

## Graduation 2011

### Doctor of Business Administration

**Beharilal**, Richard, *MBA(Management College of Sa)*

Dissertation: The Perceived Strategic Value of Electronic Commerce among SMME's in South Africa: A Strategic Management Perspective

Supervisor: Professor AM Singh

**Naong**, Matsidiso Nehemia, *Bcom(Vista), Bcom Hons.(UOVS), MEd(Vista)*

Dissertation: Impact of skills development training on employee motivation, perceptions of organisational climate and individual performance.

Supervisor: Professor DAL Coldwell

### Doctor of Philosophy

**Dzirikure**, Manasa, *BSc Hons.(Zimbabwe), MCom(ProjLdshp).....Leadership Studies*

Dissertation: Towards a management approach for sustainable social development programmes for orphans in Southern Africa: Application of Systems Theory

Supervisor: Professor K Pillay and Professor GJ Allen

**Musekura**, Celestin, *MCom(ProjLdshp).....Leadership Studies*

Dissertation: Assessment of causes of the failure of Gikongoro Agricultural Development Project

Supervisor: Professor RG Taylor and Professor K Pillay

### Master of Commerce

**Biruli**, Assan, *BA(East Africa School of Theology), BComHons.....Leadership Studies*

Dissertation: Evaluating the responses to social change of refugee Congolese Christian Leaders living in Durban, South Africa

Supervisor: Professor K Pillay

**Cele**, Nonhlanhla Sthandiwe, *BSocSc, BSocScHons, MHousing.....Project Leadership and Management*

Dissertation: An Inquiry into the Outsourcing Approach in Eskom Eastern Region

Supervisor: Dr SA Bodhanya

**Dlamini**, Nokuthula Olga, *PGDip(IndRel).....Project Leadership and Management*

Dissertation: The impact of rural housing development in South Africa: A Case study of Isimahla in Ugu District Municipality

Supervisor: Mr SG Hardman

**Dube**, Zinhle Lethumusa, *Nat. Dip.(Mangosuthu Technikon).....Project Leadership and Management*

Dissertation: Exploring the effectiveness of the Current Communication Strategy within Grootvlei Return to Service Project

Supervisor: Professor K Pillay

**Gaga**, John, *BTheo(UZ), BThHons.....Leadership Studies*

Dissertation: The role of church leaders in HIV and AIDS prevention in the Sweetwaters Community, Pietermaritzburg area

Supervisor: Professor K Pillay

**Magwaza**, Eulith Nomali, *BA Hons.(Unisa)*.....*Project Leadership and Management*  
Dissertation: Using Soft Systems Methodology (SSM) to investigate the application of 'Batho Pele' in the Ndwedwe West Ward  
Supervisor: Professor K Pillay

**Mbhele**, Hlengiwe Witness, *BSocSc, PGDip(ETD)(CommunDev)* ..*Project Leadership and Management*  
Dissertation: An Appreciative Inquiry Approach into the Post-Merger Campbell Collections - University Of KwaZulu-Natal  
Supervisor: Professor K Pillay

**Meyiwa**, Thenjiwe Sindiswa Cheryl, *BAHons, MA, PhD*.....*Organisational and Management Systems*  
Dissertation: Understanding HIV/AIDS effects through systems principles: A case study of home-based care giving in Bhambayi  
Supervisor: Professor S Leclerc-Madlala

**Mngxaso**, Monwabisi Harold, *BA(UFH), BA Hons.(UFH)*.....*Strategy and Organisational Dynamics*  
Dissertation: Understanding strategic conversation as a tool for organisational learning and change: A public sector perspective  
Supervisor: Professor RG Taylor

**Mntambo**, Charmaine, *BCom(UNIN), BEd(UZ), MEd* .....*Project Leadership and Management*  
Dissertation: The use of Systems Thinking for School Improvement: Reflecting on the Implementation of the Integrated Quality Management Systems (IQMS) in the Sweetwaters Ward  
Supervisor: Mr SG Hardman

**Msimango**, Ruby Joyce, *BCom(UZ), BCom Hons.(UZ)*.....*Project Leadership and Management*  
Dissertation: A systems perspective on pedagogic leadership  
Supervisor: Mr SG Hardman

**Ndebele**, Sibusiso Derrick, *BDrama* .....*Project Leadership and Management*  
Dissertation: The impact of the government's intervention to accelerate racial transformation in the advertising and media industry  
Supervisor: Mr SG Hardman

**Ravu**, Yagambram, *Dip.(MLST), BTech(Durban Institute of Technology)**Project Leadership and Management*  
Dissertation: How Project Planning Strategies Can Manage Delays: A Case Study of the Medupi Power Station, Limpopo Province  
Supervisor: Mr SG Hardman

**Twagirumukiza**, William, *BCom Hons.(University of Rwanda)* .....*Leadership Studies*  
Dissertation: Strategic implementation in public sector organizations: A case study of Rwanda Institute of Administration and Management (RIAM)  
Supervisor: Dr SA Bodhanya

**Vedalankar**, Sandhya Nardev, *BSocWk* .....*Project Leadership and Management*  
Dissertation: An Analysis and Evaluation of eThekweni Municipality's Home-Ownership Programme (Sale of State-Financed Flats)  
Supervisor: Professor RG Taylor

## **Master of Commerce in Leadership Studies**

**Baijnath**, Sunil, *Nat. Dip.(Durban University of Technology), BTech(Durban University of Technology)*.....*Leadership Studies*

Dissertation: A Holistic View to Understanding Project Failure in Eskom Distribution in KwaZulu-Natal

Supervisor: Professor RG Taylor

**Chiro**, Edward Tendayi, *BSc(Washington State), MBA(Bedfordshire)* ..... *Leadership Studies*

Dissertation: Low Cost Housing Delivery Program: An Interpretive Systems Approach

Supervisor: Mr SG Hardman

**Dlamini**, Phumzile Caroline, *BAdmin, PGDip(PubAdmin), BSocScHons*..... *Leadership Studies*

Dissertation: Challenges of a performance management development system in a learning organisation: A case study of the department of transport, Pietermaritzburg

Supervisor: Professor K Pillay

**Jokonya**, Osden, *PGDip(BusMgt), MBA* ..... *Leadership Studies*

Dissertation: Boundary Critique and Software Migration - A State Information Technology Agency Case Study

Supervisor: Mr SG Hardman

**Madiba**, Mhlengi Arthur, *Nat. Dip. (Mech. Eng.)(Mangosuthu Technikon), Adv. Bus. Prog.*

*Cert.(Durban Institute of Technology)* ..... *Leadership Studies*

Dissertation: Scenario Planning: The Future of Bosch Projects as Seen Through the Sugar Industry Lens

Supervisor: Dr SA Bodhanya

**Mbambo**, Phumzile Immaculate, *BA(NUL)*..... *Leadership Studies*

Dissertation: Use of systems tools in the creation of an intervention programme that deals with educational disparities

Supervisor: Professor K Pillay

**Mdanisi**, Tshikani Charlotte, *BA(UNIN), BA Hons.(UNIN), BA Hons.(Pret)* ..... *Leadership Studies*

Dissertation: Policy, planning and provision: A case study of water in the Limpopo Province

Supervisor: Mr SG Hardman

**Moloi**, Hilton Xolane, *BSocWk(UWC), Masters Dip. (HR Mgt)(RAU)* ..... *Leadership Studies*

Dissertation: Application of Soft System Methodology to employee assistance programmes as an approach to managing absenteeism

Supervisor: Mr SG Hardman

**Muhizi**, Rugamba, *BAdmin Hons.(Universite Libre De Kigali)* ..... *Leadership Studies*

Dissertation: Systematic Approach to Project Outcomes' Evaluation: A Case Study of the Decentralization and Community Development Project (DCDP)

Supervisor: Mr SG Hardman

**Shinga**, Nonkululeko Yvette Zenobia, *FDE(Math), MEd* ..... *Leadership Studies*

Dissertation: Taking ideas from mind to market: Challenges and critical success factors for effective incubation of ICT start-up firms within the innovation hub

Supervisor: Professor RG Taylor

**Xulu**, Sipho Lawrence, *BPaed(UZ), BEd(UZ)*..... *Leadership Studies*

Dissertation: Evaluating poor educational performance: The value of using a Systems Thinking Approach with Special reference to Grades 10 - 12 classes on Schools in the Samungu Ward

Supervisor: Professor K Pillay

## **Master of Business Administration**

**Beato**, Wendy Irene, *Adv Cert for Edu.(Unisa)*

Dissertation: The Importance of Internal Corporate Communication: A Perspective of Durban Employees

Supervisor: Dr RM Challenor

**Buckroodeen**, Rishaad, *Nat. Dip.(TSA), BBA*

Dissertation: Should End Users Be Part of The Formulation and Measurement of IT Service Level Agreements?

Supervisor: Professor MS Maharaj

**Chetty**, Sarasvathy, *BAdmin(Unisa), PGDip(BusMgt)*

Dissertation: Customer Relationship Management within the Local Government: A Case Study of eThekweni Municipality

Supervisor: Dr MA Phiri

**Govender**, Indrani, *CIS(Sa Inst Secretaries/Administrators)*

Dissertation: Succession Planning as a Tool to Minimise Staff Turnover Rate: A Case Study of Nedbank Homeloans KZN Operations

Supervisor: Mr TAA Vajeth

**Govender**, Ravi Dennis, *BSc(Unisa), BScEng*

Dissertation: A Critical Evaluation of the Level of Customer Satisfaction Experienced by Farmers Participating in ESKOM Transmission's Cane Fire Management Programme

Supervisors: Dr AS Gani and Professor WD Geach

**Govender**, Reegan, *Nat. Dip.(Durban Institute of Technology), BTech(Durban Institute of Technology)*

Dissertation: Employee Awareness of Quality Management Systems at Federalmogul Friction

Supervisor: Professor A Singh

**Gumede**, David Mthetho, *MgtAdvmentDip*

Dissertation: Determining Benefits Accrued a Performance Management Systems Implementation in the Eastern Region's Operations of Total Facilities Management Company

Supervisors: Mr AR Bozas and Professor AM Singh

**Kanime**, Andreas, *BAdmin(UWC), BTech(TSA), PGDip(BusMgt)*

Dissertation: Factors Driving Pay Changes and their Impact on Corporate Performance: Namibian Ports Authority Case Study

Supervisor: Mr LN Govender

**Khwinana**, Raofa Obadiah, *BAdmin(Unisa), PGDip(BusMgt)*

Dissertation: The Impact of Competency Assessments on the Placement and Work Performance of Senior Managers

Supervisor: Mr TAA Vajeth

**Liu**, Jianxia, *BCom(Tianjin Commercial College)*

Dissertation: China's Exchange Rate Regime: 1994 to 2008

Supervisor: Dr MG Chasomeris

**Mahao**, Palesa Cecilia, *BSocSci(CapeTown)*

Dissertation: Employees' Perspectives on Total Quality Management at Queen Elizabeth II Hospital and the New Referral Hospital

Supervisors: Dr AS Gani and Ms GL Manion

**Maharaj**, Shalendra Harinath, *BScEng, PGDip(MgtDevel)*

Dissertation: An investigation into the barriers to performance management for businesses in the Durban area.

Supervisor: Mr TAA Vajeth

**Maharaj**, Shannie Mahabeer, *MgtAdvmentDip*

Dissertation: Assessment of Job Involvement amongst Staff in the Faculty of Health Sciences at the University of KwaZulu-Natal

Supervisor: Dr S Ramdial

**Malgas**, Maphelo, *Nat. Dip.(UPE), BTech(Durban Institute of Technology)*

Dissertation: Disillusionment with the Market Driven Economic System in a Period Of Global Economic Downturn

Supervisor: Mr TAA Vajeth

**Mchunu**, Mvelo, *Nat. Dip.(Mangosuthu Technikon)*

Dissertation: Impact of Employee Participation in Decision Making at Engen

Supervisors: Mr AD Kader and Professor AM Singh

**Mhlongo**, Belinda Bulelwa, *BPaed(UZ)*

Dissertation: Consumer Perceptions of Service Quality within the Customer Service Centres at Ethekwini Municipality

Supervisor: Dr TI Nzimakwe

**Mungroo**, Bradley Ashwin, *Nat. Dip. (Purchasing Mgt)(TSA)*

Dissertation: Entrepreneurship Education

Supervisor: Professor A Singh

**Munien**, Rajan, *BSc(Sur)*

Dissertation: Internet Phishing - Hook, Line and Hopefully Not Sunk...

Supervisor: Professor A Singh

**Mutuku**, Martin Maina, *BCom(Daystar University, Kenya)*

Dissertation: Personal Aspirations and Employment Requirements: Coalescing, Clashing and Outcomes

Supervisor: Dr RM Challenor

**Naidoo**, Jessantha, *BCom, BComHons(Acc)*

Dissertation: Female Entrepreneurs: The Key to Economic Growth in KwaZulu-Natal

Supervisor: Professor A Singh

**Naidoo**, Kogilambal, *BSc(UKZN), BScHons(UKZN), MAP(Witwatersrand)*

Dissertation: Measuring Quality Management Practices in a Biscuit Manufacturing Company

Supervisor: Professor AM Singh

**Naidoo**, Priethieban, *MgtAdvmentDip, PGDip(BusMgt)*

Dissertation: Creating and Measuring Shareholders Value Through Acquisition: A Case Study on Sage Plc

Supervisor: Dr MC Dent

**Naidoo**, Raymond, *BSc (Info. Techn.)(Unisa), PGDip(BusMgt)*

Dissertation: A Critical Evaluation of the Application of Six Sigma as a Business Transformation Methodology at Lonmin South African Operations

Supervisor: Professor AM Singh

**Ndimeni**, Vukile Vernon, *MAP(Witwatersrand), PGDip(BusMgt)*

Dissertation: The Study of the Effectiveness of an IT Risk Management Strategy

Supervisor: Professor AM Singh

**Ndlovu**, Lamulile Happiness, *BTech(Port Elizabeth Technikon), PGDip(Mgt)*

Dissertation: Evaluation of Extension Service Quality under Umngungundlovu District  
Supervisor: Dr MA Phiri

**Ndlovu**, Siphon Moses, *MgtAdvmntDip, PGDip(BusMgt)*

Dissertation: Research into Factors influencing the Economic Upliftment of the uMhlabuyalingana Municipality

Supervisors: Mr AR Bozas and Dr RM Challenor

**Ndlovu**, Thabo Victor, *Primary Teachers Dip.(UmbumbuluCoE), Higher Dip. in Edu.(NatalCoE), BEdHons*

Dissertation: Factors impacting on entrepreneurial success in Durban

Supervisor: Dr RM Challenor

**Ngcobo**, Dumisani Patrick, *MgtAdvmntDip, PGDip(BusMgt)*

Dissertation: Understanding Acceptance of New Technology by Field Support Technicians

Supervisor: Professor MS Maharaj

**Ngcobo**, Sandile Charles, *BAdmin, BComHons*

**Ngobeni**, Nancy Zandile, *PGDip(BusMgt)*

Dissertation: An Evaluation of the Maintenance on Government Properties in Mpumalanga Province: A Service Quality Perspective

Supervisor: Dr TI Nzimakwe

**Ngwane**, Knowledge Siyabonga, *BTech(Durban Institute of Technology)*

Dissertation: The Effects of Affirmative Action on the Motivation of Employees at Durban University of Technology

Supervisors: Miss J Bux and Professor WD Geach

**Ntshangase**, Bhekani Aaron, *BScEng, PGDip(BusMgt)*

Dissertation: The Outsourcing Challenges and Effectiveness of Insourcing Maintenance Function at ESKOM

Supervisor: Dr AS Gani

**Paruk**, Nazira, *BCom, PGDip(MgtAcc)*

Dissertation: Stress Management amongst Bank Executives: A case study

Supervisor: Professor AM Singh

**Pillay**, Pragalathan Devakrishna, *Dip.(Damelin College)*

Dissertation: Consumer Online Buying Patterns - A South African Perspective

Supervisor: Professor AM Singh

**Qangule**, Tabisa Zoliswa, *BTech(Durban Institute of Technology)*

Dissertation: The Role of Durban University of Technology in Promoting Fashion Design of Graduate Students

Supervisors: Mr AR Bozas and Dr MA Phiri

**Qhobela**, Mammolaoa Makahlolo, *BCom(UNISWA), PGDip(BusMgt)*

Dissertation: An Exploration of Small Business Mortality: A Lesotho Perspective

Supervisor: Professor WD Geach

**Reddy**, Venessa, *BCom, PGDip(BusMgt)*

Dissertation: The development and advancement of software asset management in South Africa

Supervisor: Dr RM Challenor

**Ross**, Praline Ann, *Dip.(Damelin College)*

Dissertation: Do good looking people have an unfair advantage in the workplace?

Supervisor: Dr RM Challenor

**Sewpersadh**, Uvana, *BOccupThrpy, PGDip(HandRehab)*

Dissertation: Job satisfaction in occupational therapy - A comparative analysis

Supervisor: Mrs T Lingah

**Shongwe**, Bhekumuzi Enock, *BTech(MLST)*

Dissertation: The impact of the Air Quality Act on business in the Greater Durban Area

Supervisors: Dr JD Macdonald and Dr RM Challenor

**Singh**, Nisha, *BScHons, MSc, HDE, PhD*

Dissertation: Creating a "Green University"

Supervisor: Professor AM Singh

**Sparrow**, Jacqueline Helen, *BCom(Unisa)*

Dissertation: Factors Influencing Job Satisfaction at Toyota SA Motors

Supervisor: Professor AM Singh

**Subbaya**, Reshma, *BSc(Unisa)*

Dissertation: Internet Adoption among Small and Micro Enterprises in the Business Services Sector

Supervisor: Mr M Marimuthu

**Swart**, Grant Ashley, *BTech(NATTEK), PGDip(BusMgt)*

Dissertation: An investigation into the relationship between leadership style and intention to leave in a FMCG manufacturing organisation

Supervisor: Mr JM Naidoo

**Whittle**, Shannon David, *MgtAdvmentDip*

Dissertation: Effectiveness of SAP Finance Module Implementation in Pick n Pay Retail

Supervisor: Professor R Klopper

**Zuma**, Senamile Zibuyile, *Nat. Dip.(Durban Institute of Technology), BTech(Durban Institute of Technology)*

Dissertation: Investigating the Challenges Faced by Woman Entrepreneurs

Supervisor: Ms GL Manion