



DURBAN UNIVERSITY OF TECHNOLOGY
INYUVESI YASETHEKWINI YEZOBUCHWEPHESHE

1 DECEMBER 2021 | 12:00



 **FACULTY OF
MANAGEMENT
SCIENCES**



ORDER OF PROCEEDINGS

FACULTY OF MANAGEMENT SCIENCES

Opening Remarks

Mr Z Ngubane
Director: Advancement and Alumni Relations

Constitution of the Congregation and Official Welcome

Ms N Nyembezi
Chancellor

Musical Interlude

Department of Drama and Production Studies

Presentation of Graduands

Professor F G Netswera
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Conferment of Degrees and Diplomas

Ms N Nyembezi
Chancellor

Congratulatory Message and Vote of Thanks

Professor TZ Mthembu
Vice-Chancellor and Principal

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Dissolution of the Congregation

Ms N Nyembezi
Chancellor



MESSAGE FROM THE CHANCELLOR

Ms Nonkululeko Nyembezi

Dear Graduating students, class of 2021

Congratulations to our newest alumni, the graduating class of 2021. You have accomplished an enormous amount and you have even greater potential than when you began your studies here at Durban University of Technology. You have earned your qualification and you have accomplished so much.

For some, you will be earning your undergraduate degrees, for others, this will mark the culmination of your postgraduate and professional degrees. For all of us though, I am fully aware that our actions to prevent the further spread of COVID-19 may have caused a disruption to this special occasion. I am as heartbroken as you are that your graduation from the Durban University of Technology has been impacted by this global pandemic.

It is my utmost wish that you remain connected with your lecturers, your friends and your classmates. Remain steadfast, as I am in the knowledge that your DUT education and the relationships you made, the learning you achieved and the experiences you had during your time at DUT will serve you well in the years to come.

You are DUT for Life.

Ms Nonkululeko Nyembezi

Chancellor



Sibingelela abazokwethweswa iziqu zonyaka ka-2021

Siyanibingelela

Igama lami nginguNonkululeko Nyembezi, nginguShansela weNyuvezi yaseThekwini yezobuChwepheshe. Ngamandla enginikwe wona njengoShansela, ngithi usungaqala umcimbi wokwethweswa kweziqu weNyuvezi yaseThekwini yezobuChwepheshe ozobe ubonakala kumabonakude.

Halala kubafundi bethu abozokwethweswa iziqu, labo abaqede izifundo zabo ngonyaka ka-2021. Nizuze okukhulu kakhulu futhi seniqeqesheke kakhulu okudlula ngesikhathi niqala izifundo zenu lapha eNyuvesi yaseThekwini yezobuChwepheshe. Nizisebenzele iziqu zenu futhi nizuze okukhulu.

Abanye, iziqu zabo zokuqala lezi, abanye bazogogoda. Lokhu kuzokhombisa umphumela weziqu eziphezulu neziphathelene nomsebenzi enizowenza. Kithi sonke nokho, ngiyazi ukuthi ukwenza kwethu ukuvikela ukubhebhetheka kokhuvethe kungenzeka ukuthi kudale ukuphazamiseka kulomcimbi osemqoka kangaka. Nakumina kubuhlungu lokhu njengakunina ukuthi umcimbi wenu wokwethweswa iziqu waseNyuvesi yaseThekwini yezobuChwepheshe uphazamisekile ilolu bhubhane olusemhlabeni wonke.

Kuyisifiso sami ukuthi bungapheli ubudlelwano phakathi kwenu nothisha benu, abangani benu kanye nozakwenu. Ningaguquki, njengoba ngazi ukuthi imfundo yase-DUT kanye nobudlelwano enibenzile, enikufundile kanye nezinto enihlangabezane nazo ngesikhathi nisesa-DUT konke lokhu konisebenzela eminyakeni eyazo.

Niyohlezi ningabase-DUT.



MESSAGE FROM THE VICE-CHANCELLOR AND PRINCIPAL

Professor Thandwa Zizwe Mthembu

As we are all aware, Durban University of Technology (DUT) has produced thousands of graduates over the years. However, the 2021 cohort is the first since the start of implementation of *ENVISION2030* and the emergence of Covid-19 and all its ramifications on our teaching-learning arrangements we had to pivot from.

With the launch of **ENVISION2030** early last year, you would have had a taste of it including the idea of DUT's DNA and the DUT-Way that emanates from it. In future, when we reflect on the impact of the new strategy in all its facets, you will be the baseline cohort.

On behalf of DUT people, I take this opportunity to congratulate you on your important personal accomplishment. We recognize that this milestone carries with it important meanings, part of which suggests you have maintained the discipline of your thoughts and behaviour characteristic of DUT people. Without the requirement of discipline, this day may not have been possible for many of you. For this reason, I dare say that the very discipline you have demonstrated thus far will carry you through your next personal growth trajectories, ranging from further studies, starting a career, starting your own business to even starting a family.

To borrow from Jim Collins, a combination of a culture of discipline and an ethic of entrepreneurship produces "*the magical alchemy of great performance*". We, thus, have no doubt that focused and disciplined as you were during your studies, and with DUT entrepreneurial flair we have been instilling over a number of years now, you will be greatly successful in your pursuits.

More especially over the last few years of study at DUT, you would have appreciated the strategic approach, outcomes and impacts of our teaching-learning and research-innovation philosophy. We have sought to position DUT as a university of and for its broader society. We exist because our people must use their individual and collective creativity, innovation and entrepreneurial flair to solve perennial and new problems our broader society faces. Solutions to these must contribute towards improving the lives and livelihoods in our society. Through our '*Innovative Research and Curricula*', we expect you to become a model DUT '*Adaptive Graduate*' who will unleash your creativity and imagination to become the source of change and advancement. By 2030 we will be a vanguard of that change and advancement in society. We see you as an equal partner in this historic voyage we have just embarked upon.

Your graduation coincides with a myriad of challenges confronting the world, the African continent and South Africa as a nation. We do not expect you to feel sorry for yourselves or mourn the persistence of these problems. As DUT, we have accepted Pascal Finette's assertion that people are a source of everything that happens across all institutions of society. This means that it is people who are behind the problems we know. Similarly, we know that it is a different type of people who contribute ideas that will lead to lasting solutions. In the recent past, I said the following when unpacking the Stewardship Perspective of *ENVISION2030*:

It is about being true and selfless stewards of everyone and everything we are custodians of. It is about our deep conviction and purity of character in our collective quest to reach our ultimate goal. It is about something deeper, irreducible, somewhat intangible, that will sustain us on a flight to greatness. Allow me to say Stewardship is essentially our compass towards our ultimate and shared destiny of greatness.

As a DUT graduate, you should enthusiastically contribute towards the lives and livelihoods of all our people. In everything you do and will do onwards, may you demonstrate DUT's DNA and the DUT-Way. May you live all DUT's Values and Principles as part of your way of life. That way, you will stand out and be seen to be a distinctive DUT graduate that all will wish to associate with, perhaps employ and perhaps partner with on big and innovative projects.

We wish you all the best in your future endeavours. Become the change you have always yearned for.

UMLAYEZO KASEKELA SHANSELA NOPHINDE ABE NGUTHISHANHLOKO



Njengoba sonke sazi, iNyuvesi yaseThekwini yezobuChwepheshe (DUT) isikhiqize izinkulungwane zezitshudeni eminyakeni eyedlule. Noma kunjalo, labo abathweswa iziqu ngo-2021 bangabokuqala selokhu kusungulwe uhlelo olubizwa nge-ENVISION2030 kanye nokuvela kokhuvethe nezinguquko-ke obekufanele zenziwe ekufundiseni nokufunda.

Ngesikhathi kuqala i-ENVISION2030 ekuqaleni konyaka odlule, ngaleso sikhathi ubungabe usutholile ukuthi iyini yona okubandakanya nomqondo wolibofuzo lwe-DUT neNdlela ye-DUT esuka kuyo. Ngesikhathi esizayo uma sesibuka okwenziwe yileli su elisha kuzo zonke izinhlangathi zalo, niyoba yiqembu lokuqala okweqhathaniswa nalo.

Uma ngikhulumela abantu base-DUT, ngithatha lelithuba ukunihalalisela empumelelweni yenu emqoka kangaka. Siyaqonda ukuthi lempumelelo isho lukhulu kini, okunye kwakho kusho ukuthi nikwazile ukuqoqa imicabango yenu kanye nendlela yokuziphatha okuyinto efana nabantu base-DUT. Ngaphandle kokukwazi ukuziphatha ngendlela, lolusuku bekungenzeka lungabi yimpumelelo kwabaningi benu. Ngalokho ngithi, lindlela enikwaze ukuziphatha ngayo kuze kubemanje izoniqhuba kwenizokwenza kusukela manje, kungaba ukuqhubeka nezifundo, ukusebenza, ukuqala amabhizinisi enu noma ukuqala imindeni.

Ukuthatha emazwini ka-Jim Collins, isiko lokukwazi ukuziphatha kanye nendlela yokukwazi ukuphatha amabhizinisi lokhu kokubili kukhiqiza, *“the magical alchemy of great of performance”* okusho ukuthi “umlingo wenqubo yoguquko yokukhulu kokwenza umsebenzi”. Ngakho, asingabazi ukuthi indlela enikwaze ngayo ukugxila kwenikwenzayo nokuziphatha njengoba benenza ngesikhathi sezifundo zenu kanye nobuhle bokusungula amabhizinisi ebekufakwa ezingqondweni zenu e-DUT enqwabeni yeminyaka eyedlule, ngaleyo ndlela niyophumelela kukho konke enihlela ukukwenza.

Ikakhulukazi eminyakeni yokugcina yokufunda e-DUT, kufanele ngabe nithakasele izindlela zokwenza izinto, imiphumela yendlela izinto ezenzeka ngayo, kanye nemiphumela yendlela yokufunda-nokufundisa kanye nezindlela ezintsha zocwaningo zobunjalo bolwazi nezinto eziyiqiniso nezikhona. Sizame ukuthola indlela yokubeka i-DUT njengenyuvesi yomphakathi wonkana. Sikhona ukuze abantu bakwazi ukusebenzisa amakhono abo ngabanye nanoma futhi besebenzisana nabanye, ukukwazi ukufika namacebo okwenza izinto ngcono kanye nokukwazi ukwenza kahle kwezamabhizinisi bakwazi ukuxazulula izinkinga ezintsha kanye nalezo umphakathi wonkana osubhekene nazo inqwaba yeminyaka. Lezi zisombululo kufanele kube ukuthi zibe negalelo ekwenzeni ngcono izimpilo zabantu kanye nendlela yabo yokuphila emphakathini yethu. Nge, “Innovative Research and Curricular” silindele ukuthi nibe yisibonelo se-DUT, “izitshudeni esezigodile ezikwazi ukumelana noshintsho” ezizokwazi ukucabanga ngokusabalalisa umqondo kanye nekhono lokudala ukuze nibe umsuka woshintsho nokuthuthuka. Ngonyaka ka-2030 kuyobe kuyithi esihamba phambii ngezindlela ezintsha zokuthuthukisa umphakathi. Sinibona njengabalingani bethu kulomlando wohambo esilulaqalayo.

Ukuthweswa kwenu iziqu kwenzeke ngesikhathi izwe libhekene nenqwaba yezingqinamba, izwekazi lase-Afrika kanye neNingizimu Afrika njengesizwe. Asilindele ukunibona nidabukisa okanye nikhungathwe ukuba khona kwalezi zinkinga ezingapheli. Njenge DUT, sesiwamukele umbono ka-Pascal Finnet othi abantu bawumsuka wayo yonke into eyenzakalayo kuzo zonke izikhungo zomphakathi. Lokhu kusho ukuthi ngabantu abayimbangela yezinkinga esizaziyo. Kuyefana nokuthi, siyazi ukuthi ngabantu abathile abayobamba iqhaza ngemibono eyoholela ezisombululweni ezohlala zikhona njalo. Esikhathini esingasingakanani esedlule, ngasho lokhu okulandelayo uma ngichaza ngoMbono wokuPhatha we-ENVISION2030:

Kumayelana nokuba ngumholi weqiniso nongayena ugombela kwesakhe kubantu nakho konke lokhu okudinga ukunakekelwa yithi. Kumayelana nokujula nokukholelwa kwethu kanye nobumsulwa bobuthina ekubambisaneni ekufuneni lokho okuwumgomo wokugcina, ongehliseki, ongasho nje ukuthi into engabambeki, lokho kuyosilondoloza size sifinyelele kokukhulu. Ngivumeleni ngisho ukuthi uBuholi buyinkombandlela bendawo yethu esiphokophelele kuyo neyokugcina yethu sonke yobukhulu.

Njengomfundi wase-DUT othweswe iziqu, kufanele niphonse esivivaneni ezimpilweni zabantu bethu kanye nendlela abaziphilisa ngayo. Kukho konke enikwenzayo nenizokwenza ukuya phambili, sengathi ningakhombisa uLibofuzo lwe-DUT neNdlela ye-DUT. Sengathi ningaphila ngazo zonke izinto ezibalulekile neziyigugu nezimiso ze-DUT njengengxenywe yempilo yenu. Ngaleyo ndlela, niyogqama niphinde nibonakale ukuthi ningabafundi abathweswe iziqu e-DUT abantu bonke abayofisa ukwazana nabo, mhlampe babaqashe okanye babe ngabalingani babo emisebenzini emikhulu yokuqhamuka nezinto ezintsha.

Sinifisela okuhle kodwa kulokhu enizokwenza kusasa. Yibani ushinto enanikade nifisa ukuba yilo.



MESSAGE FROM THE PRESIDENT OF CONVOCATION

Mr Siyabonga Vezi

Class of 2021. Congratulations on your well-deserved success!

You should be extremely proud of your accomplishment. One's graduation is always a momentous occasion, but completing your studies and graduating during the midst of a world-wide pandemic is nothing short of extraordinary. You have made it through a very challenging time. Your indomitable spirit and a thirst for success has propelled you to work hard and see this through. Well done! These are the very skills that will hold you in good stead and give you the confidence to overcome hurdles and continue with the journey ahead.

ENVISION2030 speaks of producing adaptive graduates – developing graduates with the acumen to initiate and/or respond to change. The Class of 2021 epitomises that. You were faced with uncertain times but your resilience and fortitude endured and here you are, today, celebrating all the hard work that led to this victory. As you celebrate let us pay homage to those that have made sacrifices to ensure you fulfil your potential as a contributing member of society. Pay it forward as you, too, seek to *Improve Lives and Livelihoods*. To make a donation to DUT go to www.dutalumni.com and click on “Ways to Give”. Select one of the three payment options. It is that easy.

Having being ranked among the top five Universities in South Africa, according to the Times Higher Education World Rankings, as DUT we are confident that we have produced graduates with a social conscience who will make an indelible mark on the world and who will certainly become members of a global community.

We hope that you have created fond memories of your time at DUT and we look forward to welcoming you back should you choose to continue with postgraduate studies. The Executive Committee of Convocation is proud to be part of one of your greatest achievements. We look forward to great things from the graduating Class of 2021. I humbly request that you make contact by continuously updating your details so that you maintain your lifelong link with DUT, your *Alma Mater*.

UMLAYEZO KAMENGAMELI WENHLANGANO YABAFUNDI ASEBETHWESWE IZISU



Ukwethweswa kwezisu kwasebusika 2021

Bafundi bango-2021. Halala empumelelweni yenu enifanele!

Kufanele niziqhenye ngesenikuzuzile. Umcimbi wokwethweswa izisu ungumcimbi uhlale ungomqoka kakhulu, kodwa-ke ukuqeda izifundo zenu niphinde nithweswe izisu ngesikhathi izwe libhekene nobhubhane emhlabeni wonke lokho kuyisimanga esikhulu. Niphumelele kunzima. Umoya wokuphikelela kanye nokomela impumelelo kunenze nasebenza kanzima kwaze kwaba manje. Nisebenzile! Lawa ngamakhono ayonigcina aphinde aninike ukuzethemba okuyonenza nikwazi ukumelana nezingqinamba niphinde niqhubeke nohambo enibhekene nalo.

Uhlelo i-ENVISION2030 lukhuluma ngokukhiqiza izitshudeni ezikwazi ukumelana nezimo ezahlukeneyo ukuthuthukisa izitshudeni ngobuchule ukuze zikwazi ukuqala kanye/noma zikwazi ukuthi zenzenjani uma kufika ushintsho. Abafundi baka-2021 bayisibonelo esihle ngokweqile salokho. Benibhekene nesikhathi esinzima kodwa nibekezele ngenxa yamandla nesibindi, namhlanje nizobungaza ukusebenza ngokuzikhandla okuholele kulempumelelo. Nisabungaza, ningakhohlwa ilabo abadele konke ukuqinisekisa ukuthi ningalabantu eniyibona namhlanje abaneqhaza abalibambayo njengamalungu omphakathi. Khokha ngendlela yokuthi nawe uyafuna ukuthi *Izimpilo zabantu zibe ngcono kanye neNdlela abantu abaphila ngayo*. Uma ufuna ukuphonsa esivivaneni e-DUT ungangena ekhasini le-internet: www.dutalumni.com bese ucofa lakuthi, “iziNdlela zokuNikela.

Ukubekwa kanye namanyuvesi amahlanu aphezulu ohlwini eNingizimu Afrika, ngokwe-Times Higher Education Worlds Rankings, njenge-DUT siyazethemba ukuthi sikhiqize izitshudeni ezikwaziyo ukuphila nabantu eziyoyibeka induku ebandla, futhi ezizoba amalungu omphakathi omhlaba jikelele.

Sithemba ukuthi nizenzele izinkumbulo ezithandekayo zesikhathi senu e-DUT kanti singakuthokozela ukubuya kwenu uma nikhetha ukuqhubeka nezifundo zenu. Ikomidi Elikhethekile leNhlango yasebethweswe izisu liyaziqhenya ngokuba yingxenywe yenye yempumelelo yenu enkulu kangaka. Sibheke okuhle kodwa ezitshudenini zango-2021 ebezithweswa izisu. Nginyaninxusa ukuthi nixhumane nathi ngokuthi niqhubeke nokubuyeka imininingwane yenu ukuze nigcine ubudlelwano benu ne-DUT njalo, inyuvesi yenu ebenifunda kuyo.

Khumbulani ukuhlala ngokuqhelelana, ukugeza izandla imizuzwana engama-20 bese-ke njalo nifaka isimfoyo uma niphumela phandle.

Niphephe. Nibusiseke.

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Ms B Ntombela

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Professor M N Sibiya

Deputy Vice-Chancellor:
Teaching and Learning

D Tech (DUT); M Tech (TN); BCur Hons (UniZulu)

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Research, Innovation and Engagement

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PhD (CUT); MEd (VISTA); B Paed (UniZulu)

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Accounting and Informatics

PhD (UniZulu); MSc (Unilorin)

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Dr Q P T Mtshali

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Mr S Nyangintsimbi

Chief Risk Officer

MPhil (UP); MBL (UniSA); B Com (WSU)

Dr J M Moletse

Director: Midlands Campuses

PhD (PSU); MBA (UCT); MSc (HU); BSc Hons (Wits)

Dr D Mohale

Director: Special Projects

DLitt et Phil (UniSA); MMPP (Wits); BA (Cum Laude) (CUT)

Dr V L Mthethwa

Senior Director:
Human Resources

PhD (UKZN)

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Applied Management – PMB	Dr B.I Dlamini	PhD (UniZulu)
Business Studies Unit	Dr S Jugmohan	DTech (CPUT)
Ecotourism – PMB (Interim)	Dr NS Chili	PhD (UKZN); MRT (UniZulu); STD (Adams College)
Entrepreneurial Studies Management	Dr RWD Zondo	PhD (UniZulu); MBA (DUT); ND: (UniSA); ND: (FC College)
Hospitality and Tourism Management	Dr K Naidoo	PhD (DUT); MBS (University College Dublin)
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Marketing & Retail Management	Prof JP Govender	PhD (NWU); B Com (Hons) (UniSA); B Paed (Com) (UDW)
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Public Management and Economics	Dr S Pillay	PhD (UKZN); MA (NMU); BA (Hons) (UDW)
Public Relations	Prof V.P Rawjee	PhD (NMMU); MA (UN)



Faculty of Management Sciences

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

CHIKWIRA Collin

Title of Thesis

Economic Role of Derivatives on Bank Lending, Firm Value and Economic Growth: Evidence of South Africa

Summary

The South African financial system has had substantive growth in the derivatives market. However, the economy is stagnant and not growing as expected. Collin's study examined the influence of derivatives on economic growth through bank lending and firm value. He adopted a quantitative research approach, employing dynamic panel-data models and vector-autoregressive techniques. He found that derivatives positively influence lending and a significant hedging-premium exist for firms who use derivatives. His study concluded that derivatives permit the extension of credit to the private and public sectors and impacts economic growth. Collin's study therefore recommends that policymakers incentivise the development of derivative markets to deepen the financial sector and stimulate economic growth.

Supervisor Prof R Balkaran

Co-Supervisor Prof VP Rawjee

MAHARAJH Preshmini

Title of Thesis

Leadership and Succession planning in family-owned businesses in the South Durban Basin of KwaZulu Natal

Summary

Family owned businesses play a critical role in the economies of many countries. However the success of these businesses depend on effective leadership and succession planning.

Utilising a quantitative research design, Preshmini established that family businesses in the main do not have succession plans, have poor governance structures and that family conflict and sibling rivalry is common. She also found out that succession planning was predicted by the task leadership style, business performance, and governance of the business.

To enhance their performance and survival, family businesses should prepare thorough succession plans after consultation with senior staff and family members.

Supervisor Prof S Dhliwayo

MAPOSA Eddeline

Title of Thesis

The role of strategic performance measurement systems on overall strategy and organisational performance: A focus on selected manufacturing companies in KwaZulu-Natal.

Summary

The importance of manufacturing to both developed and developing countries cannot be overemphasised. It is a major contributor to economic and GDP growth. It creates employment and earns foreign currency into a country due to exports; it serves and stimulates the development of other sectors. Despite its importance and the need to measure its performance, there has not been a performance measurement system (PMS) designed specifically for the manufacturing sector. Current PMSs only focus on financial measures, ignoring other non-financial measures like customer satisfaction and efficiency in internal business processes, which are crucial to the manufacturing sector.

Eddeline explored the possibility of developing a PMS specifically for manufacturing companies. Using quantitative data collected from selected manufacturing companies in KwaZulu-Natal and findings from literature review, she developed a PMS which incorporates both financial and non-financial measures and is based on company strategy. Due to its flexibility, the developed PMS can also be generalised to any manufacturing company in and outside South Africa.

Supervisor Prof MS Bayat

MAUCHI Joshua Tapiwa

Title of Thesis

The influence of socio-cultural factors on the performance of women in managerial/leadership positions in 'quasi-government organisations in Zimbabwe

Summary

Zimbabwe like any other African country has a strong cultural and religious standing, its operations are guided by societal norms and values. Women performance in leadership positions are influenced by family responsibilities and activities. Women leadership progression is inundated with pains and bruises.

Joshua examined how socio-cultural factors affect women performance in leadership positions in Qausi-Government Organisations. A mixed method approach was used and it revealed that women have ingrained leadership attributes that are socially constructed. It emerged that women are better leaders than men and is due to their natural socialized care giving, multiskilling and tolerance attributes. It was also established that religion militates against women leadership advancement. These findings give women leaders a competitive advantage in the Zimbabwean industry and the world at large. From this very study two articles were published in accredited journals.

Supervisor Dr LM Lekhanya

Co-Supervisor Prof N Dorasamy

MURUGAN Rajenderan

Title of Thesis

An autoethnographic study in youth development with technology entrepreneurship

Summary

Entrepreneurship among the youth in South Africa has still not received mass appeal despite the high unemployment figures. There is general apathy among the youth to engage in business activities, with a large percentage opting to seek employment and earn a salary rather than open a business.

Rajenderan Murugan had engaged in this autoethnographic study, exploring his personal experiences in business and the lessons he had learnt. By conducting a mentorship programme among a group of aspiring entrepreneurs, Rajen had the opportunity of sharing his knowledge and business experiences whilst widening their circle in business networking.

During this study, he found that youth entrepreneurship was generally hindered by limited access to finances and lack of appropriate business skills. However, with increased availability of the internet, relevant business education is becoming more accessible. The coaching and mentoring of business aspirants, did improve their confidence whilst ensuring that they are mentally better prepared for a career in business.

Supervisor Prof D Penceliah

NKHOMA Moses Thabo Katjisa

Title of Thesis

Exploring public-private partnerships for enhancing border security through space technology in South Africa

Summary

South Africa has a large and complex land borderline shared with six countries. For several reasons, monitoring and controlling this diverse and complex borderline has proven to be a difficult task for South African border security authorities. Thus, resulting in the manifestation of various cross-border criminal and illicit economic activities. Adopting qualitative research, Thabo explored the practicability of employing space technology through public-private partnerships for the purpose of monitoring and controlling South Africa's land borders.

In his research, Thabo found that there is an utmost need for border security authorities to integrate various space based technologies to monitor and control South Africa's vast land borders through effective public-private partnerships. He also found that the integration of various space based technologies could be of great value in enhancing border security in South Africa. Thabo's findings have relevance not only in the advancement of South Africa's national security priorities, but also make a significant contribution to the discourse around the need to adapt to the new era of innovation in technology – one that is enhancing human-machine relationships, unlocking new market opportunities, and fuelling growth across the global economy.

Supervisor Dr AT Agbenyegah

NTLANGANI Bantubathi Sonnyboy

Title of Thesis

The role of Community Tourism Organisations in developing tourism SMME's: A South African perspective

Summary

The aim of the study was to investigate the CTOs tourism SMME development initiatives to alleviate poverty, unemployment and inequality of opportunity in the tourism industry. Bantu used the quantitative approach and the target population for this study comprised the nine CTOs within eThekwin Municipality.

The findings highlighted tourism SMMEs' owned by the previously disadvantaged population sector lack the necessary skills and there is a greater need for multi-stakeholder engagements and the CTO's itself need to be more strategic in developing partnerships. This study has relevance to policy and practice and demands that tourism SMME's be better monitored and developed.

Supervisor Dr IG Govender

**Degree of Doctor of Philosophy in
MANAGEMENT SCIENCES Specialising in
Hospitality and Tourism**

NGXONGO Nduduzo Andrias

Title of Thesis

Environmental Vulnerability and the Economic Implications of Climate Change for Tourism Development in the Central Drakensberg Region [CDR] of KwaZulu-Natal

Summary

Climate change is a global catastrophe that affects all sectors of society a varying level, but none more so than the tourism industry in the 21st century. Thus, strategies to manage and mitigate the effects of climate change need to be developed and implemented promptly, especially in developing nations like South Africa which are highly dependent on the economic contributions of the tourism industry. Thus, Nduduzo sought to determine the extent to which climate change impacted the environment of local economy of the Central Drakensberg Region (CDR), which a huge tourist destination for local and international visitors.

Purposive and Convenience non-probability methods was used to obtain a sample from a target population of tourists and tourism authorities in the CDR. Research findings revealed that climate change had a detrimental impact of the tourism industry in the CDR, in the economic and environmental aspects, with no suitable strategies to adapt or mitigate the effect of the changing climatic conditions. A model was then developed that can be used to mitigate the impacts of climate change, which will get worse unless appropriate data-driven measures are taken against it.

Supervisor Dr NS Chili
Co-Supervisor Prof P Green

**Degree of Doctor of Philosophy in
MANAGEMENT SCIENCES Specialising in
Human Resources**

MABINDISA Vuyisile

Title of Thesis

How training and development of academic staff impact on employee performance for organisational effectiveness at a selected college in the Eastern Cape Province

Summary

This study focused on the importance of training and development and its impact on employee performance and organisational effectiveness of academic staff, with specific reference to the TVET sector in South Africa. The problem in the TVET sector that is explored in this study is the lack of academic staff training and development. A quantitative methodology was followed, and a sample of 350 respondents were compiled using simple random sampling. The salient findings from the

study were three pronged, namely, academic staff performance is dependent upon managers who distribute resources effectively and efficiently to enable academic staff to perform their tasks. Secondly, successful training programs are dependent upon monitoring learning transfer, identifying the use of new technology in advance, and conducting detailed needs analysis to determine performance standards. Thirdly, the role of top management in the TVET sector was emphasized in this study and the importance of communicating and motivating academics amidst sector challenges to ensure that productivity is achieved.

Supervisor Dr ML Lourens

**Degree of Doctor of Philosophy in
MANAGEMENT SCIENCES Specialising in
Leadership and Complexity**

DLAMINI-TSHAZI Khethiwe Penelope

Title of Thesis

Investigating into a viable service delivery system of water and sanitation in Ugu District Municipality.

Summary

Water needs permeate all aspects of human existence and activities and water is fundamental and irreplaceable to humans. The challenges of providing water and sanitation (WaS) faced by Water Service Authorities (WSA) in SA are mostly related to governance arrangements. Drawing on human neurophysiology, and or Viable System Model (VSM), Khethiwe is proposing that the WSA institutions be arranged and function like a human body i.e. the interacting parts which is muscles & organs, the nervous systems, and the external environment. Or to put it a little more crudely, body, brain and environment. The VSM offers a plausible route to developing a shared understanding of organizational complexity and a precise language for discussing issues of organizational design and structure, stability and change, control and co-ordination, centralization and decentralization, etc. In this study, (VSM) structure was generated and applied to problems of service delivery, and gaps identified. The study supported the application of VSM to strengthen governance in WSA, by highlighting VSM strengths and shortfalls in the applied context, presents derived methodological lessons, which broaden the knowledge of employing VSM in practice. The study accentuates the necessity for a holistic approach and heeding of soft issues when providing water and sanitation to improve governance in Water Service authorities.

Supervisor Dr SG Hardman

LECHEKO Matthews

Title of Thesis

Exploring the academic staff development programme for newly appointed academic staff members in Universities of Technology: A systems approach

Summary

Academic staff development programmes are meant to assist newly appointed academic staff members in executing their duties effectively as university teachers. They join the university system with only their discipline knowledge. For centuries, no-one gave any thought to how university teachers acquired their knowledge and understanding of teaching.

Lecheko explored the academic staff development programme for newly appointed academic staff members in Universities of Technology. A qualitative social constructivism lens was used. Soft Systems Methodology was used to elicit data from participants. It was found that, soft issues were unearthed as critical in fostering the academic development. The process of facilitation and initiation of academic staff development, the role of academic leadership and current practices of academic staff development have a significant bearing on individual development. This study proposes an academic staff development model for newly appointed academic staff members in Universities of Technology.

Supervisor Dr S Bodhanya

MHLONGO Thabisile Rowena

Title of Thesis

A systems' thinking approach to entrepreneurial leadership:
An analysis of SMMEs in the Gauteng province

Summary

The SMMEs in South Africa continue to be plagued by relatively high failure rates and poor performance levels caused by the highly complex and dynamic business environment and lack of leadership skills. Thabisile explored the application of entrepreneurial leadership capabilities to respond to uncertainty, challenges, and opportunities in the entrepreneurial system and to understand how the systems thinking approach can be applied in entrepreneurial leadership to address the complex dynamics of the entrepreneurial contexts. Overall, the study identified the pathways to entrepreneurial leadership and deepened the current understanding of the concept of entrepreneurial leadership in selected SMMEs operating in the Gauteng province.

Supervisor Dr P Daya

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

JOHN Moses Monday

Title of Thesis

Building capacity in the development and implementation of nonviolent campaigns in South Sudan

Summary

Across Africa, governments at all levels are struggling to deal with major issues of development and the well-being of their populations. This is particularly evident in South Sudan, which only became independent in 2011. As a result, civil society organisations in South Sudan are playing a critical role in criticising and encouraging government in the areas of justice, peace and development. However, these organisations have limited experience in nonviolent campaigning for change. Moses John's research involved developing a training curriculum in nonviolent campaigning and training 24 civil society personnel. The short-term outcome was increased effectiveness in nonviolent campaigning by the relevant civil society organisations.

Supervisor Prof GT Harris

Co-Supervisor Dr SB Kaye

KIKASU

Tanzala

Title of Thesis

Exploring capacity development programmes for socio-economic transformation in South Africa: a case study of the South African petroleum industry

Summary

Capacity development programme in the workplace, whether in the public or private sectors, is a significant socio-economic resource and a foremost key factor that can guarantee the development of employees' skills, abilities, talents, performance, and value, as well as broadening organisational perspectives for improved innovation, efficiency, and sustainable growth. Mr Tanzala explored capacity development programmes for socio-economic transformation in South Africa using the case study of the South African petroleum industry. The triangulation methods facilitated the researcher in terms of gathering and converging quantitative and qualitative data from petroleum companies that are members of the South African Petroleum Industry Association (SAPIA). The PESTIE framework was applied to identify the challenges and effects of capacity development programmes in the South African petroleum industry.

Findings revealed that challenges affecting the petroleum industry development and socio-economic transformation in South Africa are mostly caused by the lack of policies, programmes, and strategic plans best practice to bridge the gaps regarding technical skills shortages, skills wastage, and the deficit of positive human capital capacity in the workplace. Therefore, the CDP-PUSH-Effects model that comprises the Big Push and Push-Pull strategies associated with reactive, proactive, and active approaches was suggested as an indispensable tool, useful to tackling the critical matters affecting the South African petroleum industry and society. Accordingly, more awareness, resources, and efforts from role-key players (policymakers, decision-makers, and stakeholders) would be required towards supporting the process of scarce skills development and strengthening employees' ability to deliver quality services as well as deal with unpredicted adverse events that could prevent the petroleum industry's development and socio-economic transformation processes in the country.

Supervisor Prof N Dorasamy

MAGWEGWE Everjoy

Title of Thesis

Community based strategies to the prevention of gender based violence in mining communities.

Summary

Strategies for addressing gender-based violence have faced challenges in and around the world, including marginalised mining areas where cultural patriarchal views, behaviours perpetuating injustice, tolerance for criminality and harassment are predominant challenges.

Everjoy engaged the community of Makusha, a mining community in Shurugwi, Zimbabwe, to develop sustainable strategies to curb the scourge of gender-based violence. Using an integration of methodologies, Everjoy, found that forum theatre presented community members with a sense of ownership, an ingredient necessary for sustainable peace. The relevance of the findings presented opportunities for

identifying a framework of strategies that could reduce the challenges of high rates of gender-based violence.

Supervisor Dr SB Kaye
Co-Supervisor Prof GT Harris

MKUZO Luleka

Title of Thesis

South African Comprehensive Universities Community Engagement: Towards Establishment of a Best Practice Framework for Community Engagement

Summary

In this study, Luleka interrogated the role of higher education institutions in communities, as community engagement as a phenomenon is viewed with much ambiguity within the higher education sector. She worked with five comprehensive universities to understand how community engagement is defined with regard to restraints, exclusions and inclusions. The study revealed the need for both universities and communities to break their tangible and intangible boundaries to allow community engagement to be conducted in an effective manner using Ubuntu and deep democracy. The study finds relevance for universities to review their community engagement roles, policies and protocols.

Supervisor Dr IG Govender

MUKUNTO Ignatius Kabale

Title of Thesis

Using dialogue to transform youth involvement in political conflict in Zambia

Summary

Violence between supporters of different political parties is a common feature of elections across Africa and Zambia is no exception. While those involved in the actual violence are very largely young people, they are motivated by politicians and party supporters, often involving financial and other incentives. With the aim of encouraging less violent interactions, Ignatius worked with youth aligned to two political parties in the Kalulushi electorate in northern Zambia. Using an action research approach, he conducted a series of dialogues in 2019 and 2020 with the opposing groups to help them understand each other and to build relationships. Evidence from interviews with the youth involved and from the behaviour of party-aligned youth in Kalulushi during the 2021 election suggests that the intervention had a positive outcome.

Supervisor Prof GT Harris
Co-Supervisor Dr SB Kaye

MUNYANYI Richard

Title of Thesis

A Critical Analysis of the Implementation of e-Learning Platforms at Selected Public/State Universities in Zimbabwe

Summary

The emergence of innovative technologies has had a significant impact on the higher education sector. The COVID-19 pandemic has accelerated this impact. Richard's study conducted a critical analysis of the implementation of e-learning platforms at public universities in Zimbabwe. His study aimed to analyse the extent to which public universities had deployed and adopted e-learning platforms. He used a mixed methodology to collect

data from, HOD's, students and ICT Directors from two public institutions in Zimbabwe. His study revealed that although public universities in Zimbabwe have made great strides in implementing e-learning platforms, critical factors such as people, technology support and the general state of existing e-learning infrastructure impacts the effective rollout of e-learning. Based on these factors Richard proffers an e-learning implementation model suitable for use by institutions of higher education.

Supervisor Prof R Balkaran
Co-Supervisor Prof VP Rawjee

MUTHWA Emmanuel Xolani

Title of Thesis

An evaluation of customer satisfaction with water service quality in the UMgungundlovu District Municipality by Emmanuel Xolani Muthwa

Summary

Public discontent about water service quality has increased in the uMgungundlovu District Municipality. The usual consequence is community protests which sometime become violent.

This study used a mixed-methods approach to explore the community expectations and experience of water service in the uMgungundlovu District Municipality. The study founds a gap between community expectations and the quality of the water service they receive.

A framework to enhance the quality of water services in the municipality is proposed. The study is important as it proposes ways through which water services delivery can be improved.

Supervisor Prof NS Matsiliza

NAIDOO Suntharmurthy Kristnasamy

Title of Thesis

The Integration of General Education in the Academic Programme to Enhance the Self-Efficacy of Accounting Learners at Universities of Technology in KwaZulu-Natal

Summary

The study originated in light of the poor graduation rate of students in the Management Accounting qualification and the critical factors preventing learners from achieving a good grade in the Management Accounting module. Even those who graduated were found to be lacking in some of the basic skills to ensure their progress in the field of Accounting.

Sedrick examined the relationship between General Education and Self-efficacy of Accounting learners. He found similarities between the level of Self-efficacy in learners prior to undertaking the General Education Modules and those who did not undertake the General Education Modules. He also noted a significant difference in the post-test (Self-efficacy) scores of the group that undertook the General Education Modules and not in the group that did not undertake the General Education Modules. The study concluded that undertaking General Education modules enhanced one's prospects of success in the Accounting field.

Supervisor Dr S Govender
Co-Supervisor Dr V Moodley

NYATHI Cresencia

Title of Thesis

Reducing youth participation in xenophobic violence: a case study of Durban

Summary

South Africa has a growing violent culture that manifests in xenophobic violence and local youths have been both victims and perpetrators of the attacks of especially non-national Black Africans. Post-1994, the country has witnessed episodes of xenophobic violence driven by unaddressed socio-economic challenges, which include poor service delivery, inequality, and high unemployment affecting mostly youth.

Cresencia explored the role played by youth in xenophobic violence using a participatory action approach with a sample of both citizens and non-nationals in Durban. She found that negative perceptions and violence can be reduced through dialogue, training in conflict resolution skills, cultural diversity programs to promote contact, and promoting projects in which non-nationals aid in skills development to reduce high unemployment. These findings have significance for the South African context and other countries to reduce xenophobic violence and advance social cohesion.

Supervisor Dr SB Kaye

Co-Supervisor Prof GT Harris

OGUNSANYA Olajumoke Folusho

Title of Thesis

Monitoring and Evaluation Mechanisms of Community Engagement Initiatives in Universities of Technology in South Africa

Summary

Community engagement has emerged as a vehicle to broaden higher education's direct participation in society's development. Hence, the purpose of the study was to examine the nature of community engagement and its institutionalization in universities of technology in South Africa. Guided by a constructivist paradigm, the study was undertaken using a qualitative methodology, exploratory and multiple case study design.

Findings from this study showed that each institution undertakes community engagement in their own context and unique positioning and that community engagement does not receive the same level of emphasis as teaching and learning and research. These findings have relevance for monitoring and evaluation of community engagement to accurately assess the universities' social impact.

Supervisor Dr IG Govender

RAMAKOELE Mosiuoa Joseph

Title of Thesis

The Analysis of Media Frames in Femicide: An Action Research of Print and Broadcast Media in Lesotho

Summary

Conflict is inevitable but violence remains a choice. Lesotho is a patriarchal state wherein males killing their female intimate partners remains a challenge. The male entitlement and proprietorship of women are deeply rooted in patriarchal values and are supported by legislative texts such as Laws of Lerotholi which legislated for women's perpetual minority

status. The media remains an impartial entity that through its positive, non-violent and non-victim blaming can assist in accountability from men and pursue justice for victims.

Ramakoele analysed the media frames in femicide of print and broadcast media in Lesotho from 2006-2016. Using critical discourse analysis, he found that intimate partner femicide is framed as individual pathology, not as a social problem. Training was developed for journalists in gender-sensitive journalism and to frame intimate partner femicide as a social problem. The study indicated that positive media framing is strategic in addressing intimate partner femicide. The findings have relevance in Lesotho media and the global media in how media can be engaged to promote accountability and seek justice for femicide victims.

Supervisor Dr SB Kaye

Co-Supervisor Prof GT Harris

SIHAMBA Taurayi

Title of Thesis

The implications of grassroots soccer development and management for socio-economic development within the eThekweni Municipal area: KwaZulu-Natal.

Summary

Youth oriented soccer development is one of the mechanisms to address the socio-economic hurdles confronting the youth in South Africa. Despite the important role played by grassroots soccer, its implementation in South Africa has faced some challenges. Taurayi examined the implications of grassroots soccer development for socio-economic development within the eThekweni Municipal Area. Using surveys and interviews of various stakeholders, he found that grassroots soccer has a positive influence on youth social behaviour and emotional development. However, grassroots soccer development in the eThekweni Municipal area is hampered by policy ineffectiveness, poor management, limited financial resources and lack of support.

Supervisor Dr KM Parker

THAKUR Rookmoney

Title of Thesis

Reducing water consumption in low-cost housing areas in the eThekweni municipality

Summary

South Africa is facing a water crisis and local municipalities are finding it difficult to meet the demand for water. The government's policy to allocate 9kl of free water per month to households in poor communities, combined with a culture of non-payment for water use above this free allocation, means that there is little economic reason for households to limit their use of water. Working on the belief that behavioural change has greater potential than economic measures, Maleni investigated the attitudes and behaviour of households in Waterloo. She found that increasing household knowledge about water and the engagement of the community in finding solutions were key ways forward and that these could be strengthened by appropriate 'nudges' on the part of government.

Supervisor Prof GT Harris

Co-Supervisor Dr SB Kaye

Degree of Doctor of Philosophy in
QUALITY MANAGEMENT

OLADIMEJI Hezekiah Oluwaseun

Title of Thesis

Business Modelling, for the Quality Control and Commercialisation of Engineered Nano-materials (ENMs),

Summary

Despite nanotechnology shuddering the global economy, in selected sectors, breaking into all markets has been increasingly onerous as the commercialisation of applications of engineered nanomaterials (ENMs) has so far remained elusive.

This study used purposive sampling and a mixed methods approach to identify critical factors influencing the acceleration of nanotechnology onto the markets through a series of literature reviews and surveys conducted with experts. A hybrid approach (Analytical Hierarchy Process and the Data Envelopment Analysis) was used in providing support for the decision-making process. 34 critical factors grouped into 10 dimensions were identified and evaluated for importance and subsequently for priority scaling. The study concluded by proposing a framework to provide scientific knowledge that will help researchers, technology investors and industry in the commercialisation process of nanotechnology and ENMs. Key words: Nanotechnology, Commercialisation, Critical-Factors

Supervisor Prof S Singh

Degree of Master of MANAGEMENT SCIENCES
Specialising in Business Administration

KHANYA Dumile Joseph
(Full Research)

Title of Dissertation

Factors influencing the implementation of the operations strategy at the Durban Metropolitan Police Service

Supervisor Dr S Chetty

MAKUWE Kudzai Nigel
(Full Research)

Title of Dissertation

Factors Influencing Small and Medium Enterprises Innovation Strategies in Durban.

Supervisor Dr LM Lekhanya

MAZIBUKO Wiseman Sinethemba
(Full Research)

Title of Dissertation

The challenges of enriching Small Medium and Micro Enterprises with knowledge in KwaZulu Natal

Supervisor Dr A Mugari

NAIDOO Ashegan
(Full Research)

Title of Dissertation

Assessing the Impact of Language Diversity on Communication: A Narrative Inquiry Conducted at a South African Stevedoring Company

Supervisor Prof JK Adam

SHOZI Gorgeous Yenziwe
(Full Research)

Title of Dissertation

The technological challenges faced by selected Durban warehouses in the era of e-commerce

Supervisor Dr S Govender

ZONDI Buyani Mgcini Cyril
(Full Research)

Title of Dissertation

The effect employee absenteeism and effect on productivity at Durban container terminals

Supervisor Prof A Kader

Degree of Master of MANAGEMENT SCIENCES
Specialising in Hospitality and Tourism

DLAMINI Xolani Welcome
(Full Research)

Title of Dissertation

The socio-economic effects of tourism development in rural areas: the case of Hlabisa and its local community adjacent to game parks

Supervisor Dr NS Chili

SHANGE Hlanganani Siduduzo
(Full Research)

Title of Dissertation

The role of Green Campus Initiative (GCI) as integral part of environmental and sustainable resources utilisation: A case of Durban University of Technology

Supervisor Dr DC Hlengwa

MAQALIKA Lungile Rosemary
(Full Research)

Title of Dissertation

Corporate social responsibility (CSR) implementation in the Kwazulu-Natal hotels – barriers and drivers

Supervisor Dr R Sucheran

MLOTSHWA Nelisiwe Rejoice
(Full Research)

Title of Dissertation

Students' Perceptions towards Careers in the Hospitality Industry

Supervisor Dr EM Mnguni
Co-Supervisor Dr H Adebajo

Degree of Master of MANAGEMENT SCIENCES
Specialising in Human Resources

SINEKE Ntombizandile Victoria
(Full Research)

Title of Dissertation

Effective communication as a catalyst for employee performance within selected Municipalities at Kwazulu-Natal in South Africa

Supervisor Dr N Potwana

Degree of Master of MANAGEMENT SCIENCES
Specialising in Marketing

MANQELE Mxolisi Bongumusa
(Full Research)

Title of Dissertation

Using consumer behaviour theories to analyse the relationship between green technology and customer expectations

Supervisor Dr LM Lekhanya

KWENDA Sheila
(Full Research)

Title of Dissertation

The influence of store atmospherics on consumer buying behaviour in clothing stores in Durban

Supervisor Dr KM Corbishley

Degree of Master of MANAGEMENT SCIENCES
Specialising in Public Administration

BHAGWAN Dharmesh Natvarlal
(Full Research)

Title of Dissertation

Benevolent leadership and its implication for management education in South Africa

Supervisor Dr SB Kaye

DLAMINI Nonkululeko Nonjabulo
(Full Research)

Title of Dissertation

Monitoring and evaluation and its impact on the performance of the Sizakala customer services department employees at Ethekewini Municipality

Supervisor Dr NO Mabila

GCABASHE Skhumbuzo
(Full Research)

Title of Dissertation

Service quality at Rietvlei hospital

Supervisor Prof NS Matsiliza

MAKHANYA Philasande Dedictus
(Full Research)

Title of Dissertation

Effect of the implementation of the progression education policy at public institutions: a case study of Pinetown District in Kwazulu-Natal, South Africa

Supervisor Dr A Mugari

MANQELE Fikile
(Full Research)

Title of Dissertation

Public participation in municipal service delivery in the eThekweni Municipality

Supervisor Dr G Murwirapachena

MNGUNI Goodluck Noloyiso
(Full Research)

Title of Dissertation

Evaluating the role of higher education institutions in enhancing youth development through community engagement

Supervisor Dr IG Govender

MOYO Seth Thembelihle
(Full Research)

Title of Dissertation

Ndebele spirituality as pathways to peace and healing in Zimbabwe

Supervisor Prof R Bhagwan

NAIDU Lutchmee
(Full Research)

Title of Dissertation

Service quality of administrative staff for student satisfaction at a KZN university of technology

Supervisor Prof MS Bayat

PHUNGULA Kwethemba Innocent
(Full Research)

Title of Dissertation

Assessing the effectiveness of housing reconstruction and rehabilitation measures for disaster affected communities in KZN (Uthukela District Municipality)

Supervisor Dr M Reddy

THAFENG Makoena Theresia CUM LAUDE
(Full Research)

Title of Dissertation

Preventing violence against dementia sufferers in Mapotu, Lesotho

Supervisor Prof GT Harris

Degree of Master of MANAGEMENT SCIENCES
Specialising in Public Relations and Communication

FUZILE Lethu
(Full Research)

Title of Dissertation

Communication Tools Used by Municipalities to Communicate with External Stakeholders. A Case of King Sabatha Dalindyebo Municipality (KSD)

Supervisor Prof VP Rawjee
Co-Supervisor Mr ZB Ngubane

KHOZA Eric
(Full Research)

Title of Dissertation

Towards an energy saving culture: an analysis of the Eskom energy efficiency communication campaign

Supervisor Prof VP Rawjee
Co-Supervisor Mr ZB Ngubane

MAVUNDLA Bajabulile Patricia
(Full Research)

Title of Dissertation

Stakeholder expectations and perceptions of work integrated learning: a case study of the Public Relations Programme at the Durban University of Technology

Supervisor Prof R Rampersad

MZIZI Siyabonga Lawrence
(Full Research)

Title of Dissertation

The influence of social media on organisational communication: A case study of the Public Relations Institute of Southern Africa

Supervisor Dr N Govender

**Degree of Master of Philosophy in
QUALITY MANAGEMENT**

KHUMALO Duduzile Emmah
(Full Research)

Title of Dissertation

The effectiveness of Quality Management Systems in Project Management: The Case of Transnet Group Capital

Supervisor Dr M Ramchander

MOHUNLAL Vishal
(Full Research)

Title of Dissertation

An Investigation into train cancellations and delays at the Transnet Engineering Locomotive Diesel Depot in Wentworth, Durban

Supervisor Dr S Govender

**Degree of Master of MANAGEMENT SCIENCES
Specialising in Retail**

BIYASE Nokwanda Nonjabulo
(Full Research)

Title of Dissertation

Drivers and Barriers to Fast Fashion in the South African Retail Sector: A case study

Supervisor Dr KM Corbishley
Co-Supervisor Prof RB Mason

Advanced Diploma in ECOTOURISM

JAFTA Amahle Precious

**Advanced Diploma in MANAGEMENT SCIENCES
(Business Administration)**

MPOFANA Samukelisiwe Noxolo

**Advanced Diploma in MANAGEMENT SCIENCES
(HUMAN RESOURCES MANAGEMENT)**

MALULEKA Noxolo Patience
SITHOLE Mthobisi
ZUMA Luyanda Fortunate

**Advanced Diploma in MANAGEMENT SCIENCES
Specialising in Business Law**

MKWEBULA Vuyolwethu Yonga
SHANGE Melusi Thamsanqa

**Advanced Diploma in MANAGEMENT SCIENCES
(Specialising in Quality)**

NDLOVU Snikeziwe Cynthia
NGCEMU Philisiwe Precious
SITHOLE Nonkululeko Peaceful
THWALA Nkanyiso Brightman

**Degree of Bachelor of Technology in
HUMAN RESOURCES MANAGEMENT**

DLAMINI Enock Mzwandile
MAGUBANE Thokozani Ignatia
SING Reshika

Degree of Bachelor of Technology in MANAGEMENT

CHONCO Thuto Magnate
VORSTER Petrus Jacobus

Degree of Bachelor of Technology in MARKETING

ZWANE Nada Nozimbali

**Degree of Bachelor of Technology in
PUBLIC MANAGEMENT**

MADIBA Samkelisiwe Sharon
ZINDELA Bongani

**Degree of Bachelor of Technology in
PUBLIC RELATIONS MANAGEMENT**

DLUNGWANA Ernest Thabani
KHUSI Nomzamo Patronella
ZUMA Siziwe Priceworth

Degree of Bachelor of Technology in QUALITY

MSHIYWA Yamkela Sinakho
NDLOVU Nompumelelo

**Degree of Bachelor of Technology in
TOURISM MANAGEMENT**

MKHIZE Thabisile

**Diploma in MANAGEMENT SCIENCES
(BUSINESS ADMINISTRATION)**

GCABA Londiwe
HLOPHE Slungile Nothando
KHUMALO Nklakanipho
KHUMALO Nozibusiso Nompumelelo
MAGWAZA Patricia Noxolo
MNGOMEZULU Musawenkosi Cedrick
MVELASE Khayelihle
NDLOVU Amanda Wendy
NGCOBO Andile Percival
NTOZAKHE Minenhle Pearl
ZONDI Patience Lindokuhle

Diploma in MANAGEMENT SCIENCES (BUSINESS LAW)

BHENGU	Minenhle Thembelihle
DHLAMINI	Akani
GIDI	Sangolomzi Ntokozo
MASONDO	Sakhisizwe Innocent
MSIBI	Smilo Lindokuhle
NDABA	Siyanda Duncan
RAMJOO	Aalyah Suhaylam Bell
SIBEKO	David Stephen Gama Junior
ZIBULA	Nzuzo

Diploma in MANAGEMENT SCIENCES (HUMAN RESOURCES MANAGEMENT)

DONCABE	Sphelele
GOPAL	Kiyoshan Ravendran
MBANJWA	Sanele
MBATHA	Nonhlanhla
MBONA	Zefundiswa Zothando
MCUNU	Mzwandile Philani
MGOBHOZI	Banele Clive
MLONDO	Ntobeko
MSEBENI	Amanda Nicole
NENE	Portia Philisiwe
NENE	Sbonakaliso Mzokhanyayo Zenza
NHLEKO	Phumlile Annastasia
NYANDENI	Mlungiseni Ephraim
RAMSAMY	Deron Dre
SINGH	Elisia Jade
XABA	Portia Sibahle
ZUMA	Siboniso
ZWANE	Mncedisi Siyanda

Diploma in MANAGEMENT SCIENCES (MARKETING)

MASUKU	Tango Gcina
MDUBEKI	Agiyonke
MKIZE	Sihle Nkosinathi
MLOTSHWA	Nkazimulo Nondumiso
NGCOBO	Nhlonipho Elvis
NTOMBELA	Mhlengi Siboniso

Diploma in MANAGEMENT SCIENCES (OPERATIONS)

CELE	Khanya Limpho
DLAMINI	Musawenkosi Antony
GABELA	Sesethu
JALI	Lindelani Thobelani
KHANYEZK	Sindisiwe Cynthia
KHUMALO	Luyanda
KHUMALO	Senamile Xoliswa Pride
KUBHEKA	Prudence Zinhle
KUBHEKA	Sinegugu Fortunate
MBATHA	Mpumelelo Bekithemba
MSOMI	Nomzamo Pamela
NAIDOO	Devashan

Diploma in MANAGEMENT SCIENCES (Public Relations and Communications Management)

BUTHELEZI	Lungelo Patience
HALL	Clinton Alan

HLONGWANE	Nolwazi Noxolo
HLONGWANE	Siphokuhle Melokuhle Cebolenkosi
KHANYILE	Ntuthuko
LEMBETHE	Hloniphile Fortunate
MAGUBANE	Thobeka Swinkie
MAKHOPA	Sifiso Freedom
MALEFANE	Praizewell
MBANDLWA	Lindokuhle
MKHULISE	Sabelo
MTHIYANE	Jabu Pretty
MZOLO	Siphumelele
NDLOVU	Nokwanda
NDOKO	Thembela Delight
NGCOBO	Samkelisiwe
NGUBANE	Bongimpilo Ayanda
NGUBANE	Senzeka
NHLENYAMA	Sithabile Samkele
NTULI	Siphesihle Zanelisiwe
RADEBE	Nompilo Neliswa Pearl
SHANDU	Zama Nokubonga
THABETHE	Anele
ZULU	Nontobeko Carol

Diploma in PUBLIC ADMINISTRATION (Specialising in Disaster Risk Management)

CHONCO	Sindisiwe Nomvelo
HLONGWANA	Tholinhlanhla Cebolenkosi
MASEKO	Nokubonga Brightness
*MDONTSWA	Mbalenhle Beautify <i>CUM LAUDE</i>
NKWANYANA	Emmanuel

Diploma in PUBLIC ADMINISTRATION (Specialising in Local Government Management)

BETHWANA	Mlungisi Siyanda
BUTHELEZI	Nokwethemba Tshengisile
BUTHELEZI	Senzekile
GOGELA	Thabisa
GUMEDE	Blessing Sabelo
GWILIZA	Mboneni
LUGAYENI	Phumelele Sibulele
MASUKU	Khensani
MBATHA	Celiwe Happy
MBATHA	Sinenhlanhla Sinikeziwe
MEHLOMAKHULU	Yandisa
MKHIZE	Nosindiswa Greicias
MKHIZE	Thabani Sdongiseni
NDLOVU	Elliot Nhlanhla
ZONDO	Njabulo Falakhe

Diploma in PUBLIC ADMINISTRATION (Specialising in Public Management)

BAKANE	Lucky
CWELE	Silondiwe
DLAMINI	Thempel Nokubonga
GOYA	Ayabonga
KHUZWAYO	Thabiso Thandanani
KUMALO	Buhle Dudu
MATYENI	Siyanda
MBUTHO	Ayanda Penelope
MCHUNU	Thobeka

*Dean's merit award for academic excellence

MFUSI	Nondumiso Nothando
MKHUMBUZI	Siphelele Zanele
MTSHALI	Sinethemba
NDLANGISA	Snentlantla
NDLELA	Njabulo
NSELE	Thandeka Londiwe
SHANGE	Khwezi Zime
SHOBA	Cebolenkosi Sydney
SITHOLE	Sanele Snethemba
SOMAKEPU	Sibabalwe
ZAMISA	Sifundo

Diploma in PUBLIC ADMINISTRATION (Specialising in Supply Chain Management)

JEEWANLALL	Yavika
MAZIBUKO	Sibusisiwe Mbalenhle
MDHLANE	Ayanda Amanda
MDONTSANE	Yolanda
MKHIZE	Nomfundo
MNQAYI	Sindisiwe Joyce
MOKHESI	Rethabile Sibongile
NDLOVU	Sphephelo Simphiwe
NDWANDWE	Nonduduzo Nomcebo Khethiwe
NGCOBO	Zamafuze Brandy Amanda
NGWADLA	Luyolo
NTOMBELA	Lwazi Hlakaniphani
THELA	Zenzele
XAYIYA	Asanda Jonathan
ZONDI	Mondli Lawrence

National Diploma in CATERING MANAGEMENT

DLAMINI	Thembeke Signature
NDLOVU	Sabelo Qiniso
NTSETHE	Nonkululeko Patience

National Diploma in ECOTOURISM MANAGEMENT

DLAMINI	Nomfundo
DLAMINI	Zothani Handsome
GUMEDE	Amanda Nomzamo
GUMEDE	Sandile Amos
MANQELE	Melwayinkosi Sikhulile
MATHENJWA	Nokwazi Nokwethemba
MTHETHWA	Mvelo Liberty
MYENI	Pretty Talented
NDIMANDE	Nonjabulo Goodness
NGUBANE	Mandisa Sthembile
PHUNGULA	Noluthando Michelle
SIBIYA	Minenhle Sinenhlanhla
ZONDI	Mbalenhle Neliswa
ZONDI	Samukelisiwe Millicent

National Diploma in HOSPITALITY MANAGEMENT

MAKHANYA	Nondumiso Pearl
MANZINI	Sthabiso Neliswa
MBELE	Sthembele Nosiphiwe
MBHELE	Thobeka Zola
MDLULI	Thembelihle
MKHIZE	Zandile
NQADU	Nonkululeko

National Diploma in HUMAN RESOURCES MANAGEMENT

KAZI	Nokuthula Ruth
MKHATSHWA	Simangele Sanelisiwe
NDWANDWE	Sipho Cyril

National Diploma in MANAGEMENT

DLADLA	Noluntu Ntombiyenkosi
MGIJIMA	Abelwe Noxolo
MKHIZE	Nombulelo Slindile

National Diploma in MARKETING

SINGH	Shriven
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National Diploma in PUBLIC MANAGEMENT

BHAGWANDIN	Suvarna
DLONGOLO	Mandla
DURWARD	Mercy Faith
MAPOLOBA	Philani Wiseman
NHLUMAYO	Thandulwazi Luvuyo

National Diploma in PUBLIC RELATIONS MANAGEMENT

NTSHANGASE	Londiwe Petronel
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National Diploma in TOURISM MANAGEMENT

BROOKS	Ntombizonke Mbali Happiness
CELE	Nombeko Halala
CELE	Sinethemba
GUMEDE	Mthobisi
GUMEDE	Nondumiso
HLONGWANE	Nokuzola Nonsikelelo
KHOWA	Zanini
KHOWANE	Simphiwe
MAJOZI	Mfundo Siphamandla
MAKHANYA	Sifiso Lindokuhle
MAKHUNGA	Nontobeko
MBANJWA	Malusi Excellent
MKHIZE	Siphesihle Samukelisiwe
MLABA	Siyethemba Ntozana
MNGOMEZULU	Thami Thulani
MTHEMBU	Bhekithemba
MTHEMBU	Sibusiso Brian
MTHEMBU	Zethembiso
NDLOVU	Gcineka
NDLOVU	Lusanda Sdumisile Monica
NDLOVU	Zamakahle Noxolo
NDWALANE	Fezeka Maria
NGCOBO	Lindani Siyanda
NGCOBO	Nonhlanhla Noxolo Pearl
NTOBELA	Olwethu
RUITERS	Kaitlynn Gabrielle
SHABANGU	Sifiso Sphamandla
SIBISI	Sibongile Doris
ZULU	Simphiwe
ZUNGU	Nzuzo Lindani

Higher Certificate in BUSINESS ADMINISTRATION

MAPHANGA	Philasande
MASUKU	Senamile Happiness

Higher Certificate in CULINARY SKILLS

BHULOSE	Mfundo Graduate
MAJOLA	Samkelisiwe
NGCOBO	Londiwe Queen

Higher Certificate in ECOTOURISM

MTHEMBU	Ayanda Zandile
SAMBO	Faith Zingeziwe

Higher Certificate in HOSPITALITY AND LEISURE STUDIES

CIBANE	Nomfanelo Fundiswa
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Higher Certificate in HUMAN RESOURCES MANAGEMENT

BHENGU	Mfundo
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Higher Certificate in OPERATIONS MANAGEMENT IN PROJECT MANAGEMENT

HLONGWANE	S'Nelisiwe Nurse	
NYAWOSE	Brightness Nonkosi	
*RADEBE	Sibanesihle	CUM LAUDE
ZONDI	Minenhle Promise Phamela	CUM LAUDE

Higher Certificate in PUBLIC ADMINISTRATION

BIYELA	Sinenhlanhla Promise
CHAMANE	Amanda Zamathusi
NGCOBO	Ndumiso Nkanyiso
NGESI	Luvuyo
SIKHAKHANE	Siyabonga

Higher Certificate in PUBLIC ADMINISTRATION Specialising in Public Participation

MBATHA	Noxolo Charity
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Higher Certificate in PUBLIC RELATIONS AND COMMUNICATION

MBOKAZI	Mbalenhle Princess
MEYIWA	Phumlani
MKHIZE	Nomambo Pretty



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INYUVESI YASETHEKWINI YEZOBUCHWEPHESHE

CONGRATULATIONS
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fairness • professionalism • commitment • compassion • excellence

