

Ceremony 7

Faculty of Business and Economic Sciences

- **School of Industrial Psychology and Human Resources**
- **Graduate School and others**

Thursday, 6 April 2017, 14:30

Vodacom NMMU Indoor Sports Centre, South Campus, Summerstrand

CONGRATULATORY MESSAGE

Graduation is a momentous occasion, representing the crowning moment of all your hard work and the many sacrifices that you and your loved ones have made to reach this milestone.

For us, graduation is the highlight of the university calendar as we witness successful students cross the stage to be capped and enter a new chapter in their lives. Each of you has a unique story to tell.

We salute and applaud your achievement and wish you all the best in your future endeavours. Your time here at the Nelson Mandela Metropolitan University (NMMU) was but a stepping stone towards your future.

We trust that NMMU has equipped you not only with an excellent academic qualification for the many challenges of life and work, but also with life-changing experiences to shape your future.

It is our wish that you will leave here today as proud NMMU graduates who will continue to champion social justice and equality, and be change agents in building a better society and a better world.

Thank you for offering us the privilege of making NMMU a part of your life. Your success is our success, and as NMMU alumni, we look forward to watching your story unfold.

Congratulations!

**Ms Santie Botha
Chancellor**



**Prof Derrick Swartz
Vice-Chancellor**



ABOUT NMMU

Nelson Mandela Metropolitan University (NMMU) is a new generation university, distinguished by a wide range of study options and access routes open to students. With 450 programmes from certificate through to doctoral level across 130 different career fields, NMMU truly is a comprehensive university.

Founded on more than a century of quality higher education, NMMU nurtures innovation, fosters creativity, embraces technology and develops people to meet the challenges of tomorrow. NMMU is a product of a merger of the University of Port Elizabeth and the PE Technikon in 2005. Prior to such a merger, the Vista University campus of Port Elizabeth was incorporated into the former University of Port Elizabeth. The university has a strong track record of research, working extensively in partnership with business and industry, making NMMU a valued contributor to the socioeconomic development of the region and beyond.

This year (2017), the university has 24530 students and close to 4100 permanent and contract staff, based on seven campuses in Nelson Mandela Bay and George.

Leaders

NMMU's Vice-Chancellor is Professor Derrick Swartz, the Chancellor is Ms Santie Botha and the Chair of Council is Judge Ronnie Pillay.

Location

Six of NMMU's campuses are in Nelson Mandela Bay and one is in George on the Garden Route. The seven campuses are:

- South Campus in Summerstrand (within a 720-hectare private nature reserve)
- North Campus in Summerstrand
- Second Avenue Campus, home to the new "green" Business School, in Summerstrand
- Bird Street Campus which will be a new postgraduate arts hub in Central
- Missionvale Campus in Missionvale
- George Campus in George
- The Ocean Sciences Campus (recently purchased from CSIR)

Facilities and supportive teaching and learning environment

NMMU is privileged to have outstanding facilities. All students have access to well-equipped laboratories, some of which are open 24/7, and free Wi-Fi throughout all its campuses. All the lecture halls are equipped with the latest technology and students have the opportunity of using additional e-learning tools online. The campus libraries and information services network offers a state-of-the-art integrated online system. There are cafeterias, food courts and coffee shops.

A range of opportunities are provided to enhance the academic success of students. These include a first-year orientation programme, peer-facilitated learning opportunities (eg, Supplemental Instruction, e-PAL, tutorials, practicals, mentor programmes, 'Keys to Success' workshops and online resources). NMMU also promotes both in and outside of the class learning to enhance holistic student development. To recognise the learning that takes place outside of the class, NMMU has developed an innovative, electronic co-curricular record system.

The University also offers the finest sporting facilities in the Eastern Cape and numerous venues for conferences, meetings and other special events.

Faculties

NMMU has seven faculties. They are:

- Arts
- Business and Economic Sciences
- Education
- Engineering, the Built Environment and Information Technology
- Health Sciences
- Law
- Science

Academic focus areas

Though NMMU prides itself on its vast range of programme offerings, it has a number of strategic areas in terms of its core business of teaching and learning, research and engagement. They are:

- Health and wellness
- Economic and business development with a focus on job creation and entrepreneurship
- Materials and process development for industry and manufacturing
- Emerging information and communications technology for development
- Environmental and natural resource management
- Culture, communication and language
- Leadership, governance, democracy and justice
- Educational development in support of excellence in teaching, learning and curriculum
- Infrastructure and human settlement development

Strategic research areas

- Biodiversity conservation and restoration
- Coastal marine and shallow water ecosystems
- Cyber citizenship
- Democratisation, conflict and poverty
- Earth Stewardship Science
- Health and wellbeing
- Humanising pedagogies
- Manufacturing technology and engineering
- Nanoscale characterisation and development of strategic materials
- Science, Mathematics and Technology Education for Society
- Strategic energy technologies
- Sustainable human settlement development and management
- Sustainable local economic development

Research and Engagement entities

NMMU has 31 focused faculty based and 7 institution-wide entities (institutes, centres and units) that exist over and above the formal academic structures that are aimed at promoting engagement, research, technology transfer and innovation. They include the likes of InnoVenton; NMMU's Institute for Chemical Technology and Downstream Chemicals; eNtsoa, an institute that focuses on seeking solutions through engineering; Earth Stewardship Science Research Institute (ESSRI); and Institute for Coastal and Marine Research. Many are award-winning entities.

'Green' endeavours

In line with its value of respect for the natural environment, NMMU is involved in a large number of "green" initiatives that will not only reduce its own carbon footprint but is also assisting others in seeking renewable energy resource solutions. The university's new Business School, for example, was the first in the country to be awarded four-star "green" accreditation for a public and education building by the Green Building Council of South Africa in 2013. The "green" agenda is supported by the Centre for Renewable Energy, which is recognised as a research leader in the field.

International links

Just over 8% of NMMU's student body comes from 64 different countries outside of South Africa. The Office for International Education fosters relationships and manages inter-institutional linkages to enrich both NMMU staff and students. These partnerships also foster our growing research. NMMU regularly sends students for study abroad opportunities.

Reasons to be proud:

- NMMU's diversity and multiculturalism. Our African students alone come from 34 countries on the continent.
- The High Resolution Transmission Electron Microscopy (HRTEM) Centre, which opened in 2011, is the only place in Africa where scientists can view atoms in line with NMMU's growing prominence for nanoscience.
- More than 40% of NMMU academic staff have doctoral degrees when compared to the national average of 33%.
- New infrastructure like the iconic Engineering block on North Campus and the new Human Movement Science Building complete with a 100m research sprint track on South Campus.
- NMMU has excellent links with industry and business, particularly within the pharmacy, tourism and automotive industries.
- NMMU's ongoing education partnership with Fifa, as one of only two presenters in Africa of an international sports management programme through the Centre International d'Etude du Sport (CIES).
- The success of being the first student racing team from Africa to successfully compete in the Formula Student event in Germany. NMMU students designed and built a racing car to exacting specifications.
- The university was selected in 2012 to facilitate the country's first electric e-mobility programme and technical centre, called the uYilo e-mobility programme.
- NMMU has extensive expertise within the field of friction processing which has resulted in numerous national awards for the patented technology, WeldCore®. This technology has also aligned the strategic partnership between NMMU and Eskom.
- NMMU's accounting and pharmacy students who continue to produce top results in their national external examinations.
- NMMU's international award-winning choir which continues to perform around the globe to wide acclaim.

ACADEMIC DRESS

Special academic attire was designed for office bearers at Nelson Mandela Metropolitan 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 especially selected to signify a particular office, in keeping with attire worn by academics at leading universities throughout the world.

The gowns, caps and hoods of NMMU graduates were similarly inspired and are explained in detail below.

Academic dress for graduates at NMMU 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 robemaker to the University and as contracted suppliers of choice to students for graduation academic attire.

The Image Factor has been appointed as the official photographer of the University.

2017 AUTUMN GRADUATION CEREMONIES APRIL 2017

Friday, 31 March 2017		
Ceremony 1	09:30	George Campus All Programmes
Tuesday, 4 April 2017		
Ceremony 2	09:30	Faculty of Arts (School of Architecture; School of Music, Art & Design and School of Language, Media & Culture)
Ceremony 3	14:30	Faculty of Education
Wednesday, 5 April 2017		
Ceremony 4	09:30	Faculty of Business and Economic Sciences (School of Management Sciences - excluding Undergraduate Diploma qualifications)
Ceremony 5	14:30	Faculty of Arts (School of Governmental & Social Sciences)
Thursday, 6 April 2017		
Ceremony 6	09:30	Faculty of Business and Economic Sciences (School of Economics, Development & Tourism)
Ceremony 7	14:30	Faculty of Business and Economic Sciences (School of Industrial Psychology & Human Resources, Graduate School and others)
Friday, 7 April 2017		
Ceremony 8	09:30	Faculty of Engineering, the Built Environment and Information Technology (School of the Built Environment)
Ceremony 9	14:30	Faculty of Engineering, the Built Environment and Information Technology (School of Engineering)
Saturday, 8 April 2017		
Ceremony 10	09:30	Faculty of Engineering, the Built Environment and Information Technology (School of Information & Communication Technology)
Ceremony 11	14:30	Faculty of Science (School of Computing Sciences, Mathematics, Physics & Statistics and School of Biomolecular & Chemical Sciences)
Monday, 10 April 2017		
Ceremony 12	09:30	Faculty of Science (School of Environmental Sciences)
Ceremony 13	14:30	Faculty of Law Faculty of Business and Economic Sciences (School of Accounting, Postgraduate qualifications including Bachelor of Technology degrees)
Tuesday, 11 April 2017		
Ceremony 14	09:30	Faculty of Health Sciences (School of Clinical Care Sciences and School of Medicinal Sciences)
Ceremony 15	14:30	Faculty of Health Sciences (School of Behavioural Sciences and School of Lifestyle Sciences)
Wednesday, 12 April 2017		
Ceremony 16	09:30	Faculty of Business and Economic Sciences (School of Accounting – Undergraduate qualifications)
Ceremony 17	14:30	Faculty of Business and Economic Sciences (School of Management Sciences – Undergraduate Diploma qualifications)

OFFICE-BEARERS OF THE UNIVERSITY

CHANCELLOR

MS S BOTHA: BEcon, BEconHons(US)

CHAIRPERSON OF COUNCIL

JUSTICE R PILLAY: BA, LLB(UDW)

VICE-CHANCELLOR

PROF DI SWARTZ: BA(UWC), MA, DPhil, Doctor in Human Rights Law (hc)(Essex University, UK)

DEPUTY VICE-CHANCELLOR: INSTITUTIONAL SUPPORT

DR SW MUTHWA: BA(SW)(Fort Hare), BA(SW)Hons(Wits), MSc, PhD(London University, UK)

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)

REGISTRAR

DR F GOOLAM: BSc, HDE, BEd, MEd(UDW), PhD(UP)

PRESIDENT OF ALUMNI ASSOCIATION

DR R JONAS: BA(UWC), HDE, BAHons(Unisa), MA(UPE), PhD(NMMU)

EXECUTIVE DEANS OF FACULTIES:

ARTS

PROF MJR BOSWELL: BSocSc, BSocScHons, MSocSc(UCT), PhD(Vrije Universiteit, Netherlands)

BUSINESS AND ECONOMIC SCIENCES

DR I LAGARDIEN: PGDip, MSc(London School of Economics), PhD(University of Wales)

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 ACADEMIC PROCESSION

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

MOMENT OF SILENCE

Director: Marketing and Corporate Relations
(The congregation is requested to remain standing)

CONSTITUTION OF CONGREGATION AND WELCOME

Vice-Chancellor
(The congregation is requested to be seated)

CHORAL ITEMS

NMMU Le Strada 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)

INFORMATION TO MEMBERS OF THE CONGREGATION

Members of the congregation are requested:

- *To rise and remain standing while the academic procession enters and leaves the hall.*
- *Not to leave the hall before the end of the ceremony.*
- *To switch off cellular phones or turn them on silent mode.*
- *Not to move around in the hall.*
- *Not to eat and drink in the hall.*
- *Not to get up and take photographs during the ceremony.*
- *To keep cheering and ululating to a minimum.*

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

NATIONAL DIPLOMA: HUMAN RESOURCES MANAGEMENT

ADAMS, Jason
AHMED, Firdousa
ANTONI, Babalwa
BETYENI, Zintle
BINASE, Malibongwe
BIYELA, Velephi Fikile
BLANDINE, Votiswa Azasakhe Camilla
BLOM, Lizl
BOTHHA, Lithemba Sinovuyo
BOTYA, Phumza
BOUWER, Elize Ilana
BREAKFAST, Tabisa Tercia
BUSAKWE, Odwa
CIKOZANI, Qobo Sizwe
COETZEE, Garesha Deonise
DAMONS, Tamlin Shanice
DE LANGE, Ilze
DICK, Anelisa
DIKE, Lungelo Bubele
DU PLESSIS, Lionel Brian
DYAMSHE, Nombulelo
DYEKU, Pumlanzi
ESBACH, Allistene
FILLIS, Kurt Nathano
FUMBA, Khanyisa Wendy
GELANT, Melisa Fiona
GIBA, Cikizwa Yonela
GOODWIN, Rodwyn
GQIRANA, Kanyisa
GXAGXISO, Yolula
HANABE, Lihle
HEFKE, Clairise Chandre
HENDERSON, Tarryn Sharne
HIGMAN, Ashley Kelly
HOBYANE, Ntsako Cassandra
JACOBS, Lisa Lynette
JAMES, Olive Namhla
JEZI, Nelisa
JILINGISI, Nosiphiwe
JOBSON, Ridwaan Runaide
JONAS, Tarryn Christel
JULIUS, Lauren
KAMEEL, Madelaine Seriny
KENTE, Ntombizandile Catherine
KOELMAN, Gaynor
KONDLO, Nelisa
KUZWAYO, Yonela
LANDE, Vusikhaya
LIMAPHI, Tuliswa
MABONA, Alunambaliso Hlumelo
MADIKANE, Busisiwe Evelyn
MAKATA, Lindiswa
MALAHLE, Segofatso
MALI, Zimasa
MANXIWA, Gcobisa
MANYAKANYAKA, Zikhona Pretty
MAQUDE, Nontsikelelo
MARTIN, Zandre Maryna Charntess
MARTINS, Fredwin Carvin
MATINISE, Sindisile Welcome

MATYOLWENI, Mfundo Norman
MAZITSHANA, Sinazo
MBANGI, Mvuzo Isithandile
MBONANI, Thokozani Nolanga
MCETYWA, Sibabalwe
MGWALI, Banele Arnold
MICHAELS, Francois
MKETSHANE, Thembakazi
MNYANDA, Zizipho
MOHAMED, Verdene Lee
MOLEFE, Vuyolwethu Vanessa
MOYI, Zisile Melville
NANCE, Rossilin Ruth
NDAKAI, Yamkela
NDUBANE, Hazel Yandiswa
NDWALAZA, Siphosethu
NESI, Zandile Patience
NGELE, Mpumelelo
NGESI, Siyabulela
NGOBENI, Ntshuxeko
NGQUNGE, Siphokazi
NKOSI, Wandile Roy
NONGOGO, Siyamtanda Simamkela
NTETE, Yanga
PATRICK, Natalie
PEARCE, Warren David
PETERSON, Nishaad
PHILANDER, Devon Jarrad
PLUKE, Cherne Delia Ann
PUZA, Siyolo Chumani
RAGA, Sinoxolo
RALA, Nosipiwo
ROMAN, Keagan Deon
SANKOBE, Viwe
SARRAHWITZ, Alethea Anastasia
SICONGWANA, Zwelakhe
SINTILI, Nomawethu
SIRKHOTTE, Mishka
SITATU, Mzumkile Matthews
SOKUPA, Mveli
SOMERVILLE, Niki
STOFFELS, Desre'Lize
STUURMAN, Anesipho
TOM, Xhanti Avuyisiwe Skhomo
TSIPA, Siyabulela
VACU, Mampho Teressa
VENGE, Babalwa Jacqueline
WILLIAMS, Maureen Rolinda
XONGWANA, Athi Siphe
ZANGWA, Nokulunga
ZANI, Nicolette Qaqamba
ZONDI, Nontyatyambo
ZWELINJANI, Pamela Lungelwa

CUM LAUDE

MDLULI, Telamisile Precious
NKANUNU, Thandeka
SIMAYILE, Cikizwa

BACHELOR OF ARTS (HUMAN RESOURCES MANAGEMENT)

BASSETT, Trent St. John
BOLOSHA, Sinovuyo
DAVIES, Shelby
DE BRUIN, Paige Tonia

EBRAHIM, Aisha
FIVAZ, Monray
GELDENHUYS, Tenika Anne
GOGELA, Sibongiseni

HANI, Siphokazi
HAYNES, Brandon Ronald
JANSEN, Twaney Nadine
JORDAAN, Amore
KEZAABU, Bridget
MABONA, Makaziwe
MANTJATA, Peter
MBENGASHE, Zikhona
MEIRING, Jessica Nancy
MUNYWEVU, Andrew Joel
MVANDABA, Khayakazi

MVUKA, Sindiswa
MWADIWA, Mutsa
ORTELL, Nasreen
PUPUMA, Vukile
RAFFERTY, Ebenhezer
RIEDER, Ashleigh Dale
RUITERS, Lynn Colyn Hazel
SEPTEMBER, Micaela
TESSNER, Chane
TSHONGWENI, Sokhana
WEWERS, Carryn Lauren

BACHELOR OF COMMERCE (COMPUTER SCIENCE AND INFORMATION SYSTEMS)

ESTERHUYSE, Charl
MAPONYANE, Oitsile - Mongeloa

MASALEGUBA, Sifiso

BACHELOR OF COMMERCE (GENERAL: STATISTICS)

MATSHAYA, Akhona

BACHELOR OF COMMERCE (HUMAN MOVEMENT SCIENCE: SPORT AND RECREATION)

BEYL, James Ronald
ELS, Robert Henry

FOURIE, Tiaan Jakobus

BACHELOR OF COMMERCE (INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCES)

BEEBY, Greg Peter
BOTES, Abby-Gayle
GODONGWANA, Athi
GOUWS, Rumelda Hendrieka
JONES, Lee-Anne
KWANKWA, Banele

QUANTA, Khanyisa
VOSLOO, Marilise

CUM LAUDE

THUYNSMA, Taryn Nicole

BACHELOR OF COMMERCE (INFORMATION SYSTEMS AND AUDITING)

NTAPU, Zuko

BACHELOR OF COMMERCE (INFORMATION SYSTEMS AND BUSINESS MANAGEMENT)

BESTER, Grant
CALITZ, Martin Paul
CHIRWA, Nkhondo Yesaya
DE VILLIERS, Jessica
KAMANA, Nomakhosazana
MANASE, Tendeukai Loveson
MOTSIE, Bradd Dill

MSUTU, Lutho
NARAN, Ashna Kashmeera
OKUAH, Obrukevwe Anehwe
ROCKMAN, Ceth Kevin
SEPTEMBER, Nosivuno
SERUMOLA, Mphoyamodimo
VAZI, Khanya Luyanda

BACHELOR OF COMMERCE (LAW)

ALLEYABU, Iman
BADENHORST, Andre Johan
BALIE, Michael Isaac
BLACKBURN, Sian Francis
BOVULA, Loyiso Jo-Ann
GATARI, Byambo Fred
HENNING, Daniel Dean
KUNENE, Lusanda Lethokuhle
LAUBSCHER, Inge
LINKS, Simthandile
MAGQASHELA, Sinoyolo
MBANA, Sakumzi

MOTSOANE, Sello Sammy
MREDLANA, Mbalenhle
NAIDOO, Duran Ravi
NGWAMOTSOKO, Ketumile
NJUMBUXA, Masixole Maxwell
O'CONNOR, Wade Gerard
PUTUMA, Somila
RATSHIKHOPHA, Fulufhelo
ROWLS, Earl
SOYIZWAPI, Andisa Azizipo
VAN GEND, Rowan-Ford
VAN HUYSSTEEN, Jean-Roux

VREY, Chagne
VUSO, Abongile
WYNNE, Darryn Jowinn
XOSENI, Qhamani Sibongile
ZAMISA, Thembeke Mbalentle
ZEELIE, Calvin

CUM LAUDE

CLARKE, Devon Travis
FERREIRA, Jessica Jade

POSTGRADUATE DIPLOMA IN BUSINESS ADMINISTRATION

BALMAN, Vuyani Brian
BOTHAM, Dean Michael
BROMFIELD, Adrian Peter
CHIRWA, Sangwani David
COATES, David Jeremy
CROUSE, Johann Jacques
DELPORT, Rozelle
DENGA, Athenkosi
DLAMINI, Andile
DLAMINI, Lunika Sibusiso
DLEPU, Anele Lunga
DOMINGO, Lesley Bianca
FERREIRA, Illana Coral-Anne
FOURIE, Chantelle Elizabeth
GELDERBLOEM, Kirsten Shervon
GEORGE, Byron
GHANSAR, Grant John
GONYA, Bulelwa
GWATIRINGA, Tsitsi
GWENTSHE, Nqabisa
HOLMES, Clinton Keith
JUKEL, Ian Karl
KEEVY, Julia Merle
KEMOETIE, Shirwin Hamish
KITSHINI, Sipiwo Matthews
KRAUSE, Clinton Adolf Gert
LETSOHA, Lebohang Mokhabi
LINDI, Anelisa Princess
MAFA, Linda
MAGAU, Rudzani
MAHWEHWE, Maria
MAKALIMA, Odwa Vuyolwethu
MANJINGOLO, Lubabalo
MATITI, Dibakazi
MATSHAYA, Zukile Shaun
MKOKO, Nontuthuzelo
MKONWANA, Siyasanga Phiwe
MKULA, Tamara
MKUNQWANA, Nontutulelo
MONAKALI, Phatuxolo
MOONSAMY, Devakumarah
MQHAYI, Siyabulela
MQIKELA, Luthando Khanya
MTELELI, Asisipo

MTHULI, Malusi Phola Lusanda
MTYOBO, Phindiwe
MUNTEAN, George Paul
MUSISI, Nosipho Cecilia
MZIBA, Thando
NONGODLWANA, Nomvuyo Queeneth
NONKONYANA, Mlungisi
PARMAR, Hiten
PIETERSE, Darren Christo
PININI, Sibongile
PRAM, Amos
RAMONYALUOE, Tshepo
REDDY, Kyle
SAIN, Zafar Noordien
SEPTEMBER, Nomanci Sisanda
SKOSANA, Nkosinathi Thembinkosi
SOLOMONS, Chanelle Yvonne
STRAEULI, Alexander Eugen
STRAUSS, David Josephus
TAKANE, Khotso
THOMAS, Darren Roger
TSATSIRE, Tawanda Llyod Ngoni
TUMELA, Ntsika Emanuel
VAN ZYL, Lourens
VILJOEN, Izak Jacobus
WAYI, Mahlako Ramatsemela Sana
WHITE, Muhammad Ihsaan
WILLIAMS, Babalwa Theresa
WILLIAMS, Tyron John
ZOMELELE, Siphokazi

CUM LAUDE

BROWN, Joelene
COURT, Nadine Margaret
GODDARD, Simone Coral
HLABANO-MOYO, Bongibethu Msekeli
JACOBS, Ryan Bruce
MASIMINI, Nomakhaya Gladys
MBOTINI, Bongani
MC LAREN, Melissa Mae
MYBURGH, Lara Jayne
PATEL, Naazlene
VABAZA, Ntombesizwe Sibulele

BACHELOR OF TECHNOLOGY: BUSINESS ADMINISTRATION

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GAXA, Sikelelwa
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MGIJIMA, Bulelwa
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BACHELOR OF ARTS HONOURS

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THE RELATIONSHIP BETWEEN EMPLOYMENT VALUE PROPOSITION, WORK ENGAGEMENT AND RETENTION AMONG EMPLOYEES OF A SELECTED BANK IN BOTSWANA

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Title of treatise:

PERCEPTIONS OF SOCIAL AND LIVING CONDITIONS AND QUALITY OF WORKING LIFE: A STUDY OF BORDER-POST EMPLOYEES

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Title of treatise:

CUSTOMER PREFERENCES WITH REGARD TO MILK PACKAGING

Supervisor: Dr A Werner

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Title of treatise:

EXPLORING THE MANAGEMENT-UNION RELATIONSHIP IN AN EASTERN CAPE PUBLIC SECTOR DEPARTMENT

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Title of treatise:

THE RELATIONSHIP BETWEEN INTRINSIC REWARDS, PERSONALITY AND EMOTIONAL INTELLIGENCE WITHIN THE EDUCATION SECTOR

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Title of treatise:

EXECUTING A PROCESS ENHANCEMENT INTERVENTION ON THE PROCESSING LINES AT SEAVUNA FISHING COMPANY

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Title of treatise:

THE MORALE AND MOTIVATION OF GOVERNMENT EMPLOYEES IN A SCIENCE ENVIRONMENT

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Title of treatise:

IDENTIFYING OPERATIONS WASTE AT A LOGISTICS SERVICE INSTITUTION IN PORT ELIZABETH

Supervisor: Dr JFE Fraser

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Title of treatise:

EVALUATING INTRAPRENEURSHIP LEVELS AT AN EASTERN CAPE AUTOMOTIVE MANUFACTURING PLANT

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Title of treatise:

CONSUMERS' PERCEPTION OF GENERIC DRUGS IN SOUTH AFRICA

Supervisor: Mr C Ndhlovu

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Title of treatise:

GROWTH STRATEGIES FOR BLACK TOWNSHIP ENTREPRENEURS

Supervisor: Prof CM Adendorff

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Title of treatise:

A FRAMEWORK TO SUPPORT A COMPETITIVE BUSINESS FUTURE FOR SOUTH AFRICAN AUTOMOTIVE COMPONENT MANUFACTURING COMPANIES

Supervisor: Dr VM Msuthwana

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Title of treatise:

NMMU BUSINESS SCHOOL ALUMNI SATISFACTION FACTORS WITH THE MBA PROGRAM

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BURGER, Dimitri

Title of treatise:

SUCCESSFUL DELIVERY OF AN ONLINE HIGHER EDUCATION COURSE: A QUANTITATIVE MANAGEMENT FRAMEWORK

Supervisor: Dr RE Gerber

CAROLUS, Chris Mario Periandros

Title of treatise:

A COMPARATIVE STUDY ON STAFF RETENTION IN SOUTH AFRICA'S MULTINATIONAL BANKING CORPORATIONS AND MICRO-LENDERS

Supervisor: Prof MS Bayat

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Title of treatise:

KEY SUCCESS FACTORS FOR LEAN IMPLEMENTATION IN THE EASTERN CAPE AUTOMOTIVE INDUSTRY

Supervisor: Prof JJ Pieterse

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Title of treatise:

SUSTAINABLE SUPPLY CHAIN PRACTICES WITHIN THE LUXURY BRAND MARKET

Supervisor: Dr JFE Fraser

DE MATOS, Paulo Sergio Dos Santos – **Cum Laude**

Title of treatise:

A PROPOSED MODEL FOR ENTERPRISE RESOURCE PLANNING BENEFITS FOR SMEs

Supervisor: Prof MDM Cullen

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Title of treatise:

ONLINE CONSUMERS' PRODUCT PURCHASING BEHAVIOUR, ADVERTISING AND INVOLVEMENT IN FASHION CONSUMPTION IN SOUTH AFRICA

Supervisor: Prof CM Adendorff

DLAMINI, Patricia Dollane

Title of treatise:

STRATEGIES FOR ADVANCING WOMEN INTO EXECUTIVE MANAGEMENT POSITIONS

Supervisor: Dr A Werner

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Title of treatise:

COMPARING THE AUTOMOTIVE INDUSTRY MANUFACTURING COSTS BETWEEN EAST LONDON, UJENHAGE AND GABORONE

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DYANTYI, Sisikelelwe Unathi

Title of treatise:

REVITALISATION OF THE INFORMAL TOWNSHIP ECONOMY IN MDANTSANE

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ELLIOT, Michael

Title of treatise:

HAPPINESS IN THE PRIVATE PHYSIOTHERAPY SECTOR OF SOUTH AFRICA

Supervisor: Prof MDM Cullen

FAKIR, Kiran

Title of treatise:

THE USE OF COMPETITIVE INTELLIGENCE IN THE SUSTAINABILITY OF SMMEs IN THE BUFFALO CITY METROPOLITAN MUNICIPALITY (BCMM)

Supervisor: Dr FS Liebenberg

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Title of treatise:

THE IMPACT OF RETAIL DISTRIBUTION REVIEW (RDR) ON THE SOUTH AFRICAN FINANCIAL PLANNING INDUSTRY

Supervisor: Mr A Swanepoel

FOKKER, Cornelis Dirk

Title of treatise:

EVALUATING THE AUTOMOTIVE PRODUCTION DEVELOPMENT PROGRAM OF THE AUTOMOTIVE COMPONENT MANUFACTURING INDUSTRY: ENVISAGED FUTURE INTERVENTIONS

Supervisor: Mr C Ndhlovu

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Title of treatise:

THE ROLE OF ORGANISATIONAL CULTURE IN FOSTERING WORK LIFE BALANCE IN BUSINESS AND PRIVATE BANKING

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Title of treatise:

ALUMNI PERCEPTION OF THE NMMU COMPUTING SCIENCES DEPARTMENT

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GONYA, Otto Odwa

Title of treatise:

IMPROVING THE EFFECTIVENESS OF TRAINING IN SANLAM SKY

Supervisor: Prof P Poisat

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Title of treatise:

A LEADERSHIP TRANSFER FRAMEWORK TO IMPROVE THE RETENTION RATE IN THE PRIVATE HOTEL INDUSTRY

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Title of treatise:

THE USAGE OF OUTDOOR GYMS IN SOUTH AFRICA

Supervisor: Prof MR Mey

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Title of treatise:

A TALENT MANAGEMENT FRAMEWORK FOR THE SOUTH AFRICAN RENEWABLE ENERGY SECTOR

Supervisor: Prof P Poisat

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Title of treatise:

INFORMATION AS A SERVICE FOR DAIRY FARMERS

Supervisor: Prof AP Calitz
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Title of treatise:

FACTORS INFLUENCING RETENTION AND TURNOVER OF THE SOUTH AFRICAN HEALTHCARE WORKFORCE

Supervisor: Prof P Poisat

KHANYEZI, Thembani Hopewell

Title of treatise:

ASSESSING TALENT MANAGEMENT AT PASSENGER RAIL AGENCY OF SOUTH AFRICA (PRASA)

Supervisor: Dr AG Weimann

LEVENDAL, Arend Randolph Dimitre

Title of treatise:

ASSESSING CULTURAL READINESS FOR LEAN IMPLEMENTATION AT AN AUTOMATIVE COMPONENT MANUFACTURER IN PORT ELIZABETH

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Title of treatise:

THE CONTRIBUTION OF REWARD SYSTEMS TO ENHANCE EMPLOYEE ENGAGEMENT

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Title of treatise:

ADOLESCENT PERCEPTIONS ABOUT LEADERSHIP SKILLS DEVELOPMENT TO EMPOWER THEM AS FUTURE LEADERS

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Title of treatise:

SUPPLIER DEVELOPMENT FOR COMPETITIVE ADVANTAGE IN MANUFACTURING SMALL MEDIUM ENTERPRISES

Supervisor: Prof GPJ Pelser

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Title of treatise:

FACTORS THAT PREVENT BLACK SOUTH AFRICANS FROM ATTAINING ADEQUATE LEVELS OF SAVING

Supervisor: Mr EP Knoesen

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Title of treatise:

THE LINK BETWEEN EFFECTIVE COMMUNICATION AND IMPLEMENTATION OF CORPORATE STRATEGY IN AN INFORMATION AND COMMUNICATIONS TECHNOLOGY FIRM

Supervisor: Prof CA Arnolds

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Title of treatise:

MANAGER-EMPLOYEE RELATIONSHIP. A FRAMEWORK FOR NELSON MANDELA BAY MUNICIPALITY

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Title of treatise:

ASSESSING THE INNOVATION CAPABILITY OF SOUTH AFRICAN SMEs IN PURSUING EXPORT OPPORTUNITIES

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Title of treatise:

EMPLOYEE HAPPINESS AT A FINANCIAL INSTITUTION

Supervisor: Prof MDM Cullen

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KEY FACTORS BEHIND THE SUCCESS OF SOMALI OWNED SPAZA SHOPS IN SOWETO

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EMPLOYEE ENGAGEMENT IN SMALL MEDIUM MICRO ENTERPRISE IN THE BUFFALO CITY MUNICIPALITY

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MORURI, Thabiso Vincent

Title of treatise:

THE INTENT TO LEAVE OF BLACK PROFESSIONALS IN THE PRIVATE SECTOR OF THE NELSON MANDELA BAY

Supervisor: Dr S Simayi

MYEKI, Pumla Qamisa

Title of treatise:

SOUTH AFRICA'S TRANSITION TO LOW-CARBON ECONOMY: SKILLS AVAILABILITY IMPLICATIONS

Supervisor: Prof W Fox

MYOLI, Chuma

Title of treatise:

A CUSTOMER RETENTION FRAMEWORK FOR THE PORT OF NGQURA CONTAINER COMMODITY

Supervisor: Prof MDM Cullen

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Title of treatise:

THE EFFECTIVENESS OF THE STRATEGIC DECISION-MAKING PROCESS IN AN AUTOMOTIVE MULTINATIONAL COMPANY

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NGUBANE, Nombulelo Charlotte – **Cum Laude**

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AN EVALUATION INTO THE ORGANISATIONAL CULTURE AT A SELECTED SOUTH AFRICAN STATE OWNED ENTERPRISE

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Title of treatise:

MOTIVATING BLUE-COLLAR EMPLOYEES AT A SELECTED MUNICIPALITY

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Title of treatise:

IMPROVING REVENUE MANAGEMENT AT THE NELSON MANDELA BAY MUNICIPALITY THROUGH CUSTOMER RELATIONSHIP MANAGEMENT

Supervisor: Dr LM Njomo

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THE INFLUENCE OF LEADERSHIP STYLE ON THE ORGANISATIONAL PERFORMANCE OF A SELECTED MUNICIPALITY

Supervisor: Prof CA Arnolds

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Title of treatise:

TOURIST ACTIVITY PREFERENCES AND MARKET SEGMENTATION LOCATION: AN EXPLORATORY SOUTH AFRICAN STUDY

Supervisor: Prof SM Burgess

NTUSIKAZI, Cynthia Nompumelelo

Title of treatise:

THE INFLUENCE OF LEADERSHIP ON EMPLOYEE MOTIVATION AND JOB PERFORMANCE OF STAFF AT THE NELSON MANDELA BAY MUNICIPALITY

Supervisor: Prof CA Arnolds

PEACOCK, Brenda Thandiwe – **Cum Laude**

Title of treatise:

STRATEGIES TO IMPROVE THE REPRESENTATION OF BLACK WOMEN IN SENIOR LEVELS WITHIN THE SOUTH AFRICAN BANKING INDUSTRY

Supervisor: Prof MR Mey

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Title of treatise:

THE INFLUENCE OF A LEADER'S PERCEIVED ORGANISATIONAL POLITICS ON EMPLOYEE BEHAVIOURS AND THE MODERATING EFFECT OF CULTURAL INTELLIGENCE

Supervisor: Prof P Poisat

POYA, Nkululeko Andrew Stephen

Title of treatise:

DETERMINING THE RELATIONSHIP BETWEEN LEADERSHIP, EMOTIONAL INTELLIGENCE AND ORGANISATIONAL PERFORMANCE IN GOVERNMENT AGENCIES

Supervisor: Dr C Malan

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Title of treatise:

PERCEPTIONS OF SMMEs ON THE IMPLEMENTATION OF THE NELSON MANDELA BAY MUNICIPALITY'S 30% SUPPLY CHAIN POLICY

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Title of treatise:

EVALUATING THE SAFETY CLIMATE EFFECTS ON EMPLOYEE SAFETY BEHAVIOUR IN ESKOM DISTRIBUTION EASTERN CAPE OPERATING UNIT

Supervisor: Dr WJ du Toit

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DRIVERS OF EMPLOYEE ENGAGEMENT IN A LEAN MANUFACTURING ENVIRONMENT DURING A PERIOD OF CHANGE

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PLASMA GASIFICATION FOR CONVERTING MUNICIPAL SOLID WASTE TO ENERGY

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INVESTIGATING THE BENEFITS OF ESTABLISHING A WOOL SCOURING PLANT IN LESOTHO

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Title of treatise:

AN ANALYSIS OF GOVERNMENT'S FACILITATION IN ATTRACTING ORIGINAL EQUIPMENT MANUFACTURER FOREIGN DIRECT INVESTMENTS IN PORT ELIZABETH

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Title of treatise:

THE RELATIONSHIP BETWEEN VALUES-BASED LEADERSHIP AND EMPLOYEE ENGAGEMENT

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IMPACT OF BROAD BASED BLACK ECONOMIC EMPOWERMENT (B-BBEE) AT ARMSCOR

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THE USE OF RISK MANAGEMENT PRACTICES IN ACHIEVING STRATEGIC OBJECTIVES AT THE EASTERN CAPE SOCIO-ECONOMIC CONSULTATIVE COUNCIL (ECSECC)

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THE DETERMINANTS OF SERVICE DELIVERY SUCCESS IN LOCAL GOVERNMENT: THE CASE OF NELSON MANDELA BAY MUNICIPALITY

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AN ASSESSMENT OF INDUSTRIAL DEVELOPMENT ZONES IN GROWING SMMEs: THE EAST LONDON INDUSTRIAL DEVELOPMENT ZONE CASE

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CRITICAL SUCCESS FACTORS OF EFFECTIVE PERFORMANCE APPRAISAL AND LATTER'S EFFECT ON EMPLOYEE ENGAGEMENT

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A PROPOSED SERVICE QUALITY FRAMEWORK FOR MULTI-NATIONAL SUPPLY LOGISTICS PROVIDERS IN THE SOUTH AFRICAN AUTOMOTIVE INDUSTRY

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THE DETERMINANTS OF TENDER OPPORTUNITIES IN CONSULTING ENGINEERING FIRMS IN THE EASTERN CAPE

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Title of treatise:

EXPLORING A CAPACITY DEVELOPMENT FRAMEWORK FOR SOUTH AFRICAN FOREIGN ECONOMIC REPRESENTATIVES

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Title of treatise:

EXPLORING COUNTERFEIT VERSUS AUTHENTIC PURCHASES OF YOUTH CONSUMERS

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Title of treatise:

A PSYCHOBIOGRAPHY OF ELLEN JOHNSON SIRLEAF

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Title of treatise:

THE PERFORMANCE OF SOUTH AFRICAN PILOTS ON COGNITIVE ABILITY ASSESSMENTS

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Title of treatise:

THE INFLUENCE OF NUTRITIONAL KNOWLEDGE ON CONSUMER LIFESTYLE BEHAVIOUR

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Title of treatise:

INVESTIGATION INTO THE RELATIONSHIP BETWEEN INTRINSIC MOTIVATION, INTRINSIC REWARDS, EXTRINSIC REWARDS AND WORK ENGAGEMENT AMONG TEACHERS IN SOUTH AFRICA

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MASTER OF TECHNOLOGY: BUSINESS ADMINISTRATION (RESEARCH)

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Title of dissertation:

A STUDY OF PROCUREMENT AND ADMINISTRATION IN THE DEPARTMENT OF HEALTH IN THE EASTERN CAPE

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Title of thesis:

A PROPOSED CHRISTIAN-BASED GOVERNING MODEL TO INCREASE THE SUCCESS OF ENTREPRENEURIAL VENTURES IN SOUTH AFRICA

Supervisor: Prof CM Adendorff

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Title of thesis:

THE SOUTH AFRICAN MINING INDUSTRY TOWARDS 2055: SCENARIOS

Supervisor: Prof CM Adendorff

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THE RELATIONSHIP BETWEEN LEADERSHIP, COMMUNICATION, ENGAGEMENT AND EFFECTIVE PERFORMANCE IN SECONDARY SCHOOLS

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Title of thesis:

MOBILE MONEY AND FINANCIAL INCLUSION IN UGANDA

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STRATEGIES FOR THE IMPLEMENTATION OF A TOTAL QUALITY MANAGEMENT APPROACH FOR THE SOUTH AFRICAN POLICE SERVICE

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THE RELATIONSHIP BETWEEN SERVANT LEADERSHIP, WORKPLACE TRUST, WORK ENGAGEMENT AND WORK PLACE WELL-BEING

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THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION

LESLIE IAN BSHOFF

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1987 NTD

2010 MBA

Pretoria West Technical College
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Thesis:

A PROPOSED CHRISTIAN-BASED GOVERNING MODEL TO INCREASE THE SUCCESS OF ENTREPRENEURIAL VENTURES IN SOUTH AFRICA

This study identified the organisational and social variables that would ensure the sustainability of well-governed, Christian, entrepreneurial communities in RSA. The research focused on, firstly, the Christian entrepreneur's perception of success and sustainability; secondly, the effects that Christian values, vision, mission and goals have on an organisation's strategies and outcomes; and thirdly, on how the Christian entrepreneur governs an organisation.

The researcher initially investigated how the Christian entrepreneur handles economic, social and faith-based goals under the headings: Spiritual Intelligence; Social Capital; Ethical Behaviour; Value Alignment; Christian Entrepreneurship Orientation; Opportunity Recognition; Christian Business Leadership; Strategy Formulation and Good Governance.

This study uncovered a number of themes that shed light on how Christian owner-managers of SMMEs in RSA rationalise the everyday dealings of their business lives, as an expression of their faith. Many Christian entrepreneurs express a motivational need to give back to their communities, customers and other stakeholders of their business ventures. Christian entrepreneurs value intrinsic motivational factors, like purpose, passion, and personal calling above wealth, fame, power, money, and recognition. The call to Christian entrepreneurs is to be the salt and light (NIV, Matthew 5:13) in an environment that is not conducive to entrepreneurial behaviour, such as RSA, where unemployment is very high; the infrastructure is buckling under the pressures of bad management; and where corruption is rife.

THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION

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1989	BSc (QS)	University of the Free State
1990	BB & A (Hons)	University of Stellenbosch
1992	MBA	University of Stellenbosch
2011	MPhil (Futures Studies)	University of Stellenbosch

Thesis:

THE SOUTH AFRICAN MINING INDUSTRY TOWARDS 2055: SCENARIOS

The South African mining industry is under threat by a multitude of disruptive forces, such as an uncertain regulatory environment, infrastructural constraints, soaring production costs, plummeting productivity and rising social pressures. These forces are hampering the industry's profitability and its potential to contribute to sustainable development and national progress.

In the study, the results of a detailed analysis of future studies' theory and practice support the argument that a strong need exists to fundamentally change the ways of planning for the South African mining industry's future.

The study successfully creates new insight regarding the future of the South African mining industry, through the development of alternative scenarios, designed around Sohail Inayatullah's six pillars of futures studies. Through scenarios, an extended view of the industry's highly uncertain world is taken, together with narratives on the future, assisting the industry in adapting to the dynamically changing environment. Scenario planning is also applied to further knowledge into the broader implications of the driving forces and the critical issues shaping the South African mining industry.

The scenarios form the foundation of a Mine of the Future Vision, ultimately providing the structure and process for the attainment of a preferred industry future. In the Mine of the Future Vision, the South African mining industry is transformed, through innovation, from an extractive industry to a developmental industry. The Mine of the Future Vision summarises the aspirations of the collective South African mining industry; and it presents a set of practical guidelines – with proposed actions – to realise its preferred future. A shared vision, an appetite for innovation and a strong leadership will ensure that the mining industry continues to drive social and economic development for South Africa into the future – towards 2055 and beyond.

The study makes a valuable contribution to the field of futures studies in general, and to a better understanding of the future of the South African mining industry, in particular.

THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION

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Previous qualifications:

1979	BSc (Chemistry and Microbiology)	Rhodes University
1980	BScHons (Chemistry)	Rhodes University
1984	Higher Education Diploma (Postgraduate)	University of South Africa
1987	MSc	University of Port Elizabeth
2014	MBA (<i>cum laude</i>)	Nelson Mandela Metropolitan University

Thesis:

THE RELATIONSHIP BETWEEN LEADERSHIP, COMMUNICATION, ENGAGEMENT AND EFFECTIVE PERFORMANCE IN SECONDARY SCHOOLS

The purpose of the study was to develop a school-analytical tool that could holistically analyse and identify the strengths and weaknesses in each school. Related goals included identifying the enabling factors that create and drive the high performance of school-operational teams and test the analytical tool in secondary schools. Positive enabling factors included in the analytical tool comprised school organisational culture and climate, connection/communication, educator engagement, commitment and leadership. This allowed for fingerprinting or profiling of the school, resulting in more accurate and cost-effective interventions for implementing within the context of each school. The aligned diagnosis and interventions addressing the gap-enabling factors, assist in the improvement and strategic plan for the school.

The study makes a significant theoretical contribution in the field of organisational behaviour with the development of the school analytical tool. Analytics provided by the diagnostic tool allows for a tailored improvement plan; and thus, it also contributes to the field of School-Improvement Practices. Utilising the analytical tool improves school-organisational effectiveness; and it has a direct relationship in improving learners' pass rates.

THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION

GEORGE WILSON SSONKO

Previous qualifications:

2013	MSc (Environment and Natural Resources)	Makerere University, Kampala, Uganda
2006	Master of Business Administration	Uganda Martyrs University, Kampala, Uganda
2003	BSc (Agriculture)	Makerere University, Kampala, Uganda

Thesis:

MOBILE MONEY AND FINANCIAL INCLUSION IN UGANDA

The proliferation of mobile-money services across developing countries promises to revolutionise financial-services access by leap-frogging across the infrastructural gaps. Nonetheless, the uptake of mobile-money services, as well as the influence of mobile-money adoption on financial inclusion varies from country to country, depending on the contextual and situational factors. Hence, the aim of this study was to test the extended technology-acceptance model in the mobile-money services context in Uganda, as well as to determine the effect of mobile-money uptake on financial inclusion.

The results indicated, amongst others, that the behavioural intention to use mobile-money services was significantly accounted for by their perceived ease-of-use, trust and financial cost. The implication is that the design of mobile-money services should be easy to learn and to use, without expert help; highly functional and beneficial; maintain the privacy and integrity of the information collected from customers, as well as being relatively cheap. As a senior banker in Uganda, his research recommendations have potential implications for a wide array of policy alternatives in central banking, such as the regulation and integration of payment systems in national and regional payment infrastructures, the design of retail-payment systems, and the use of financial innovations for leveraging access to the bottom of the pyramid clientele.

As a country in the midst of its national policy design on large volume and retail-payment systems, George's research is timely; as it will contribute significantly to the policy discourse in this discipline.

THE DEGREE OF DOCTOR OF BUSINESS ADMINISTRATION

IRENE WILHELMINA WOLVAARD

Previous qualifications:

1989 NDip Police Administration
2001 BTech (*cum laude*)
2007 MTech

Technikon RSA
Technikon RSA
UNISA

Thesis:

STRATEGIES FOR THE IMPLEMENTATION OF A TOTAL QUALITY MANAGEMENT APPROACH FOR THE SOUTH AFRICAN POLICE SERVICE

The main focus of the study was the development of a framework for TQM in SAPS. The changes in police philosophy inspired by the transitional nature of South African society, have created an environment in which traditional law-enforcement style becomes less efficient; and it requires new thinking, with TQM as a viable alternative. The application of TQM in the SAPS aims to satisfy the public's dealings with the police, and to improve staff performance through the continuous improvement of quality systems. The study identified a number of primary and secondary critical success factors that were empirically tested by utilising a mixed-method approach. Critical success factors identified in the study with a particular emphasis on improving the quality of service delivery, provided the basis of the framework for implementing TQM at SAPS.

The study is particularly relevant to the South African context; since it provides an in-depth study of TQM in SAPS within the existing standing orders, legislation and policy frameworks. Considering the public's heightened dissatisfaction with service delivery in general, Irene's study adds significantly to the development of quality systems within the SAPS; and in particular, it contributes to improving service delivery to the public.

THE DEGREE OF DOCTOR OF PHILOSOPHY IN COMMERCE (INDUSTRIAL PSYCHOLOGY)

PATRICK CHRISTIAN BARNARD

Previous qualifications:

1977 BA Admin
1984 BA Admin Hons
1988 MA Admin

University of Stellenbosch
University of South Africa
University of South Africa

Thesis:

THE RELATIONSHIP BETWEEN SERVANT LEADERSHIP, WORKPLACE TRUST, WORK ENGAGEMENT AND WORK PLACE WELL-BEING

Organizations and their employees are going through a period characterised by globalization and rampant change. This makes it necessary to improve the efficiency and effectiveness of resource utilization. At the same time, there are pressures from society, easily mobilized by the use of social media, for organizational leaders to act in more ethical ways, and to be morally and socially responsible. Proper care for the people in, or associated with organizations, has become highly important. It is, therefore, essential to find leadership models that can increase individual and organizational performance, bring about employee wellbeing – and benefit society.

From a literature review, the graduand identified Servant Leadership, Workplace Trust, Work Engagement, and Work Wellbeing as important constructs that could assist organizations in this quest. A cross-validation survey design study was carried out to determine the differential and combined effects of the first three of these variables, on the level of employee wellbeing. The responses of two large samples of employees of, respectively, a medical-services organization and a logistics-and-transport organization, were obtained and analysed by means of product-moment correlation, multiple regression, and structural-equation modelling.

A Structural Model of the relationships between the constructs was developed and tested.



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 quality educational opportunities that will make a critical and constructive contribution to regional, national and global sustainability.

To achieve our vision and mission, we will ensure that:

- Our values inform and define our institutional ethos and distinctive educational purpose and philosophy.
- We are committed to promoting equity of access and opportunities so as to give students the best chance of success in their pursuit of lifelong learning and diverse educational goals.
- We provide a vibrant, stimulating and richly diverse environment that enables staff and students to reach their full potential.
- We develop graduates and diplomates to be responsible global citizens capable of critical reasoning, innovation, and adaptability.
- We create and sustain an environment that encourages and supports a vibrant research, scholarship and innovation culture.
- We engage in mutually beneficial partnerships locally, nationally and globally to enhance social, economic, and ecological sustainability.

VALUES

i. Respect for diversity

- We reflect and serve diverse regional, national and global communities
- We promote an open society where critical scholarship and the expression of a multiplicity of opinions and experiences are actively encouraged
- We foster an environment in which diversity is appreciated, respected and celebrated
- We are committed to accessibility, inclusivity and social justice

ii. Excellence

- We promote, recognise and reward excellence in our teaching, learning, research and engagement
- We promote, recognise and reward excellent service delivery to all our stakeholders
- We provide a supportive and affirming environment that enables students and staff to reach their full potential
- We adopt innovative approaches to promote excellence in our institutional policies, structures, processes and systems

iii. Ubuntu

- We are a people-centred university
- We respect the dignity of others
- We recognise our mutual interdependence
- We promote compassionate and responsible citizenship

iv. Integrity

- We act with integrity and accept responsibility for our actions
- We behave in an ethical and professional manner
- We conduct our activities in an accountable and transparent manner
- We ensure the integrity of our information, systems and processes

v. Respect for the natural environment

- We care about the environment and recognise our responsibility to conserve, protect and properly manage natural resources for ourselves and future generations
- We promote the integration of sustainability principles into our academic practices, institutional operations and design of physical infrastructure
- We encourage mutually beneficial and sustainable approaches to community service and engagement
- We inspire students and staff to embrace environmentally friendly practices

vi. Taking responsibility

- We acknowledge our personal responsibility for ethical behaviour towards others
- We assume responsibility for the achievement of personal and institutional goals
- We accept responsibility for our actions and the consequences thereof
- We provide an environment that encourages students and staff to take responsibility for their academic and professional endeavours

EDUCATIONAL PURPOSE AND PHILOSOPHY

- We provide transformational leadership in the service of society through our teaching and learning, research and engagement activities.
 - To achieve this we are committed to developing the human potential of our staff and students in the full spectrum of its cognitive, economic, social, cultural, aesthetic and personal dimensions in the pursuit of democratic citizenship.
- We adopt a humanising pedagogical approach that respects and acknowledges diverse knowledge traditions and engages them in critical dialogue in order to nurture a participative approach to problem-posing and -solving, and the ability to contribute to a multi-cultural society.
- We inspire our stakeholders to be passionate about and respectful of an ecologically diverse and sustainable natural environment.
- We will be known for our people-centred, caring, values-driven organisational culture that will allow all members of the university community to contribute optimally to its life.

CONGRATULATORY MESSAGE FROM THE ALUMNI ASSOCIATION

Congratulations on your achievement! You are now an alumnus of NMMU. We would like to take this opportunity to introduce you to the NMMU Alumni Association.

Once you have obtained your NMMU certificate, diploma or degree you become an alumnus of the university and a member of the NMMU Alumni Association. The Association is recognised by the NMMU 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 University can be supported in a variety of ways including sharing news, expertise, skills, networks and contributions in cash and kind. Cash donations to the Alumni Fund are used to fund bursaries, projects and the NMMU Capital and Endowment Campaign. Every contribution makes a difference. Donations can be made online as well.

Join our existing alumni chapters nationally and internationally or help establish new ones to maintain and build our networks. We encourage you to remain active NMMU ambassadors.

The role of the Alumni Relations Office

The Alumni Relations Office is responsible for the day-to-day management and running of the Alumni Association, the University Shop and all matters related to alumni relationship building.

We kindly request all alumni to ensure that we have your latest contact details to invite you to chapter socials and networking events as well as provide you with information regarding alumni and NMMU achievements. You are also requested to send us news regarding your or fellow alumni achievements and interesting experiences for publication in our newsletters and on the website.

Please visit our website for more information <http://alumni.nmmu.ac.za> or e-mail us at alumni@nmmu.ac.za or join our Facebook page **NMMU Alumni**. Other contact details include tel. +27 41 504 3935 and fax +27 41 504 1417. You are also most welcome to visit the Alumni Relations Centre on the North Campus in Port Elizabeth.

Remember to buy your memorabilia from the University Shop during graduation.

We look forward to hearing from you. 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.**