

NELSON MANDELA

UNIVERSITY



April 2023
Autumn Graduation
Ceremony 7

Faculty of Business and Economic Sciences

17 APRIL 2023 | 09:30



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

Ubuntu
Social justice and equality
Respect for diversity
Environmental stewardship
Integrity
Excellence



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Congratulatory Message

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, supported you 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. As our namesake Nelson Mandela so eloquently put it:

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

Today 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.”

Namhlanje uvuyo lwakho luvuyo lwethu nathi.

Dr Geraldine Fraser-Moleketi
Chancellor

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 toekoms hoop 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

About Nelson Mandela University



Dynamic and forward-thinking, Nelson Mandela University is a leader in generating cutting-edge knowledge for a sustainable future.

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 for a better world. We strive to change the world.

All of these 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 and her inaugural address. This name took over from Nelson Mandela Metropolitan University, which itself

was the result of the merging of the PE Technikon, the University of Port Elizabeth and the Port Elizabeth campus of Vista University.

Today Nelson Mandela University is a sought-after educational destination in South Africa and the only higher education institution in the world to carry the name of Nelson Rolihlahla Mandela.

What we offer

Along with a first-class academic education, Nelson Mandela University provides students with a vibrant student life reflecting their involvement beyond the classroom. It is all part of the drive to produce holistic graduates who are life-long learners as well as socially

conscious and responsible global citizens.

Our campuses

Our seven campuses have a large footprint in Nelson Mandela Bay and George, and this is growing. In 2022 alone, we invested three-quarters of a billion rand in campus infrastructure. It's a massive investment in both the University and in the infrastructure of the city, contributing to its economy and urban renewal.

Our campuses

Bird Street Campus

George Campus

Missionvale Campus

North Campus

Ocean Sciences Campus

Second Avenue Campus

South Campus

Six of our campuses are in Gqeberha, in Nelson Mandela Bay, in the Eastern Cape Province. Four are in Summerstrand, one is in Bird Street in Central, and one in Missionvale. Our North and South campuses in Summerstrand are on a 840-hectare private nature reserve.

The seventh – 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 home to two centres of excellence – the School of Natural Resource Management and the School for Business and Social Sciences. It's where our ecological footprint meets business acumen for a sustainable future.

Ground-breaking projects

Medical School

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

The University has developed a range of marine and maritime education and training, research, innovation and engagement programmes to support Africa's blue economy that stretch across and within disciplines. Nelson Mandela University was ranked as the top institution in South Africa for UN Sustainable Development Goal Four: Life Below Water in 2021 <https://international.mandela.ac.za/About-Us/Mandela-International-News/News/Nelson-Mandela-University-shines-in-the-Times-High>.

Revitalising the Humanities

Our critical engagement with what it means to revitalise the humanities includes a focus on decoloniality and indigenous knowledges, with a quest to awaken transdisciplinary African scholarship and systems of thought.

Engagement and Transformation

We are on a journey of engagement and transformation, using humanising pedagogy to create an environment for learning to thrive in a socially just world. In co-creating the transformative, responsive university, in part through our Hubs of Convergence, we are making a difference in our communities.

Digitalisation

We are investing significant resources in advancing digitalisation in pursuit of excellence. This includes addressing the digital divide, broadening access to mobile devices and data connectivity, and upskilling students and staff for flexible modes of learning and work.

Sustainability

The University aims to contribute to the three indivisible dimensions of sustainability – economic, social and environmental – to promote a fair, liveable and viable world. Sustainability and responsible resource stewardship are critical enablers to support our drive to be an institution in the service of society.



Fast Facts

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



379
PROGRAMMES
(FROM CERTIFICATE THROUGH TO DOCTORAL QUALIFICATIONS)

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



30 757
ENROLLED STUDENTS

6 **INSTITUTIONAL RESEARCH THEMES**

2 254
PERMANENT EMPLOYEES



STRATEGIC FOCUS AREAS

 **727**
INTERNATIONAL STUDENTS



43
DIFFERENT COUNTRIES



Office-Bearers of the University

CHANCELLOR

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

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 (UWC), PhD (Edu Manag, Law and Policy) (UP)

DEPUTY VICE-CHANCELLOR: LEARNING AND TEACHING

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

DEPUTY VICE-CHANCELLOR: PEOPLE AND OPERATIONS

Mr LE Hashatse: BJourn & Media, BAHons (Rhodes), MA (Edith Cowan University, Australia)

DEPUTY VICE-CHANCELLOR: RESEARCH, INNOVATION AND INTERNATIONALISATION

Dr T Mgwebi: BSc, BScHons, MSc, HDipEd (Unitra); PhD (UCT); PGDeg (Tertiary Education Management) (University of Melbourne, Australia)

DEAN OF STUDENTS

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

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)(Mandela University)



Executive Deans of Faculties

BUSINESS AND ECONOMIC SCIENCES

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

EDUCATION

Dr T Morar (Acting): PTD (Dower College), BA (UPE), BEd Hons (RU), MEd (Leeds, UK), BCom (Vista), DEd (Curtin, Australia)

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 (Mandela Uni)

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 A Muronga: BSc, UED(UNIVEN), BScHons, MSc (UCT), PhD (University of Minnesota, USA)

DEAN OF LEARNING AND TEACHING

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

Order of Proceedings

Entrance of Academic Procession

Moment of Silence

Constitution of Congregation and Welcome

Vice-Chancellor

Choral Item

Nelson Mandela University Choir

Le Strada 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 listed



FACULTY OF BUSINESS AND ECONOMIC SCIENCES

DIPLOMA IN HUMAN RESOURCES MANAGEMENT

ADAM, Asanda
APRIL, Siyamthanda
ARRIES, Aj Layton Duncan
BAATJIES, Chad
BABI, Siyavuya Nomazima
BHILI, Anele Ivan
BIDI, Abulele
BLAAUW, Jody-Ann Jamy-Lee
BONA, Phoziswa Ethel
BROOKS, Juandre
DANSTER, S'Busiso
DANSTER, Silindokuhle Ntomboxolo
DAVIS, Rizaan
DIEDERICKS, Terri Angelique
DINGELA, Angel Thuleka
DINGISWAYO, Siyamthanda
DLAKAVU, Sipo
DLAMINI, Zintle
DONDOLO, Milaninande
DUKASHE, Sifiso
DYANTYI, Athini
DYWILI, Likhona Sibabalo Mvume
EVANS, Fatima
FALAKAHLA, Sylvia
FRANCIS, Jammy John
FRIESLAAR, Elretha Joan
GADA, Pambili
GAMPE, Kamvalethu
GROEP, Celine
GUGA, Unakho
GWALA, Ntombikayise
GWAXULA, Noloyiso
GXOWA, Noluvuyo Mandilakhe
HANS, Sanele
HLONGWANE, Nomathemba Promise
JACK, Khangelwa
JACOBS, Cara June
JACOBS-CODI, Kaede
JOHNSON, Kelly Candice
JOZANA, Khanyisa
KANA, Nomfundo Theodora
KASPOTI, Sinokuhle
KGODU, Phuti Patricia
KHANTSI, Molebogeng Petunia
KHULU, Velaphi Mbhekiseni
KHWATSHANA, Siyanda
KILANA, Kamvelihle
KILANE, Pamela
KLEINHANS, Faith Hope Charity
LEKALAKE, Jessica Kgothatso
LESEKE, Mahlogonolo Judith
LETA, Xoliswa
LEVEN, Sinelizwi
LUBINDA, Funeka

LUMKWANA, Nozibele
MABASO, Pretty Sinethemba
MADLIWA, Indiphe
MADOBO, Ndyebokazi Siphesihle
MADONSELA, Tomas Jonas
MAFUYA, Lutho
MANI, Gcobani
MANZANA, Siyamthanda
MAPITIZA, Salomi
MARTIN, Asheeq
MARTIN, Michael Joshua
MASEKO, Bongekile Bridget
MATHEBULA, Latoya
MATSEPO, Warren Jacob
MATSHINI, Yolanda
MATSHOBA, Ayabonga
MATYENI, Ezile
MAY, Kelly Jo-Anne
MAYEDWA, Athule Arthur
MBETHA, Zintle
MBOLEKWA, Akona
MCITEKA, Lihle
MDIKILI, Athule
MDLULI, Sobanhle
MDODANA, Anelisa
MEDUNA, Evane Danelle
MEHLALA, Lwambeso
MGQALA, Oyama
MKHETHO, Unathi
MKWAKWI, Cwenga
MLINDI, Nomthandazo
MLONYENI, Luphelo
MNISI, Gcina
MNYAMANA, Noxolo
MOJELA, Judith
MOKOENA, Zinhle Faith
MONI, Luleka
MOTLHABANE, Nolwando Monica
MOTOBOLI, Tebello
MPAKO, Yamkela Wendy Hazel
MPITIKEZI, Somila
MPOFU, Ngazibini
MQALO, Abongile Avumile
MQAMELO, Zukhanye
MSIBI, Siphosethu Mayenziwe
MSUTU, Sonezwa
MTONGANA, Zimasa
MVULANA, Mbaso
MZANGWA, Wendy Thozama
MZUKWA, Nosiphe
NATANG, Vonique
NDWANDWA, Sweetness Matshidiso
NDZIMELA, Luthando
NEFF, Taryn
NEL, Tamlynne Tarry-Leigh
NGINASE, Mhlali

NGQUNGWANA, Asamoah Akua Acheampomaa
 NKOMO, Luto
 NKOSI, Ayanda Bridget
 NKUMANDA, Khanyisa
 NODWALA, Sinoxolo Wendy
 NOMPIKANE, Athenkosi
 NONGQAYI, Msindisi
 NONKEYI, Siphosakhe
 NQIYAMA, Indiphile
 NTAKA, Nomkhitha Hazel
 NTLOKO, Mhlali Alizwa
 NTOBELA, Nelisa
 NYANDENI, Ntandoyenkosi Neliswa
 NYOBE, Azile
 PAPANA, Somila
 PARSLEY, Monique Charlise
 PEPOE, Kirsten Chelsea
 PETSE, Zama
 QAMBA, Melikhaya
 QANGASE, Athandile
 QAWULA, Nosikhumbuzo
 QWESHA, Aphiwe
 REID, Candice Renata
 ROCKMAN, Gabrielle Aliya
 SAULS, Nathan Julian
 SCHEEPERS, Darren Horan
 SETUMU, Morongwa Elsie
 SHILUVANA, Khongelani
 SIBISI, Busisiwe Isabella
 SIGOGO, Uhone
 SIKHENYE, Hlalanathi
 SIMANI, Sinovuyo
 SINTHUMULE, Takalani
 SKEFILE, Bathabile
 SKOSANA, Aviwe Kanya
 SKOSANA, Siwaphiwe
 SLINGER, Veneto Lorient
 SODIEN, Zhane Brianna
 SOMDAKA, Phelisa
 STANDER, Melissa
 STANLEY, Nadine Michelle
 THOLE, Masonwabe Sinoxolo
 TIYA, Khazimla
 TURING, Janine Elize
 TOTI, Yonela
 TSHETSHE, Sesethu
 TUBANA, Asanele
 VUKUZA, Lindiswa
 VUSO, Nosipho
 XABADIYA, Nolizwi Alice
 XHAKAZA, Zilindile
 XOTYENI, Matsidiso
 YEYE, Siphokazi Berenice
 ZAMANI, Azama
 ZISOYI, Khayakazi
 ZONDO, Nkululeko Sindiswa
 ZOVETSKI, Lucciano Chandro Edmundo
 ZWIDE, Sibabaliwe

CUM LAUDE

BONANI, Michelle
 FELIX, Shannon
 SAULS, Denzil Kurt
 WILLEMSE, Jowene Benadene

BACHELOR OF ARTS (HUMAN RESOURCE MANAGEMENT)

AITKEN, Jared Joshua
 ALEXANDER, Tashriq
 BRANDT, Keziah Charlize
 CHANGAMIRE, Tinomuonga Kathryn
 CLAASEN, Rivaldo
 DAYCE, Robyn Caylan
 DE BRUIN, Kurt Ashford Sedick
 DUMISA, Nontokozo
 EHRKE, Chad Aaron
 GCOBO, Athule
 GQUBULE, Khanyisa
 JANTJIES, Robyn Leigh
 KHAWULA, Minenhle Masimbonge
 LEGOPELO, Anisha Shevvon Omphemetse
 MABASO, Andiswa
 MBIKO, Yondi Happiness
 MGWEXE, Pozisa
 MHLONTLO, Qhawekazi
 MTSHISELWA, Tapelo Tutie
 NGCOBO, Hope Pretty
 PRETORIUS, Megan
 RANCE, Senaid Gayronetia
 ROBERTS, Sean Allen
 SCHULTZ, Jarryd
 SIWAHLA, Lizile
 SKUNGWINI, Sibabalwe
 STEYNBURG, Monique Dorothy
 VAN HEERDEN, Kaylan Charlotte
 VAN ROOYEN, Shaun Andrew
 VORSTER, Norman Edward
 WARNER, Jade
 WOOD, Caleb-John

CUM LAUDE

SALIE, Tashreeka

BACHELOR OF COMMERCE (INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT)

BOBELO, Vuyolwethu Primrose
 DIESEL, Alison
 GCINGCA, Yonela
 HLANGANYANA, Bathandwa Athandiwe
 MADOLO, Khanyisa
 MAGWAZA, Alunge
 MRUBATA, Sanelisiwe Sinazo Ntombekhaya
 VAN HUYSSTEEN, Ruan Willem

CUM LAUDE

MC CARTNEY, Claire Alainn
REDELINGHUYS, Kirsten

BACHELOR OF ARTS HONOURS IN INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY

CELE, Thalente
DA ROCHA, Gabrielle
DANGIRWA, Faith Hope
FAKU, Lwando
MANDLAKE, Liyema Lorenzo
MANGANYI, Nikiwe
MBALANA, Pheliwe Vuyelwa
MBATSANE, Lusanda Khulile
MOLEWA, Kwen Elias
MUNNICK, Robyn Kelly
NOKELE, Onela
POOLE, Caitlyn
RAMOHASHA, Phindulo Hope
RULA, Sifisokuhle Babalwa Michelle
SAMBUDLA, Sibabalwe Nomfundiso
STOKWE, Kamvelihle
TAFANE, Alizwa Nasiphi
XU, Huiliya
ZAKA, Anele

BACHELOR OF ARTS HONOURS IN LABOUR RELATIONS AND HUMAN RESOURCES

ARENDS, Mitchell Arron Jody
BOTA, Ziphazethu
DLAMINI, Ncebakazi
DU PREEZ, Dana
FUZANI, Sinazo
GUNN, Kyle
HARRI, Asha
ISAACS, Tamlyn Taryn
KHUNOANA, Joyce
LIKOABE, Limakatso
MAKAUKAU, Hlamalani Bellinda
MASOK, Jaden
MINNIE, Jacques
MNYAPA, Lwandisa
MOHAMMAD, Mothira
MPAKUMPAKU, Onelisiwe
POTGIETER, Janice Judite
SAFFA, Hlomla

BACHELOR OF COMMERCE HONOURS IN INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY

ABDOLLATIEF, Thaakira
BATYI, Luthando Vincent
CORLETT, Daniel James
DIDISHE, Lutho
DIRATSAGAE, Katlego Motshidisi
DLOVA, Ayanda Zona Nikita
HANI, Ayabonga

HARTY, Jayde Leonie
HAWKINS, Joshua Travis
KWATSHA, Onika
LUDZIYA, Avela
MASHININI, Ayanda Nonjabulo
MOODALEY, Donna Maria
MULLER, Abigail Joyce
MUSEHANE, Tshinakaho
NAINA, Kelly
NCOMBO, Yolanda
NGOBESE, Nosibusiso Nobesuthu Charmaine
NGXESHA, Mhlali Salizwa
NQEKETO, Asanda
NTLABATI, Thandokazi
NTONGA, Zilungile Nasiphi
PATHER, Darshika
PHILLIPS, Genee Kelly
RAMME, Refiloe
RENNIE, Kedon
SCOTT, Mthunzikazi
SHINGIRA, Bonolo Shiela
SLABBERT, Lisa
VOGEL, Chloe Kirsten

BACHELOR OF COMMERCE HONOURS IN LABOUR RELATIONS AND HUMAN RESOURCES

BARTLETT, Ryan Colin
CHEWE, Moloko Michelle
ERASMUS, Loren Cleo
FELIX, Michaela Terez
FOURIE, Michelle
FUNHIRO, Tinashe
GENGELE, Lindokuhle
JIKANI, Pumela Busisiwe
JONI, Siyolise
MAFANYA, Zintle
MAHOTE, Sibabalwe Jade
MARWEDE, Nomonde Mamello Patience
MATOTI, Sinomtha Faith
MBENGASHE, Siphosihle
NDUMO, Sbulele
PETER, Sinazo
SEPTEMBER, Luyolo
SEYEPHE, Simamkele Liyabona Precious

CUM LAUDE

COUZYN, Courtney

POSTGRADUATE DIPLOMA IN BUSINESS ADMINISTRATION

BALENI, Phakamisa
BANGANI, Nicol Noxolo
BANGAZI, Luvuyo
BANJWA, Wanda
BASSON, Riaan
BEBE, Faniswa Princess
DAMONS, Kelly Meagan

FAASEN, Bernhard
FELKERS, Karen Clyvia
FUNANI, Bonga Anthony
GERBER, Tiaan
JONAS, Luvuyo Lubabalo
KHUBONI, Sbusiso Bless-God
KORKIE, Lemuela Edith
LEO, Tanya
LUKE, Nobuhle
LUTHULI, Wendy
MADONTSELA, Puleng Rosemary
MAKAPELA, Sango
MAKAULA, Xoliswa Ayanda
MAKOBONG, Thokozile
MANKAHLA, Lwazi
MANS, Edwin Alfred
MAQOKOLO, Sipenati
MATHENJWA, Sbonelo
MATLALA, Kgadi Patience
MBOMBO, Mhlabantu Lennox
MDAKANE, Siyanga Andisiwe
MHAGA, Dumisani Sinesipho
MHLETYWA, Monde Irvin
MKIVA-YIBE, Olwethu
MNIKI, Onwabe
MOSTERT, Arnold Owen
MYATAZA, Sibonokuhle
NDLELA, Sazi Norman
NDLOVU, Hazel Phumelele Ramona
NOQOBO, Melikhaya
PANDLE, Philasande
POOLE, Raaziq
RUREDZO, Brain
SATULA, Babalwa
SESHABELA, Charlotte Bonisiwe
SHINGANGE, Nhlanhla Pollet
SHOSHA, Lazola
SOLILO, Buntu
TITUS, Matthew Alfred
TSHEKETSHE, Alungile
TUTANI, Lazola
TYUTU, Ziphozethu
UMLEY, Sanjeev Suriyakant

ZENGETHWA-SAMBOKWE, Nozuko Gloria
ZIMELA, Luzuko
ZINTLE, Hlangakazi Zintle

CUM LAUDE

CEBISA, Sinazo
JACOBS, Earlene Mandy
KOEBERG, Tayla Jane
MBATHA, Charmaine Thandekile
MKUMATELA, Innocentia Nompumelelo
MOULTRIE, Ayron
McEWAN, Heather
PHILLIPS, Amy Noleen
SEEBER, Lloyd Clinton
TRUTER, Hugo Jacobus

POSTGRADUATE DIPLOMA IN EMPLOYMENT RELATIONSHIP MANAGEMENT

ALEXANDER, David Frederick
DAMBUZA, Siphosethu
JAMES, Vuyokazi
JAVU, Sandiswa
JAXA, Sinesipho Sinazo
JONI, Ngazibini Masimthembe
KWITSHI, Likho
MAGCOBA, Nomonde
MEMEZA, Masixole
MGONJA, Glory Petro
MKETO, Sinesipo
MOLOTO, Mokoele Peter
MTWEBANA, Nobulali
RAYI, Thandiwe Shirley
SHAI, Ghuheni Paulo
SHIYANI, Mahalia
THWETHWA, Siphosethu
WILLIAMS, Anela

CUM LAUDE

JANSEN, Chantel Amanda
PATEL, Sameera

MASTER OF ARTS (COURSEWORK)

MADOTYENI-NGCONGCA, Thozama Taylor

(Industrial and Organisational Psychology)

Title of treatise:

THE POSTTRAUMATIC GROWTH OF NATALIE DU TOIT: A PSYCHOBIOGRAPHY

Supervisor: Prof R van Niekerk

MALEIBA, Olivia

(Labour Relations and Human Resources)

Title of treatise:

THE INFLUENCE OF LEADERSHIP ON SERVICE DELIVERY IN THE DEPARTMENT OF EMPLOYMENT AND LABOUR, EASTERN CAPE

Supervisor: Ms YOL Dube

Co-supervisor: Prof A Werner

MASTER OF ARTS (RESEARCH)

MZONDI, Siphelele

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Title of dissertation:

THE ROLE OF TRADE UNIONS IN ORGANISATIONAL CHANGE IN SOUTH AFRICAN ORGANISATIONS

Supervisor: Ms OY Veldkornet

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MASTER OF BUSINESS ADMINISTRATION (COURSEWORK)

BEZANA, Thembakazi

Title of treatise:

TRANSITION BARRIERS FROM SUBSISTENCE TO COMMERCIAL FARMER: A CASE STUDY OF MATATIELE MAIZE PRODUCTION PROJECTS

Supervisor: Dr W Chinyamurindi

BOTHA, Aylin Marise - **Cum Laude**

Title of treatise:

PERSONAL BRANDING AS A MARKETING TOOL

Supervisor: Prof MDM Cullen

BOTHA, Morne - **Cum Laude**

Title of treatise:

CONSUMER PERCEPTIONS OF HUMAN DIGITAL TWINS AS A MARKETING TOOL

Supervisor: Prof MDM Cullen

BUDDAN, Prashna - **Cum Laude**

Title of treatise:

THE ADOPTION OF TELEMEDICINE BY HEALTHCARE PRACTITIONERS IN SOUTH AFRICA

Supervisor: Prof MDM Cullen

Co-supervisor: Dr S Boucher

CLAASSEN, Nico - **Cum Laude**

Title of treatise:

A MODEL FOR THE RETENTION OF IT PERSONNEL AT A SELECTED FIRM IN GQEBERHA

Supervisor: Prof MDM Cullen

CLOCK, Kulile

Title of treatise:

RELIABILITY OF RURAL WATER SUPPLY ATTRIBUTED TO OPERATION AND MAINTENANCE AT AMATHOLE DISTRICT MUNICIPALITY

Supervisor: Prof MS Bayat

DAMANE, Qaqamba

Title of treatise:

PERCEPTIONS ABOUT THE ROLE OF SOCIAL ENTREPRENEURSHIP IN THE PROVISION OF EMPLOYMENT IN SOUTH AFRICA: A CASE STUDY OF BUFFALO CITY METROPOLITAN MUNICIPALITY

Supervisor: Dr J Sigauke

DEYZEL, George Ernest

Title of treatise:

THE DEVELOPMENT OF A FRAMEWORK TO ASSESS THE KEY FACTORS THAT MAY IMPACT THE FUTURE PRICE OF WEANERS (CATTLE) IN SOUTH AFRICA

Supervisor: Dr JH Oberholster

DLAMINI, Lunika Sibusiso

Title of treatise:

PROFESSIONAL REGISTRATION IN THE ENGINEERING INDUSTRY: THE IMPACTS AND RELEVANCY

Supervisor: Mr C Ndhlovu

HOPA, Tandazile

Title of treatise:

FACTORS THAT CONTRIBUTE TO AN OPTIMAL OMNICHANNEL RETAIL EXPERIENCE: A SOUTH AFRICAN PERSPECTIVE

Supervisor: Dr JFE Fraser

JACOBS, Nomfundo

Title of treatise:

AN EXPLORATIVE STUDY INTO THE INTRODUCTION OF SUGAR TAX IN THE SUGAR INDUSTRY: A CASE OF ILLOVO

Supervisor: Mr L Mahlangabeza

JAMES, Bryan Gerard Anthony

Title of treatise:

TECHNOLOGY ACCEPTANCE MODEL PERCEPTIONS OF OPERATIONAL STAFF ON THE IMPLEMENTATION OF ADVANCED RADIOGRAPHY EQUIPMENT

Supervisor: Dr JFE Fraser

KOTI, Sonwabo Mawethu

Title of treatise:

ASSESSING THE IMPACT OF COVID-19 ON SOUTH AFRICAN ORGANISATIONS' WAYS OF WORKING: A BLACK MANAGEMENT FORUM PERSPECTIVE

Supervisor: Dr LR De Koker

LUMKWANA, Anga Onesimo

Title of treatise:

FACTORS AFFECTING THE RENTAL INVESTMENTS YIELDS IN RESIDENTIAL PROPERTY WITHIN THE METROPOLITAN AREAS IN GAUTENG

Supervisor: Dr I Coker

MBHELE, Thandekile Vivian

Title of treatise:

DETERMINANTS OF PERFORMANCE IN NON-PROFIT ORGANISATIONS IN KWA-ZULU NATAL: THE ROLE OF SUSTAINABILITY ORIENTATION AND DYNAMIC CAPABILITIES

Supervisor: Dr W Chinyamurindi

MHLANGA, Nhlanhla

Title of treatise:

THE PERCEPTIONS OF SELF SERVICE CHECKOUT SYSTEMS IN THE SOUTH AFRICAN RETAIL SECTOR

Supervisor: Prof MDM Cullen

Co-supervisor: Dr S Boucher

MOKONE, Tlangelani Sandra

Title of treatise:

FACTORS THAT INFLUENCE THE SUCCESS OF TOTAL QUALITY MANAGEMENT (TQM) PRACTICES IN A SOUTH AFRICAN (SA) AUTOMOTIVE ORGANISATION

Supervisor: Mr L Mahlangabeza

MONETHI, Ntshepang Yvonne

Title of treatise:

CRITICAL FACTORS FOR THE SOUTH AFRICAN CLOTHING RETAIL INDUSTRY TO CONSIDER IMPROVING SALES DURING AND AFTER COVID-19

Supervisor: Dr JM Burger

NGCOBO, Gcinuyise Cyprian

Title of treatise:

THE IMPACT OF ORGANISATION CULTURE IN THE RETENTION AND CAREER GROWTH OF FEMALE ARTISANS IN THE AUTOMOTIVE SECTOR IN GQEBERHA

Supervisor: Dr ZW Shabane

NGEVA, Unathi Felix

Title of treatise:

EXPLORING STRATEGIES THAT ENHANCE A SAFETY CULTURE IN MITIGATING THE NUMBER OF SAFETY INCIDENTS AT ESKOM

Supervisor: Prof P Poisat

NKOHLA, Tumelo Luvuyo

Title of treatise:

EXPLORING AFRICAN VS WESTERN VALUES: A CASE STUDY ON MANAGING CONFLICT OF INTEREST IN THE PUBLIC SECTOR

Supervisor: Dr J Sigauke

NYATI, Tembakazi Sinovuyo

Title of treatise:

AN ASSESSMENT OF THE EFFECTIVENESS OF WASTE MANAGEMENT IN THE NELSON MANDELA MUNICIPALITY

Supervisor: Dr LR De Koker

PHILLIPS, Allazei Lynette

Title of treatise:

THE INFLUENCE OF CORPORATE SOCIAL RESPONSIBILITY (CSR) AND CORPORATE CITIZENSHIP (CC) ON THE BUSINESS SUCCESS OF WINERIES IN THE CAPE WINELANDS

Supervisor: Prof CA Arnolds

PIENAAR, Johan Edward - **Cum Laude**

Title of treatise:

ENHANCING EMPLOYEE ENGAGEMENT AND WELLBEING WHILST IMPLEMENTING REMOTE WORKING THROUGHOUT THE COVID-19 PANDEMIC

Supervisor: Prof P Poisat

RYAN, Justin Harold

Title of treatise:

AN ASSESSMENT OF RETURN TO WORK STRATEGIES WITHIN THE SOUTH AFRICAN FINANCIAL SERVICES INDUSTRY

Supervisor: Dr LR De Koker

SHARMA, Prakash Gobind

Title of treatise:

AN ASSESSMENT OF THE IMPLEMENTATION OF RISK MANAGEMENT IN EASTERN CAPE PROVINCIAL DEPARTMENTS

Supervisor: Prof W Fox

SIBIYA, Sandile Martin Lindokuhle

Title of treatise:

ACHIEVING CONSUMERS' WATER DEMAND THROUGH SUSTAINABLE DEVELOPMENT

Supervisor: Dr LR De Koker

TOWNSEND, Dylan Godfrey - **Cum Laude**

Title of treatise:

A STUDY OF EMPLOYEE PERCEPTIONS ON WATER SAVING TO ALIGN SUSTAINABLE AUTOMOTIVE MANUFACTURING WITH OPERATIONS

Supervisor: Dr JFE Fraser

WHITE, Bradley Lewis - **Cum Laude**

Title of treatise:

THE EFFECTIVENESS OF ACTION LEARNING IN DEVELOPING FIRST-LINE LEADERSHIP COMPETENCE AT BASF SOUTH AFRICA

Supervisor: Prof P Poisat

XOSEKA, Lincoln Andile

Title of treatise:

MANAGEMENT OF FINANCES BY SMALL TO MEDIUM RURAL MUNICIPALITIES IN SOUTH AFRICA: A CASE STUDY OF ENOCH MGIJIMA LOCAL MUNICIPALITY

Supervisor: Dr H Janse van Rensburg

ZATA, Hebert Tafadzwa

Title of treatise:

ROLE OF LEADER INITIATED INNOVATED TRIGGERS IN MOTIVATING EMPLOYEES TO INNOVATE IN THE PUBLIC SECTOR AT A PROVINCIAL GOVERNMENT DEPARTMENT IN THE WESTERN CAPE PROVINCE

Supervisor: Dr CPA McCreanor

DOCTOR OF PHILOSOPHY

AGHERDIEN, Nuraan

(Human Resource Management)

Title of thesis:

WOMEN AT WORK: A MUSLIM PERSPECTIVE

Supervisor: Prof MR Mey



THE DEGREE OF DOCTOR OF PHILOSOPHY (HUMAN RESOURCE MANAGEMENT)

NURAAN AGHERDIEN

Previous qualifications:

2010	NDip HRM (<i>Cum Laude</i>)	Nelson Mandela Metropolitan University
2011	BTech HRM (<i>Cum Laude</i>)	Nelson Mandela Metropolitan University
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Thesis:

WOMEN AT WORK: A MUSLIM PERSPECTIVE

Although many studies focus on the factors influencing the success of women, a paucity of research focuses on the experienced success of Muslim women. This study explored the experiences of Muslim women in the workplace and the unique cultural and social contexts in which they navigate their lives. Qualitative and quantitative techniques were utilised to answer the main research question. The research highlighted the internal factors and organisational factors as well as organisational success strategies that influence the experienced success of Muslim women. The main finding is that no differences exist in relation to success, between males and females. The study proposed a model which can be used to improve the integration and experienced success of Muslim women in the South African workplace.

Supervisor: Prof MR Mey

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