

# NELSON MANDELA

UNIVERSITY



## Graduation 2019

Ceremony 10: Faculty of Business and Economic Sciences  
(School of Industrial Psychology and Human Resources,  
Graduate School and other programmes)

Wednesday, 10 April 2019, 14:30  
Madibaz Indoor Sport Centre, South Campus, Summerstrand

100 YEARS OF MANDELA

## **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

Diversity

Ubuntu

Social justice and equality

Integrity

Environmental stewardship

Diversity

Excellence

Ubuntu

Social justice  
and equality

Integrity

Environmental  
stewardship



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## Respect for the occasion

**As befitting of this milestone occasion and in respect of all graduates and their families, please could you honour the following:**

- All rise and applaud the student procession as it enters the back of the hall.
- All rise when the academic procession enters the hall and remain standing until after the moment of silence and again at the end of the ceremony, after the singing of the national anthem as the academic procession leaves the hall.
- Ensure that your cellphones are on silent.
- Do not walk around the hall or leave during proceedings. Should you need to use the bathroom, please go to the back of the hall where ushers will direct you.
- Ensure that you momentarily suppress your applause while the name of each candidate is announced.



# A graduation reflective of our namesake

Our university is on a transformation journey, ever seeking to advance social justice, equality and inclusion by providing life-changing educational experiences in pursuit of a better life for all.

Part of our journey in honouring our namesake, is examining what we celebrate and how we do it.

Graduation is the pinnacle of our institutional celebrations – a time when we reflect, acknowledge and celebrate the capping of each and every student.

What you will witness today is the beginning of this graduation transformation journey as we introduce what our students, past and present, our staff and others, feel is apt and fitting of a dynamic African university that carries the iconic name of Nelson Mandela.

This follows a nine-month process that included online surveys, focus groups and discussions around our university's identity and the rituals, dress, entertainment, format and

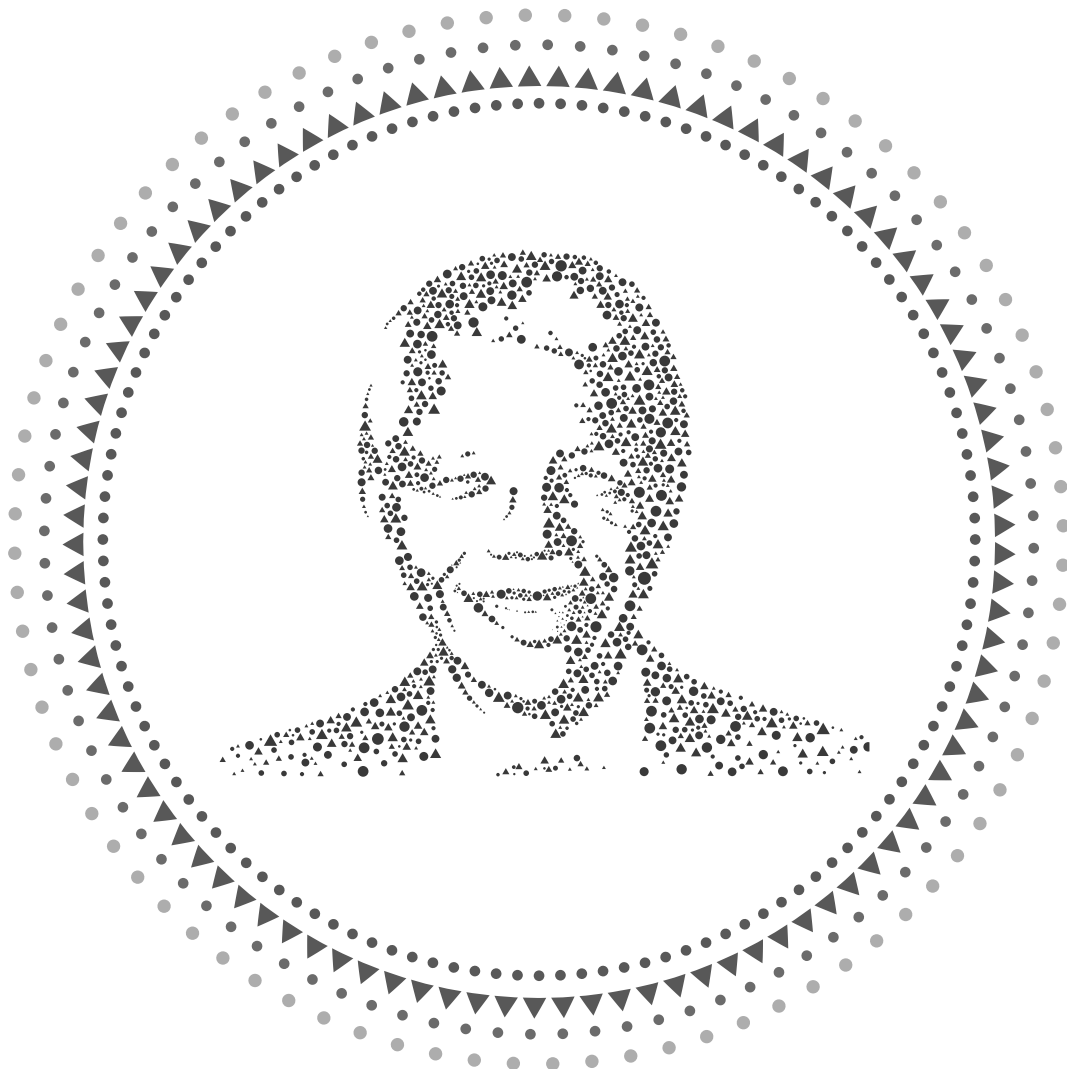
practices that our graduation ceremonies should aspire to reflect.

This enriching experience has resulted in a number of co-created innovations for Mandela University – such as the first procession by all graduates into the hall and the addition of a cultural interlude during each ceremony.

Other visual and process adaptations to the previous ceremonies include the addition of a sign interpreter, processional drumming and a new ticketing system.

The latter is a legislative regulation as the university must comply with the public events act in terms of safety and security. To accommodate those who were not privy to receiving a ticket (each graduate is entitled to four tickets), live streaming of the event is screened in an adjacent venue.

The process of introducing new academic gowns for office bearers that are reflective of our identity as Nelson Mandela University is also underway.



## Congratulatory message

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. We know that 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. 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!**



Dr Geraldine Fraser-Moleketi  
Chancellor



Professor Sibongile Muthwa  
Vice-Chancellor



## Ilizwi lokuvuyisana

Uthweso-sidanga yimpumelelo ebalulekileyo kubomi bomntu wonke. Ziziphumo zokufika apho ubusiya khona, ezibonakalisa ukuzimisela nokuzinikela kwakho, ukunyamezela, ukusebenza nzima nobungqondi. Siyazi ukuba ukuzinikela nokusebenza nzima asikokwenu nodwa, njengoko siqonda ukuba beebaninzi abantu abanikhaphileyo kolu hambo - izihlobo, abahlohli, amakhankatha emfundo, abaxhonkxi kwakunye nezizalwane nezalamane. Baye benza indima ngokuthi bafake isandla ngemali, banikhuthaza ukuba ninyamezele, banibonisa indlela xeshikweni niqhuba nezifundo zenu, ngaphezu koko konke, baye bakholelwa kwiinzame zenu zokuphumeza amaphupha okuba nesidanga.

Namhlanje olu vuyo lwenu ikwa lolwethu, iintliziyu zenu nezethu zidada emafutheni yimincili nochulumanco - eli thuba libaluleke kangaka, usuku lwakho lokuthweswa isidanga - mayibe lusuku lokubhiyoza njengoko ingelosuku olubonisa impumelelo kuphela, kodwa lujolise kuko konke okuzayo nokuyimpumelelo. Lusinika ithemba elimangalisayo lengomso- nina nilikamva nengomso.

Sinothulela iminqwazi sikwaniqhwebela nezandla ngale mpumelelo yenu, sininqwenelela okuhle kuko konke enikwenzayo nokuzayo.

Ningaze niyeke ukufuna ulwazi. Ningahl'umxhelo weenzame nemigudu zokufun'ulwazi, njengokuba imfundo ingesositshixo sekamva kuphela – koko ikwayiminqweno yekamva yelizwe nezwekazi lethu kwaye sisiseko sehlabathi eliqaqambileyo, njengokuba uNelson Mandela eyibhentsisa ngobuciko:

Imfundo sesona sixhobo sinamandla ongasisebenzisa ukuguqula ihlabathi.

**Hu-u-untshu!!!**

**Ukwanda kwaliwa ngumthakathi.**

## 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. Ons weet 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 toesighouers, 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 gradueer te bereik.

Vandag is jou vreugde ook ons vreugde. 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 in the  
Garden Route)

7

470

### PROGRAMMES

(from certificate through to doctoral  
qualifications)

27 748  
STUDENTS

7 FACULTIES

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

6 STRATEGIC  
PRIORITIES

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

2 460

PERMANENT EMPLOYEES

6 STRATEGIC  
RESEARCH  
AREAS

8% OF STUDENTS  
COME FROM

75 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.

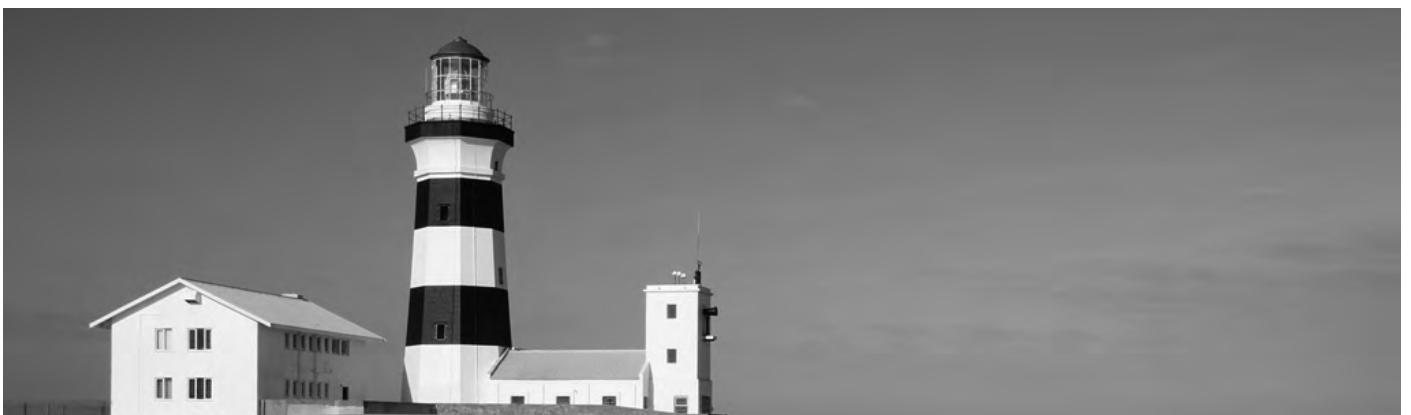
### **Partnerships**

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.

**The university is working on a number of key projects that will strategically position us as an institution of choice for both staff and students.**



### A new medical school

The first phase of the university's exciting journey towards the establishment of the country's 10th Medical School is gaining momentum.

Refurbishment of some buildings on Missionvale Campus is underway as well as the procurement of state-the-art equipment for teaching, learning and research in anticipation of hosting the university's first cohort of 100 medical students.

Various accreditation processes need to be completed – such as approval by the Health Professions Council of South Africa (HPCSA) to teach the MBChB degree in terms of its curriculum, infrastructure and supporting equipment – before the university can officially open the student application process.

### 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.

The Faculty of Health Sciences led by Executive Dean Professor Lungile Pepeta has already introduced the transformative model with great success with both students and the communities benefitting from the ongoing partnerships.

The faculty's health care ethos is preventative rather than curative given the dire shortage of qualified health professionals in South Africa. At present, 65% of all public doctor's posts are vacant and there is only one doctor to every 4230 people in the Eastern Cape.

### Driving the process

A Medical School Infrastructure Working Group is driving the hugely complex implementation plan that also takes the future of Missionvale Campus into account. The campus is in close proximity to Dora Nginza Hospital and a number of clinics.

**'Health cannot be a question of income;  
it is a fundamental human right'**



# Office-Bearers of the university

## Chancellor

Dr GJ Fraser-Moleketi: MAdmin (UP), DPhil (hc) (NMMU)

## Chairperson of Council

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

## Vice-Chancellor

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

## Deputy Vice-Chancellor: Institutional Support

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

## Deputy Vice-Chancellor: Research and Engagement

Prof AWR Leitch: BSc, BScHons, MSc, PhD (UPE)

## Deputy Vice-Chancellor: Teaching and Learning

Prof DM Zinn: BA, BAHons, HDE (UCT), MEd, DEd (Harvard University, USA)

## Executive Director: Finance

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

## Executive Director: Human Resources

Ms VN Bam: BSocSc (UCT), PGDip (UFH), MBL (UNISA)

## President of Alumni Association

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

# Executive deans of faculties

## Arts

Prof MJR Boswell: BSocSc, BSocScHons, MSocSc (UCT), PhD (Vrije Universiteit, Netherlands)

## Business and Economic Sciences

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

## Education

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

## Engineering, the Built Environment and Information Technology

Dr OSW Franks: BSc (MechEng), MInd Admin (UCT), Hons (B&A) (US), PhD (Engineering Science)(USF – USA), Pr Eng

## Health Sciences

Prof L Pepeta: MBChB (Unitra), FCPAED (SA), DCH (SA), MMed (Wits)

## Law

Prof A Govindjee: BA, LLB (RU), LLM (UPE), LLD (NMMU)

## Science

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

## Dean of Teaching and Learning

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

## Dean of Students

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



# Order of proceedings

## Entrance of Graduating Student Procession

*(The congregation is requested to rise while the graduating student procession enters the hall)*

## Entrance of Academic Procession

*(The congregation is requested to rise while the academic procession enters the hall)*

## Moment of Silence

*(The congregation is requested to remain standing)*

## Constitution of Congregation and Welcome

Vice-Chancellor

*(The congregation is requested to be seated)*

## Choral Item

Nelson Mandela University Choir

## Awarding of Qualifications

Vice-Chancellor

## 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 in the text that the diploma or degree is awarded with distinction to the candidate/s listed.*



## **FACULTY OF BUSINESS AND ECONOMIC SCIENCES**

### **NATIONAL DIPLOMA: HUMAN RESOURCES MANAGEMENT**

ABDOL, Tayla  
ADAMS, Megan Mary  
BAINES, Jocelyn  
BALOYI, Pamela  
BASE, Anelisa  
BONYA, Zipho Siphe  
DAMANA, Nkosomzi  
DAVANI, Nandipha Sweetness  
DAVIS, Maxeen Kim  
DOW, Babalwa Anthonia  
DYANI, Khanyiswa  
DYASI, Avela  
HANSEN, Monique Gillian  
HILL, Carmen Kay  
JANTJIES, Ethne Shannyn  
JOHNSON, Joseph Samuel  
LENGOLO, Nkeletseng  
LOONAT, Raeesah  
MAARMAN, Danielle Jo-Ann  
MABUZA, Khutala  
MAC GEAR, Jason David  
MAGAGULA, Simhle  
MAHOLA, Simphiwe  
MAKHUNGA, Noluthando  
MANDLELIZA, Ayanda  
MATIWANE, Siphokuhle  
MATUKWANA, Nomampondomise Ongeziwe  
MAZWI, Sizwe  
MKAVU, Kanyisa Patience  
MKOKOBE, Nonzwakazi Lindy  
MKUTU, Zukiswa  
MORKEL, Michelle Lee-Ann  
MPANDE, Phelisa  
MRAMBA, Mawande  
MTOTOYI, Asive  
MUTHASAMY, Wade Eric Singarem  
NCUNGUTA, Sisanda  
NDIMA, Sulungeka Siyanda  
NGCAMA, Siphumelele Ntsika  
NGQUNGE, Nosiphiwo Zenande  
NKOMO, Nompumelelo Bongiwe  
NKULWANA, Phumeza  
PAULENI, Noludwe  
RAUBENHEIMER, Andre Ezra  
ROLOM, Mamlali Brayel  
SIYATA, Zukiswa  
STEYN, Sarone  
THOBI, Thandisizwe  
TIFLOEN, Hajiera  
TSHAMBULA, Ntsika Nqwenelo  
TSHEQASHE, Luxolo  
VAN RENSBURG, Meagan Franca Bruna  
ZONO, Sisipho

### **DIPLOMA IN HUMAN RESOURCES MANAGEMENT**

BARA, Khanyiswa Aviwe  
BARTIES, Nicole Caroline Charlotte

BOOYSEN, Sibahle Princess  
BOQWANA, Bulumko Mhlali  
CHONCO, Nomvuselelo Nontuthuko  
DLULISA, Sinazo Beauty  
FORTUIN, Carlynn  
HANI, Nomazibulo  
HOSOLO, Anelisa  
KOMANI, Milisa Vuyo Noluphiwo  
LUVUNO, Anelisa  
MABHONGWANA, Mawande  
MADATT, Shannon Ayroneese  
MAILE, Mmanoka Eldah  
MARTINS, Nicole Ruth  
MATIKINCA, Asemahle  
MATIWANE, Siphosethu  
MBANGI, Nkululeko  
MBOLEKWA, Bathobele  
MEELA, Keratilwe Surprise  
MEMANI, Simamkele Qhawekazi  
MENZE, Khaya  
MFECANE, Lutho  
MQAMELO, Mkuseli  
NANGU, Liyema Faith  
NJOKWENI, Asiphe  
NTSHOBANE, Anathi  
NZWANA, Onele  
OLIVIER, Genevieve D'Oliviera  
PANDAY, Kayleen Anita  
RHODE, Lunga Annelisa  
SAM, Khanyisa  
SOMTYINGANA, Yolanda  
VAN RENSBURG, Lize Carol-Ann  
VAN ZYL, Dominique  
ZEPE, Babalwa

### **CUM LAUDE**

MKHIZE, Sinenhlanhla Nokuzola  
NKOLOSA, Nasiphi

### **ADVANCED DIPLOMA IN BUSINESS STUDIES (HUMAN RESOURCE MANAGEMENT)**

BLOEM, Ilandrie  
DE KLERK, Constance Michelle  
FAKU, Xabisa Portia  
HLASA, Mpontsheng Lady-Bride  
HLOAHLOA, Nkemeleng  
HODGSON, Steven Drew  
MALOTANA, Odwa  
MBOZANA, Siviwe  
NGCAMU, Syethaba  
NGOMANE, Sindy Sonto  
NGQEZA, Simamkele  
QAMBATA, Sibulele Lindokuhle  
QUZA, Andiswa  
RICHINGS, Nicole  
VAN ROOYEN, Candice  
XALUVA, Nokukhanya Euodia

### **CUM LAUDE**

ANDREWS, Adriaan Kevin  
NELSON, Meagan Carly



## **BACHELOR OF ARTS (HUMAN RESOURCES MANAGEMENT)**

BRASS, Megan  
CHINTOKOMA, Kudzai Ashley  
DOMTCHOUANG KUE, Ivan Stannick  
GCILITSHANA, Abongile  
GODFREY, Byrone James  
GOVENDER, Ezmeralda  
HAWU, Mafa Sihle  
KETHRO, Shannen Margaret  
MAQUENA, Jeroen Joshua  
MBOVANE, Athi  
MERILE, Siphosihle  
MULLER, Chante-Leigh Cantonish Nisha  
NAIDOO, Claire Shanti  
NETHAVHANI, Mashudu  
NGWANGA, Takudzwa  
PINTO, Renechia Naomi  
RASDIEN, Sharee  
SKENJANA, Uzile Sphesile  
TOTO, Anele  
WEBSTER, Samantha Jane  
ZANA, Mary-Ann Mandilakhe

## **BACHELOR OF COMMERCE**

BARKER, Dorian Arthur (Law)  
BHAGWANDIN, Aavishkar  
(Computer Science and Information Systems)  
BOLOKONYA, Mwayanjana Maziko  
(Information Systems and Business Management)  
BURRELL, Amber Lyndi  
(Computer Science and Information Systems)  
CHAKANYUKA, Phillip Muzadzi Tawanda  
(Information Systems and Business Management)  
CHINOUREI, Nyasha Maina (Law)  
CLARK, Alexis (Law)  
COSKEY, Jordan Dereck  
(Computer Science and Information Systems)  
DE BRUIN, Richard Graham  
(Industrial Psychology and Human Resource)  
DYANI, Ayanda (Law)  
DYANTYI, Vuyo (Law)  
ECKARD, Marni Michelle (Law)  
FEKOU MEGNI, Gilles Cyprien  
(Information Systems and Business Management)  
GQWETA, Tshepo (Law)  
JWACU, Zukolwethu (Law)  
KANYONGWE, Tanyaradzwa Millicent  
(Industrial Psychology and Human Resource)  
LIGOMEKA, Michael (Law)  
MAGNUS, Dino Wade (Law)  
MAGULA, Ziyanda (Law)  
MAKAMURE, Kudakwashe Rodrick  
(Information Systems and Business Management)  
MALEFANE, Palesa (Law)  
MBIZI, Ben Nyasha  
(Information Systems and Accounting)  
MNINZELWA, Lingeletu  
(Information Systems and Business Management)  
MOHAMED, Shaa-Nawaaz Allie (Law)  
MUMBIRE, Jestinos Shiri  
(Industrial Psychology and Human Resource)  
MUSIMWA, Admire (Law)  
NAKWA, Gaylene Sasha  
(Information Systems and Business Management)

NDALENI, Nelisa (Law)  
NDENGZI, Ncumisa Sibulele Anelisa (Law)  
NDWAYANA, Samkelwe Mbonisi  
(Computer Science and Information Systems)  
NJANI, Zizipho  
(Industrial Psychology and Human Resource)  
NKUNGULA, Takondwa (Law)  
NOGCINISA, Sesethu (Law)  
NOMGCA, Uphwe  
(Industrial Psychology and Human Resource)  
NOTSHOBA, Lwando  
(Business Management and Industrial Psychology)  
NQWENI, Sinesipho Solomzi Nicholas (Law)  
POTGIETER, Carmen Eden (Law)  
SADANAND, Genisha  
(Information Systems and Business Management)  
SEMATIMBA, Frederick (Law)  
SENGU, Thilivhali  
(Information Systems and Business Management)  
SIYO, Ludwe (Law)  
SLABBERT, Stephen John (Law)  
TOKA, Bernice Mokgapo Thabang (Law)  
TSOMO, Yamkela Acwengile (Law)  
VAN AARDT, Rochwan Warren  
(Information Systems and Accounting)  
VAN DER MERWE, Melissa Nadene  
(Computer Science and Information Systems)  
VAN ROOYEN, Jose Jason (Law)  
WITBOOI, Keagan Xavier (Law)  
ZONDI, Anele (Law)

## **CUM LAUDE**

LOTTERING, Mallisa Lyn  
(Industrial Psychology and Human Resource)  
OLLS, Geoffrey Jonathan  
(Computer Science and Information Systems)  
RHEEDER, Maryna  
(Information Systems and Accounting)

## **BACHELOR OF TECHNOLOGY: HUMAN RESOURCES MANAGEMENT**

DOME, Nosiseko  
MALGAS, Lynn Estelle  
PRINCE, Melissa

## **BACHELOR OF ARTS HONOURS IN LABOUR RELATIONS AND HUMAN RESOURCES**

MDLELENI, Phambili  
MTYIDA, Qawekazi Mafungwashe

## **BACHELOR OF COMMERCE HONOURS IN INDUSTRIAL AND ORG PSYCHOLOGY**

ABRAHAMS, Aaishah

## **POSTGRADUATE DIPLOMA IN BUSINESS ADMINISTRATION**

ABBOTT, Johannes  
BEN-MAZWI, Yonela  
BUQA, Noluvuyo Joyce  
CAMPBELL, Donae Deslynn  
CONWAY, John Charles

CUNNINGHAM, Aljoran Gareth  
 DAVIDS, Azeez  
 DENGANA, Xolla Olwethu  
 DEYI, Wongalethu  
 DU PREEZ, Llewellyn Roger  
 FUTSHANE, Thando  
 GERBER, Marcel Erik  
 GIYOSE, Bongo Thobelani Simthembile  
 HUFKIE, Brian Ivan  
 JAM JAM, Vuyo  
 KA-SIPHIWO, Mongi Mesuli  
 KAYSER, Megan Kirby  
 KHUMALO, Mpumelelo Charles  
 KOCK, Yolandi  
 MADONDO, Lungile Sharon  
 MAQULA, Sive  
 MATROOS, Seth  
 MAYOLA, Nontsikelelo  
 MBANGISWANO, Sive Zintle Masimbonge  
 MBOLEKWA, Luvuyo  
 MINNAAR, Michelle Charlotte  
 MNYIPHIKA, Aphiwe  
 MOODALAY, Anthea Nora  
 MTEMBU, Siyabulela Yanga  
 MVUNYISWA, Mzwandile Pescot  
 NAIDOO, Florence  
 NAIDOO, Sathasiven  
 NCAPAYI, Sakhumzi  
 NCUKANA, Philasande  
 NDLOVU, Christopher Thembisani

NKOHLA, Tumelo Luvuyo  
 NOACK, Vaughan Louis  
 O'REILLY, Clynn Rick  
 ONVLEE, Justin Robert  
 PILLAY, Deneesha  
 QUANSON, Matthew Ross  
 SAYSTER, Gary Enslin  
 SHARMA, Prakash Gobind  
 SIBARA, Siphokazi Nontando  
 TAAI, Eric Selwyn  
 TING CHONG, Bernard Quinton  
 VAN HEERDEN, Barbara Antoinette  
 VENA, Sindile  
 WOODS, Ryan Cedric  
 YAKO, Unathi  
 ZWELAKHE, Loyiso

#### ***CUM LAUDE***

BLIGNAULT, Shelby Jade  
 HACKULA, Anga Awonke  
 KANT, Leigh-Ann  
 MAHLALELA, Gaven  
 MALIWA, Nobom  
 MARRAN, Karen Anna  
 NKOSI, Nonhlanhla  
 RUDMAN, Richard Leonard  
 WILLIAMS, John Steven



## MASTER OF ARTS (COURSEWORK)

DE KONING, Divan

*(Industrial and Organisational Psychology)*

Title of treatise:

*JOB SATISFACTION AND WORKPLACE STRESS OF PUBLIC SERVICE STAFF IN THE EASTERN AND WESTERN CAPE OF SOUTH AFRICA*

Supervisor: Prof R Van Niekerk

---

DU RANDT, Jean Macmillan - **Cum Laude**

*(Industrial and Organisational Psychology)*

Title of treatise:

*EXPECTATIONS AND EXPERIENCES OF TALENT MANAGEMENT ACROSS SOUTH AFRICA AND THE EFFECT ON RETENTION*

Supervisor: Prof MR Mey

---

HOLLOWAY, Yolandé - **Cum Laude**

*(Industrial and Organisational Psychology)*

Title of treatise:

*THE POSTTRAUMATIC GROWTH OF OPRAH WINFREY: A PSYCHOBIOGRAPHY*

Supervisor: Prof R Van Niekerk

---

JAGERS, Leizel Hilary

*(Industrial and Organisational Psychology)*

Title of treatise:

*THE RELATIONSHIP BETWEEN LEADERSHIP BEHAVIOURS AND EMPLOYEE INCLUSION*

Supervisor: Ms YOL Dube

---

LE ROUX, Loreen

*(Industrial and Organisational Psychology)*

Title of treatise:

*EXPLORING THE MANAGEMENT-UNION RELATIONSHIP AT A LARGE AUTOMOTIVE MANUFACTURER*

Supervisor: Ms J Bowler

---

MAGXWALISA, Sithisa

*(Industrial and Organisational Psychology)*

Title of treatise:

*THE BARRIERS EXPERIENCED BY SOUTH AFRICAN BUSINESS WOMEN IN CORPORATE EXECUTIVE LEADERSHIP*

Supervisor: Ms YOL Dube

---

MOKENA, Kemoneilwe

*(Labour Relations and Human Resources)*

Title of treatise:

*PERCEPTIONS OF THE LABOUR-MANAGEMENT RELATIONSHIP IN THE BOTSWANA PUBLIC SERVICE BARGAINING COUNCIL*

Supervisor: Ms J Bowler

---





NGCOBO, Qapela  
(Industrial and Organisational Psychology)  
Title of treatise:  
NOEL CHABANI MANGANYI: A PSYCHOBIOGRAPHICAL STUDY

Supervisor: Prof R Van Niekerk

---

NUTTALL, Candice Jane  
(Industrial and Organisational Psychology)  
Title of treatise:  
THE ROLE OF HRM IN DEVELOPING ETHICAL ORGANISATIONS IN THE LIQUOR INDUSTRY

Supervisor: Prof MR Mey

---

PERILS, Carlyn Meredith  
(Industrial and Organisational Psychology)  
Title of treatise:  
A PSYCHOBIOGRAPHY OF MARTIN LUTHER KING, JR

Supervisor: Prof R Van Niekerk

---

VAN KERKHOF, Michelle  
(Industrial and Organisational Psychology)  
Title of treatise:  
THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL AND WORK ENGAGEMENT AMONG EDUCATORS IN PORT ELIZABETH

Supervisor: Dr C Harris

---

#### **MASTER OF BUSINESS ADMINISTRATION (COURSEWORK)**

BOSMAN, Brendan Ronwin  
Title of treatise:  
FACTORS THAT INFLUENCE CONSUMERS' BUYING BEHAVIOUR FOR PARTICULAR VEHICLE BRANDS

Supervisor: Prof A Werner

---

BROOD, Ayoob  
Title of treatise:  
JOB PERFORMANCE AND THE RELATIONSHIP BETWEEN EMPLOYEE ENGAGEMENT, GOAL SETTING, TRAINING, JOB FIT AND TRUST

Supervisor: Prof W Fox

---

BROWN, Joëléne  
Title of treatise:  
ASSESSING THE LOCAL GOVERNMENT TURNAROUND STRATEGY (2009) AND IMPLEMENTATION STRATEGY (2010) FOCUSING ON MUNICIPAL SERVICE DELIVERY IN RURAL MUNICIPALITIES. CASE STUDY: NGQUSHWA LOCAL MUNICIPALITY

Supervisor: Prof CM Adendorff

---

CALITZ, Martin Paul  
Title of treatise:  
RESIDENTS' PERSPECTIVE OF NELSON MANDELA BAY AS A SUSTAINABLE CITY

Supervisor: Mr T Simpson



CHIKOTI, Patrick - **Cum Laude**

Title of treatise:

*THE TERTIARY EDUCATION INSTITUTION OF THE FUTURE TOWARDS 2030: SCENARIOS FOR SKILLS TRANSFORMATION*

Supervisor: Prof CM Adendorff

---

COLLETT, Margot Jane Blagdon

Title of treatise:

*FACTORS AFFECTING THE SUCCESS OF CORPORATE SOCIAL RESPONSIBILITY PROGRAMMES IN SOUTH AFRICA*

Supervisor: Prof P Poisat

---

COURT, Nadine Margaret

Title of treatise:

*AVOIDING BUSINESS FAILURE IN SOUTH AFRICA*

Supervisor: Dr FS Liebenberg

---

CROUSE, Johann Jacques

Title of treatise:

*FINTECH AND THE FINANCIAL SERVICE INDUSTRY IN SOUTH AFRICA*

Supervisor: Dr H Janse Van Rensburg

---

DAMBA, Wayne

Title of treatise:

*HAPPINESS IN THE SOUTH AFRICAN CONSTRUCTION INDUSTRY*

Supervisor: Prof MDM Cullen

---

DAVIDS, Craig Nolan

Title of treatise:

*THE FUTURE OF ORTHOPEDIC IMPLANTS THROUGH 3D PRINTING TECHNOLOGY FOR SOUTH AFRICA*

Supervisor: Prof CM Adendorff

---

DU TOIT, Jan Lodewicus

Title of treatise:

*A FRAMEWORK FOR CAPITAL STRUCTURE DECISION-MAKING IN SOUTH AFRICAN BUSINESSES*

Supervisor: Prof H Janse Van Rensburg

---

ESTERHUIZEN, Christa

Title of treatise:

*JOB EMBEDDEDNESS AND EMPLOYEE RETENTION IN HIGHER EDUCATION*

Supervisor: Prof A Werner

---

GREWAN, Symone - **Cum Laude**

Title of treatise:

*LEAN LEADERSHIP BEHAVIOURS REQUIRED FOR EMPLOYEE ENGAGEMENT*

Supervisor: Prof P Poisat



HENDRICKS, Hubert Victor

Title of treatise:

*A MAINTENANCE STRATEGY ASSESSMENT THAT SUPPORTS QUALITY ELECTRICITY GENERATION AND AVAILABILITY*

Supervisor: Dr JFE Fraser

---

HLOBONGWANA, Vukile

Title of treatise:

*AN ASSESSMENT OF COMMUNITY PARTNERSHIPS WITH AMADLELO AGRI IN THE KEISKAMMAHOEK DAIRY: A CASE OF AMAHLATHI LOCAL MUNICIPALITY*

Supervisor: Dr AG Weimann

---

HOLMES, Clinton Keith

Title of treatise:

*SOUTH AFRICA'S READINESS FOR THE SMART BUILT ENVIRONMENT TOWARDS 2035*

Supervisor: Prof CM Adendorff

---

JAFTA, Ntembeko

Title of treatise:

*RISK ASSESSMENT FOR PORT MANAGEMENT INFORMATION SYSTEMS*

Supervisor: Dr JFE Fraser

---

JAXA, Zoleka

Title of treatise:

*ORGANISATIONAL LEARNING, TRAINING, SMALL MEDIUM AND MICRO ENTERPRISE (SMME) PERFORMANCE IN PORT ELIZABETH*

Supervisor: Dr G Mugano

---

JEGELS, Unity Christine

Title of treatise:

*JOB SATISFACTION OF LECTURERS AT TVET COLLEGES IN BUFFALO CITY METROPOLITAN MUNICIPAL REGION IN THE CONTEXT OF ORGANISATIONAL CULTURE*

Supervisor: Dr AG Weimann

---

KATYWA, Zimkhitha

Title of treatise:

*THE LEADERSHIP AS A CORE COMPETENCE TO PRODUCTIVE SERVICE DELIVERY IN THE BUFFALO CITY METROPOLITAN MUNICIPALITY*

Supervisor: Prof K Strydom

---

KEEVY, Julia Merle

Title of treatise:

*THE DEVELOPMENT OF A FRAMEWORK TO ASSESS THE ECONOMIC VIABILITY OF THOROUGHBRED BREEDING IN SOUTH AFRICA*

Supervisor: Dr C Oberholzer

---



KWETANA, Bulumko

Title of treatise:

*ASSESSING THE READINESS FOR THE IMPLEMENTATION OF MUNICIPAL STANDARD CHART OF ACCOUNTS (MSCOA)*

Supervisor: Dr AG Weimann

---

LAWSON, Stephen David

Title of treatise:

*A FRAMEWORK OF MACROECONOMIC FACTORS TO BE CONSIDERED WHEN EVALUATING COMMERCIAL REAL ESTATE DEVELOPMENT IN SUB-SAHARAN AFRICA*

Supervisor: Dr H Janse Van Rensburg

---

LUGEBU, Sisonke

Title of treatise:

*STUDY INTO THE ROAD ACCIDENT FUND ADOPTING A SEMI-PAPERLESS STRATEGY*

Supervisor: Prof W Fox

---

MABASA, Jerry Mandla

Title of treatise:

*IMPROVING ORGANISATIONAL EFFECTIVENESS THROUGH EMPLOYEE ENGAGEMENT: A PROPOSED FRAMEWORK*

Supervisor: Prof MS Bayat

---

MAFA, Linda

Title of treatise:

*LOYALTY PROGRAMMES IN THE MEDICAL AID AND INSURANCE SECTOR IN SOUTH AFRICA*

Supervisor: Prof MDM Cullen

---

MAGAU, Rudzani

Title of treatise:

*THE IMPACT OF PERCEIVED ETHICAL LEADERSHIP ON EMPLOYEES PREDISPOSITION TO BEHAVE ETHICALLY: A CASE STUDY WITHIN A SOUTH AFRICAN BASED FINANCIAL INSTITUTION*

Supervisor: Dr BMK Robinson

---

MAKALIMA, Odwa Vuyolwethu

Title of treatise:

*A MODEL FOR RETAINING EMPLOYEES IN AN ORGANISATION WITHIN THE AVIATION INDUSTRY*

Supervisor: Prof CA Arnolds

---

MANUNGA, Ayanda Yvonne

Title of treatise:

*LOYALTY PROGRAMMES IN THE SOUTH AFRICAN AIRLINE INDUSTRY*

Supervisor: Prof MDM Cullen

---

MBOTINI, Bongani

Title of treatise:

*THE FACTORS THAT INFLUENCE KNOWLEDGE MANAGEMENT IN AN ORGANISATION*

Supervisor: Dr BMK Robinson

---



MCILONGO, Mhlali

Title of treatise:

*THE IMPORTANCE OF MENTORSHIP FOR CAREER ADVANCEMENT OF JUNIOR FEMALE EMPLOYEES IN THE SOUTH AFRICAN PUBLIC SECTOR*

Supervisor: Prof K Strydom

---

MEIRING, Lee-Anne - **Cum Laude**

Title of treatise:

*STRATEGIC EFFECTIVENESS OF A PARTNERSHIP BETWEEN THE MUNICIPALITY AND THE BUSINESS SECTOR IN GEORGE*

Supervisor: Prof K Jonker

---

MHLANGA, Unathi

Title of treatise:

*ENTREPRENEURIAL INTENTION IN THE PUBLIC SERVICE OF SOUTH AFRICA*

Supervisor: Prof MDM Cullen

---

MKULA, Tamara

Title of treatise:

*EFFECTIVE ENTERPRISE RISK MANAGEMENT: A CASE OF TELKOM SOUTH AFRICA*

Supervisor: Dr VM Msuthwana

---

MOELETSI, Mokhele

Title of treatise:

*ELECTRIC CARS: THEIR CARBON IMPLICATIONS AND ADOPTION IN SOUTH AFRICA*

Supervisor: Prof CM Adendorff

---

MONAKALI, Phatuxolo

Title of treatise:

*FACTORS DRIVING THE STAFF TURNOVER IN THE MOTOR RETAIL INDUSTRY*

Supervisor: Prof CM Adendorff

---

MOTAUNG, Linda Neo

Title of treatise:

*SOUTH AFRICAN WOMEN IN INFORMATION TECHNOLOGY*

Supervisor: Prof AP Calitz

---

MTATI, Vuyani Arthur

Title of treatise:

*COMMUNITY PERCEPTIONS OF AIR POLLUTION: HEALTH AND ENVIRONMENTAL IMPACT OF MANGANESE OPERATIONS AT PE PORT*

Supervisor: Dr WJ Du Toit

---

MUGWAGWA, Basil

Title of treatise:

*A MODEL FOR SMART FACTORIES IN THE PHARMACEUTICAL MANUFACTURING SECTOR*

Supervisor: Prof AP Calitz

---



MUNTEAN, George Paul

Title of treatise:

*BLOCKCHAIN POTENTIAL AND DISRUPTORS FOR SOUTH AFRICA TOWARDS 2030*

Supervisor: Prof CM Adendorff

---

McMILLAN, Sabrina Lietta

Title of treatise:

*THE INFLUENCE OF COMPENSATION PACKAGES AT MERCEDES BENZ SOUTH AFRICA (MBSA) ON MOTIVATING EMPLOYEES AND INCREASING PRODUCTIVITY*

Supervisor: Dr AG Weimann

---

NGWANE, Amanda

Title of treatise:

*THE FACTORS THAT INFLUENCE THE SCALABILITY OF TENDERPRENEURS*

Supervisor: Prof MDM Cullen

---

NONGENDZI, Siyabonga

Title of treatise:

*FUTURE SCENARIOS IN THE AUTOMOTIVE INDUSTRY AS A RESULT OF THE SOCIAL IMPACT OF INDUSTRY 4.0 IN THE PERIOD UP TO 2033*

Supervisor: Prof CM Adendorff

---

NYEZWA, Abegail Noluthando

Title of treatise:

*INFLUENCE OF DESTINATION FAMILIARITY AND DESTINATION IMAGE ON THE INTENTION TO REVISIT EAST LONDON*

Supervisor: Dr AG Weimann

---

NYWEBA, Akhona Gcinashe Andiswa

Title of treatise:

*AN ANALYSIS OF LOGISTICS COMPANIES AS CONTRIBUTORS TO EFFICIENT SUPPLY CHAIN SOLUTION TO THE AUTOMOTIVE INDUSTRY WITHIN THE NELSON MANDELA BAY*

Supervisor: Mr C Ndhlovu

---

OGNIA NOV, Nadine Karin

Title of treatise:

*THE USE OF LIQUID PETROLEUM GAS (LPG) AS AN ALTERNATIVE AUTOMOTIVE FUEL IN SOUTH AFRICA TOWARDS 2030*

Supervisor: Prof CM Adendorff

---

PAL, Ajay Kumar

Title of treatise:

*THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CONTRACT, JOB SATISFACTION, ORGANISATION CITIZENSHIP BEHAVIOUR AND TURNOVER INTENTION*

Supervisor: Prof MS Bayat



PATEL, Naazlene - **Cum Laude**

Title of treatise:

*POSSIBLE FUTURES OF HEALTH TECHNOLOGIES FOR SOUTH AFRICA TOWARDS 2035*

Supervisor: Prof CM Adendorff

---

PHILLIPS, Burton

Title of treatise:

*PATH-DEPENDENCE AND ECONOMIC GEORGRAPHY: A REGIONAL ECONOMIC EVOLUTIONARY STUDY TOWARDS EFFECTIVE LED IN MARGINALISED TOWNS*

Supervisor: Dr AH De Wit

---

PIETERSE, Darren Christo

Title of treatise:

*MAINTAINING A SUSTAINABLE WORKFORCE IN A SOUTH AFRICAN INFORMATION TECHNOLOGY INSTITUTION*

Supervisor: Dr AH De Wit

---

PRAMOD, Indu

Title of treatise:

*THE IMPACT OF UNIFIED COMMUNICATION WITHIN AN ORGANISATION: EMPLOYEES' PERCEPTION*

Supervisor: Prof AP Calitz

---

RAKGABYANE, Michael Tsie

Title of treatise:

*EMPLOYEE HAPPINESS AT ARMSCOR*

Supervisor: Prof MDM Cullen

---

RAMAPHUMA, Gundo

Title of treatise:

*THE EFFECTS OF LEADERSHIP STYLES AND ORGANISATIONAL CULTURE ON JOB SATISFACTION AND ORGANISATIONAL COMMITMENT: A CASE STUDY AT ESKOM, ECOU*

Supervisor: Dr AG Weimann

---

RAMONYALUOE, Tshepo

Title of treatise:

*AN ANALYSIS OF HOW SMART SHIPS ARE GOING TO IMPACT THE MANNING COSTS OF MERCHANT SHIPS BY 2028*

Supervisor: Mr C Ndhlovu

---

REDDY, Kyle

Title of treatise:

*POSSIBLE FUTURES OF THE ATMOSPHERIC GASES INDUSTRY TOWARDS 2035*

Supervisor: Prof CM Adendorff

---

SIMMS, Michelle Elsa - **Cum Laude**

Title of treatise:

*ALTRUISTIC LOVE CULTURE AND WORKERS WELL-BEING: A STUDY IN WORKPLACE SPIRITUALITY*

Supervisor: Prof P Poisat

---



SOGONI, Shalane Mmakoen

Title of treatise:

*THE EFFECTIVE USE OF CORPORATE SOCIAL RESPONSIBILITY AS A STRATEGIC MARKETING TOOL TO ACHIEVE COMPETITIVE ADVANTAGE IN THE SOUTH AFRICAN BANKING SECTOR*

Supervisor: Dr JM Burger

---

STOFFELS, Eldridge Wesley

Title of treatise:

*EXPLORING THE FINANCIAL GIVING BEHAVIOURS AT A CONGREGATIONAL CHURCH IN PORT ELIZABETH: A QUALITATIVE STUDY*

Supervisor: Dr WH Ten Ham-Baloyi

---

SWAPI, Sibongiseni

Title of treatise:

*IMPROVING THE BUSINESS SUCCESS OF SMMES IN THE SOUTH AFRICAN CONSTRUCTION INDUSTRY: THE CASE OF SMMES IN THE CITY OF PORT ELIZABETH*

Supervisor: Prof CM Adendorff

---

TEFU, Johanna

Title of treatise:

*SUPPLY CHAIN EFFICACY FOR REEFER CARGO DESTINED FOR CAPE TOWN TERMINAL*

Supervisor: Dr JFE Fraser

---

THAVER, Aneshree Terrilla - **Cum Laude**

Title of treatise:

*AN EVALUATION OF LOYALTY PROGRAMMES*

Supervisor: Prof MDM Cullen

---

THOMAS, Darren Roger

Title of treatise:

*CRITICAL DETERMINANTS OF SERVICE QUALITY FOR THE PORT OF CAPE TOWN USERS*

Supervisor: Dr JFE Fraser

---

VAN BOOMEN, Clinton Mark

Title of treatise:

*THE IMPORTANCE OF A DONOR MANAGEMENT FRAMEWORK ON THE SUSTAINABILITY OF NON-PROFIT ORGANISATIONS IN NELSON MANDELA BAY*

Supervisor: Prof W Fox

---

WENTZEL, Bradley

Title of treatise:

*THE VIABILITY OF MOBILE PAYMENTS IN SOUTH AFRICA, KENYA AND NIGERIA*

Supervisor: Dr JFE Fraser

---

WESTRAADT, Johan Ewald

Title of treatise:

*AN EVALUATION OF SOCIAL TEAM BUILDING INTERVENTIONS ON MBA GROUP FORMATION*

Supervisor: Prof AP Calitz

---





WOOD, Jaryd Marc

Title of treatise:

*THE IMPACT OF JOB EMBEDDEDNESS ON INNOVATIVE WORK BEHAVIOURS*

Supervisor: Prof P Poisat

---

ZILIMBOLA, Mlungiseleli

Title of treatise:

*GOVERNMENT SUPPORT AND SUSTAINABLE SMALL MEDIUM ENTERPRISES IN THE OCEANS ECONOMY: A CASE OF THE EASTERN CAPE*

Supervisor: Ms N Hadi

---

ZULU, Motlalepule Jacobeth

Title of treatise:

*INVESTIGATING COBIT 5 IMPLEMENTATION IN THE PUBLIC TVET COLLEGE SECTOR IN SOUTH AFRICA*

Supervisor: Prof CM Adendorff

---

## **MASTER OF COMMERCE (COURSEWORK)**

BERRY, Simone

*(Labour Relations and Human Resources)*

Title of treatise:

*PERSONAL DEVELOPMENT PREFERENCES ACROSS GENERATIONS AND IMPLICATIONS FOR ORGANISATIONS*

Supervisor: Prof A Werner

---

DE REUCK, Jani

*(Industrial and Organisational Psychology)*

Title of treatise:

*THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL AND FLOURISHING IN THE WORKPLACE*

Supervisor: Dr C Harris

---

JORDAAN, Chrizelle

*(Industrial and Organisational Psychology)*

Title of treatise:

*THE RELATIONSHIP BETWEEN EMPLOYEE WELLNESS AND GRATITUDE*

Supervisor: Dr C Harris

---

LAMONT, Mia Adri - **Cum Laude**

*(Industrial and Organisational Psychology)*

Title of treatise:

*THE RELATIONSHIP BETWEEN CULTURAL INTELLIGENCE AND CROSS-CULTURAL PSYCHOLOGICAL CAPITAL AMONGST EXPATRIATES*

Supervisor: Dr C Harris

---

RASIVHETSHELE, Aswindine Modystar

*(Labour Relations and Human Resources)*

Title of treatise:

*AN ASSESSMENT OF THE APPLICATION OF THE INTERNAL DISPUTE RESOLUTION IN RESOLVING DISPUTES RELATING TO UNFAIR LABOUR PRACTICES WITHIN THE WORKPLACE*

Supervisor: Ms N Agherdien

Co-supervisor: Prof MR Mey

---

TAYLOR, Michelle Tracey

*(Industrial and Organisational Psychology)*

Title of treatise:

*FACTORS CONTRIBUTING TO A POSITIVE WORK EXPERIENCE FOR DOMESTIC WORKERS*

Supervisor: Ms B De Villiers



VAN ROOYEN, Uné  
(Industrial and Organisational Psychology)

Title of treatise:

THE RELATIONSHIP BETWEEN PERCEIVED ETHICAL LEADERSHIP AND EMPLOYEE LIFE-SATISFACTION IN SOUTH AFRICA

Supervisor: Prof MR Mey

---

**MASTER OF COMMERCE (RESEARCH)**

MICHALOPOULOS, Maria - **Cum Laude**

(Industrial Psychology)

Title of dissertation:

THE RELATIONSHIP BETWEEN REWARD PREFERENCES, PSYCHOLOGICAL EMPOWERMENT AND EMOTIONAL INTELLIGENCE WITHIN THE INVESTMENT BANKING INDUSTRY IN SOUTH AFRICA

Supervisor: Dr M Renard

---

ORBAN, Shanice

(Industrial Psychology)

Title of dissertation:

THE RELATIONSHIP BETWEEN REWARD PREFERENCES AND OCCUPATIONAL STRESS WITHIN THE SOUTH AFRICAN LAW ENVIRONMENT

Supervisor: Dr M Renard

---



## DOCTOR OF BUSINESS ADMINISTRATION

ANYWAR, Apio Dorcas

Title of thesis:

*THE DEVELOPMENT OF SUSTAINABILITY RATIOS FOR PUBLIC LISTED COMPANIES*

Supervisor: Dr H Janse Van Rensburg

Co-supervisor: Prof FW Struwig

---

## DOCTOR OF PHILOSOPHY

BOWLER, Jennifer

*(Labour Relations and Human Resource Management)*

Title of thesis:

*ANTECEDENTS AND INFLUENCE OF THE UNION - MANAGEMENT RELATIONSHIP ON EMPLOYEE RELATIONSHIPS IN THE AUTOMOTIVE, COMPONENT AND METAL INDUSTRIES IN THE NELSON MANDELA BAY METROPOLE*

Supervisor: Prof M Anstey

Co-supervisor: Dr D Venter

---

NDUNG'U, Agnes Njeri

*(Labour Relations and Human Resource Management)*

Title of thesis:

*A CHANGE FRAMEWORK FOR INTRODUCING PERFORMANCE MANAGEMENT IN HIGHER EDUCATION: A CASE STUDY*

Supervisor: Prof A Werner

Co-supervisor: Prof MR Mey

---

PIETERSE, Regan Christopher Ebrahim

*(Labour Relations and Human Resource Management)*

Title of thesis:

*AN INTEGRATED CULTURAL LEARNING PROGRAMME FOR EXPATRIATE ADJUSTMENT INTO QATAR*

Supervisor: Prof MR Mey

Co-supervisor: Prof A Werner

---

PUCHERT, Juliet Ingrid

*(Industrial Psychology)*

Title of thesis:

*AN EVALUATION OF A PROFILING AND SELECTION PROCESS FOR APPRENTICES IN THE SOUTH AFRICAN AUTOMOTIVE INDUSTRY*

Supervisor: Prof R Van Niekerk

Co-supervisor: Dr K Viljoen

---

## DOCTOR OF TECHNOLOGY: HUMAN RESOURCES MANAGEMENT

GOMOMO, Jongisizwe Augustine

Title of thesis:

*A STRATEGIC HRM FRAMEWORK FOR IMPROVING CORPORATE GOVERNANCE IN A MUNICIPAL ENVIRONMENT*

Supervisor: Prof A Werner

Co-supervisor: Prof MR Mey

---



# THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION

**APIO DORCAS ANYWAR**

## Previous qualifications:

2011 BScHons (Accounting)

University of Namibia

2015 MSc Accounting and Financial Management (Distinction)

Coventry University (UK)

## Thesis:

*THE DEVELOPMENT OF SUSTAINABILITY RATIOS FOR PUBLIC LISTED COMPANIES*

This study used a mixed methods research approach in three phases consisting of ten steps. A comprehensive review of secondary resources was used to develop a theoretical framework of sustainability ratios which was evaluated empirically. In addition, sustainability ratios that were used by companies in practice were identified. A proposed set of 101 sustainability ratios for analysing sustainability performance of public listed companies was developed. These ratios linked the different sustainability issues to financial results by classifying them into four main categories which could be used to assess the efficient and effective operation of the implemented sustainability strategies, risk minimisation strategies, innovative capacities as well as reputation and brand value enhancing strategies. The proposed framework of sustainability ratios is the starting point for sustainable ratio analysis.

Supervisor: Dr H Janse Van Rensburg

Co-supervisor: Prof FW Struwig

# THE DEGREE OF DOCTOR OF PHILOSOPHY (LABOUR RELATIONS AND HUMAN RESOURCE MANAGEMENT)

**JENNIFER BOWLER**

## Previous qualifications:

1971 BSc (Mathematics & Chemistry) (*Cum Laude*)

University of Port Elizabeth

1972 BScHons (Chemistry) (*Cum Laude*)

University of Port Elizabeth

1973 MSc (Organic Chemistry)

University of Port Elizabeth

1994 BScHons (Psychology)

University of South Africa

2003 MA (LR & HR) (*Cum Laude*)

University of Port Elizabeth

## Thesis:

*ANTECEDENTS AND INFLUENCE OF THE UNION - MANAGEMENT RELATIONSHIP ON EMPLOYEE RELATIONSHIPS IN THE AUTOMOTIVE, COMPONENT AND METAL INDUSTRIES IN THE NELSON MANDELA BAY METROPOLE*

The study investigated effects of the South African institutional architecture in the development of a sequential chain of factors giving rise to effective employment relationships. Two significant findings were made. The first was that, the shared belief of managers and shop stewards in the interdependence of the parties was the most important antecedent of an effective shop steward-management relationship. This confirmed the importance of normative values. The second was that, production employees' perceptions of the shop steward-management relationship fully mediated the employees' relationship with the organisation, and partially mediated their relationships with supervisors. This endorsed the mediating position of shop stewards within unionised companies and without derogating the importance of supervisory-employee relationships, indicated the central importance of management-shop steward relations in forging strong employee-organisational bonds.

Supervisor: Prof M Anstey

Co-supervisor: Dr D Venter



# **THE DEGREE OF DOCTOR OF PHILOSOPHY (LABOUR RELATIONS AND HUMAN RESOURCE MANAGEMENT)**

**AGNES NJERI NDUNG’U**

## **Previous qualifications:**

2003 BBM  
2005 BAHons (LR & HR)  
2006 MCom (LR & HR)  
2012 LLM (Labour Law)

Moi University, Eldoret Kenya  
Nelson Mandela Metropolitan University  
Nelson Mandela Metropolitan University  
Nelson Mandela Metropolitan University

## **Thesis:**

*A CHANGE FRAMEWORK FOR INTRODUCING PERFORMANCE MANAGEMENT IN HIGHER EDUCATION: A CASE STUDY*

Performance remains a contentious issue and many previous attempts at introducing performance management at both public and private organisations have been unsuccessful. This study makes a significant contribution by exploring, from a change management perspective, the introduction of performance management at an institution of higher education. Using a case study approach, the documented evidence of the process was perused, and in-depth interviews and focus groups were conducted with relevant representative groups. Extracting main lessons from the theoretical and empirical analyses, a change management framework, including a model for fostering ownership and commitment was presented. The study reiterates the importance of change leadership, the need for change management competence across all levels in the organisation and fosters ownership and commitment through key stakeholder engagement.

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

# **THE DEGREE OF DOCTOR OF PHILOSOPHY (LABOUR RELATIONS AND HUMAN RESOURCE MANAGEMENT)**

**REGAN CHRISTOPHER EBRAHIM PIETERSE**

## **Previous qualifications:**

2009 BSc (Open)  
2011 PgCert (HRM)  
2016 MTech (HRM) (*Cum Laude*)

The Open University, United Kingdom  
Heriot-Watt University, United Kingdom  
Nelson Mandela Metropolitan University

## **Thesis:**

*AN INTEGRATED CULTURAL LEARNING PROGRAMME FOR EXPATRIATE ADJUSTMENT INTO QATAR*

Globalisation has increased the flow of employees across national boundaries. Expatriate employees, secured at a high cost to both the individual and the employer, face many challenges as they attempt to adjust to a new organisation, new roles and relationships as well as foreign work and cultural systems. To address this challenge, this study developed an integrated cultural learning programme, incorporating emotional, social and cultural intelligence and utilising a blended learning approach for facilitating expatriate adjustment into a foreign work and cultural system. A quasi-experimental research design with an experimental and control group, qualitative and quantitative pre and post assessment methods was adopted to test the impact of this programme. The results of the study confirmed that the integrated cultural learning programme was a valuable intervention for fostering the adjustment of foreigners in the Qatari work and cultural system. The external examiners commended the candidate for the scientific rigour of this study and the contribution it makes to assisting expatriates in their adjustment to a foreign country.

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



# **THE DEGREE OF DOCTOR OF PHILOSOPHY (INDUSTRIAL PSYCHOLOGY)**

**JULIET INGRID PUCHERT**

## **Previous qualifications:**

1991 B SocSci  
1992 B SocSciHons (Psychology)  
2014 Masters (Industrial Psychology)

Rhodes University  
Rhodes University  
University of Fort Hare

## **Thesis:**

*AN EVALUATION OF A PROFILING AND SELECTION PROCESS FOR APPRENTICES IN THE SOUTH AFRICAN AUTOMOTIVE INDUSTRY*

The artisan job family is regarded as a scarce and critical skill. This study evaluated a multiple-stage profiling and selection process for apprentices within the automotive industry over a six-year period. The findings indicate that the selection process was rigorous, valuable and of high quality. It is argued that the selection process should be replicated in order to improve the quality of applicant intake and assist in alleviating the artisanal crisis. The study is the first evaluative study on artisanal selection in the South African context and makes an important contribution to both the local and international field of apprenticeship selection.

Supervisor: Prof R Van Niekerk  
Co-supervisor: Dr K Viljoen

# **THE DEGREE OF DOCTOR OF TECHNOLOGY: HUMAN RESOURCES MANAGEMENT**

**JONGISIZWE AUGUSTINE GOMOMO**

## **Previous qualifications:**

2000 Diploma (Human Resources Management)  
2001 BTech (Human Resources Management)  
2005 Master of Administration (IPS Research)

Port Elizabeth Technikon  
Port Elizabeth Technikon  
University of Fort Hare

## **Thesis:**

*A STRATEGIC HRM FRAMEWORK FOR IMPROVING CORPORATE GOVERNANCE IN A MUNICIPAL ENVIRONMENT*

Corporate governance, associated with financial, operational and reputational risk, has become a critical issue for public and private organisations in South Africa. The candidate investigated corporate governance from a South African, African and international perspective, as well as the regulatory and statutory context that govern corporate governance in a municipal environment. The main output of the study is a strategic human resource management framework for corporate governance which was tested amongst managers and professional employees at three municipalities located in the Eastern Cape, as well as the Eastern Cape Department of Corporate Governance and Traditional Affairs. The results demonstrated acceptance of the framework with emphasis placed on performance management and HR risk management as the main predictors of corporate governance. The strategic human resources management (SHRM) framework serves as a valuable tool for benchmarking current practices and for developing corporate governance capacity at municipalities.

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



## Honorary Doctoral Recipient

### Dr Vuyo Mahlati – Doctor of Philosophy (Honoris Causa)



Born in the Eastern Cape, Vuyo Mahlati started her education at a farm school where her mother taught, and later went to a missionary boarding school for her higher education. This is where her passion for seeking alternatives to the oppressive education system of the time began, choosing to be an agent of change.

Vuyo obtained her PhD from the University of Stellenbosch with her thesis focusing on the role of value chains in

mainstreaming rural entrepreneurs into global markets. She later trained as a policy specialist at the London School of Economics in the UK.

Her life as an activist was enabled by education, commencing her career as a young researcher in disability, children and women issues and later as a business linkage mentor at the Small Business Development Agency (SBDA). This led to her participation in South Africa's Constitution-making research process after the release of former President Nelson Mandela from prison. Dr Mahlati was also involved in the first UNICEF Status on Women and Children report in South Africa.

During this period, and as part of her research, she visited Zimbabwe, received by Joshua Malinga, disability activist and then mayor of Bulawayo, interviewing other leaders who exposed her to Zimbabwe's change agenda and indigenisation. Seeing the possibility of redress, gave her new insights and inspiration and she returned home to register her own consultancy, allowing her to frame and drive the change agenda.

In the mid-2000's, Dr Mahlati convened the technical team that facilitated the launch of the India Brazil South Africa (IBSA) Women's Forum, premised on the call for "an inclusive macroeconomic framework". This culminated in the signing of the Memorandum of Understanding in India in October

2008, by the three heads of state.

In March 2009, she was a South African delegate and Technical Advisor for the Presidency to the United Nations Commission on the Status of Women, where she presented on the financial crisis theme. This enhanced South Africa's contribution to bringing urgency and intensifying the global call for inclusive economic growth and development.

In May 2010 Dr Mahlati was appointed by the President to serve for a period of five years, as one of the inaugural members of South Africa's National Planning Commission. In September 2018 she was appointed by the President to Chair the Advisory Panel on Land Reform and Agriculture.

Her directorships are many and include previously chairing the South African Post Office (including the Postbank) membership of the Financial Markets Advisory Board and Financial Services Board Licensing Committee. She previously served two terms as President of the International Women's Forum (IWF) South Africa, and is currently the global director of the IWF Board and Co-Chair of the IWF Presidents' Council.

Dr Mahlati's entrepreneurial experience includes participation in major business ventures that include the listed Sasol Oil. As a social entrepreneur, she owns Africa's first indigenous goats cashmere processing plant in Butterworth, Eastern Cape, and through this initiative has helped revive the clothing and textile industry using inclusive rural value chains. She serves as President of the African Farmers Association of South Africa (AFASA) and is a member of the IDC Agroprocessing Competitiveness Fund.

She has been a recipient of the Black Management Forum Presidential Award, as well as the Black Business Executive/ ABSA Kaelo (guidance and wisdom) Award and in 2014, received the Mail and Guardian, Southern Africa Trust Individual Award for Drivers of Change.

For her contribution to bringing urgency and intensifying the global call for inclusive economic growth and development, and to her scholarship and praxis of entrepreneurship and economic development, particularly in marginal rural economies, it is an honour for Nelson Mandela University to confer the degree of Doctor of Philosophy (honoris causa) on **Dr Vuyo Mahlati**.



# Honorary Doctoral Recipient

## Sibongile Mkhabela – Doctor Of Philosophy (Honoris Causa)



Sibongile (Bongi) Mkhabela, a social worker by profession and a passionate social activist by orientation is the current Chief Executive Officer of the Nelson Mandela Children's Fund as well as the Nelson Mandela Children's Hospital Trust.

Her first steps as an activist were intuitive rather than political; as a child she recognised and questioned the banal and common indignities that shaped black lives. Bongi later became a student leader and was part of the driving force behind the nation-wide June 16,

1976 student revolt, a turning point in South Africa's anti-apartheid struggle.

She was charged with 10 other students for sedition in what became known as the "Soweto 11" Trial. In 1981, six years after the 1976 protests, she was finally released. Time spent in the women's prison resolved her commitment to fighting for the dignity of black lives and strengthening the position of African women.

Bongi was trained by The Legal Resources Centre as a para-legal and founded the Zola Advice Office offering practical, social and para-legal advice and assistance to people living under the rule of an oppressive state. Building on her work at Zola, she proceeded to establish the National Advice Centre's association advocating for women's rights.

After the completion of her graduate studies, she headed up the Development Resources Centre which drove research aimed at creating an enabling environment for civil society. The work led to the formation of the SA Non-Governmental Organisations Council and contributed to the formation of the National Development Agency.

Part of that experience saw her work in senior positions for the United Nations Development Programme; serve the first

democratically elected government as a Director in the Office of Deputy President Mbeki responsible for programming with specific reference to civil society-government partnerships as well as overseeing the implementation of the UN Children's Charter.

In her tenure as CEO of the Nelson Mandela Children's Fund, Bongi embraced Nelson Mandela's mission to change how society treats the African child and in the last decade, has been on a journey to ensure that the country's children have access to world-class tertiary healthcare and institutions devoted to their care. She led the Nelson Mandela Children's Hospital Trust's, R1b capital campaign for the building and equipping of the Nelson Mandela Children's Hospital. The Hospital is the second of its kind in Southern Africa and provides, state-of-the-art tertiary paediatric care and aims to improve the quality of paediatric research and training in Sub-Saharan Africa.

A graduate from the University of Zululand she is also a Joel L. Fleishman Civil Society Policy Fellow at Duke University in North Carolina, USA, and completed her post-graduate Business Management studies with the University of the Witwatersrand Business School in Johannesburg. In 2017, Mkhabela was awarded a Rockefeller Foundation Fellowship in Italy, a residency to reflect and write on her experiences and the future of social justice movements.

In April last year, Bongi was awarded The National Order of Luthuli (Silver) by the President of South Africa, Mr Cyril Ramaphosa. She serves on various boards, including Senegal-based Trust Africa and the USA-based Global Philanthropy Alliance. She recently stepped down (after 12 years of service) from Barloworld, a listed global company where she served, among others, as Chairman of the Ethics and Transformation Committee.

Her novel *Open Earth and Black Roses* recounts the ordinary and extraordinary tales of black families in Apartheid South Africa and she tells her personal experience as a young woman imprisoned, restless and resisting social injustice.

In recognition of her fight against apartheid; her continued work in social justice and for her excellent contribution to the well-being of South Africa's children, it is an honour for Nelson Mandela University to confer the degree of Doctor of Philosophy (honoris causa) on **Sibongile Mkhabela**.





# Honorary Doctoral Recipient

## Reverend Frank Chikane – Doctor of Philosophy (Honoris Causa)



Reverend Frank Chikane matriculated from Orlando High School in Soweto in 1971 and proceeded to the University of the North (Turfloop), now the University of Limpopo, in 1972 to study science.

Following the Frelimo Rally in 1974 which led to the arrest of student leaders, and forced some students into exile, Chikane was made leader of the Student Aid Committee which played the role of the SRC. He gave evidence on behalf of the students at the Snyman Commission on

the unrest on campus, and due to his role as a leader, was advised not to return to the university for his own safety.

After leaving university he taught Mathematics and Physical Science at Naledi High School in Soweto, but the Security Police put pressure on the school to force him to leave. He then joined Christ for all Nations (CFAN) in 1975, convinced of God's calling in his life. Again, the security establishment threatened CFAN and he left to work as an evangelist with his church, the Apostolic Faith Mission (AFM). In 1979, he completed his training as a pastor at the AFM and was ordained in March 1980. He was subsequently defrocked in 1981 due to his political involvement and reinstated with an apology nine years later in 1990.

Chikane was detained and severely tortured on various occasions between 1977 and 1982. He was part of the founders of the United Democratic Front (UDF) and served as its Vice-President from 1983 to 1985. In February 1985 he was arrested, charged and tried for treason with sixteen other leaders of the UDF, including Albertina Sisulu, and was acquitted in December of the same year. He later continued his education, obtaining a master's degree in Religious studies from the University of Natal (now Kwa-Zulu Natal) and a master's in Public Administration from the Kennedy School of Government, Harvard University.

He served as a Co-ordinator and then Director at the Institute of Contextual Theology (ICT) from 1981 to 1987 when he was appointed General Secretary of the South African Council of Churches (SACC), replacing Dr Beyers Naudé.

He had the task of carrying the organisation through the most challenging times characterised by the worst forms of repression, gross violation of human rights and violence. Following the bannings and restrictions imposed on most organisations in 1988, the SACC became the only voice of the people. Consequently, its Headquarters was bombed and Chikane's clothes were laced with a chemical weapons substance which nearly led to his death. He played an important role during the negotiation period, and transition from apartheid to a democratic South Africa, including serving as a Commissioner of the Independent Electoral Commission (IEC) which ushered in the new democratic order. Chikane's influence in the 1980s and the 1990s cannot be overstated.

He became a Special Advisor to Deputy President, Thabo Mbeki, in 1995; was appointed Director General in the Office of the Deputy President in 1996, and a Deputy Secretary of the Cabinet in 1998. After the 1999 elections he was appointed Director General in the Presidency and Secretary of the Cabinet, where he remained until 2009. He was also elected to the National Executive Committee (NEC) of the ANC in 1997.

He has published several articles and books including his 1988 autobiography *No Life of My Own*, his 2012, *Eight Days in September: The Removal of Thabo Mbeki*, which was preceded by the so-called 'Chikane Files' published in several Independent newspapers, and his 2013, *Things That Could Not be Said*.

Other positions and accolades bestowed on Rev Chikane include his appointment as a Senior Research Fellow in the Department of Religious Studies at UCT, President of the AFM International, the Swedish Diakonia Peace Prize for Outstanding Theology Contribution for Justice and Peace in SA and the Peace and Freedom Prize from the Swedish Labour Movement. He has served in various boards of companies and continues to do so. He now serves as Moderator of the Churches Commission on International Affairs (CCIA) of the World Council of Churches (WCC) which deals with conflict areas globally.

For his contribution as a servant leader, his tireless pursuit of justice, peace, conflict resolution and reconciliation; establishing the architecture of democratic governance in a post-apartheid state; developing and promoting the vision of the African Renaissance and consistently placing people at the centre of socio-economic development, it is an honour for Nelson Mandela University to confer the degree of Doctor of Philosophy (honoris causa) on **Reverend Frank Chikane**.



## Honorary Doctoral Recipient

### Professor Morgan Chetty – Doctor of Philosophy (Honoris Causa)



Prof Mohambry (Morgan) N Chetty has been at the helm of Family Medicine for about 40 years. He has dedicated his life to promoting access to quality healthcare, with a focus on the poor, and being patient-centered.

He obtained his MBChB from the University of Natal and has completed numerous other medical qualifications from both South African and American institutions. Healthcare in the private sector was in chaos. It was divided on ethic

lines, a huge public/private divide, poorly coordinated and very system-centric, health professional and hospi-centric focused.

In 1998, he single-handedly raised funds and gathered doctors together to start the first truly democratic doctor organisation, The South African Managed Care organisation. He was elected as the Vice-Chairperson and he still holds that position today. The ethos was to bring doctors together to be cost-efficient, to be custodians of our scarce resources and to deliver holistic quality care. He was also instrumental in the erection of one of the first Black owned hospitals post-apartheid in Durban, Mount Edgecombe Hospital.

There was a need to bring together ethically divided healthcare practitioners in South Africa and once again, Prof Chetty led the team to establish an umbrella organisation, the Independent Practitioners Association of South Africa. This was the turning point as the country saw doctors unite for the common purpose of "caring" for patients, managing scarce resources and striving for quality outcomes. Prof Chetty is the Chairman of the IPA Foundation of SA (Independent Practitioners Association) and is also the Chairman of the regional IPA – The KZN Doctors Healthcare Coalition.

He was awarded the Faculty of Family Practitioners Fellowship

for his outstanding work amongst Family Practitioners by the College of Medicine in SA and won a Fullbright Humphrey Fellowship to the USA in 1993 where he obtained a Master's in Public Health at Tulane University in New Orleans.

Prof Chetty has written over 80 articles and columns on healthcare for various national and international medical journals and publications. He is also regularly involved in radio and TV interviews and is often quoted in the press. Prof Chetty is the author of two books on "Managed Health Care".

He has organised the Africa Healthcare Congress in SA for the past six years and most recently, was involved in the organising of the Africa Health Business Symposium, bringing together high-ranking health officials from Africa and abroad to debate the issue of universal healthcare in Africa.

In 2018, he was appointed by the Minister of Health to the NHI (National Health Insurance) GP Contracting Committee and also onto the Board of the "Office of Health Standards Compliance" (OHSC). This body will accredit all facilities, providers and other health establishments to work for the NHI Programme.

Prof Chetty is a member of the International Academy of Quality and Safety (IAQS) and on the Patient-Centered Committee to drive the paramount role of the patient in healthcare decisions - membership of the Academy is one of the highest honours that an Individual working in the area of Quality and Safety can achieve. In addition, he was also appointed as an ISQua (The International Society for Quality in Health Care) Expert Member.

He was recently awarded the Discovery Health Lifetime Achievement Award for work in the quality of healthcare, Lifetime Membership to the International Academy of Quality and Safety (IAQS) and received the Dr Humphrey Zokufa, Titanium Lifetime Achievement Award (BHF) – for Significant Contribution to the Healthcare Industry over time.

For his contribution in upskilling doctors in South Africa, leading 5000 primary care doctors and the empowerment of patients on patient rights, it is an honour for Nelson Mandela University to confer the degree of Doctor of Philosophy (honoris causa) on **Professor Morgan Chetty**.



# Academic dress

Special academic attire was 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

**Arts:** Yellow

**Business & Economic Sciences:** Plum

**Health Sciences:** Apple green

**Law:** Grey blue

**Education:** Orange

**Science:** Dark green

**Engineering, the Built Environment and Information Technology:** Light blue

**Business School:** 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!

**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](mailto:alumni@mandela.ac.za)

Join us:   Nelson Mandela University Alumni

[www.alumni.mandela.ac.za](http://www.alumni.mandela.ac.za)  @MandelaUni

**Stay connected to your *alma mater*!**





# NATIONAL ANTHEM

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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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[mandela.ac.za](http://mandela.ac.za)