

NELSON MANDELA
UNIVERSITY



December 2020

Virtual Summer Graduation

Session 2

Faculty of Business and Economic Sciences

Faculty of Law

17 December 2020 | 14:30



VISION

To be a dynamic African university, recognized 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

Diversity

Ubuntu

Social justice and equality

Integrity

Environmental stewardship

Excellence

Diversity

Ubuntu

Social justice
and equality

Integrity

Environmental
stewardship

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Congratulatory Message



Dr Geraldine Fraser-Moleketi
Chancellor



Professor Sibongile Muthwa
Vice-Chancellor

Graduation is a significant milestone in anyone's life. It is the culmination of an academic journey that reflects your commitment, perseverance, hard work, intellect and sacrifice, and particularly so this year. We know the pandemic seriously impacted on your studies. It has not been easy. We also know the sacrifice and hard work is often not yours alone as many have travelled with you – your friends, your lecturers, your supervisors, your mentors and your family. They have invested in you financially, encouraged you to persevere, guided your studies and above all, believed in your ability to succeed and achieve this graduation dream.

Today your joy is our joy too, even though we are celebrating virtually. Such a significant moment – your graduation day – must be celebrated for it not only recognises all that you have achieved but focuses on all the potential and possibilities to come. It offers us great hope for the future – for you are that future.

We salute and applaud your achievement and wish you all the very best for your future endeavours.

Never stop learning. Do not let your curious spark die out, for education is not only your passport to the future – but also to the future hopes of our country, our continent and is indeed a foundation for a better world, as Nelson Mandela so eloquently put it:

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

Congratulations!

Umyalezo wokuvuyisana nabo bathweswa isidanga. Ukuthweswa isidanga, yimbilasane kubomi bakhe nabani na. Ngumda wendlela yezemfundo, obonisa ukuzinikela, ukunyamezela, ukusebenza nzima, ukuba krele-krele nokuncama ngenxa yezifundo, ingakumbi kulo nyaka. Siyayazi ukuba lobhubhane sijongene naye uzichaphazele izifundo zenu. Bekungekho lula. Siyazi kanjalo ukuba ukuzidina nokusebenza nzima kumatyeli amaninzi ayondlela eniyihamba ninodwa, koko baninzi

abahamba nani- izihlobo, abahlohli, abaphathi, abacebisi kwakunye neentsapho zenu. Baninceda ngokwemali, bekwanikhuthaza ukuba ninyamezele, benikhokela kwizifundo, kuba bekholelwa ukuba nizophumelela nifezekise iphupha lokuthweswa isidanga.

Namhlanje uchulumanco lwenu, lukwa luchulumanco lwethu, nangona sivuyisana nani ngobuxhaka xhaka balemihla. Lo mzuzu ubaluleke kangaka- usuku lwenu lokuthweswa izidanga- kumele ubhiyozelwe nanjengoko ungabonisi oko sele ukuphumelele kuphela, ukwa bonisa amandla kwakunye namathuba azakuvela. Oku kusinika ithemba elikhulu ngekamva, nanjengoko nili kamva. Sinothulela umnqwazi sikwaniqhwebela izandla ngempumelelo yenu, sininqwenelela okuhle kodwa kwinzame zekamva lenu.

NIngadinwa kukufunda. Ningayeki ukufuna ulwazi, nanjengoko imfundo ingesostixo sekamva lenu kuphela- koko ilithemba lekamva lesizwe sethu, ilizwekazi liphela, kwaye isisiseko selizwe elingcono, nanjengoko uNelson Mandela esitsho:

“Imfundo sesona sixhobo sinamandla ongasisebenzisa ukuguqula ilizwe”

Sivuyisana nani!

Boodskap van gelukwensing

Gradeplegtigheid is 'n belangrike mylpaal in enigiemand se lewe. Dit is die hoogtepunt van 'n akademiese reis wat jou toewyding, deursettingsvermoë, harde werk, intellek en

opoffering weerspieël, en veral hierdie jaar. Ons weet dat die pandemie 'n ernstige invloed op jou studie gehad het wat nie maklik was nie. Ons weet ook dat die opoffering en harde werk dikwels nie net joune was nie, aangesien baie mense saam met jou die pad geloop het - jou vriende, jou lektore, jou studieleiers, jou mentors en jou gesin. Hulle het finansieel in jou belê, jou aangemoedig om te volhard, jou studies gelei en bowenal geglo in jou vermoë om te slaag en hierdie droom om te graduateer te bereik.

Vandag is jou vreugde ook ons vreugde, hoewel ons dit virtueel vier. Jou gradedag is so 'n belangrike oomblik en dit moet gevier word – nie net omdat dit erkenning gee aan alles wat jy bereik nie, maar ook fokus op al die potensiaal en moontlikhede in die toekoms. Dit bied ons groot hoop vir die toekoms - want jy is daardie toekoms.

Ons wens jou geluk en is saam met jou verheug oor jou prestasie en ons wens jou net die beste toe vir jou ondernemings in die toekoms.

Moet nooit ophou leer nie. Moenie toelaat dat die ondersoekende vonk in jou geblus word nie, want opvoeding is nie net jou paspoort vir die toekoms nie, maar ook vir ons land se hoop vir die toekoms en ons vasteland en dit is inderdaad 'n grondslag vir 'n beter wêreld, soos Nelson Mandela dit so welsprekend gestel het:

“Opvoeding is die kragtigste wapen wat jy kan gebruik om die wêreld te verander.”

Veels geluk!

About Nelson Mandela University



Nelson Mandela University is the only university in the world to carry the name of Nelson Rolihlahla Mandela.

With this honour comes the responsibilities of leading our university into a new era of transformative innovation, development and change in line with the ethos and values of our namesake.

Living the legacy of Mandela should be reflected in the way we teach, learn, do research, engage with our partners, and work, study and live as staff, students and alumni.

We are on a journey to achieve this and become the learning destination for staff and students who:

- Are pioneering change agents for a better world;
- Are committed to creating jobs in an entrepreneurial economy
- Work together across disciplines in seeking solutions and innovations to achieve quality of life and a health environment for all people, and
- Are instilled with a deep need to serve and give back

Fast Facts



CAMPUSES

NORTH, SOUTH, OCEAN SCIENCES, SECOND
AVENUE (IN SUMMERSTRAND) MISSIONVALE
(MISSIONVALE), BIRD STREET (CENTRAL),
GEORGE (GEORGE CAMPUS IN THE GARDEN
ROUTE

474

PROGRAMMES

(from certificate through to doctoral
qualifications)

29 462

ENROLLED STUDENTS

7 FACULTIES

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

6 STRATEGIC RESEARCH AREAS

7 STRATEGIC PRIORITIES

- Student access and success
- Resource stewardship
- Engaged innovative scholarship
- Transformative institutional culture
- Talented high-performing staff
- Enabling systems, processes and infrastructure

3000

PERMANENT EMPLOYEES



4.5%

OF THE STUDENTS
COME FROM

60 DIFFERENT COUNTRIES



Exciting Prospects



Ocean Sciences Campus

Our new generation university is set to become the leading “go-to” destination in Africa for all marine and maritime teaching, learning, engagement, innovation and research at postgraduate level.

This follows the launch of the Ocean Science Campus in Summerstrand in September 2017 as part of the University’s strategic drive to unlock the potential of the blue economy in a sustainable manner to benefit all South Africans.

The development and expansion of our academic programmes will offer new opportunities to all South Africans.

Intentional Design

The new campus at the former CSIR offices has been intentionally designed and revamped to embrace a transdisciplinary way of working. It has also been specifically branded to reflect its purpose – that of a dedicated creative and innovative hub for postgraduate studies, and its physical spaces revamped to allow scientists from all disciplines to

work as teams. Phase two of the infrastructure project is now underway.

Partnerships

This transdisciplinary research strategy does not stop with the academic project. Instead, it also seeks to embrace a ‘blue commons’ partnership with the metro, local government, big business, civic society and all those who live, work and play at the water’s edge and the oceans. It also includes several international partner universities.

By bringing all players together, all basic, formative and applied professional knowledge competencies in Ocean Sciences are exposed, developed and shared in novel ways. Strategically, this approach offers better options for both discovery research and that of solving real world problems arising from economic need, while always ensuring ecological sustainability.



New Medical School

The University is confident of accepting its first intake of medical students for 2021 and establishing itself as the country's tenth medical school on Missionvale Campus.

Once the final accreditation from the Council for Higher Education (CHE) and South African Qualification for the new Bachelor of Medicine and Bachelor of Surgery (MBChB) is received, then it will be full steam ahead for the University's first cohort of 50 students in early 2021.

Innovative Teaching Model

The University will be using an innovative transformative distributive teaching model that will see students come together to study across health science disciplines and leverage the benefits of technology – all towards their service to society, especially within the metro.

The transformative interprofessional education model (IPE) will see doctors work and study alongside nurses, radiographers, psychologists, environmental health practitioner, pharmacists, emergency medical care students and the like, to offer holistic and integrated health care.

Mandela University healthcare graduates

Mandela University has an underlying philosophy of delivering graduates who are attuned for primary healthcare-oriented practice.

Like today's graduates, the University's Medical School graduates will carry on the legacy of the late, great man the institution is named after.

Which is why the University has paid particular attention to what kind of doctor it would like to develop through its new medical programme.

"We want community-oriented, fit-for-purpose doctors who are skilled to practice medicine that meets the needs of our communities," says Dr Yoshna Kooverjee, who will teach Theory and Practice of Medicine to the first-year students in 2021.

This graduate profile is based on the seven core competencies listed by the Health Professions Council of South Africa for undergraduate students in medical teaching and learning programmes in South Africa.

Missionvale Campus

The MBChB programme has been intentionally located on Missionvale Campus, not least because of its proximity to several clinical platforms, including Dora Nginza Hospital, but because of the opportunities of the Medical School offers as a catalyst for positive change in terms of urban renewal in an impoverished area and in serving those where healthcare is needed most.



Office-Bearers of the University

Chancellor

Dr GJ Fraser-Moleketi: MAdmin (UP), DPhil (hc) (Nelson Mandela University)

Chairperson of Council

Ambassador NP January-Bardill: Cert in Ed (UBL), Dip HR Mgt (Damelin), BA (UBL), MA (Essex, UK)

Vice-Chancellor

Professor 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 Mang, Law and Policy) (UP)

Deputy Vice-Chancellor: Learning and Teaching

Prof CD Foxcroft: BA, BAHons, MA, DPhil (UPE)

Deputy Vice-Chancellor: People and Operations

Mr LE Hashatse: B (Journ & Media Studies), BAHons (RU), MA (Edith Cowan, Australia)

Deputy Vice-Chancellor: Research, Innovation and Internationalisation:

Dr T Mgwebi: BSc, BScHons (Botany) MSc (Aquatic Resource Management), Higher Diploma in Education (Unitra); PhD (Cell & Developmental Biology) (UCT); PGDip (Tertiary Education Management) (University of Melbourne, Australia)

Executive Director: Finance

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

Executive Director: Human Resources

MS N Bam: BSocSc (UCT), PGDip (UFH), MBL (UNISA)

Registrar

Mr E De Koker: BA(Pub Admin) (UCT), BAHons(Pub Admin) (UNISA), M(Pub Admin) (University of Warwick – UK)

Dean of Students

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

President of Alumni Association

Mr K Blose: BSc (Building Economics), BScHons (QS) (UPE)

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), BEdHons (RU), MEd (Leeds, UK), BCom (Vista), DEd (Curtin, Australia)

Engineering, the Built Environment and Technology

Prof Barend van Wyk: NHDip (Technikon Pretoria), NHDip (Technikon Witwatersrand), BTech (Technikon Pretoria), BCom (University of South Africa), MTech (Technikon Pretoria), MSc (University of Southern Mississippi), PhD (University of the Witwatersrand), PrEng, PrTechEng, SMIEEE, MSAIMC.

Health Sciences

Prof D van Rooyen (Acting): Cert GM, DipIntN, Dip Nurs Ed, BCur (UPE), BACurHons (Unisa), MCur, DCur (UPE)

Humanities

Prof M Duker (Acting): NDip (FA) (PET), NH Dip (FA) (PET), MTech (FA) (PET)

Law

Prof A Govindjee: BA, LLB (RU), LLM (UPE), LLD (Nelson Mandela University)

Science

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

Dean of Learning and Teaching

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

Order of Proceedings

Academic Procession

Constitution of Congregation

Dr G Fraser-Moleketi (Chancellor)

Welcome

Prof S Muthwa (Vice-Chancellor)

Choral Performance

Nelson Mandela University Choir

Conferring of an Honorary Doctoral Recipient

Dr G Fraser-Moleketi (Chancellor)

Awarding of Qualifications

Chancellor

Cultural Performance

Nelson Mandela University Students and Alumni

Conferring of Doctoral Degrees

Dr G Fraser-Moleketi (Chancellor)

Message of Congratulations and Dissolution of Congregation

Dr G Fraser-Moleketi (Chancellor)

National Anthem

Nelson Mandela University Choir

Departure of Academic Procession

The words Cum Laude indicate in the text that the diploma or degree is awarded with distinction to the candidate/s listed.

FACULTY OF BUSINESS AND ECONOMIC SCIENCES

HIGHER CERTIFICATE IN ACCOUNTANCY

BADA, Usisipho Shaun

HIGHER CERTIFICATE IN BUSINESS STUDIES

BACELA, Philasande
BONGCO, Ziyanda
CEZA, Sinothando
COKA, Noluthando
DYEYI, Philisa Cynthia
FUTA, Siposetu
GLADILE, Billy
GOLIATH, Megan Amelia
JACOBS, Siphosethu
JORDAN, Tamar Tamia
MADONSELA, Ayanda Wiseman
MAHELA, Sisipho Portia
MAJALI, Nande
MANZANA, Yolanda Samantha
MARTIN, Nomphelelo Granny
MBENGWANA, Luthokazi
MCOSELI, Nwabisa Happiness
MDOLO, Anelisa Onica
MGENGO, Siphamandla
MVINJANE, Andile
MZAIDUME, Zikhona
MZOZOYANA, Aphiwe
NCAPAYI, Sbahle Yonela
NGQUBUNGU, Neziwe
NGWEKAZI, Athabile
NKOMOMBINI, Siphosethu
NOMNGANGA, Tabisa
NXILOLO, Siphosethu
NYATHELA, Banela
POEFRA, Morten Lorenzo
POTWANA, Thandile
SIBHOBHI, Nolwando
TSHAYINGCA, Andisiwe
TYANI, Zangomso
ZATU, Hlumelo
ZOKO, Khanya
ZULU, Sizwe

DIPLOMA IN ACCOUNTANCY

DYANTYI, Yolanda
MBEDLE, Bonke
NTOZAKHE, Ngazo

SWARTBOOI, Sheradon Jean
ZWELENDABA, Bahle

DIPLOMA IN ECONOMICS

DEBENGU, Silindokuhle
DIKO, Amahle
FUMA, Sinethemba Emmanuel
GQIBITOLE, Okuhle
HLUNGWANE, Fikile Clementine
JOJOZI, Nonkuthalo Cheryl
MASIKO, Nomaphelo
MZUZWANA, Aostin Vusumzi
WALI, Nomathamsanqa Faith

DIPLOMA IN HUMAN RESOURCES MANAGEMENT

BLAAUW, Lincolne Irvan
DYASONI, Maria Monica
FAKU, Stella Nomathamsanqa
GEORGE, Deneilson Jody
MABANDLA, Nozuko
MKIVA, Bathandwa
NDEVU, Msuthukazi Sinazo
SOBHILI, Sikhululwe

DIPLOMA IN LOGISTICS

BOSCH, Herman
BROWN, Fred Adotey
CEWANA, Phaphama
PALISO, Zizipho
TEKO, Onesimo

DIPLOMA IN MANAGEMENT

GOUWS, Lihle Sisipho
NKUME, Siyabulela Atwell
VAN MIERLO, Cameron Adelsa

DIPLOMA IN MARKETING

MARASHULA, Nomvuzo
MHAWU, Sibusiso Musa

DIPLOMA IN TOURISM MANAGEMENT

MKHUNYANA, Abongile Elvis

NATIONAL DIPLOMA: FINANCIAL INFORMATION SYSTEMS

BEZUIDENHOUT, Faygon Jerome
MBALANE, Zizipho

NATIONAL DIPLOMA: INVENTORY AND STORES MANAGEMENT

MATWA, Monelisi Mihle
SONTSHANTSHA, Mamela

BACHELOR OF ARTS IN DEVELOPMENT STUDIES

MBAMBO, Onke

BACHELOR OF ARTS (HUMAN RESOURCE MANAGEMENT)

HUFKIE, Ashlyn Bernadette

BACHELOR OF COMMERCE (ACCOUNTING FOR CHARTERED ACCOUNTANTS)

OOSTHUIZEN, Laverne Charneal

BACHELOR OF COMMERCE (BUSINESS MANAGEMENT)

GOVENDER, Prashailyn
SMITH, Jacques Geyser
THWALA, Sindisiwe

BACHELOR OF COMMERCE (BUSINESS MANAGEMENT AND ECONOMICS)

SMITH, Dudley Stephen

BACHELOR OF COMMERCE (ECONOMICS)

HILL, Dean Ivor
MASEKO, Wonga Khulekani Sandile
MFEYA, Mhlali
MULLER, Luke Matthan

BACHELOR OF COMMERCE (GENERAL ACCOUNTING)

HOFFMAN, Nozuko
TAGARI, Mohammed Mubeen

BACHELOR OF COMMERCE (INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT)

ROACH, Caydon Luke

ADVANCED DIPLOMA IN ACCOUNTANCY (INTERNAL AUDITING)

MSHUNQANE, Koleka Jennifer

ADVANCED DIPLOMA IN ACCOUNTANCY (PROFESSIONAL ACCOUNTING)

FRANK, Jurie Marius
KERSPAY, Shanton Bramley
KLAAS, Siphe
MADIKIZELA, Lilitha
NJOVANE, Andiphile Ingrid

ADVANCED DIPLOMA IN BUSINESS STUDIES (MANAGEMENT PRACTICE)

DU PLESSIS, Angelique
MEHLWANA, Zoleka Monica

ADVANCED DIPLOMA IN BUSINESS STUDIES (MARKETING MANAGEMENT)

TSHUNGU, Aduma Yolanda

ADVANCED DIPLOMA IN BUSINESS STUDIES (MONITORING AND EVALUATION)

MLONZI, Nwabisa
MZINJANA, Asafika Sinethemba
RASI, Sivenati
SITYATA, Athenkosi

ADVANCED DIPLOMA IN ECONOMICS

POYO, Mhlali
RAKOMA, Kgaladi Hendrica

BACHELOR OF TECHNOLOGY: HUMAN RESOURCES MANAGEMENT

SAUKA, Khanyisile

BACHELOR OF TECHNOLOGY: INTERNAL AUDITING

MALI, Siphosethu Portia
NAZO, Hlanganisa Zomise

BACHELOR OF TECHNOLOGY: LOGISTICS

OLIPHANT, Lubabalo

BACHELOR OF ARTS HONOURS IN DEVELOPMENT STUDIES

MANYANA, Lungiswa
NQUMA, Asanda

BACHELOR OF COMMERCE HONOURS IN BUSINESS MANAGEMENT

JOOSTE, Tazleen
PEPETA, Onesisa
SMIT, Juan

BACHELOR OF COMMERCE HONOURS IN ECONOMICS

BOOI, Siviwe
FOKOTO, Khuliswa Cherity
MHARAKURWA, Innocent Tapiwa
ORTIZ THAUREAUX, Rolando

BACHELOR OF COMMERCE HONOURS IN TOURISM MANAGEMENT

BAATJES, Junayne

POSTGRADUATE DIPLOMA IN BUSINESS ADMINISTRATION

BANGISO, Nonkonzo Thando
BOSCH, Janine
BOSHOF, Elzabé
BREEDT, Bernard
BRINK, Lesley-Ann Allison
BUTHELEZI, Khanyisile Precious
CAIRNCROSS, Merle Vera
CELE, Sboniso Vano
COKIE, Zona Ntsaphokazi
DAMANE, Qaqamba
DE VOS, Desmond
DEYZEL, George Ernest
DULLABH, Curtis Mark
DUMALISILE, Tutula Nomatshawe

DYASONI, Zoleka
DYONASE, Bakholise Ronny
FERREIRA, Tanya
GADU, Amanda Zikhona
GAGA, David Temba
GALLANT, Craig Anthon
GANGQA, Viwe
GASA, Andile
GIJANA, Nondumiso
GOVENDER, Keshani
HELENI, Luvuyo
HOPA, Tandazile
HUGHES, Jason Michael
JACOBS, Nomfundo
JAMES, Bryan Gerard Anhony
JASSEN, Esmerelda Georgina Patricia
JODWANA, Aviwe
JONAS, Lauren Andrea
KAHLANA, Lwazi
KANNEMEYER, Ishadee Varilyn
KAWA, Mandisa Victoria
KUMLA, Esona
LAVISA, Nosizwe Cleopatra
LE ROUX, Matt Elandre
LEROBA, Ncumisa
LIBERTY, Rayhaan
LINDI, Sandisiswe
MAGADLA, Sibongiseni
MAGAZI, Vuyokazi Vivian
MALGHAS, Lonwabo
MALI NYINGWA, Kanyiso Monose
MAQUBELA, Siphелеle Khuboni
MARUPEN, Nadine Janet
MASHABA, Layani
MATHENJWA, Malusi Sheperd
MATINISE, Amanda
MGWALI, Sivuyile Author
MIYA, Lusenga Gugu Muzi
MNTUYEDWA, Mlungiseleli
MNYATHELI, Lunga
MOKGOBO, Ntai Patrick
MOODLEY, Suvanya
MOTHOANE, Nthabeleng Elizabeth
MOTLHASEDI, Malesela Johannes
MOTSOHI, Millicent Manana
MPOMPA, Luyanda Clive
MQHAYI, Akhona Siphesile
MSHUMI, Nobulali Tandekile
MTSHUKUMA, Khangelani Khaulezile
NAKANI, Thando Themba
NDZONDA, Sonwabile

NENGOVHELA, Thama
NGOMA, Unathi
NOGILANA, Thandolwethu
NTANJANA, Akhona Aquino
NTLOKO, Ongama
NTSINI, Nandi Judith
NYATI, Tembakazi Sinovuyo
OLIVIER, Samuel Lehlohonolo
OOR, Reginald Dimitre
PAKKIES, Teboho Sonwabo
PATHER, Thinesh Ganass
PETE, Motubatse Elize
PLAATJIE, Jeremia Sebenzile
POTGIETER, Cheryl-Ann Gaynor
POTGIETER, Rushana
RABIE, Waylin Chesney
SEGOPE, Shimi Michael
SETENI, Vuyo Michael
SIMMERS, Darren Lyle
SIMOYI, Sisanda
SISHUBA, Hlumela
SIZILA, Wandile
SOFUTHE, Thuliwe Nontsikelelo
STEMELE, Zintle
TABATA, Sinovuyo
TERBLANCHE, Roann
TLALI, Motaoane Bernard
TSELE, Siviwe
TSHANGANA, Bongiwe
TSITA, Lukhanyiso Lexi Seabo Brandon

TUPANA, Thabo
VAN DER MERWE, Bereneava Agnetha
VOYI, Noluvuyo Vuyo Andisiwe
YAWATHE, Gcinuxolo
ZIHLANGU, Aphiwe

CUM LAUDE

CLAASSEN, Nico
DE LAUWERE, Alfons Arthur
HEWANA, Sandiswa
KOEKEMOER, Jordan
LOUW, Jonathan Hilgard
MAKWENKWE, Ayanda
NICHOLLS, Lynne Diane
NOMDOE, Talia Ambar
RYAN, Justin Harold
TSHAMBO, Yolanda Orleyn
VAN MOERKERKEN, Lindy
WRIGHT, Julian
YEYE, Athini

POSTGRADUATE DIPLOMA IN INTERNAL AUDITING

MBUNYUZA, Thandiswa
PATIWE, Siyabulela Ronald

FACULTY OF LAW

HIGHER CERTIFICATE IN CRIMINAL JUSTICE

BEATON, Simone Chardorney
NQUMAMA, Sivuyisiwe
SANI, Sinoxolo Carey

BACHELOR OF ARTS (LAW)

DU PREEZ, Desiré Jasmayne
MAFOJELA, Athenkosi

BACHELOR OF COMMERCE (LAW)

HUSTLER, Bianca Viktoria
PLAATJIES, Kristen Mary

BACHELOR OF LAWS

ASIEMA, Brenda Mumbi
CHIKUKU, Dyson Simbarashe

GAFFOOR, Nasreen

JENA, Tawanda

KAREMBA, Felicitas Tarisai

KHEWANA, Asithandile

LUGAJU, Siphesihle Kanyisa

MAPOMA, Mihle Phiwe

NXUMALO, Sihlulelwe Reward

OLIPHANT, Andisiwe

PRINCE, Mikhaila

VAN AARDT, Cleo-Laine

VAN NIEKERK, Jason

POSTGRADUATE DIPLOMA IN LABOUR LAW PRACTICE

MNGE, Mtutuzeli Cain

NGXABANI, Bongo

MASTER OF LAWS (COURSEWORK)

BEBULA, Vitamin Luxolo

(Labour Law)

Title of treatise:

A TRADE UNION'S RIGHT TO STRIKE TO ACQUIRE ORGANISATIONAL RIGHTS

Supervisor: Mr T Qotoyi

COETZEE, Mandy Nadine

(Labour Law)

Title of treatise:

THE GROUND OF DISCRIMINATION IN EQUAL PAY FOR WORK OF EQUAL VALUE DISPUTES

Supervisor: Mr T Qotoyi

MBEWANA, Ntsikelelo Elliot

(Labour Law)

Title of treatise:

THE LEGALITY AND ENFORCEABILITY OF AN AUTOMATIC TERMINATION CLAUSE IN A CONTRACT OF EMPLOYMENT

Supervisor: Mr RE Keith-Bandath

Co-supervisor: Mr T Qotoyi

TACHELL, Veronique Cyrilene Simonese-Shante - **Cum Laude**

Title of treatise:

NON-STANDARD EMPLOYMENT IN TERMS OF THE LABOUR RELATIONS ACT

Supervisor: Mr RE Keith-Bandath

MASTER OF LAWS (RESEARCH)

CHABO, Godsent

(Mercantile Law)

Title of dissertation:

LABOUR DISPUTE RESOLUTION IN UGANDA

Supervisor: Prof JA Van Der Walt

Co-supervisor: Dr LA Ndimurwimo

GOVENDER, Nikita - **Cum Laude**

(Public Law)

Title of dissertation:

DOMESTICATION OF THE INTERNATIONAL-LAW PROHIBITION OF CHILD SOLDIERING

Supervisor: Mr D Abrahams

MKORONGO, Michelle

(Public Law)

Title of dissertation:

THE INTERNATIONAL ARBITRATION ACT AND DISPUTE RESOLUTION

Supervisor: Mr SP Newman

MOYO, Priscilla Tariro - **Cum Laude**

(Public Law)

Title of dissertation:

THE NATIONAL HEALTH INSURANCE BILL: A MEASURE TO REALISE THE RIGHT TO ACCESS CARE SERVICES

Supervisor: Prof JC Botha

Co-supervisor: Prof A Govindjee

FACULTY OF BUSINESS AND ECONOMIC SCIENCES

MASTER OF ARTS (COURSEWORK)

ADAM, Zanele

(Development Studies)

Title of treatise:

THE ROLE OF THE EXPANDED PUBLIC WORKS PROGRAMME IN REDUCING UNEMPLOYMENT IN GRAHAMSTOWN

Supervisor: Prof K Raga

FOURIE, Megan

(Industrial and Organisational Psychology)

Title of treatise:

THE LEADERSHIP STYLE OF RICHARD BRANSON: A PSYCHOBIOGRAPHY

Supervisor: Prof R van Niekerk

NDIBONGO, Busisiwe Hazel

(Development Studies)

Title of treatise:

ROLE OF MUNICIPALITIES TO ENHANCE SERVICE DELIVERY THROUGH PUBLIC PARTICIPATION: THE CASE OF BLUE CRANE ROUTE LOCAL MUNICIPALITIES

Supervisor: Prof K Raga

NDWANDWE, Mbungeni Nelson

(Industrial and Organisational Psychology)

Title of treatise:

THE IMPACT OF SUPERVISION AND CO-WORKER RELATIONSHIPS ON JOB SATISFACTION IN THE SOUTH AFRICAN NATIONAL DEFENCE FORCE

Supervisor: Ms N Agherdien

NGALO, Abongile

(Industrial and Organisational Psychology)

Title of treatise:

FACTORS THAT AFFECT THE RETENTION OF GENERATION X IN SOUTH AFRICA

Supervisor: Prof MR Mey

SKENJANA, Nontlantlantle Xolisiwe

(Development Studies)

Title of treatise:

EXPLORING RURAL SOCIO-ECONOMIC DEVELOPMENT OPPORTUNITIES IN MHLONTLO LOCAL MUNICIPALITY, EASTERN CAPE

Supervisor: Dr F Basardien

WEWERS, Carryn Lauren

(Labour Relations and Human Resources)

Title of treatise:

THE INFLUENCE OF PERCEIVED ETHICAL LEADERSHIP ON EMPLOYEE ENGAGEMENT

Supervisor: Prof MR Mey

MASTER OF ARTS (RESEARCH)

BUDAZA, Silakhe

(Development Studies)

Title of dissertation:

APPROACHES USED BY NGO'S IN MANAGING HIV/AIDS PROGRAMMES IN THE EASTERN CAPE

Supervisor: Prof JJ Makuwira

Co-supervisor: Dr AE Van Den Berg

HOLLAND, Ashleigh Simone Anderson

(Industrial and Organisational Psychology)

Title of dissertation:

REGISTERED NURSES' EXPERIENCES OF TRUST IN THE WORKPLACE IN EASTERN CAPE PUBLIC HOSPITALS

Supervisor: Prof R van Niekerk

Co-supervisor: Dr DG Morton

KOTI, Kundai - **Cum Laude**

(Development Studies)

Title of dissertation:

MICROFINANCE'S EFFICIENCIES IN PROMOTING SUSTAINABILITY OF WOMEN OWNED SMME'S IN PORT ELIZABETH

Supervisor: Dr FS Modiba

MKAZA, Oyamangaye Sibongiseni Samkelisiwe

(Development Studies)

Title of dissertation:

THE ROLE OF SMALL-SCALE SQUID FISHERS IN SUSTAINING LIVELIHOODS AND MAINTAINING MARINE RESOURCES IN THE CONTEXT OF CLIMATE CHANGE

Supervisor: Dr B Snow

NTSHUNTSCHA, Aluncedo

(Economics)

Title of dissertation:

THE INFLUENCE OF THE USA MONETARY POLICY ON THE SOUTH AFRICAN ECONOMY

Supervisor: Prof MR Ncwadi

SAKI, David Siphosethu
(Labour Relations and Human Resources)

Title of dissertation:

PERFORMANCE MANAGEMENT SYSTEM AT A PUBLIC DEVELOPMENT CORPORATION: SUCCESS FACTORS AND CHALLENGES

Supervisor: Prof A Werner
Co-supervisor: Prof MR Mey

MASTER OF ARTS IN DEVELOPMENT STUDIES (COURSEWORK)

DYASI, Aluta Vusisizwe

Title of treatise:

CHALLENGES OF ELECTRONIC SURVEILLANCE IN ADDRESSING CRIME AND DEVELOPMENTAL ISSUES IN PORT ELIZABETH

Supervisor: Dr FS Modiba

MANGISA, Nobulungisa

Title of treatise:

THE PERCEIVED EFFECTS OF RAINFALL VARIABILITY ON FOOD SECURITY IN SENQU LOCAL MUNICIPALITY, SOUTH AFRICA

Supervisor: Mr SP Mazinyo

YEKI, Precious Nomantande

Title of treatise:

NATIONAL WOOL GROWERS ASSOCIATION PROGRAMME FOR COMMUNAL FARMERS IN AMAHLATHI LOCAL MUNICIPALITY

Supervisor: Dr D Pretorius

MASTER OF BUSINESS ADMINISTRATION (COURSEWORK)

ALLEY, Andre

Title of treatise:

THE DEVELOPMENT OF A PROJECT MANAGEMENT BODY OF KNOWLEDGE MODEL FOR VODACOM IN THE EASTERN REGION OF RSA

Supervisor: Prof CM Adendorff

BELLE, Isabel Pini

Title of treatise:

THE IMPACT OF MERGERS AND ACQUISITIONS ON EMPLOYEE WELLBEING IN THE BEVERAGE INDUSTRY: THE CCBSA COASTAL REGION CASE

Supervisor: Prof W Fox

BROWN, Drayton Baden

Title of treatise:

IDENTIFYING THE CAUSES OF WIDESPREAD ILLEGAL DUMPING IN BUFFALO CITY METROPOLITAN MUNICIPALITY AND INNOVATIVE WASTE MANAGEMENT MECHANISMS

Supervisor: Dr AG Weimann

DLAMINI, Andile

Title of treatise:

INSIGHT INTO THE INFLUENCE OF THE INTERNET ON THE BUYING BEHAVIOUR OF NEW CAR CUSTOMERS DURING THEIR DECISION-MAKING PROCESS

Supervisor: Dr JM Burger

DOORGAPERSHAD, Vikash

Title of treatise:

THE EFFECT OF LEADERSHIP ON ORGANISATIONAL CULTURE AND EMPLOYEE ENGAGEMENT IN THE SOUTH AFRICAN HORSERACING INDUSTRY

Supervisor: Prof P Poisat

ERASMUS, Daveril Lionel

Title of treatise:

THE EFFECTIVENESS OF LEAN PRINCIPLES IN SOUTH AFRICAN MANUFACTURING COMPANIES

Supervisor: Dr LM Njomo

KGOSIENG, Kamogelo

Title of treatise:

CUSTOMERS' PERCEPTION OF E-BANKING SERVICES OF SOUTH AFRICAN BANKS

Supervisor: Dr LM Njomo

LIMANI, Noxolo

Title of treatise:

STUDENTS' PERCEPTIONS OF BLENDED LEARNING PLATFORMS IN A MASTER OF BUSINESS ADMINISTRATION PROGRAM AT NELSON MANDELA UNIVERSITY

Supervisor: Prof E Ruhode

LINDOOR, Jillian Anthea

Title of treatise:

THE DEVELOPMENT OF A FRAMEWORK TO FACILITATE AN INCREASE LEVEL OF SELF-EMPLOYMENT AMONGST THE RURAL YOUTH BY PROMOTING INCREASED LEVEL OF ENTREPRENEURIAL INTENT

Supervisor: Dr JH Oberholster

MANUNGA, Felicia

Title of treatise:

THE INFLUENCE OF PROJECT MANAGEMENT MATURITY ON PROJECT SUCCESS - A CASE OF A PRIVATE ORGANISATION'S INFRASTRUCTURE PROJECTS

Supervisor: Dr M Mgemane

MOLELLE, Thandeka Cebisile Zini

Title of treatise:

EXPLORATION OF CHALLENGES THAT INHIBIT THE ORGANISATION TO SECURE SUSTAINABLE REVENUE GENERATING CONTRACTS IN AFRICA

Supervisor: Dr JFE Fraser

MPONGWANA, Mbongo Mhlanga

Title of treatise:

CLOUD COMPUTING FOR COMPETITIVE ADVANTAGE: A CASE OF RURAL SMES IN THE EASTERN CAPE PROVINCE OF SOUTH AFRICA

Supervisor: Prof E Ruhode

NDLOVU, Thembelihle Phumzile

Title of treatise:

DIRECT SELLING: ANALYSING ECONOMIC AND SOCIAL SATISFACTION IN MULTI-LEVEL MARKETING

Supervisor: Prof MS Bayat

NGWEMA, Gugu Nam

Title of treatise:

THE CHURCH AS A CATALYST IN THE ECONOMIC AND ENTREPRENEURIAL EMPOWERMENT OF ITS MEMBERS

Supervisor: Prof KM Kondlo

Co-supervisor: Mr D Giyose

NKWENTSHA, Babalwa Miranda

Title of treatise:

THE DEVELOPMENT OF A THEORETICAL PROPERTY DEVELOPMENT MODEL FOR BLACK ENTREPRENEURS IN SOUTH AFRICA

Supervisor: Prof CM Adendorff

PAYI, Lizo Cawell

Title of treatise:

THE CHALLENGES FACING AUTOMOTIVE SUPPLIERS AND THE IMPACT THEY HAVE ON FUTURE VIABILITY OF AUTOMOTIVE SUPPLY INDUSTRY

Supervisor: Dr VM Msuthwana

PHANGWA, Bongani Anthony

Title of treatise:

POSSIBLE FUTURES FOR THE SOUTH AFRICAN CONSTRUCTION INDUSTRY TOWARDS 2030

Supervisor: Prof B Botha

SANKOLOBA, Boikutso Palesa

Title of treatise:

THE EFFECTIVENESS OF OCEAN MANAGEMENT PRACTISES BY COMPANY A

Supervisor: Dr AJ Katrodia

SCHROEDER, Janine Christina

Title of treatise:

INVESTIGATING THE APPLICATION OF A DEPARTMENT OF TRADE AND INDUSTRY REGULATED SINGLE WINDOW FACILITY (ONE-STOP-SHOP MODEL) FOR THE COEGA DEVELOPMENT CORPORATION

Supervisor: Dr A Moodly

STRAUSS, David Josephus

Title of treatise:

IDENTIFYING ANTECEDENTS OF EMPLOYEES' BEHAVIOUR LEADING TO STAFF TURNOVER IN A GOVERNMENT ENTITY

Supervisor: Prof P Poisat

TSHEQANE, Nandipa

Title of treatise:

PERCEPTIONS AND ATTITUDES TOWARDS LEADERSHIP STYLES AND STAFF MORALE IN EASTERN CAPE PROVINCIAL TREASURY

Supervisor: Prof MR Ncwadi

VAN NIEKERK, Johan Marius

Title of treatise:

THE EFFECT OF MACROECONOMIC FACTORS ON THE SUSTAINABLE PRODUCTION OF FRESH PRODUCE IN SOUTH AFRICA

Supervisor: Prof MR Ncwadi

WALTERS, Ashraf

Title of treatise:

EXPLORING THE MOTIVATIONAL FACTORS OF MILLENNIALS IN THE AUTOMOTIVE SECTOR IN SOUTH AFRICA

Supervisor: Dr Z Ebrahim
Co-supervisor: Dr AJ Katrodia

MASTER OF COMMERCE (COURSEWORK)

HILES, Tevin Toni

(Industrial and Organisational Psychology)

Title of treatise:

THE INFLUENCE OF ACADEMIC INTERVENTIONS ON THE ACADEMIC PERFORMANCE OF HUMAN RESOURCE MANAGEMENT STUDENTS

Supervisor: Prof A Werner

MASIA, Thapelo

(Labour Relations and Human Resources)

Title of treatise:

FACTORS INFLUENCING ORGANISATIONAL COMMITMENT AMONGST GENERATION Z IN SOUTH AFRICA

Supervisor: Ms BM De Villiers

MKOKO, Mpumelelo

(Industrial and Organisational Psychology)

Title of treatise:

THE RELATIONSHIP BETWEEN WORK ENGAGEMENT AND OPTIMISM IN THE ADMINISTRATIVE STRUCTURE OF THE NELSON MANDELA BAY MUNICIPALITY

Supervisor: Dr C Harris

OLIFANT, Lebogang Billy

(Labour Relations and Human Resources)

Title of treatise:

EXPLORING CAREER ADVANCEMENT STRATEGIES FOR WOMEN TO TOP MANAGEMENT AT TSHWANE UNIVERSITY OF TECHNOLOGY

Supervisor: Ms N Agherdien

SAKONDA, Archford

(Industrial and Organisational Psychology)

Title of treatise:

A PSYCHOBIOGRAPHY OF DR STRIVE MASIIYIWA

Supervisor: Prof R van Niekerk

MASTER OF COMMERCE (RESEARCH)

CHELLA, Nampasa Siame

(Economics)

Title of dissertation:

ANALYSIS OF THE EXISTENCE OF THE PHILLIPS CURVE, OKUN'S LAW AND TAYLOR RULE IN THE ZAMBIAN ECONOMY

Supervisor: Prof A Phiri

MACHILI, Tharollo Elvis - **Cum Laude**

(Economics)

Title of dissertation:

FINANCIAL INCLUSION AND FOOD SECURITY NEXUS: EVIDENCE FROM SOUTHERN AFRICAN DEVELOPMENT COMMUNITY (SADC)

Supervisor: Prof S Mishi

MATONANA, Ntombiyesibini Phumelela

(Economics)

Title of dissertation:

CONVERGENCE EFFECTS OF AFRICAN GDP WITH THE REST OF THE WORLD: ANALYSING THE AFRICAN CONTINENTAL FREE TRADE AGREEMENT

Supervisor: Prof A Phiri

NJUZE, Sikelelwa

(Economics)

Title of dissertation:

CAPITAL INTENSITY AND ITS IMPLICATIONS ON THE SOUTH AFRICAN LABOUR MARKET

Supervisor: Prof MR Ncwadi

SANGONI, Notoury Zenande

(Economics)

Title of dissertation:

LABOUR MARKET DYNAMICS: MISMATCHES AND EDUCATION SIGNALLING IN SOUTH AFRICA

Supervisor: Prof S Mishi

MASTER OF COMMERCE IN ECONOMICS (COURSEWORK)

MAYENDE, Andiswa Nosipiwo

Title of treatise:

REVENUE, TRADE AND WELFARE IMPLICATIONS FOR BRICS FREE TRADE AGREEMENT ON SOUTH AFRICA

Supervisor: Prof G Mugano

MKHOSANA, Nomathamsanqa

Title of treatise:

A COMPARATIVE ANALYSIS OF THE EFFECTS OF DIFFERENT LEVELS OF EDUCATION ON GROWTH IN AFRICAN ECONOMIES

Supervisor: Prof A Phiri

MKUNYANA, Asebenzile Priscilla

Title of treatise:

EFFECT OF ECONOMIC GROWTH ON GREENHOUSE EMISSION: IN SELECTED SADC COUNTRIES

Supervisor: Prof S Mishi

MASTER OF COMMERCE IN TAXATION (COURSEWORK)

TOKWE, Koleka

Title of treatise:

A CRITICAL ANALYSIS OF THE TAXATION OF OFFSHORE RETIREMENT FUNDS WITH SPECIFIC REFERENCE TO MAURITIUS

Supervisor: Mr D Joubert

MASTER OF TECHNOLOGY: COST AND MANAGEMENT ACCOUNTING (COURSEWORK)

SONGWIQI, Mandlenkosi Theophylus

Title of treatise:

CHALLENGES FACED BY MUNICIPALITIES IN COLLECTING REVENUE FOR SERVICES RENDERED

Supervisor: Ms S Diedericks

DOCTOR OF BUSINESS ADMINISTRATION

NAIDOO, Franck

Title of thesis:

POSSIBLE HYDRAULIC FRACTURING FUTURES FOR SOUTH AFRICA TOWARDS 2055

Supervisor: Prof CM Adendorff

DOCTOR OF PHILOSOPHY

BODLEY, David Cyril

(Business Management)

Title of thesis:

RURAL ENTERPRISE DEVELOPMENT AS A MEANS TO POVERTY ALLEVIATION

Supervisor: Dr EJ Zeelie
Co-supervisor: Prof HR Lloyd

DE VILLIERS, Bridget Marie

(Human Resource Management)

Title of thesis:

PROMOTING LEADER INTEGRITY THROUGH THE HUMAN RESOURCE MANAGEMENT VALUE CHAIN

Supervisor: Prof A Werner
Co-supervisor: Prof MR Mey

DOKU, Isaac

(Economics)

Title of thesis:

IMPACT OF CLIMATE FINANCE ON ENVIRONMENTAL QUALITY IN SUB-SAHARA AFRICA

Supervisor: Prof A Phiri
Co-supervisor: Prof MR Ncwadi

MACHOKOTO, Sydney

(Economics)

Title of thesis:

AN INVESTIGATION OF THE LINK BETWEEN FINANCIAL SECTOR DEVELOPMENT AND ECONOMIC GROWTH IN ZIMBABWE FROM 1980 TO 2016

Supervisor: Prof MR Ncwadi
Co-supervisor: Dr NS Dyubhele



MHAKA, Simbarashe
(Economics)

Title of thesis:

THE EFFECTS OF EXCHANGE RATES ON BILATERAL TRADE BALANCES OF SACU MEMBER STATES WITH THEIR TRADING PARTNERS

Supervisor: Prof A Phiri
Co-supervisor: Prof MR Ncwadi

NACH, Marida Nephertiti
(Development Finance)

Title of thesis:

FINANCIAL INTEGRATION IN THE BRICS COUNTRIES

Supervisor: Prof MR Ncwadi

RUZIVE, Tafadzwa Mutsvedu
(Development Finance)

Title of thesis:

THE CONTRIBUTION OF FINANCIAL DEVELOPMENT TO ECONOMIC GROWTH IN BRICS COUNTRIES

Supervisor: Prof CVR Wait
Co-supervisor: Prof A Phiri

DOCTOR OF PHILOSOPHY IN COMMERCE

HANNER WELDON, Lana Joy
(Accounting)

Title of thesis:

IDENTIFYING A SUCCESSFUL ACCOUNTING STUDENT: PROFILING OF POSTGRADUATE ACCOUNTING STUDENTS IN THE EASTERN CAPE

Supervisor: Prof H Fourie
Co-supervisor: Prof R van Niekerk

VAN HEERDEN, Barbara Irene
(Business Management)

Title of thesis:

THE DRIVERS OF SUSTAINABLE TRIPLE BOTTOM LINE BUSINESS PERFORMANCE IN AFRICA ALIVE CORRIDORS HERITAGE NODE BUSINESSES

Supervisor: Prof S Perks
Co-supervisor: Prof CM Doucouré

DOCTORAL CITATIONS



THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION

FRANCK NAIDOO

Previous qualifications:

1985	Bachelor of Arts	Seke Teachers College, Zimbabwe
1987	Masters of Arts	Universite De Rennes 2, Rennes, France
2000	Masters of Business Administration	Henley Management College, UK
2019	Masters of International and Comparative Law	University of Eastern Finland

Thesis:

POSSIBLE HYDRAULIC FRACTURING FUTURES FOR SOUTH AFRICA TOWARDS 2055

South Africa's Karoo Basin holds the world's fifth largest shale gas deposits. Amid the global controversy over shale gas extraction, the starting point of this research has been to separate fact from fiction. Drawing on previous economic studies, the research focuses on the economic viability of exploiting this resource, examining its contribution to the GDP and the net impact on the future energy model for the country. While the South African government touts shale gas extraction as an economic game-changer, this research questions for whom exactly, is the extraction beneficial? With environmental protection at the forefront, this research re-commences the great shale debate, on an informed platform of global shale successes, with local insights into the role that good governance would play in emulating these successes in South Africa.

Supervisor: Prof CM Adendorff

THE DEGREE OF DOCTOR OF PHILOSOPHY (BUSINESS MANAGEMENT)

DAVID CYRIL BODLEY

Previous qualifications:

1983	Bachelor of Arts	University of the Witwatersrand
1984	Higher Diploma in Education (PG)	University of the Witwatersrand
1993	Labour Relations Diploma	University of Stellenbosch Business School
2016	MTech (Entrepreneurship)	Nelson Mandela Metropolitan University

Thesis:

RURAL ENTERPRISE DEVELOPMENT AS A MEANS TO POVERTY ALLEVIATION

This study investigated the idea of establishing enterprises in rural South Africa where systemic problems exist. Literature on economic development theory and how this informs small enterprise development policy was considered. Thereafter, data from a rural and marginalised community was collated through observation and interview techniques. Data was analysed using the technique of triangulation. The findings illustrate that a wide range of policy initiatives to support small enterprise development has been introduced. Firm success, as well as certain failures have been experienced. The study clearly highlights both and makes recommendations to improve policy that promotes rural enterprise development to alleviate poverty

Supervisor: Dr EJ Zeelie
Co-supervisor: Prof HR Lloyd

THE DEGREE OF DOCTOR OF PHILOSOPHY (HUMAN RESOURCE MANAGEMENT)

BRIDGET MARIE DE VILLIERS

Previous qualifications:

1985 Bachelor of Arts
1986 Bachelor of Arts (Hons)
2013 MTech HRM (Cum Laude)

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

Thesis:

PROMOTING LEADER INTEGRITY THROUGH THE HUMAN RESOURCE MANAGEMENT VALUE CHAIN

This study explored the promotion of leader integrity within the private and public sectors in South Africa. It revealed evidence of leader integrity, interventions and success factors to promote leader integrity across the Human Resource Management (HRM) value chain. However, room for improvement was noted as many managers were not seen to demonstrate high levels of integrity, more specifically in the public sector. The results suggest the need for South African organisations to develop and implement clearly articulated and well supported strategies aimed at promoting leader integrity with the involvement of a broad range of stakeholders. The study contributes to a broader and deeper understanding of what comprises leader integrity and provides a framework for promoting leader integrity to ensure that leaders manage the varied and complex ethical dilemmas that are faced in the South African context.

Supervisor: Prof A Werner
Co-supervisor: Prof MR Mey

THE DEGREE OF DOCTOR OF PHILOSOPHY (ECONOMICS)

ISAAC DOKU

Previous qualifications:

2009 Bachelor of Arts (Economics)
2012 Master of Philosophy (Economics)

University of Ghana
University of Ghana

Thesis:

IMPACT OF CLIMATE FINANCE ON ENVIRONMENTAL QUALITY IN SUB-SAHARA AFRICA

Climate change is the earth's most pressing environmental issue and there is concern that African countries, which contribute the least to the problem will be mostly affected. For this reason, climate finance has been made available to African countries to assist governmental and non-governmental institutions reduce greenhouse gas emissions and promote forest conservation. This thesis investigated whether African countries are efficiently using the funds received. The findings show that, climate finance does not reduce deforestation or total greenhouse gas emissions. Furthermore, climate action in Africa is under threat since countries with weaker control of corruption receive more climate finance.

Supervisor: Prof A Phiri
Co-supervisor: Prof MR Ncwadi

THE DEGREE OF DOCTOR OF PHILOSOPHY (ECONOMICS)

SYDNEY MACHOKOTO

Previous qualifications:

1995	Bachelor of Science (Hons) (Economics)	University of Zimbabwe
2011	MSc (Banking and Financial Services)	National University of Science and Technology, Zimbabwe
2015	Master of Commerce (Economics)	Great Zimbabwe University

Thesis:

AN INVESTIGATION OF THE LINK BETWEEN FINANCIAL SECTOR DEVELOPMENT AND ECONOMIC GROWTH IN ZIMBABWE FROM 1980 TO 2016

The thesis investigates the link between financial development and economic growth from 1980 to 2016. The study used the Autoregressive Distributed Lag model. Financial development was measured by market capitalisation, bank credit to the private sector and financial inclusion and economic growth by GDP. The existence of a long run relationship between financial development and economic growth was found in Zimbabwe. The study revealed that, market capitalisation and bank lending to the private sector did not cause economic growth. It was recommended that Zimbabwe government should promote the capital market and money market institutions for the financial sector to promote economic growth.

Supervisor: Prof MR Ncwadi
Co-supervisor: Dr NS Dyubhele

THE DEGREE OF DOCTOR OF PHILOSOPHY (ECONOMICS)

SIMBARASHE MHAKA

Previous qualifications:

2014	BCom General (Economics and Business Management)	Nelson Mandela Metropolitan University
2015	BCom Hons (Economics)	Nelson Mandela Metropolitan University
2017	MCom (Economics)	Nelson Mandela Metropolitan University

Thesis:

THE EFFECTS OF EXCHANGE RATES ON BILATERAL TRADE BALANCES OF SACU MEMBER STATES WITH THEIR TRADING PARTNERS

SACU countries are the oldest customs union in the world which are bound by exchange rate and trade agreements. This thesis, firstly, examined the stability of the currency arrangements amongst SACU countries and, secondly, examined the effects of the currency arrangements on trade balances for 20 key product industries. The findings imply stability in the currency arrangements amongst SACU countries, a result which offers support for the formation of a single currency area. Moreover, we identify how different trade sectors could be benefit from currency fluctuations, hence shedding light on strategies positions which can improve overall trade in the region.

Supervisor: Prof A Phiri
Co-supervisor: Prof MR Ncwadi

THE DEGREE OF DOCTOR OF PHILOSOPHY (ECONOMICS)

MARIDA NEPHERTITI NACH

Previous qualifications:

2013	Bachelor of Commerce (Economics and Business Management)	Nelson Mandela Metropolitan University
2014	Bachelor of Commerce (Hons) (Economics)	Nelson Mandela Metropolitan University
2017	Master of Philosophy in Development Finance	Nelson Mandela Metropolitan University

Thesis:

FINANCIAL INTEGRATION IN THE BRICS COUNTRIES

The candidate examined the feasibility of the financial integration amongst the BRICS countries. To determine the degree of symmetry of shocks, this thesis uses the structural vector autoregression (SVAR) model on annual data covering a period 1980 to 2018. Using four variables, namely, World Gross domestic product (GDP), GDP, exchange and inflation rates, only World GDP showed evidence of symmetric shocks. The rest of the three variables showed evidence of asymmetric shocks. The study recommends for more policy coordination to achieve the desired symmetry of shocks. This study makes an original contribution towards International Finance discourse in BRICS countries.

Supervisor: Prof MR Ncwadi

THE DEGREE OF DOCTOR OF PHILOSOPHY (DEVELOPMENT FINANCE)

TAFADZWA MUTSVEDU RUZIVE

Previous qualifications:

2013	BCom (Hons) (Economics)	Midlands State University, Zimbabwe
2014	BCom (Hons) (Economics)	Nelson Mandela Metropolitan University
2017	MPhil (Development Finance)	Nelson Mandela Metropolitan University

Thesis:

THE CONTRIBUTION OF FINANCIAL DEVELOPMENT TO ECONOMIC GROWTH IN BRICS COUNTRIES

Policy makers in emerging and transition economies require strategies to initiate, maintain and sequence financial sector reforms that enhance growth. This study analyses the nature and presence of the finance-growth nexus in BRICS economies to create a framework that informs a financial development policy strategy in emerging and transition economies. Banking sector development, stock market development and financial inclusion are identified as levers to financial development policy. The key recommendations of the thesis are that emerging economies should initiate financial sector reforms through banking sector development. They should proceed to stock market development, then, focus on enhancing financial inclusion at higher levels of banking sector and stock market development.

Supervisor: Prof CVR Wait
Co-supervisor: Prof A Phiri

THE DEGREE OF DOCTOR OF PHILOSOPHY IN COMMERCE (ACCOUNTING)

LANA JOY HANNER WELDON

Previous qualifications:

1995	Bachelor of Commerce (Accounting)	Rhodes University
1996	Bachelor of Commerce (Hons) (Accounting)	University of South Africa
1998	Chartered Accountant	SA Institute of Chartered Accountants
1998	Registered Auditor	SA Independent Regulatory Board for Auditors
2004	Masters of Business Administration	Edinburgh Business School, Heriot Watt University
2018	Chartered Director	Institute of Directors South Africa
2020	Graduate AICD	Australian Institute of Company Directors
2020	Chartered Accountant	Australia New Zealand) CAANZ

Thesis:

IDENTIFYING A SUCCESSFUL ACCOUNTING STUDENT: PROFILING OF POSTGRADUATE ACCOUNTING STUDENTS IN THE EASTERN CAPE

This study sought to establish a holistic profile of accounting students to ascertain whether there are common traits in terms of personality, aptitude, values and biographical factors that distinguish successful students from others. Results indicate that the sub-tests of aptitude for verbal reasoning and reading comprehension have the most significance in predicting success. Personality types, personality traits and values were not found to have a significant impact on success and the only biographical factor to have an impact on success was race. Despite the findings in the individual factors considered, no distinct personality profile of a successful accounting student emerged..

Supervisor: Prof H Fourie
Co-supervisor: Prof R van Niekerk

THE DEGREE OF DOCTOR OF PHILOSOPHY (DEVELOPMENT FINANCE)

BARBARA IRENE VAN HEERDEN

Previous qualifications:

1993	Diploma Human Resource Management	Damelin, South Africa
1998	PG Certificate (Business Management)	Edinburgh Napier University, United Kingdom and Northern Ireland
1999	PG Diploma (Business Management)	Edinburgh Napier University, United Kingdom and Northern Ireland
2005	Master of Business Administration	Edinburgh Napier University, United Kingdom and Northern Ireland

Thesis:

*THE DRIVERS OF SUSTAINABLE TRIPLE BOTTOM LINE BUSINESS PERFORMANCE IN AFRICA ALIVE CORRIDORS
HERITAGE NODE BUSINESSES*

The sheer size of the African continent highlights its earth stewardship global leadership role. Bearing this in mind, this study explored business strategies that can influence sustainable business performance in cultural, geological and biological businesses within Africa Alive Corridor (AAC) heritage nodes. Eight implemented business strategies were identified as influential in attaining sustainable triple bottom line business performance. It was further established that in Africa, triple bottom line business performance can be viewed as economic, quality management and social responsibility management business performance. The role of demographics in predicting business strategy implementation in AAC heritage node businesses was also confirmed.

Supervisor: Prof S Perks
Co-supervisor: Prof CM Doucouré

Honorary Doctoral Recipient

Elias Lesetja Kganyago - Doctor of Commerce (Honoris Causa)



Governor of the South African Reserve Bank (SARB), Lesetja Kganyago was born in Alexandra Township on 7 October 1965. He matriculated from Pax College in the former Pietersburg (now Polokwane) in 1982. At the age of 18, he moved to Johannesburg.

He attended the University of the Witwatersrand but left before graduating, and later completed his studies at the University of South Africa,

earning the degree of Bachelor of Commerce (BCom) in 1991. He holds the degree of Master of Science in Development Economics from the School of African and Oriental Studies at the University of London, which he obtained in 1994. He also holds certificates and diplomas in management, economics and finance from internationally recognised institutions, including the Wits Business School and Harvard University.

Lesetja began his banking career occupying various clerical positions at First National Bank from 1987 to 1989. Thereafter, he joined the Congress of South African Trade Unions (COSATU) as an accountant at its head office. He remained in accounting and joined the African National Congress (ANC) in 1991 as its regional accountant in the former Northern Transvaal, later becoming a national co-ordinator of its Economics Department. His first stint with the SARB was in 1994 as Assistant Manager: Investment Dealing. Remaining in the public sector, Lesetja then moved to the National Treasury in August 1996, first as the Director of International Commercial Financing, then Chief Director of Liability Management, which was followed by Head of Economic Policy and International Financial Relations and finally as Director General.

In May 2011, he was appointed Deputy Governor of the South African Reserve Bank and served in that capacity until October 2014 when he was appointed Governor.

At the beginning of 2018, Lesetja was elected Chairman of the International Monetary and Financial Committee (IMFC),

the policy advisory committee of the Board of Governors of the International Monetary Fund (IMF) for a term of three years. In 2019, President Cyril Ramaphosa re-appointed Governor Kganyago for another five-year term.

Lesetja has nearly 30 years of experience in formulating and implementing public policy and has extensive experience ranging from macroeconomic policy, financial sector, public finance, to international finance, public debt management and financial markets.

During his tenure as Director-General of the National Treasury, Lesetja successfully steered several public finance and financial market reforms. He played a lead role in the fundamental reform of the micro-structure of domestic bond markets.

Lesetja led South Africa's technical team to various meetings and summits of the G-20 (including the inaugural 2008 Summit) and has chaired the IMF/World Bank Development Committee Deputies and the G-20 Working Group on IMF Governance Reform.

Currently, Lesetja chairs the Committee of Central Bank Governors of the Southern African Development Community and is the co-chair of the Financial Stability Board's Regional Consultative Group for Sub-Saharan Africa. He also chairs the Financial Stability Board's Standing Committee on Standards Implementation.

Among his many awards, in 2017 he was named Global Markets Governor of the Year for Sub-Saharan Africa; received the Association of Black Securities and Investment Professionals (ABSIP) Lifetime Achiever Award and the Sunday Times Companies Business Leader of the Year. In 2018, he was named Governor of the Year by Central Banking.

A year after his appointment as Governor, Lesetja returned to his village in Moletjie Ga-Maribana to purchase goods with the new bank notes now bearing his signature. With the first batch of these bank notes, he bought bread, sugar, cooking oil, and maize meal from the same shop where he used to buy bread before heading to school as a young child.

For the respect he has earned in international economic, development and banking circles and for the nobility and hard work he displays towards his position, it is an honour for Nelson Mandela University to confer the degree of Doctor of Commerce (*Honoris Causa*) in the Faculty of Business and Economic Sciences on **Elias Lesetja Kganyago**.

Academic Dress

Special academic attire has been designed for office bearers at Nelson Mandela University to be worn at prestigious academic events like graduation.

Each outfit – from that of the Chancellor and Vice-Chancellor to those of the Executive Deans – has been meticulously selected to signify a particular office; this is a tradition that is consistent with leading universities throughout the world. The gowns, caps and hoods of Nelson Mandela University graduates were similarly inspired and are explained in detail below.

Academic dress for graduates at Nelson Mandela University is as follows:

Doctoral Degrees

Gown: Cardinal red polyester cashmere gown with long pointed sleeves pleated up with blue cord and button and lined with blue satin with 125mm facings and a blue collar.

Hood: Full shape hood in cardinal red polyester cashmere lined with faculty colour satin and edged around the cowl with 75mm faculty colour ribbon with 15mm blue ribbon overlaid central. 50mm wide straight neckband in cardinal red polyester cashmere, 25mm faculty colour ribbon in centre of neckband with 15mm blue ribbon overlaid central to faculty ribbon.

Cap: Round doctor's bonnet in black velvet with faculty colour cord and tassel.

Master's degrees

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail is used.

Hood: Full shape blue hood lined faculty colour satin and edged around the outside of the cowl with 75mm faculty colour with ribbon. 50mm straight neckband in blue with 25mm faculty colour ribbon centred.

Cap: Black mortarboard with blue tassel.

Postgraduate Diplomas

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood lined silver grey satin. Straight neckband with 15mm faculty ribbon on top edge of neckband and around cowl. 15mm silver grey ribbon on bottom edge of neckband and around cowl spaced 20mm away from the faculty colour.

Cap: Black mortarboard with blue tassel.

Bachelor Honours Degrees

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood lined silver grey satin with

50mm wide straight neckband in faculty colour. Cowl edged 75mm faculty colour ribbon on the outside.

15mm silver grey ribbon runs along the outer edge of the cowl, overlaid on faculty ribbon and on top edge of neckband.

Cap: Black mortarboard with blue tassel.

Four-Year Bachelor's Degrees (Including Bachelor of Technology Degrees)

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood lined silver grey satin with 50mm wide straight neckband in faculty colour. Cowl edged 75mm faculty colour ribbon on the outside. Silver grey cord runs along the outer edge of the cowl, overlaid on faculty ribbon and on top edge of neckband.

Cap: Black mortarboard with blue tassel.

Three-Year Bachelor's Degrees

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood lined with silver grey satin with 50mm wide straight neckband in faculty colour. Cowl edged 75mm faculty colour ribbon on the outside.

Cap: Black mortarboard with blue tassel.

Advanced Diploma

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood lined with silver grey satin with 50mm wide straight neckband. 15mm faculty colour ribbon on top and bottom of neckband around cowl.

Cap: Black mortarboard with blue tassel.

Diploma

Gown: Black gown, long pointed sleeves pleated up with blue twisted double cord and button. Similar cord detail.

Hood: Blue simple shape hood with 50mm wide straight neckband. 25mm faculty colour ribbon on centre of neckband.

Cap: Black mortarboard with blue tassel.

Faculty Colours

Humanities:

Business & Economic Sciences:

Health Sciences:

Law:

Education:

Science:

Engineering, the Built Environment and Information Technology:

Business School:

Yellow

Plum

Apple green

Grey blue

Orange

Dark green

Light blue

Black and magenta



Messrs T. Birch & Co (Pty) Ltd and its subsidiary, Croft Magill & Watson (Pty) Ltd, have been appointed as official robe maker to the University and as contracted suppliers of choice to students for graduation academic attire. Photos In Seconds has been appointed as the official photographer of the University.

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 alumnus.

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 alumnus of the University and a member of the Nelson Mandela University Alumni Association. The Association is recognised 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

The Alumni Association Office is a public relations and projects department responsible for the day-to-day management and running of the Alumni Association, the University Shop and all matters related to alumni engagement. Primarily, we build relationships and maintain strong links with graduates, parents, friends and supporters of the University through events, networks, services, communications and community engagement.

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. We encourage a culture

of giving back especially for student bursaries, which can be accessed on our alumni website.

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!

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

Join us: **U** [UniversityShopMandelaUni](#) **IG** [Universityshop_mandelauni](#)

www.shop.mandela.ac.za **FB** [@ShopMandelauni](#)

Lifetime connection with Nelson Mandela University

We are proud of our alumni and value your connection.

We encourage you to stay in touch by updating your graduate profile. We will keep you informed with University developments and graduate news through our event invitations, project and campaign updates, regular e-newsletters via our website and social media channels.

Your graduate profile link

<https://mandela.devman.co.za/Devman/alumni/findme/>

We welcome your visit to the Alumni Associates Centre on North Campus in Port Elizabeth.

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

Join us: **U** [Nelson Mandela University Alumni](#) **IG** [Nelson Mandela University Alumni](#)

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Stay connected to your alma mater!



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

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