

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), BComHonsLeadership Studies*

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

Supervisor: Professor K Pillay

Cele, Nonhlanhla Sthandiwe, *BSocSc, BSocScHons, MHousingProject 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), BThHonsLeadership 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 Yolette 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, Sipho Moses, *MgtAdvmentDip, 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, *MgtAdvmentDip, 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