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Faculty of Management Sciences

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MESSAGE FROM THE CHANCELLOR

Ms Nonkululeko Nyembezi

Heartiest congratulations to the class of 2019/2020.

Today you have achieved what has been so far the driving ambition in your life. It is a monumental achievement and you have earned the right to feel good about it. It is your time, so stop and take a moment to savour it. Give yourself a pat on the back and share the special moment with your family and friends who have supported you along the way.

The real value of a good education goes way beyond amassing knowledge. Over and above knowledge, what DUT has hopefully imparted to you is awareness of what is real and essential to be a good person. As you leave the safe space of a university campus, there will be many twists and turns you have to navigate. In doing so, don't give up on your values but be willing to adapt to life's ever changing circumstances.

March to your own drum. In this world of social media, comparing yourself to others has become an occupational hazard. Have the courage to choose your own path based on whatever your intuition commands you to do. You will not always be sure what is the right path to choose. But if you are true to yourself, that inner voice will eventually come to your rescue and indicate the right one for you, however tentatively. Follow your heart even if it takes you away from the well-worn path. Dream big and honour your dreams.

As important as this is, it is unlikely to be the most important moment in your life. Other challenges will come. So you have to keep learning thus dedicating yourself to life-long learning. This takes commitment and may lead you to places you can hardly conceive of today. Naturally there are bound to be failures along the way as you push ever higher. At those times, it would be good to recall Churchill's timeless words: "Success is not final; failure is not fatal; it is the courage to continue that counts." And while you're at it, take the time to learn from those failures – they are by far the greatest teachers.

As you graduate today and embark upon the next phase of your life, what I wish for you is that you find work that you love. For it is only by doing so that your creative juices get stimulated so you excel and produce great results. Don't lose faith if at first you don't find this; keep looking. And remember above all else that life happens at the point of movement, not thinking, worrying, imagining, planning, talking or whatever else. So take action.

All of us at DUT are enormously proud of you.



UMYALEZO OVELA KUSHANSELA

Nkz. Nonkululeko Nyembezi

Izilokotho ezinhle ezibhekiswe eklasini lonyaka wezi-2019/2020.

Namuhla senihlomule ngalokho ebenikusebenzela empilweni. Kuwumhlomulo omkhulu lo futhi eninelungelo lokuthi niziqhenye ngawo. Yithuba lenu leli, ngakho–ke yekani yonke into bese niyalithokozela. Zimbambatheni emahlombe ngokuziqhenya bese niwuthokozela lo mzuzu okhethekile nemindeni yenu kanye nabangani akade beniseka indlela yonke.

Ubuhle bemfundo eseqophelweni eliphezulu buhamba buze budlule ulwazi oluzuziwe. Ngaphezu kolwazi, i-DUT enethemba lokuthi inihlomulise ngalo, iphinde yanifundisa futhi ukuthi yiziphi izinto ezibalulekile ezinganenza nibe ngabantu abaqotho. Njengoba seniphuma kula magceke aphephile ale Nyuvesi, zizoba ziningi izinselelo namajika enizohamba kuwo. Uma nibhekana nalezo zinselelo futhi nijika lawo majika nize ningadikibali bese nilahla lokho okubalulekile kinina kodwa nizijwayelanise nezimo zempilo ezihlale ziguquguquka njalo.

Yenza lokho okholelwa kukho. Sekuyingozi kakhulu ukuziqhathanisa nabanye kulesi sikhathi sezinkundla zokuxhumana esiphila kuso. Yiba nesibindi sokuzikhethela eyakho indlela kuye ngokuthi unembeza wakho ukutshela ukuthi yenzani. Ngeke uze ube nesiqiniseko ngaso sonke isikhathi ukuthi indlela okumele uyikhethe iyona yiphi, kodwa uma uneqiniso kuwena uqobo, unembeza wakho yiwona oyokutakula ngokukuhlonzela okumele ukwenze. Yenza lokho

okusenhliziyweni yakho ngisho noma ngabe kuthiwa lokho kukuqhelisa kulokho okujwayelekile. Yiba namaphupho nezifiso ezinkulu empilweni bese wenza isiqiniseko sokuthi lawo maphupho uyawafezekisa.

Yize lo mcimbi ubalulekile, kepha lesi ngeke kube yisigaba esibaluleke ukuzedlula zonke empilweni yakho. Zisazovela nezinye izinselelo. Ngako–ke, kumele uhlale ufunda futhi uzinikele ekutheni uyohlale ufunda impilo yakho yonke. Lokhu kusho ukuthi kumele ube nokuzinikela nokuzikhandla futhi kungakuthatha kukubeke ezindaweni ongakaze ucabange ukuthi uyoke ufinyelele kuzo. Kuzokwenzeka kube khona izingqinamba endleleni ngesikhathi uzama ukhuphukela phezulu. Uma izikhathi ezinjalo zikufica, kuyoba kuhle ukuthi uzikhumbuze amazwi angasoze abuna ka-Churchill athi, "Impumelelo kayinaso isiphetho, ukungaphumeleli akusho ukuphela kwempilo; kepha yisibindi sokuqhubeka esibaluleke kunakho konke." Uma uhlangabezana nalezo zimo ezinjalo, zinike isikhathi sokuthi ufunde kulawo maphutha – yiwona ayokuqinisa ukhakhayi.

Njengoba nithweswa iziqu namuhla futhi nidlulela esigabeni esilandelayo sempilo, enginifisela kona ukuthi nithole umsebenzi eniwuthandayo, ngoba yikona lokho okuzothuthukisa ubuhlakani benu nibe yizingweti niphinde nikhiqize imiphumela emihle. Ningalilahli ithemba uma lokhu kungenzeki ngokushesha, niqhubeke nokubheka. Nikhumbule futhi ukuthi ngaphezu kwakho konke lokhu, impilo iqhubeka uma kunomyakazo oya phambili, hhayi ngokucabanga nje kuphela, ngokuzikhathaza, ngokuzindla, ngokuhlela, nangokulibala ukukhuluma nje kuphela. Ngakho–ke, sukumani nizithathe!

Sonke e-DUT siyaziqhenya ngani.



MESSAGE FROM THE VICE - CHANCELLOR AND PRINCIPAL

Professor Thandwa Zizwe Mthembu

Please accept my heartiest congratulations on what is a milestone in your life, your university graduation day. I am extremely proud of you and your achievements. You are, indeed, one of a very small group of about 20% of your peers who have diplomas and degrees. You are the cream of the crop!

The degree/diploma that is being conferred on you today will certainly help to broaden your horizons, open new opportunities and position you to play a meaningful and positive role in shaping your future and that of your family. With higher education being a public good, too, the investment you and your family have made in your education will also make a significant contribution to your community, our region, our country and the entire world.

The world will be looking towards you, armed with your knowledge, skills, innovation and entrepreneurial flair, to build on the achievements of those who opened the way before you, so that you continue the journey to make South Africa a better place. You will have to actively play your part to improve our country's economic performance, to enhance our political environment, to nurture our social cohesion and to prevent the degeneration of our society that is being exacerbated by violence, crime and corruption. We place a lot of faith in you. We are confident that you will not disappoint us.

Your graduation today means more than just receiving a piece of paper that confirms your academic prowess. Many of you have had to grapple with severe personal setbacks and challenges over the course of your study. However, you have become trailblazers in your families, villages and townships. Keep striving to grow and prosper. And, always remember to do things you are entrusted with the right way, with dedication, diligence, honesty, integrity, and with excellence and accountability.

Never forget that it takes a lifetime to build your reputation and only a moment to destroy your credibility. So, always try and ensure that you do not disappoint yourself.

Your qualification will be inconsequential, unless your knowledge and skills are employed to solve the problems that are evident in our communities and particularly, for the most vulnerable members of our society. As a result, our measure of student success cannot be limited to throughput rates alone. Ultimately, it is the quality of our graduates, the knowledge and skills that you have earned that will demonstrate the utility of your qualification.

We urge you to think carefully about the legacy that you will bequeath to your children and to your grandchildren, and to the country at large. It is my fervent wish that your legacy must be one of hope and not despair. It should be one of great values and ethics, and not bigotry and hate. It should be a legacy of peace, not violence. It should be a legacy of renewal, innovation and entrepreneurship, and not degeneration. It should be a legacy of development and not of wanton destruction. Let your efforts build South Africa, let them grow the African continent and let them guide our world into a safe and prosperous future.

As we unleash you to the world with your new knowledge and skills, innovations and entrepreneurial flair, we trust that you will choose to live and lead a value-driven, principled and ethical life. Despite whatever personal challenges you may face, always stay on the righteous path. Most importantly, always remember to savour this moment and the many other exciting ones that lie ahead.

This is your day! Congratulations to you, your family, your friends and to your community. You have made us proud. Here's to your continued success and good fortune...



UMYALEZO OVELA KUSEKELA-SHANSELA

uSolwazi Thandwa Zizwe Mthembu

Ngivumeleni ngedlulise ukuhalalisa kwami okuvela ekujuleni kwenhliziyo kulesisigaba esenifike kuso esiwusuku lokwethweswa kwenu iziqu. Ngiyaziqhenya kakhulu ngani ngokuhlabana kwenu. Niyingcosana kakhulu engamaphesenti athi awabe ngama-20 yabaneziqu phakathi kontanga yenu bephelele. Ngalokhu-ke, niyizingqwele phakathi kwabo!

Iziqu enizethweswa namuhla nakanjani ziyonisiza kuntwele ezansi, zininike amathuba amasha futhi zinimise ngomumo ekubambeni iqhaza elifanelekile ekwakheni ikusasa elingcono kini nasemindenini yenu. Njengoba imfundo ephakeme ifanele ibe nomvuzo nasemphakathini, lokho okuyizindleko eningene kuzo kanye nemindeni yenu nikhokhela lemfundo, kuyoba ngumnikelo obalulekile emphakathini wenu, isifunda senu, kuleli lethu lengabadi kanye nomhlaba jikelele.

Umhlaba wonke umagange njengokuba senihlonyisiwe ngolwazi, amakhono, nobuchwepheshe ukunibona nakhela phezu kwalokho okuchunyiswe yizingqalabutho zenu ukuze niqhubeke njalo nenze iNingizimu Afrika ibe yizwe elingcono. Kumele nikhuthalele ukubamba iqhaza nifukule umnotho wezwe lethu, nijiyise ezombusazwe, ninakekele ubunye kwezenhlalo nilwe nokufekela komphakathi wethu okubhejezelwa wudlame, ubugebengu kanye nenkohlakalo. Lonke ithemba lethu lisemagxalabeni enu. Sifunga siyagomela sethembele ekuthenini ngeke nize nisiphoxe.

Usuku lwenu lokwethweswa iziqu lusho okungaphezulu kokwamukela nje isiqeshana sephepha esiqinisekisa ulwazi eniluzuzile. Ngenkathi befunda, abaningi benu bedlule ekukhandlekeni belwa nezingqinamba kanye nezinselelo ezagadla zephukela kubo. Nokho, seniphenduke izinkombandlela zamaqhawe emindenini, emiphakathini nasemalokishini enu. Zimiseleni ukukhula ngokuphumelela. Futhi, nikhumbule njalo ukwenza enikwethwesiwe nikwenze ngokufaneleyo, ngobulungiswa, ngokuzinikela, ngokukhuthala, ngokwethembeka, ngobuqotho, ngokucola nangokulungela ukuziphendulela ngenikwenzile. Ningakhohlwa nanini ukuthi kuthatha impilo yakho yonke ukuzakhela igama kodwa kuba ngumzuzwana nje ukulinukubeza noma ukulibhidliza. Ngakho-ke zamani futhi niqinisekise ukuthi ningaziphoxi nizidumalise ngokwenu.

Iziqu zenu ziyoba yize uma ulwazi lwenu namakhono kungasetshenziselwa ukuxazulula izinkinga ezithe chithi saka emiphakathini yakithi ikakhulukazi kulabo bethu abantekenteke manxa onke ekuphileni nasekuhlaleni kwabo. Ngenxa yalokho, isilinganiso sethu sokuphumelela kwabafundi singekalwe ngokukhiqiza kwethu iziqu kuphela. Seziphelele zonke izinto, okuyoqinisekisa imivuzo ngeziqu zenu, yiqophelo eliphezulu lobufundiswa benu, nolwazi namakhono eniwazuzile eniyowatshala avunwe yimiphakathi yenu.

Siyaninxenxa ukuthi nicabangisise ngefa lamagugu eniyolishiya ezinganeni zenu, kubazukulu benu nasezweni lonke. Kuyisifiso sami esijulile ukuthi ifa eniyolishiya kube ngelokunika ithemba kungabi ngelokudangalisa umphakathi, usale ukhexe imilomo ngani. Kumele libe ngelamagugu agxilile nokuziphatha ngobuqotho, hhayi elokucwasa kanye nenzondo. Kumele kube yifa lokuthula; hhayi lodlame. Kumele kube yifa lokuvuselela, ukuchumisa nokwakha amathuba emisebenzi; hhayi lokufekelisa. Kumele kube yifa lokuthuthukisa; hhayi elokucekela phansi, nihliphiza, niblidliza. Imizamo yenu makube ngeyokwakha iNingizimu Afrika, mayikhulise izwekazi lase-Afrika futhi mayiholele umhlaba jikelele ekusaseni eliphephile nelinempumelelo.

Njengoba sesininikela siniphonsela emhlabeni nolwazi lwenu olujulile kanye namakhono, ubuchwepheshe nemiqondo yokusungula nokuchumisa kanye nokwakha amathuba emisebenzi, sinethemba lokuthi nizokhetha ukuphila impilo eluswe ngamagugu, imigomo yempilo nobuqotho. Nakuba ningabhekana nezingwadla zezinselelo eziyonibheka ngqo, hlalani njalo endleleni elungileyo, enobuqotho nobulungiswa. Okubaluleke kakhulu, nikhumbule njalo ukulazisa nizitike futhi ngaleli thuba lanamhlanje lokwetheswa kwenu iziqu kanye namanye amathuba athokozisayo asazofika.

Lusuku Iwenu Iolu! Halala kini, emindenini yenu, kubangane benu nasemiphakathini yenu. Siyaziqhenya ngani. Sinifisela impumelelo engenamkhawuko nenhlanhla eyochumisa yonke imizamo yenu.



MESSAGE FROM THE PRESIDENT OF CONVOCATION

Mr Siyabonga Vezi

Congratulations on your hard earned achievement!!

One's graduation is a time of celebration. A victory to be shared with family and friends. Sadly, Covid-19 has disrupted a number of our plans and operations, including the all-important Spring graduation ceremonies. This is a situation nobody could have foreseen. Globally, we are undergoing immense adjustments. However, Covid-19 cannot take away from you, the immense sense of accomplishment and fulfilment of achieving your goals, for some under very trying circumstances. We applaud and commend your hard work and sacrifice that has culminated in you securing a place to being a productive, contributing member of society.

Remain positive. Remain steadfast in your goals. I am confident that the education and life skills acquired at DUT will hold you in good stead as you journey forward and carve out a successful career path. You have the power to shine brightly amidst challenging circumstances, including the likes of this pandemic. So go forth and conquer by being a beacon of hope and positive change in your communities. South Africa needs individuals like you to provide solutions to our societal challenges.

Your alma mater, DUT, has answered the call to provide assistance to the most vulnerable in the DUT community by establishing the Covid-19 Solidarity Fund: Committed, Compassionate. These funds will be utilized for care and support for those in the DUT community whose lives have been severely impacted by Covid-19. I encourage you to support this fund by pledging towards the DUT Covid-19 Solidarity Fund. Let's do the best we can, no matter how little it is. Collectively, it will make a difference. Together, we shall overcome the devastating effects of the virus.

To donate go to the DUT website (www.dut.ac.za), click on DUT Solidarity Fund and follow the prompts.

The virus has forced us to reassess our priorities. Our health and those of our loved ones are of paramount importance. So I would encourage you to continue practicing social distancing, washing your hands thoroughly for at least 20 seconds and always put on a mask when you step out.

Current challenges should not destroy vision, instead they must empower, drive each one to be creative and encouraged to find solutions.

Stay safe. Stay blessed.



UMYALEZO OVELA KUMENGAMELI WE-CONVOCATION

uMnumzane Siyabonga Vezi

Halala ngomvuzo wokuzikhandla kwenu!

Ukwethweswa komuntu iziqu kusuke kuyisikhathi sokubungaza. Kuyimpumelelo okumele umuntu ayijabulele nomndeni kanye nabangani. Okubuhlungu yikho-ke ukuthi igciwane elaziwa nge-Covid-19 seliphazamise zonke izinhlelo zethu kanye nokusebenza, okubandakanya nemicimbi ebalulekile yokwethwesa abafundi iziqu evamise ukuba seNtwasahlobo. Okubuhlungu yikho-ke ukuthi igciwane elaziwa nge-Covid-19 seliphazamise zonke izinhlelo zethu kanye nokusebenza, okubandakanya nemicimbi ebalulekile yokwethwesa abafundi iziqu evamise ukuba seNkwindla. Lesi yisimo okungekho noyedwa obengakwazi ukusiqagula singakenzeki. Umhlaba wonke ungaphansi kwezinguquko ezithile. Yize kunjalo, leli gciwane i-Covid-19 ngeke silivumele ukuba linephuce umuzwa onzulu wokufinyelela nokufezekisa amaphupho enu kwabanye benu ngaphansi kwezimo ezinzima. Sikushayela ihlombe futhi siyakuncoma ukusebenza ngokuzikhandla nokuzinikela kwenu osekunibeke endaweni yokuthi nibe amalungu omphakathi akwazi ukwenza umsebenzi omningi, nonamagalelo amahle.

Hlalani ethembeni. Nigxile emaphupheni enu. Ngineqholo futhi anginanazi ukusho ukuthi imfundo kanye nempilo khono eniyifunde e-DUT kuzoba usizo njengoba nisaqhuba uhambo oluyaphambili nendlela enizoyithatha yokuqhubekela phambili emikhakheni yenu yemisebenzi. Ninawo amandla okuphumelela ezingqinambeni eningahlangabezana nazo, nesingabala kuzo leli gciwane i-Covid-19. Qhubekelani phambili ninqobe ngokuba inhlansi yethemba noshintsho olwakhayo emiphikathini eniphila kuyo. INingizimu Afrikha idinga abantu abanjengani ekunikezeleni izixazululo ezingqinambeni ezikhungethe imiphakathi yethu.

Inyuvesi ebenifunda kuyo, i-DUT isiphendulile ekhweleni lokunikezela ngosizo kulabo ababuthaka nabangavikelekile emphakathini wesikhungo i-DUT ngokuthi isungule iskhwama sesibonelelo esibizwa nge-DUT Solidarity Fund: Sizinikele, Sikhombisa uzwelo nokunakekela. Le mali

izosetshenziselwa ukunakekela iphinde ixhase labo abathe impilo zabo zaphazamiseka ngenxa ye-Covid-19 emphakathini wesikhungo i-DUT. Ngiyanigqugquzela ke ukuba nixhase lesi sikhwama ngokuphosa esivivaneni esiyi DUT Covid-19 Solidarity Fund. Masenze konke okusemandleni ethu, ngisho ngabe kuncane kangakanani. Ngokubambisana sisonke singawenza umehluko. Sisonke sizoyinqoba imiphumela enomonakalo omkhulu edalwe yileli gciwane.

Ukunikela ngofisa ukukufaka ungaya kwiwebhusayithi yase-DUT (www.dut.ac.za), ungene kwi-DUT Solidarity Fund ulandele imiyalelo.

Leli gciwane lisiphoqe ukuba sihlole kabusha izinto ezimqoka. Impilo yethu kanye neyalabo abathandiweyo bethu yikhona okusemqoka kakhulu. Ngakho-ke, ngithanda ukugqugquzela ukuthi niqhubeke nokuqhelelana emphakathini, nigezisise izandla zenu okungenani imizuzwana engu-20 bese nihlezi nifake izamfonya uma niphumela ngaphandle.

Izingqinamba esibhekene nazo kulesi sikhathi mazingashabalalisi amaphupho enu, kunalokho mazinihlomise, nenze omunye ngamunye ukuba aqhamuke nomqondo ongajwayelekile futhi nikhuthazeke ekutholeni izixazululo.

Zigcineni niphephile. Nihlale nibusisekile.

DUT COUNCIL

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Ms D Hlatshwayo Vice-Chairperson of Council

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Mr M Shange Convocation
Mr T Shezi Convocation
Mr N Chonco Council Appoi

Mr N Chonco Council Appointee Mr Z Gumede Council Appointee Ms B Chiliza Council Appointee Prof L Molamu Council Appointee Ms B Ntombela Council Appointee Mr S Sibiya Council Appointee Mr B Singh Council Appointee Ms GG Twala Council Appointee Cllr.W Mapena eThekwini Municipality Dr N Makhanya Ministerial Appointee Ms D Hlatshwayo Ministerial Appointee Mr T Hlongwa Ministerial Appointee Ms B Masinga Ministerial Appointee Mr L Longwe Ministerial Appointee

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Public Management and Economics Dr S S Pillay PhD (UKZN; MA (NMU); BA (Hons) (UDW)



Faculty of **Management Sciences**

Degree of DOCTOR OF PHILOSOPHY in MANAGEMENT SCIENCES Leadership and Complexity

RAMSARGHEY Kevin

Title of Thesis

Informing teaching and learning practice: Identifying educator capabilities for improving student performance in accounting education.

Summary

The focus of this study is Kevin's lived experience as an accounting academic over the past twenty years in higher education in South Africa. As a lecturer, he is embedded in his teaching practice. A competent academic should possess work experience, teaching experience and a teaching qualification.

A Systems Thinking approach was adopted in the study using a combination of systems methodologies.

As a part of the leadership role in accounting education, the way forward, for me, is to be an ambassador for promoting and encouraging other academics to inform their own professional development through research processes of their choosing.

Supervisor Dr S G Hardman

Degree of Doctor of Philosophy in MANAGEMENT SCIENCES Specialising in Business Administration

MWAETAKO Martin Tuhafeni

Title of Thesis

An investigation into factors perpetuating youth unemployment in Namibia – Khomas region in perspective.

Summary

Namibia has one of highest rate of youth unemployment in the world. Paltry studies have been undertaken to dissect factors perpetuating youth unemployment and how youth cope with this situation.

Martin analysed primary and secondary data, and discovered that factors like; lack and low level of education or qualification, poor and low wages, gender

inequities and inadequate support for entrepreneurship and innovation perpetuate youth unemployment in Namibia, particularly in Khomas Region. Martin found that some youth resort to prostitution and thievery to cope with unemployment. These findings have relevance for Namibia and also other countries as they mitigate youth unemployment.

Supervisor Dr L M Lekhanya

NTAMBWE Katambwe

Title of Thesis

The impact of local government support on the sustainability of co-operatives and its role on poverty alleviation in the eThekwini Municipal Region.

Summary

It has been accepted that the sustainability of cooperatives is crucial to empower the marginalised and previously disadvantaged individuals; and to assist in poverty alleviation and the creation of employments in municipalities. In this regard, the eThekwini Municipality developed a co-operative programme aimed at eradicating poverty by empowering people who were living below the poverty line to step into the mainstream of the economy. However, although the programme has been successful in terms of facilitating the establishment of new co-operatives, this investment has not been translated into the increase of sustainable co-operatives and in their contribution to poverty alleviation and the economic growth.

Leon Katambwe explored the possibilities of an efficient provision of support services that builds sustainable cooperatives capable of alleviating poverty and growing the economy in the eThekwini Municipality. Using a range of methods, he found that co-operatives in the eThekwini Municipality have been provided with both financial and non-financial support. However, the provision of support services to co-operatives has been undertaken without a clear set up mechanism for a regular assessment and review of their sustainability and economic impact.

It is possible to make co-operative sustainable through the reduction of the promotional support; the increase of the aftercare support; the improvement of the holistic support through a fifteen-year co-operative support package with an exit strategy; the provision of the incubation support for co-operatives; and the establishment of a co-operative sustainable and development model (CSDM). These findings have relevance in strengthening the co-operative sector in the Municipality, the country and across Africa.

Supervisor Prof R Balkaran Co-supervisor Prof V P Rawjee

Degree of Doctor of Philosophy in MANAGEMENT SCIENCES Specialising in Marketing

ABON Joseph Kolawole

Title of Thesis

A marketing framework for improved competitive advantage of professional football clubs in KwaZulu-Natal, South Africa.

Summary

The extent to which the football clubs in South Africa make use of marketing as a tool to assist their business' performance needs to be improved. There is slight to no competition and demand with a well-finished product without creating awareness. Joseph explored different marketing strategies, 7Ps, and branding that professional football clubs used to market and promote their league matches and the nature of competition between professional and aspiring professional clubs (potential professional football clubs).

Using a mixed-method approach, it was discovered that in order for football clubs to gain competitive advantages, they need to improve the ways they use marketing strategies to improve their performances. He discovered that marketing strategies can be employed to empower a football club's business operations and establish proper conduct among competitors. Joseph's findings reflect the current situation in the use of marketing by the football clubs' in KwaZulu-Natal, South Africa.

Supervisor Dr R Adebayo

Degree of Doctor of Philosophy in MANAGEMENT SCIENCES Specialising in Public Administration

CHIWARA Brian Gutsai

Title of Thesis

Framework for unlocking the value of good governance for NGO's in Zimbabwe: a multi-stakeholder's perception to improve sustainability and accountability.

Summary

Unacceptable economic and corporate governance in Zimbabwe continues to bleed resources that are earmarked to benefit the ordinary peoples' social and economic privileges such as access to clean water, good health, education, and enough food. The economic

problems of misappropriation and mismanagement of resources are then borne by the ordinary people, predominantly the vulnerable. Audit reports continue to expose serious financial anomalies revealing bad corporate governance, corruption, abuse of office and extravagant expenditure.

As a result of lack of good governance very few investors are willing to invest in Zimbabwe and this has shrunk the past work that was done in good faith. There is need to exercise high level of transparency, responsibility accountability and uprightness required when one has stewardship role of resources for ordinary people in the eyes of stakeholders, donors and investors.

Brian explored the possibilities of creating a framework for unlocking the value of good governance for NGOs in Zimbabwe to Improve Sustainability and Accountability. Making use of the information gathered from the participants he discovered that the value of good governance can be unlocked and accountability and sustainability can really be improved using a framework comprising of a mix of corporate governance principles and operating environmental factors. It is possible to run organisations ethically by complying and adhering to corporate governance principles and operating environmental factors. These recommendations have relevance for Zimbabwe and other countries as they try to deal with bad governance, accountability and sustainability issues.

Supervisor Prof N Matsiliza

HANSMANN Robynne Jean

Title of Thesis

Planning for airports and logistics: case of Dube Tradeport

Summary

Air transportation plays an integral part in production and distribution networks and supporting the movement of goods between local and global economies. Robynne Hansmann undertook a qualitative case study on Dube TradePort and explored planning for airports and logistics in the context of the case. The study is concerned with how airports, as precincts containing specialised infrastructure and related uses, interact with the flow of goods between global and regional economies, and their impacts on cities. The study developed theoretical constructs to understand the integration cities within multi-scalar production processes and contributed new knowledge related to airports and logistics in urban planning.

Supervisor Prof N Dorasamy Co-supervisor Prof | McCarthy

KGWARE Moeti Abram

Title of Thesis

Analysis of community service placement practices for Environmental Health candidates in South Africa.

Summary

Environmental Health Practitioners (EHPs) play an important role in the prevention of environmental risks that may lead to occurrence of diseases. As part of post-graduation capacity development, EHPs undergo compulsory community service to be eligible to register as Independent Practitioners with the Health Professions Council of South Africa (HPCSA). It also allows the graduates an opportunity to hone their skills and capabilities while providing service to communities.

Over the last decade, over 400 graduates were not placed for community service, leading to a dearth of EHPs needed to serve communities. Moeti's study investigated community service placement practices and identified obstacles that led to the backlog. The study provides recommendations and developed a model that suggests a list of enablers for improvement of the practice and quality of service delivery.

Supervisor Prof N Dorasamy

MTHALANE Peggy Pinky

Title of Thesis

A critical analysis of causes and factors contributing to student dropout at a selected University of Technology.

Summary

This exploratory project was undertaken within the higher institution framework that caters for disadvantaged and impoverished students. The objectives of this research were in four phases namely to establish the effect of social issues contributing to students' dropout rates at institutions of higher learning in KwaZulu Natal.

This study discussed the Vroom's Expectancy Theory in detail as it relates to students' dropout in institutions of higher learning. Justification for using Vroom's Expectancy Theory is that school attendance is linked to expectations. In addition, Tinto's model was applied to determine relationships of students and pre-entry attributes to institutions of higher learning.

Supervisor Dr B I Dlamini Co-supervisor Dr A T Agbenyegah

NGARIZE Peter

Title of Thesis

An assessment of the impact of supply chain risk management strategies in Food-Aid Distribution in Zimbabwe.

Summary

The global increase in disasters have seen both governments and humanitarian stakeholders failing to meet the ballooning demand for food aid due to funding gaps. It is therefore, necessary to improve the cost effectiveness of humanitarian relief operations to reach more vulnerable people. Using a mixed-method approach this study assessed the impact of supply chain risk management strategies on efficiency in food-aid distribution in Zimbabwe. The research findings reveal that flexibility strategy positively and significantly influenced efficiency in food aid distribution. The results of this study will assist public policy makers and humanitarian practitioners in improving efficiency in food-aid distribution.

Supervisor Dr B Ngcamu

NKOSI Thandi Priscillia

Title of Thesis

An exploration of the Progression Policies and their effect on learners' achievement in KwaZulu-Natal.

Summary

The Progression Policy pushes learners through the system from Grade 1 until Grade 11. The first cohort of progressed learners reached Grade 12 in 2014. There has been a rapid decline in the pass rate since the implementation of the Progression Policy. Thus, using multiple case-study approaches with a small sample of educators, she found that the Progression Policy had a negative impact on learners' achievement. Her findings contribute to the use of proper strategies to support both educators and progressed learners in schools.

Supervisor Dr R O Adebayo

NZUZA Zwelihle Wiseman

Title of Thesis

The effect of institutional research strategy on the attitudes of accountancy academics towards research engagement: A case study of Higher Education Institutions in KwaZulu-Natal.

Summary

Accountancy academics are choosing to embrace the accountancy profession rather than undertake research. Institutional research strategy (IRS) is a system by which universities can engage academics with research. In order to move the knowledge frontier forward, a conceptual model of the effect of IRS on the attitudes of accountancy academics towards research engagement has been suggested and tested in this study. Nonetheless, the study concludes an existing disparity of research ideas between academics, universities and industry practitioners, with findings providing several recommendations.

Supervisor Dr LM Lekhanya

ZIMUTO Prince Charles

Title of Thesis

Developing and testing new interventions to prevent violent service delivery protests in South Africa.

Summary

Violence is increasingly becoming a common feature of service delivery protests in South Africa. Why are protestors resorting to violence instead of non-violent methods when expressing their grievances? This study explored this question by interviewing protestors, Public Order Police, ward councillors and municipal officials of a Municipality, in the Eastern Cape Province of South Africa. He found that protestors believe violent protests are an effective political tool. Interventions were developed together with the protestors to challenge this belief in the power of violence. Initial testing revealed that if applied to a wider population, the intervention may contribute towards the prevention of violence.

Supervisor Dr S B Kaye Co-supervisor Prof G T Harris

Degree of Master of MANAGEMENT SCIENCES Specialising in Business Administration

CHIPOTE Tendai Lionel

(Full Research)

Title of Dissertation

Import Trade Agreements and Implications for the Domestic Market: A Case of the South African Poultry Industry.

Supervisor Prof S Mishi

HOOLASI Anil

(Full Research)

Title of Dissertation

Small business clients' perspective of customer relationship management of vertex computer technology within KwaZulu-Natal.

Supervisor Dr M Maharaj

KHUMALO Philani Mndeni

(Full Research)

Title of Dissertation

The influence of cultural diversity on business performance in the automotive industry in KwaZulu-Natal: A case study.

Supervisor Dr R W D Zondo

MANDIZHA Sharon

(Full Research)

Title of Dissertation

The effects of strategic entrepreneurship on the longterm survival of small and medium enterprises in eThekwini metropolitan municipality.

Supervisor Prof F Netswera

SELAMOLELA Mafeta David CUM LAUDE

(Full Research)

Title of Dissertation

The marketing strategies used by emerging building contractors in Polokwane municipality, Limpopo.

Supervisor Dr B Amisi

THENGA Takalani Enos

(Full Research)

Title of Dissertation

The influence of social security system on poverty alleviation in Makhado Municipality.

Supervisor Prof W T Chinyamurindi

XABA Thandeka

(Full Research)

Title of Dissertation

An investigation into communication practices in the banking sector: The case of ABSA bank in Johannesburg.

Supervisor Dr G Mheta

Degree of Master of MANAGEMENT SCIENCES Specialising in Hospitality and Tourism

SHISHABA Duduzile Brigid-Lucia

(Full Research)

Title of Dissertation

An Investigation into the effectiveness of Umbogavango Environmental Education Programmes.

Supervisor Dr D C Hlengwa

Degree of Master of MANAGEMENT SCIENCES Specialising in Human Resources

KGATLE Dipela Kenneth

(Full Research)

Title of Dissertation

The implementation of a performance management system: a case study of a selected logistics company at City Deep in Johannesburg, South Africa.

Supervisor Dr A Mugari

Degree of Master of MANAGEMENT SCIENCES Specialising in Marketing

MKHIZE Nkululeko Emmanuel

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Title of Dissertation

The influence of integrated marketing communications on the growth of SME's in the rural areas of KwaZulu-Natal.

Supervisor Prof J P Govender

MWERENGA Josephat Tapfumaneyi

(Full Research)

Title of Dissertation

Consumers' propensity to shop online in South Africa: Factors and the moderating role of culture.

Supervisor Prof D Penceliah

Degree of Master of MANAGEMENT SCIENCES Specialising in Public Administration

MAJOZI Mlungisi Victor

(Full Research)

Title of Dissertation

A comparative study of the drop-out rate of high school pupils in KwaZulu-Natal: A case study of public and private schools.

Supervisor Prof N Matsiliza

MEYER Ivan Henry

(Full Research)

Title of Dissertation

A Normative Stage Model for Youth Development in selected areas on the Cape Flats.

Supervisor Prof M S Bayat

MOLEFI Ntholeng Daniel

(Full Research)

Title of Dissertation

Exploring restorative justice programmes with inmates and ex-inmates in Lesotho.

Supervisor Prof G T Harris

MTOLO Gloria Nomawethu

(Full Research)

Title of Dissertation

The impact of Integrated Development Plans on municipal service delivery within selected municipalities in the Gauteng Province.

Supervisor Dr M Reddy

NDABA Bongeka Princess Poppy

(Full Research)

Title of Dissertation

Ex-offenders and their families: a study of reintegration in Zululand.

Supervisor Prof G T Harris Co-supervisor Dr S B Kaye

SIVANATH Aradhana CUM LAUDE

(Full Research)

Title of Dissertation

Teaching and learning challenges of disadvantaged students in the context of access and equity in South African higher education: A case study of the Durban University of Technology.

Supervisor Prof K Reddy Co-supervisor Dr K Parker

STRUGNELL Jenna-Lee

(Full Research)

Title of Dissertation

Changing masculinities for the better: A narrative project among young men in Cato Manor.

Supervisor Prof G T Harris

Degree of Master of MANAGEMENT SCIENCES Specialising in Retail

SIMELANE Bhekiwe Nontokozo

(Full Research)

Title of Dissertation

The influence of service quality on customer satisfaction at a selected food retailer in Durban.

Supervisor Prof J P Govender

Degree of Master of Philosophy in OUALITY MANAGEMENT

QUALITY MANAGEMENT

MEYIWA Mlungisi Alex Nkosisiphile CUM LAUDE

(Full Research)

Title of Dissertation

The impact of using total quality management (tqm) tools in the production of paper products.

Supervisor Dr B Dzwairo

MNISI Mbongeni Anthony CUM LAUDE

(Full Research)

Title of Dissertation

Integrating quality management principles during the maintenance and operations of helicopters for marine pilotage services in a state owned organisation.

(5) Supervisor Prof S Singh

SINGH Kishan CUM LAUDE

(Full Research)

Title of Dissertation

The influence of ISO9001 certification systems on business processes within the South African packaging manufacturing and sorvice sector.

manufacturing and service sector.

Supervisor Dr M Ramchander

Degree of Bachelor of Technology in BUSINESS ADMINISTRATION

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MNGUNI Bheleisisa Blessing MOKOENA Lungile Majorie MOLEFE Mbali Pearl

MOODLEY Gitesh CUM LAUDE

MOTALE Galeiphiwe Lawrance

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MATHABA Theodorah Nompumelelo
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MFABA Phumla Felicia
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NGCOBO Silindile Beauty

NGOBESE Bongumusa Mfanukhona NGQULUNGA Ntombizodwa Witness

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SHWALA Andile Disderia
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MBATHA Lungisani Thandokuhle

MCHUNU Thabiso Brain
MDUNGE Thobile Silindile
MHLONGO Lucas Kwanele
MJADU Celimpilo Simanga
MOKOENA Noluthando Mampho

MPANGASE Nompumelelo MUDZHIGI Ndivhuwo

NDLOVU Mthokozisi Sabelo

NGIBA Nonhlakanipho Noluthando

NYAWOSE Zakahle RADEBE Amanda

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ZUNGU Skhumbuzo Sypriel CUM LAUDE

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MCHUNU Ntokozo Amanda

NYEWE Shiela

PHETHA Bright Samkele

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National Diploma in CATERING MANAGEMENT

ZUNGU Zamani Gift

National Diploma in ECOTOURISM MANAGEMENT

MNIKATHI Nomvula Zakithi

National Diploma in HOSPITALITY MANAGEMENT

NDLOVU Nozipho Yolanda

RADEBE Njabulo Siyanda Blessing TIBA Rosemary Nthuthubi

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MDUNGE Sithabile Rejoice
MHLONGO Thabiso Hector
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SHEZI Pretty Sindisiwe
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PHUNGULA Nkosingiphile Gift

National Diploma in TOURISM MANAGEMENT

MCHUNU Nkosingiphile Trevor

Higher Certificate in PUBLIC ADMINISTRATION

NZAMA Msizi Sabelo



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