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KALOSO YA DIDIPOLOMA LE DIDIKERII / MOKETE WA KABO YA DIPLOMA LE DIKRI

VANDERBIJLPARK CAMPUS / VANDERBIJLPARKKAMPUS /
KHAMPHASE YA VANDERBIJLPARK

10 October / Oktober / Diphlane / Mphalane 2024

10:00

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ORDER PROCEDURES DURING THE CEREMONY / ORDEREËLINGS TYDENS DIE PLEGTIGHEID / DITHULAGANYO TSA TSAMAISO YA KALOSO / MOKGWA WA TSAMAISO NAKONG YA MOKETE

You are requested to rise when the academic procession enters the hall and to remain standing until the congregation has been constituted

U word versoek om op te staan wanneer die akademiese prosesie die saal binnekom en om te bly staan tot na die samestelling van die kongregasie.

O kopiwa gore o eme fa mmopelelo wa baakatemi o tsena mo holong mme o eme fela jalo go fitlhela phuthego e tlhomiwa.

Le kopuwa ho ema ka maoto ha bahlomphehi ba thuto ba kena ka holong mme le tswelopele le eme ho fihlela phutheho e le dibakeng tse loketseng

~

The candidates are introduced / Die kandidate word voorgestel / Baamogeladidikerii ba a itsisiwa / Baithuti ba a bitswa

~

You are requested to stand for the singing of the National Anthem and to remain standing until the academic procession has left the hall.

U word versoek om op te staan vir die sing van die Nasionale Lied en om te bly staan totdat die akademiese prosesie die saal verlaat het.

O kopiwa gore o eme fa go opelwa Pina ya Bosetšhaba mme o nne o eme go fitlhela mmopelelo wa baakatemi o tswa mo holong.

Le kopuwa ho ema ha ho binwa Pina ya Setjhaba mme le tswelopele le eme ho fihlela bahlomphehi ba thuto ba tswile ka holong.

~

For the sake of order, you are requested not to leave your seat during the ceremony.

Ter wille van orde word u versoek om nie u sitplek tydens die verrigtinge te verlaat nie.

Go tshegetsatsa tolamo, o kopiwa gore o se tloge mo setulong sa gago ka nako ya kaloso.

Molemong wa ho hlophiseha, re kopa hore o se ke wa tloha setulong sa hao nakong ya mokete

~

Only the official photographer is allowed to take photographs in the hall.

Slegs die amptelike fotograaf mag foto's in die saal neem.

Ke motsayadinepe wa semmuso fela yo o letlelelwang go tsaya dinepe mo holong.

Radifoto wa semmuso ke yena feela ya dumeletsweng ho nka difoto ka holong

An asterisk (*) next to a name indicates that the diploma / degree has been obtained with distinction

'n Asterisk (*) langs 'n naam dui aan dat die diploma / graad met onderskeiding verwerf is.

Naletsana (*) mo thoko ga leina le raya gore dipoloma / dikerii e amogetswe ka pharologanyo.

Naledi (*) haufi le lebitso e bolela hore diploma / degree e fumanwe ka matshwao a hodimo (distinction)

PROGRAM • LENANE • LENANEO
10 OCTOBER / OKTOBER / DIPHALANE / MPHALANE 2024
10:00

Academic procession / Akademiese prosesie /
Mmopelelo wa Baakatemi / Mokoloko wa bahlomphehi ba thuto

University anthem / Universiteitslied /
Pina ya Yunibesithi / Pina ya Yunivesithi

Constituting of the congregation / Samestelling van die kongregasie /
Tlhomamiso ya Phuthego / Phutheho e ema dibakeng tsa yona

Opening / Pulo

Word of welcome / Verwelkoming /
Kamogelo / Mantswe a kamohelo

Conferral of diplomas and degrees / Toekenning van diplomas en grade /
Neelo ya didipoloma le didikerii / Kabo ya diploma le degree

Closure / Afsluiting / Tswalelo / Ho kwala

The National Anthem / Die Nasionale Lied /
Pina ya Bosetšhaba / Pina ya Setjhaba

Dissolution of the congregation / Ontbinding van die kongregasie /
Kgololo ya phuthego / Phutheho ya qhalana

Academic procession leaves the hall / Akademiese prosesie verlaat die saal /
Mmopelelo wa baakatemi o tswa mo holong / Bahlomphehi ba thuto ba tswa ka holong

**ECONOMIC AND MANAGEMENT SCIENCES /
EKONOMIESE EN BESTUURSWETENSKAPPE /
DISAENSE TSA SEIKONOMI LE BOTSAMAISI /
DISAENSE TSA MORUO LE BOTSAMAISI**

**BACCALAUREUS ARTIUM MET BEDRYF- EN ORGANISASIESIELKUNDE
EN ARBEIDSVERHOUDINGEBESTUUR
BACHELOR OF ARTS WITH INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY
AND LABOUR RELATIONS MANAGEMENT**

MAHLAOLE, HLULANI AUSTIN
MODIBA, REFILWE ROSE

MAKAPELA, CEBO

**BACCALAUREUS COMMERCII IN MENSEHULPBRONBESTUUR
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NKUTA, NEO FANUFIKILE

**BACCALAUREUS COMMERCII IN BEDRYF- EN ORGANISASIESIELKUNDE
MET ARBEIDSVERHOUDINGEBESTUUR
BACHELOR OF COMMERCE IN INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY
WITH LABOUR RELATIONS MANAGEMENT**

MOLOBELA, EMELDRINA

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MOKOENA, MPHOSISENT

LETHOBA, TAHIRA

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BACHELOR OF COMMERCE IN MANAGEMENT SCIENCES WITH
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LOURENCO, FABIO ANDRE RODRIGUES

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* SATSHA, VUYOKAZI

Authentic leadership and employee performance:
The role of motivation within a South African work
context

Studieieier/Supervisor:
PROF L VAN DER VAART
Medestudieieier/Co-supervisor:
DR QE USADOLO
Medestudieieier/Co-supervisor:
PROF MW STANDER

**MAGISTER COMMERCII IN ONDERNEMINGSBESTUUR
MASTER OF COMMERCE IN BUSINESS MANAGEMENT**

* SELEMELA, MBALI BRIDGET

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Studieieier/Supervisor:
DR R KLONARIDIS
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PROF H LUES
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DR C MULLER



EDUCATION / OPVOEDKUNDE / THUTO

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PHEKO, OFENTSE REGINALD

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PSYCHOLOGY**

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RADIOKANA, ORATENG

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a reflection on the State-Church relationship in
South Africa

Studieleier/Supervisor:
DR S MOTLOUNG



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1 Economic and Management Sciences / Ekonomiese en Bestuurswetenskappe / Disaense tsa Seikonomi le Botsamaisi / Disaense tsa Moruo le Botsamaisi

Doctor Of Philosophy / Philosophiae Doctor

MANJENGWA, Earnest

Economic and Management Sciences with Economics /
Ekonomiese en Bestuurswetenskappe met Ekonomie

Earnest Manjengwa was born on 25 September 1983, as the third son and fifth child of Cephas Farai (late) and Faustina Manjengwa. He is married to Florence, and together they have a son and three daughters. He grew up in his rural village and attended Matizha Primary School, Chikwerengwe High School (Junior Certificate), Gutu High School (Ordinary Level), and Highfield 1 High School (Advanced Level). In 2003, he began his tertiary studies at the University of Zimbabwe, where he earned an upper-second class BSc honours degree in Economics in 2006. He pursued an MSc in Economics at the same university in 2012 and completed it in 2014. In 2015, he furthered his education at the Barcelona School of Economics in Spain, graduating in 2016 with a master's degree in Specialised Economic Analysis, majoring in Competition and Market Regulation. Earnest has extensive experience in both the private and public sectors, having worked in retail, central banking, economic regulation, research management consulting and non-profit organisations.

In his thesis, **Environmental, social and governance (ESG) performance and economic growth in BRICS countries**, Earnest employed the dynamic panel PMG-ARDL model to investigate how the performance of ESG (sustainable development) at the national level affects economic growth in the BRICS nations. The study found that country-level ESG performance has a positive long-term impact but a negative short-term impact on economic growth in the BRICS countries. The results demonstrate that implementing ESG principles can greatly improve macroeconomic performance over time, underscoring the importance of having a framework that links economic policies with sustainability goals to help promote economic resilience, innovation, and development. Therefore, policymakers should play a pivotal role in advancing the integration of ESG principles at the macro- and micro-levels, which is necessary to ensure equitable and more sustainable economic growth.

Promotor/Promoter: Prof SH Dunga

Medepromotor/Co-promoter: Prof NP Mncayi-Makhanya

Medepromotor/Co-promoter: Dr JL Makhalima



Doctor Of Philosophy / Philosophiae Doctor

RANGAZA, Koleka Marionette

Economic and Management Sciences with Economics /
Ekonomiese en Bestuurswetenskappe met Ekonomie

Koleka Marionette Rangaza, was born in Sharpeville in the Vaal, to Aletta and Nqeleni Rangaza. She matriculated from General Smuts High School in Vereeniging and enrolled for a BCom in Economics and Statistics at the Nelson Mandela University (then the University of Port Elizabeth). She completed an MA degree at the NMU. She worked as a junior lecturer at the university's foundation programme, and thereafter joined Stats SA as an intern in 2007. She then worked as a Deputy Director at the Economic Development Department in 2010. She is currently employed as a lecturer at the Vaal University of Technology. She is a wife and a mother and is passionate about youth development.

In her thesis, **Modelling the standard of living among households headed by the youth in South Africa**, Koleka constructed an Index to address a critical gap in measuring the standard of living of households headed by South African youth. She conceptualised the standard of living using objective indicators, aimed at understanding the socio-economic factors affecting the youth. Employing econometric models, the study revealed a complex picture of youth-headed households in South Africa. A significant portion of youth-headed households belonged to the upper middle class, with urban and high-income households linked to a higher standard of living. This study advances the understanding of the standard of living for youth-headed households and therefore calls for a youth-targeted approach to better monitor and evaluate initiatives and policies aimed at youth development.

Promotor/Promoter: Prof SH Dunga

Medepromotor/Co-promoter: Prof NP Mncayi-Makhanya

2 Health Sciences / Gesondheidswetenskappe / Disaense tsa Pholo / Disaense tsa Bophelo

Doctor Of Philosophy / Philosophiae Doctor

JOUBERT, Martmariè

Health Sciences with Psychology /
Gesondheidswetenskappe met Psigologie

Martmariè Joubert was born on 19 May 1969 in Vanderbijlpark. She matriculated from Hoërskool Transvalia in 1987. Martmariè continued to complete a BA in Psychology (with distinction) in 1995 at the former Potchefstroom University for Christian Higher Education and an Honours in Psychology in 1997, as well as a MA in Psychology at the same university in 2002. The title of her Masters dissertation was: “*n Psigo-opleidingsontwerp ter orienteering van Hoërskoolonderwysers vir die implementering van ‘n substansintervensieprogram*”. Since 1996, Martmariè has pursued her interest in addiction and lifestyle behaviour change. She began her career as an information officer at the Vaal Triangle Alcohol and Drug Abuse Centre, affiliated with the South African National Council on Alcoholism and Drug Dependence (SANCA) (1996 – 1999). Following this, she established a rehabilitation clinic at Krugersdorp Hospital, where she worked with a multidisciplinary team addressing lifestyle behaviours (2000 – 2001). In 2002, she founded a successful human resource consultation business, focusing on small, micro, and medium enterprises. Martmariè is married to LJ Joubert, Biokineticist (B.Sc. (Honn.) M.Sc), and together they have developed and presented Employee Wellness Programmes (2015-2017).

In her thesis, **From food addiction to healthy eating behaviour of women in the Vaal Triangle of South Africa: A mixed method study to develop a psycho-educational intervention**, she identified two statistically significant profiles of eating behaviour in the participating women. She further explored their own experiences with food and eating and compiled a healthy relationship with food guideline, which was used in constructing an intervention aimed at developing healthy eating behaviour in women. The study presents a novel understanding of the dynamics underpinning women’s relationship with food and of the psychosocial essentials for healthy eating behaviour. Furthermore, the study makes a unique contribution towards addressing the critical obesity health challenge that faces the world and especially South African populations today.

Promotor/Promoter: Prof C Van Eeden

Medepromotor/Co-promoter: Prof S Rothmann



Doctor Of Philosophy / Philosophiae Doctor

XOKO, Tobeka

Social Work / Maatskaplike Werk

Tobeka Xoko, the daughter of Mercy Nomataliyana and Alexander Xoko was born on 26 July 1976 in Bizana. She matriculated from Qokolweni High School in 1993 and enrolled for her BA (SW) degree at the University of Transkei in 1994. She obtained her honours degree (Social Work) in 1998 at the University of Transkei and her MSW degree (Social Work-Health care) in 2017 at the University of Pretoria. She worked as a Wellbeing Consultant at Johnson Matthey from 2006-2018 and as a Wellbeing and Community Involvement Leader since 2018. She is currently self employed as a social facilitator consultant.

In her thesis, **Development of a non-violent communication programme aimed at enabling empathy in adolescents in South African rural school settings**, Tobeka conducted a rapid review to identify the core components of internationally developed Non-Violent Communication (NVC) programs. Following this, she carried out a qualitative study involving grade eight learners and stakeholders from two rural schools in the Eastern Cape to gather insights on how to effectively integrate and cultivate empathy through an NVC program. Tobeka designed and pilot-tested the NVC intervention with these stakeholders, confirming that understanding others' needs and feelings, while remaining in touch with one's own, is crucial for effective NVC and compassionate responses in conflict situations. This study was the first to explore NVC within the South African context, incorporating local culture. Her findings suggest that the NVC program could significantly contribute to reducing violence in rural South African schools.

Promotor/Promoter: Prof E Crofford

Medepromotor/Co-promoter: Prof A Fouche

Medepromotor/Co-promoter: Prof H J Walker-Williams

3 Humanities / Geesteswetenskappe / Disaense tsa Botho / Tsa Botho

Doctor Of Philosophy / Philosophiae Doctor

MHLANGA, Nomcebo Serrah

Social Sciences with Public Management and Governance /
Sosiale Wetenskappe met Openbare Bestuur en Regering

Nomcebo Serrah Mhlanga is a renowned South African public finance management expert with a distinguished track record. She was honored with the “Best Municipal Manager of the Year 2020 Award” and is recognized for her contributions as a consultant, helping numerous municipalities shift from qualified to unqualified audit reports. Born in Nelspruit in 1982, she completed her high school education at Valencia Secondary School in 1999 and pursued a National Diploma in Internal Auditing at Tshwane University of Technology. Her professional career includes roles at Standard Bank and Moretele Local Municipality, where she served as Senior Revenue Manager and CFO between 2012 and 2020. In 2014, she furthered her education at the University of Pretoria, earning a BA Public Administration (Cum laude), followed by an Honours degree (Cum laude) from the University of Stellenbosch in 2017. Mhlanga completed her Master’s in Public Administration and Management in 2020 and completed a PhD at the North-West University.

Her thesis, **Participatory-budgeting model for effective financial management in Midvaal and Lesedi Local Municipality**, addresses the challenges in municipal budget formulation, highlighting the need for increased citizen participation. She advocates for the adoption of a national participatory-budgeting policy to improve financial management. Mhlanga’s proposed model aims to enhance municipal budgeting processes not only in South Africa but globally, ensuring better responsiveness to local needs and more effective financial management.

Promotor/Promoter: Prof MT Lukamba



Doctor Of Philosophy / Philosophiae Doctor

MHLONGO, PraysGod Siphesihle

Languages and Literature with English /
Taal en Literatuur met Engels

PraysGod Siphesihle Mhlongo is the son of the late Sizakele Gladness Mhlongo. He was born on 17 June 1989 in KwaZulu-Natal. He matriculated with two distinctions from Mziwethu High School in Dannhauser in 2007. In 2011, he enrolled for the Bachelor of Education at the University of the Free State. After the completion of his Bachelor study, he completed the Post-Graduate Diploma in Second Language Studies at Stellenbosch University in 2015. In 2016, he completed the Master’s degree in Arts (cum laude), specialising in English Studies at the University of the Free State. He taught English in high school from May 2015 to June 2020. In July 2020, he was appointed as an English lecturer at the Cape Peninsula University of Technology, Wellington Campus, where he currently continues his scholarly work.

In his thesis, **Evaluation of the L2 motivational self-system theory for learning English in multilingual South Africa**, PraysGod studied the language learning motivation of multilingual South African students. PraysGod’s study critically reviewed the most prominent current language learning motivation theory and proved that the theory is irrelevant for multilingual language learning contexts like South Africa. He added a new instrument to the field with the development and validation of the “*South African Motivation Questionnaire*” (SAMQ) used in the study. His international reviewers viewed the thesis as “a major contribution to research on multilingualism and motivation, but also to the wider field of applied linguistics where there is a very great need for work on grassroots multilingualism and for studies conducted in the Global South”.

Promotor/Promoter: Prof AS Coetzee Van Rooy