STUDENTS

Dr BK Sebake (Acting): NDip (PM) (TUT), BTech (PM) (UNISA), MTech (PM) (TUT), D (PA) (Monitoring and Evaluation) (TUT)

EXECUTIVE DIRECTOR: FINANCE

Mr MR Monaghan: BCom (UPE), BComHons (UNISA), Professional Accountant (SA)

REGISTRAR

Mr EB De Koker: BA (UCT), BAHons (UNISA), MA (Pub Admin) (University of Warwick, UK)

PRESIDENT OF ALUMNI ASSOCIATION

Mr S Hlwatika: LLB (NMMU), PGDip (Labour Law Practice), LLM (Labour Law) (Nelson Mandela University)

Executive Deans of Faculties

BUSINESS AND ECONOMIC SCIENCES

Prof MR Mey (Acting): NH Dip (Mgt Prac) (PET), BCom (UPE), BCom Hons (UNISA), MTech (PET), DTech (HRM) (NMMU), MIPM, RPP

EDUCATION

Prof HH Sathorar (Acting): BCom, HDE (*Cum Laude*), BEd Hons (*Cum Laude*) (UPE), MBA (*Cum Laude*) (NMMU), PhD (Nelson Mandela University)

ENGINEERING, THE BUILT ENVIRONMENT AND TECHNOLOGY

Prof M Sheldon: BTech BA, DEng (Chemical Engineering) (CPUT), Pr Tech Eng

HEALTH SCIENCES

Prof Z Zingela: MBChB (Natal), FCPsych (SA), MMed (UP), PhD Psychology (Nelson Mandela University)

HUMANITIES

Prof P Maseko: BA, BAHons (UWC), MA, PhD, PGDip in Higher Ed (RU)

LAW

Dr L Biggs: BCom (Law), LLB (UPE), LLM (Labour Law) (*Cum Laude*), LLD (NMMU)

SCIENCE

Prof ZR Tshentu (Acting): BScHons (UPE), MSc (UPE), PhD (NMMU)

DEAN OF LEARNING AND TEACHING

Dr P Kota-Nyati: BA (Vista), BAHons, MA Couns Psych (UPE), DPhil (Nelson Mandela University)

Order of Proceedings

Entrance of Academic Procession

Moment of Silence

Constitution of Congregation and Welcome

Vice-Chancellor

Choral Item

Nelson Mandela University Choir

Awarding of Qualifications

Vice-Chancellor

Conferring of Doctoral Degrees

Vice-Chancellor

Message of Congratulations and Dissolution of Congregation

Vice-Chancellor

National Anthem

(The congregation is requested to stand for the singing of the National Anthem)

Departure of Academic Procession

(The congregation is requested to remain standing until the academic procession has left the hall)

* The words *Cum Laude* indicate that the diploma or degree is awarded with distinction to the candidate/s

FACULTY OF BUSINESS AND ECONOMIC SCIENCES

DIPLOMA IN HUMAN RESOURCES MANAGEMENT

AJAM, Nuria
CEWANA, Mtha Iviwe Azemahle
DACA, Lerato
DANTILE, Amahle
DASTILE, Lubabalo
DIDIZA, Abongile
ELIE, Candes Laurensia
GAMA, Zethu
GQASHAZA, Mhlali
HAMMOND, Amia Keachell
HLAKUVA, Lisakhanya
HOYI, Sinoxolo
JACOBS, Zimasa Felicia
KHUMALO, Thembalamantungwa Siphwokuhe
KLAAS, Chumani
KLAAS, Sibusisiwe
KOYO, Sinokuhle
KULATI, Mbasu
KUNENE, Londeka
KWAPUNA, Lukho
LENGS, Lindsipho Freeman
LIBERTY, Karen Althea
LUBANGO, Onesimo
LUZIPHO, Inam
MABITLE, Bonolo
MACKONIE, Xekeshia Keelay
MAFADZA, Andani Tshudufhadzo
MAFENUKA, Siposethu
MAGAWU, Yolanda
MAGOBIANE, Ziyanda Cordelia
MAGUDUMANA, Siphokazi
MAKOM, Nombuso
MANGANYI, Muhluri Surprise
MANTILE, Yolisa Darron
MAPHOZANA, Nonkazimlo
MAQASHALALA, Phelo
MAQUTHU, Yanga
MAQUVANA, Nandipha Eunice
MARAULE, Sikhumbuzo
MARIMA, Gontse
MATSHISI, Sibabalwe Prince
MATSHOBA, Tandokazi
MAVUSO, Sihle Jeniffer
MAXONGO, Loyisile
MAY, Eugene Michell
MBANYARHU, Asisipho
MBASANE, Siyolise Lerato
MBATU, Bandlakazi
MBOYANA, Zozibini
MCHUNU, Siphesihle
MDEMKA, Milisa Lethu
MDUNGE, Thozama

MDUNYELWA, Masivuye
MEYISI, Aphiwe
MGIDLANA, Chulumanco Sive Sibabalwe
MOFOKENG, Karabo
MOKGOKONG, Mamathudi Adel
MOORCROFT, Nicole Elizabeth
MPHIKWA, Olwethu
MTYALELA, Yolisa
MWELI, Nosipho
MZOLISA, Winiswa
NCOKWANA, Zoleka
NDLAZI, Fezeka Felicia
NDUDULA, Mhlali
NDUNENI, Thabani
NDZWILI, Siyamthanda
NGABA, Sibulele
NGAMLANA, Banele
NGCENI, Onesimo
NGCEZULA, Sinesipho
NGWENYA, Bongekile Andile
NOBONGWANA, Aphiwe Belinda
NODANGALA, Aphelele
NOKELE, Awiwe
NTLAKA, Nombongo
NXASANA, Abenathi
NYAMATE, Laura Kazini
PUYE, Chulumanco
QENGWA, Lonwabo Athenkosi
RALGANA, Ongeziwe
RAMOKEPA, Thloriso
RHAYI, Libhongo
ROBB, Charlene Mary
RWANQA, Nangamso
SIBOYA, Asiphumeze
SIFOLO, Cebo
SIFUBA, Zimvo Sanezisiwe
SODZIDZI, Nathi
SOFOYIYA, Siphobuhle
SOGA, Asisipho
SOGONI, Masixole
TSHAYELA, Itumeleng
TSHOTO, Ntombifuthi
VAN VUUREN, Camryn
VAPI, Zoleka
VUSO, Olwam Kweku
XAKANA, Nomava
XAKATHA, Cuma
ZENANI, Amyoli Siviwe
ZENZILE, Sinesipho
ZONDI, Sphephile Noluthando

CUM LAUDE

NAIDOO, Sharloshini

BACHELOR OF ARTS (HUMAN RESOURCE MANAGEMENT)

BAILEY, Mekaeeel
BAKAKA, Moise Dimukayi
BARTIE, Ashleigh
BORCHARDS, Tamera Amy
BRAKFESI, Chulumanco
COETZEE, Graeme David
DANGISA, Khwezi
DHLAMINI, Sthembiso Wethu
DICK, Aviwe
FENI, Baxolise
GROENEWALD, Jaydine Alfiro
GUNU, Kamvelihle
HITZEROTH, Tamzon
HLUTWA, Katleho
HUGO, Louis
LEBITSA, Pulane Rennet
LUPALULE, Khanya
MADIKANE, Wandisile
MALEMELA, Kgotatso
MAMBU, Amanda
MARUPEN, Adéle Tanya
MJAMBA, Sinovuyo
MJELE, Songe
MOETI, Phewi Khutjo
MXOXOZI, Ongi
MYBURGH, Mikhael
NDULI, Nonsikelelo Princess
NGAMANI, Simamkele
NJIVA, Qaqamba
NJBABANE, Makukhanye
NQWELO, Sinesipho Jennifer
QINELA, Ziphozihle
SATAAR, Mahmoodah
SOLOMON, Emihle Lutho
VAN WYK, Sone
WACEKE, Agnes

BACHELOR OF COMMERCE (INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT)

NGWENYA, Thabita Nompumelelo
WICKENS, Gareth Douglas

ADVANCED DIPLOMA IN BUSINESS STUDIES (HUMAN RESOURCE MANAGEMENT)

BALOYI, Khensani Shaan
BONA, Phoziswa Ethel
BONANI, Michelle
BUNYULA, Siyavuya
DANSTER, S'Busiso
DLAMINI, Zintle
DYOSI, Hlumela Siyamthanda
FALAKAHLA, Sylvia
GUMA, Ongeziwe
JACOBS, Cara June

JACOBS, Kaede-Codi
JOZANA, Khanyisa
JWAQU, Siphosethu
KHWATSHANA, Siyanda
KILANE, Pamela
LAMANI, Thamela Anelisa
MABASO, Pretty Sinethemba
MAGITSHIMA, Ukhonaye
MANZI, Nosipho
MBEKI, Nikita Sinomtha Bianca
MCITEKA, Lihle
MEHLALA, Lwambeso
MKHETHO, Unathi
MKHONA, Philasande Christina
MKOSE, Bukeka
MOYI, Khuthala Thandolwakhe
MQAMELO, Zukhanye
MSUTU, Sonezwa
MTONGANA, Zimasa
MVULANA, Mbasa
NDWANDWA, Sweetness Matshidiso
NEL, Tamlynne Tarry-Leigh
NGINASE, Mhlahli
NKENKE, Mthawelanga
NTANJANA, Bayanda Qaqamba
NTOBELA, Nelisa
NYOBE, Azile
PARSLEY, Monique Charlise
ROCKMAN, Gabrielle Aliya
SIAS, Charney Carin
SIBISI, Busisiwe Isabella
SIMANI, Sinovuyo
SIWISA, Nwabisa
WILLEMSE, Jowene Benadene
ZAMANI, Azama
ZISOYI, Khayakazi
ZWIDE, Sibabaliwe

BACHELOR OF COMMERCE HONOURS IN INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY

BALURA, Siphosethu
BOBELO, Vuyolwethu Primrose
BRANDT, Keziah Charlize
DE LANGE, Roger
EHRKE, Chad Aaron
GCINGCA, Yonela
LEGOPELO, Anisha Shevvon Omphemetse
LETUKA, Mahlape Elizabeth
LINYANA, Aliziwe
MAABOYE, Tebatso Hope
MALAHLA, Sinazo Kuhle
MASANGO, Simangele Sandy
NTUNGWA, Asemahle Sinaye
RAMABULANA, Gudani
SALIE, Tashreeka
SANTI, Sisipo Nikilita
SKUNGWINI, Sibabalwe
SMITH, Kirsten Taylor

TSOANANYANE, Dirontsho Dimpho
VADIVELOO PILLAY, Sarishka
VALOYI, Funeko Fiona
VAN BILJON, Dane
VAN HEERDEN, Kaylan Charlotte
VAN ROOYEN, Shaun Andrew
WOOD, Caleb-John
WYLBACHT, Amy Loukyla

CUM LAUDE

MARAIS, Monique
RAMALEPE, Present Raymond
REDELINGHUYS, Kirsten

**BACHELOR OF COMMERCE HONOURS IN LABOUR
RELATIONS AND HUMAN RESOURCES**

BREDA, Tamryn
DU PREEZ, Johan Andries
DYWILI, Siphokazi
FILTANE, Umphile-Okuhle Khululwa
KALAKGOSI, Rutendo Iman
KHUMALO, Zamantungwa Nomcebo
KILA, Siziphiwe
KISTEN, Shayna Ivy
KUPISO, Lennox Xolani
LUKANI, Avela Nomaxhosa
LUNIKA, Chuma
MAMBURU, Vhuhwavho
MAPONYA, Kgopotso
MBUSI, Alizwa
MHAGA, Sibahle Amanda
MZIMKULU, Thandokazi
NAZO, Andisiwe
NDLELA, Amzolele
NEWING, Tanielle Kayley
NYALAMBISA, Yolanda
PANGO, Baphelele Ayabulela
PYNE, Tamzon
ROSSOUW, Zelnay
RULA, Mandisa Amanda
SIWAHLA, Lizile
SOLI, Lonwabo
STEFANE, Sinalo

**POSTGRADUATE DIPLOMA IN BUSINESS
ADMINISTRATION**

BABA, Zibele Chuma
CEKISO, Athenkosi
GUGA, Zukiswa Gloria
HULE, Noluvuyo
JACOBS, Xhanti
LEMAO, Katlego
MAKWETU, Sisipho
MARLOUW, Cheslyn Harold
MFABE, Tembani Ngconde
MTI, Mzamo Churchill
NTLABATI, Lutho
QOYI, Apiwe
SIHLWAYI, Zoliswa Nolwethu
SMITH, Tania
YOSE, Thobela Afrika

CUM LAUDE

GACA, Anelisa Sibahle
KOPSANI, Nujoma Lukhanyo
MARX, Kay-Lee
PEREIRA, Alonzo Damian
ZAZA, Thokozani

**POSTGRADUATE DIPLOMA IN EMPLOYMENT
RELATIONSHIP MANAGEMENT**

BAZI, Odwa
ERASMUS, Madeell
HLUPHEKO, Mzwakhe Kevin
JAFTA, Zikhona Sandile
MBELE, Sinesipho
MOKWENA, Makhosini Robert
POKWANA, Xola
RAMOHLALE, Tokollo John
SIYEMA, Milla
TSHANGANA, Monica Jabulisile
TYOBELA, Somila
VOVO, Omelele
VUSANI, Siphokazi

CUM LAUDE

NEL, Craig Kurt

MASTER OF ARTS (COURSEWORK)

DLADLA, Azande Pride

(Industrial and Organisational Psychology)

Title of treatise:

THE CAREER DEVELOPMENT OF FOLORUNSHO ALAKIJA: A PSYCHOBIOGRAPHICAL STUDY

Supervisor: Prof R van Niekerk

LOLO, Thabile

(Labour Relations and Human Resources)

Title of treatise:

EXPLORING THE STRUCTURE AND FUNCTIONING OF A JOINT BARGAINING FORUM WITHIN A UNIVERSITY IN SOUTH AFRICA: A CASE STUDY

Supervisor: Dr J Bowler

MASTER OF BUSINESS ADMINISTRATION (COURSEWORK)

AJAM, Chantell

Title of treatise:

FACTORS INFLUENCING EMPLOYEE PROPENSITY TOWARDS EXCELLENT CUSTOMER SERVICE

Supervisor: Prof A Werner

BORCHARDS, Mario Anton - **Cum Laude**

Title of treatise:

THE CHALLENGES FACING CITY OF CAPE TOWN'S SMMEs: A CRITICAL ANALYSIS FOR A SUSTAINABLE INFORMAL ECONOMY

Supervisor: Dr ML Maluleka

BOYANA, Buhle

Title of treatise:

ASSESSING THE INFLUENCE OF FINANCIAL LITERACY ON SPENDING BEHAVIOURS OF THE WORKING CLASS IN THE WESTERN CAPE

Supervisor: Prof MS Bayat

CRONJE, Rene

Title of treatise:

THE ROLE OF SUSTAINABILITY PERCEPTIONS OF EMPLOYEES IN CORPORATE SUSTAINABILITY

Supervisor: Dr A de Wit

DE LANGE, Ilze

Title of treatise:

FACTORS AFFECTING ENTREPRENEURIAL ACTIVITY IN SOUTH AFRICAN COMMUNITIES: FACTORS INHIBITING MICRO ENTERPRISE ENTREPRENEURS IN THE NELSON MANDELA BAY METROPOLE

Supervisor: Prof MDM Cullen

Co-supervisor: Dr SM Boucher

Co-supervisor: Ms L Van Rensburg

GASTILE, Nosikhumbuzo

Title of treatise:

EVALUATING FACTORS AFFECTING THE EFFECTIVENESS OF THE TENDER SYSTEM IN BUFFALO CITY METROPOLITAN MUNICIPALITY

Supervisor: Prof B Botha

GODO, Francis

Title of treatise:

THE INFLUENCE OF COVID-19 ON THE WORK-LIFE BALANCE IN THE JOHANNESBURG SOUTH AFRICAN BANKING INDUSTRY

Supervisor: Dr J Sigauke

HUGHES, Jason Michael

Title of treatise:

AN INVESTIGATION INTO THE CURRENT AND FUTURE STATE OF THE CATALYTIC CONVERTER INDUSTRY

Supervisor: Dr LR De Koker

INGLIS, Rodin George

Title of treatise:

EXPLORING THE VALUE OF SYNERGISED STRUCTURES IN MERCHANDISING SERVICES WITHIN THE SOUTH AFRICAN RETAIL SECTOR

Supervisor: Dr S Boucher
Co-supervisor: Dr LR De Koker

JORDAAN, Jeandre - **Cum Laude**

Title of treatise:

AN ONLINE MODEL FOR AN AGRICULTURE RETAILER

Supervisor: Prof P Poisat
Co-supervisor: Dr C Jooste

JORDAAN, Ross Alex

Title of treatise:

ANALYSING THE INFLUENCE OF BANKING LOYALTY PROGRAMMES ON SOUTH AFRICAN CONSUMER BEHAVIOUR POST-COVID

Supervisor: Dr J Sigauke

KLAAS, Thulani

Title of treatise:

THE AUTOMATION OF SUPPLY CHAIN MANAGEMENT IN THE ROAD ACCIDENT FUND IN EAST LONDON

Supervisor: Prof MS Bayat

LWABI, Anathi

Title of treatise:

THE IMPACT OF COVID-19 ON SMES: A CASE STUDY OF THE PAY TV INSTALLATION SECTOR IN JOHANNESBURG

Supervisor: Dr ZW Shabane

MAGIDA, Viwe

Title of treatise:

A FRAMEWORK FOR IMPROVING THE SELECTION OF DIGITAL HEALTH TECHNOLOGIES: THE CASE OF THE NATIONAL HEALTH LABORATORY SERVICES (NHLS) IN SOUTH AFRICA.

Supervisor: Mr CM Du Preez

MATHENJWA, Malusi Sheperd

Title of treatise:

THE IMPLEMENTATION AND EVALUATION OF STRATEGIC PLANNING AT METRORAIL KWAZULU NATAL.

Supervisor: Dr J Sigauke

MATHYE, Ayanda

Title of treatise:

PSYCHOLOGICAL FACTORS THAT INFLUENCE CONSUMER'S INTENTION TO PURCHASE ELECTRIC VEHICLES IN THE EASTERN CAPE AND GAUTENG REGIONS OF SOUTH AFRICA

Supervisor: Mr L Mahlangabeza

MATSHOBA, Fezeka Zukisa

Title of treatise:

AN INVESTIGATION INTO AN AQUACULTURE VALUE CHAIN: BUSINESS INCUBATOR PERSPECTIVE

Supervisor: Dr N Hadi

MDLULI, Ignatius Mlanza

Title of treatise:

EVALUATION OF LEADERSHIP INFLUENCES ON EMPLOYEE INTRINSIC MOTIVATION IN THE TRANSNET LOCOMOTIVE MAINTENANCE BUSINESS AT SWARTKOPS

Supervisor: Dr J Sigauke

MIENIE, Alice Enid - **Cum Laude**

Title of treatise:

DETERMINANTS OF JOB SATISFACTION IN THE RENEWABLE ENERGY SECTOR

Supervisor: Dr BM de Villiers

MINNAAR, Marcelle Kendrick

Title of treatise:

EVALUATING A BRAND EXTENSION FOR A CLOTHING SMME: THE CASE OF A TATTOO ARTIST

Supervisor: Dr JM Burger

MNYANI, Siphamandla

Title of treatise:

INVESTIGATING LONG-TERM SUSTAINABILITY OF FINANCING PHOTOVOLTAIC SYSTEMS, SMALL SCALE INVERTERS FOR THE LOCAL COMMUNITIES IN SOWETO. SOUTH AFRICA

Supervisor: Dr J Sigauke

MOMOZA, Ncedo Prince

Title of treatise:

EVALUATING FACTORS AFFECTING DEVELOPMENT AND IMPLEMENTATION OF INNOVATION PRACTICES AT EASTCAPE MIDLANDS TVET COLLEGE

Supervisor: Dr J Sigauke

MOTSOHI, Millicent Manana

Title of treatise:

DECENT WORK AND THE RELATIONSHIP BETWEEN PSYCHOLOGICAL EMPOWERMENT AND JOB PERFORMANCE WITHIN THE EASTERN CAPE AUTOMOTIVE INDUSTRY

Supervisor: Mr L Mahlangabeza

MULAUDZI, Zwivhuya Phumudzo

Title of treatise:

BARRIERS THAT PREVENT THE EFFECTIVE IMPLEMENTATION OF PHYSICAL ASSET MANAGEMENT IN A FERROCHROME SMELTER

Supervisor: Dr LR De Koker

NDLELENI, Neziwe

Title of treatise:

A CRITICAL EVALUATION OF THE STATE OF CAPITAL ASSET MANAGEMENT IN NELSON MANDELA BAY MUNICIPALITY AND ITS IMPACT ON SERVICE DELIVERY

Supervisor: Dr N Hadi

ROACH, Pamela Ann

Title of treatise:

THE PERCEIVED IMPACT OF SUBJECT CHOICE ON NO-FEE HIGH SCHOOLS AND LEARNERS IN NELSON MANDELA BAY

Supervisor: Dr DL Gradidge
Co-supervisor: Dr PP Kota-Nyati

SEBE, Thabang Luvuyo

Title of treatise:

INCREASING THE ADOPTION RATE OF DIGITAL PLATFORMS THROUGH INCREASED CONSUMER EDUCATION: A CASE OF MITCHELLS PLAIN AND KHAYELITSHA TOWNSHIPS, WESTERN CAPE

Supervisor: Prof MS Bayat

SETENI, Vuyo Michael

Title of treatise:

THE ROLE OF STREET TRADING IN SUSTAINING LIVELIHOODS IN KOUGA LOCAL MUNICIPALITY, EASTERN CAPE

Supervisor: Dr A Katrodia

SOFUTHE, Thuliwe Nontsikelelo

Title of treatise:

FACTORS CONTRIBUTING TO STRESS AND COPING STRATEGIES USED BY POLICE OFFICERS IN THE EASTERN CAPE(EC) PROVINCE

Supervisor: Prof A Werner

SWANS, Gordon Leonard

Title of treatise:

FACTORS THAT INFLUENCE THE ADOPTION OF SMART FACTORIES IN THE SOUTH AFRICAN AUTOMOTIVE COMPONENT MANUFACTURING INDUSTRY

Supervisor: Prof MDM Cullen
Co-supervisor: Dr S Boucher

TATANQU, Camagu

Title of treatise:

EXPLORING HEALTHCARE SERVICE QUALITY IN THE EASTERN CAPE: A CASE OF BUFFALO CITY METROPOLITAN MUNICIPALITY

Supervisor: Dr LR De Koker

TLALI, Motaoane Bernard

Title of treatise:

EVALUATING FACTORS INFLUENCING QUALITY OF SERVICE DELIVERY IN THE NELSON MANDELA BAY MUNICIPALITY

Supervisor: Dr J Sigauke

VAN DER WESTHUIZEN, Johannes Dawid

Title of treatise:

A THEORETICAL FRAMEWORK TO MANAGE CRITICAL CONSTRAINTS AND INCENTIVES IN IMPLEMENTING SUSTAINABILITY PRACTICES ON DAIRY FARMS

Supervisor: Dr H Janse van Rensburg

VAN STADEN, Shelby Jade

Title of treatise:

AN EVALUATION OF SUPPLY CHAIN STAKEHOLDER ENGAGEMENT IN TERMS OF CUSTOMER SPECIFIC REQUIREMENTS: A CASE STUDY OF AN AUTOMOTIVE SUPPLIER AND THE PRESSURES AROUND THE AUTOMOTIVE ORIGINAL EQUIPMENT MANUFACTURERS' (OEMS') REQUIREMENTS

Supervisor: Dr BMK Robinson

WRIGHT, Julian - **Cum Laude**

Title of treatise:

THE EFFECT OF TECHNOLOGY ADOPTION ON EMPLOYEE WORK ENGAGEMENT IN A MINERALS BENEFICIATION COMPANY

Supervisor: Prof MDM Cullen

Co-supervisor: Dr S Boucher

ZIBONDA, Lunga

Title of treatise:

DETERMINANTS OF YOUTH CONSUMERS IN VISITING A MUSEUM – POST COVID-19: A CASE OF GINSBERG TOWNSHIP

Supervisor: Dr W Chinyamurindi

DOCTOR OF BUSINESS ADMINISTRATION

BRITTON, Leola Iris

Title of thesis:

A LEADERSHIP FRAMEWORK REQUIRED FOR EMERGING MANAGERS IN THE NEW WORLD OF WORK

Supervisor: Prof P Poisat

CALVERT, Candice

Title of thesis:

ORGANISATIONAL CITIZENSHIP BEHAVIOUR (OCB) IN THE SOUTH AFRICAN TRANSPORT STATE-OWNED ENTERPRISES

Supervisor: Prof NE Mazibuko

Co-supervisor: Dr T Ngxukumeshe

DOCTORAL CITATIONS

THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION

LEOLA IRIS BRITTON

Previous qualifications:

1996 BA
1997 BA (Hons) Psychology
2010 MA Sociology (Group Dynamics)

University of Port Elizabeth
University of Port Elizabeth
Nelson Mandela Metropolitan University



Thesis:

A LEADERSHIP FRAMEWORK REQUIRED FOR EMERGING MANAGERS IN THE NEW WORLD OF WORK

This study focused on developing leadership competency frameworks. Participatory research involving various stakeholders was done. Qualitative data was gathered to identify the components of the leadership frameworks that was ratified by the stakeholders to ensure alignment to best practice and the needs of the organisations. A development programme aimed at emerging leaders was designed to assess the leadership frameworks. The effectiveness of the leadership development programme was assessed. The stakeholder groups agreed that the leadership development programme addressed the needs of the organisations and there were positive improvements in the leadership competencies measured. Future research could benefit from the research and findings of this study.

Supervisor: Prof P Poisat

THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION

CANDICE CALVERT

Previous qualifications:

1997	National Diploma Horticulture	Cape Peninsula Technikon
2012	Bachelor of Arts	UNISA
2016	Master's in Business Leadership	UNISA
2020	Master's in Railway Operational Management	Glasgow Caledonian University



Thesis:

ORGANISATIONAL CITIZENSHIP BEHAVIOUR (OCB) IN THE SOUTH AFRICAN TRANSPORT STATE-OWNED ENTERPRISES

In this doctoral thesis, a measuring instrument and comprehensive hypothetical model were developed. These can be used by management to create an enabling environment for both management and employees to engage and exhibit organisational citizenship behaviour characters. The findings of the study revealed that OCB is effectively influenced by employee trust and organisational commitment. OCB related to selflessness is also influenced by consideration of personal importance and OCB related to reliability of staff is effectively influenced by transparency, and job autonomy. The findings of this study provide the opportunity for Human Resources practitioners to develop policies and strategies to combat negative

workplace environments and take the initiative in developing programs for the growth of organisational human capital.

Supervisor: Prof NE Mazibuko
Co-supervisor: Dr T Ngxukumeshe

Congratulatory Message from the Alumni Association

Congratulations on your academic achievement!

Welcome to the Nelson Mandela University family. You are now a Nelson Mandela University alumna/us.

We would like to take this opportunity to introduce you to the Nelson Mandela University Alumni Association.

Once you have obtained your Nelson Mandela University certificate, diploma or degree you become an alumna/ us of the University and a member of the Nelson Mandela University Alumni Association.

The Association is approved by the University Council as a structure of the University. The Association supports and enhances the realisation of the University's vision and mission through maintaining and expanding positive relationships with its members.

The Role of the Alumni Association Office

Primarily, the ARO builds relationships and maintain strong links with graduates, parents, friends and supporters of the University through events, newsletters, social media, the alumni and friends magazine *Thetha* and services.

The Role of Nelson Mandela University graduate

We encourage you to attend the alumni engagement events, be an active alumni ambassador, support your alma mater in a variety of ways including sharing news, expertise, skills, and contributions in cash and kind. For more information regarding University projects you can support please visit the University giving page <https://mandela.ac.za/giving-to-mandela-university>

Mandela Alumni Connect – the online alumni networking platform

Join the Mandela Alumni Connect community - to stay in touch with fellow alumni, get informed about events, career guidance, mentorship initiatives and expand your network. Register on <https://alumni.connect.mandela.ac.za/> Visit our website and follow or connect to our social media channels for more information regarding our alumni digital networking platform. At any given time, when you happen to be on Campus, we welcome your visit to the Alumni Relations Centre on North Campus in Gqeberha (formerly Port Elizabeth).

More info: T +27 41 504 3935 E alumni@mandela.ac.za

Join us: [f Nelson Mandela University Alumni](#) [in Nelson Mandela University Alumni](#)
www.alumni.mandela.ac.za [@MandelaUni](#)

University Shop

Visit the University Shop situated at the Sanlam Student Village on University Way, Summerstrand, for all Nelson Mandela University branded clothing, corporate gifts, bags and memorabilia!

Alternatively, Shop online for all your favourite branded items <https://onlineshop.mandela.ac.za/> Collection and delivery options available online.

More info: T +27 41 504 4371 E shop@mandela.ac.za

Join us: [@UniversityShopMandelaUni](#) [Universityshop_mandelauni](#)
www.shop.mandela.ac.za [@universityshopmandelauni](#) [@ShopMandelauni](#)

Stay connected to your alma mater! #MandelaAlumni4Life



<https://alumni.connect.mandela.ac.za/>



<https://onlineshop.mandela.ac.za/>

Photographer details

The official photographer for the Nelson Mandela University graduation ceremony is Gordon Harris Photographic. Photographs will be taken of every graduate as he or she is being presented by the Executive Dean of the Faculty and when being hooded by the Registrar. A demarcated area will be used to take family photographs, please follow directional signage. Please refer to the enclosed photograph order form.

NOTE: NO OTHER PHOTOGRAPHERS WILL BE ALLOWED IN THE HALL.

NB: THE TAKING OF ALL PHOTOGRAPHS (INSIDE AND OUTSIDE THE HALL) IS A PRIVATE TRANSACTION BETWEEN EACH CANDIDATE AND THE PHOTOGRAPHER CONCERNED. THE UNIVERSITY ACCEPTS NO RESPONSIBILITY FOR THE QUALITY OF THE PHOTOGRAPHS.

NATIONAL ANTHEM

*Nkosi Sikelel'i-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 Africa.*

South Africa.

*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.*



Change the World

mandela.ac.za

PO Box 77000, Nelson Mandela University, Gqeberha, 6031.

T 041 504 1111 (Gqeberha) **T** 044 801 5111 (George)

E info@mandelauniversity.ac.za