

## ORDER OF PROCEEDINGS

*The Congregation is required to stand while the choir sings Gaudeamus Igitur, and the procession enters the Auditorium.*

The Chancellor will constitute the Congregation.

The Vice-Chancellor will welcome the Congregation.

The Deans of Faculties will present the candidates for the award of Diplomas and the conferral of Degrees of Bachelor, Bachelor (Honours), Master and Doctor of Philosophy.

The Deputy Vice-Chancellor (Academic and Student Affairs) will present Dr Sandile Phakathi for the Vice-Chancellor's Distinguished Teaching Award.

The Congregation will stand and sing the National Anthem.

The Chancellor will dissolve the Congregation.

*The Congregation is requested to stand while the procession leaves the Auditorium.*

*With the exception of the commencement and the conclusion of the ceremony and the singing of the National Anthem, Congregation members are requested to remain seated throughout the proceedings.*

## INKQUBO

*INgqungquthela iyacelwa ukuba iphakame ngexesha ikwayala icula uGaudeamus Igitur kwaye umkhosi wemithika ungena ngaphakathi.*

INgqonyela imisela iNgqungquthela.

USEkelangqonyela wamkela iNgqungquthela.

IiNtloko zeeFakalithi zinikezela abaza kuwongwa ngeeDiploma nabanikezelwa ngeziDanga zeBachelor, ezeHonours ezeMaster nezobuGqirhalwazi.

UMncedisi kaSekelangqonyela (imiCimbi yezeMfundo nabaFundi) wazisa uGqirhalwazi uSandile Phakathi owongwa ngeMbasa kaSekelangqonyela yokuba nguMhlohli oGqwesileyo.

INgqungquthela iyaphakama ivume uMhobe weSizwe.

INgqonyela ichitha iNgqungquthela.

*Ingqungquthela iyacelwa ukuba iphakame ngexesha uMkhosi wemithika uphuma.*

*Ngaphandle kwaxa kuqalwa naxa kusongwa uMsitho, naxa kuculwa uMhobe weSizwe, abantu abakwiNgqungquthela kufanele bahlale phantsi ngalo lonke ixesha kuqhutywa inkqubo.*

## VOLGORDE VAN VERRIGTINGE

*Die kongregasie word versoek om te staan terwyl die koor Gaudeamus Igitur sing en die prosessie die ouditorium binnekom.*

Die Kanselier sal die kongregasie konstitueer.

Die Visekanselier sal die kongregasie verwelkom.

Die dekane van die fakulteite sal die kandidate vir die toekenning van diplomas, baccalaureus-, honneursbaccalaureus-, meesters- en doktorsgrade in die Wysbegeerte voorstel.

Die Adjunkvisekanselier (Akademiese en studente-aangeleenthede) sal dr. Sandile Phakathi vir die Visekanselier se Toekenning vir Voortreflike Onderrig voorstel.

Die kongregasie sal staan en die volkslied sing.

Die Kanselier sal die kongregasie verdaag.

*Die kongregasie word versoek om te staan terwyl die prosessie die ouditorium verlaat.*

*Met die uitsondering van die aanvang en afsluiting van die seremonie, sowel as met die sing van die volkslied, word die kongregasie versoek om tydens die verrigtinge te bly sit.*

## FACULTY OF COMMERCE

### DEGREE OF BACHELOR OF COMMERCE

ANTON, Clare Leonie  
BALOYI, Boitumelo Hlengane  
BOTSANE, Kamohelo Ramotebang Teboho  
BOUWER, Matt David, **with distinctions in** Economics  
**and** Information Systems  
BUTHELEZI, Silindokuhle Thembelihle Lihle  
CAMPBELL, Cameron, **with distinction in** Information Systems  
CHAKE, Paballo Thato  
CHISHA, Chishimba  
DEU, Motse Immaculate  
DLAMINI, Lindelwa Andiswa  
FUTUSE, Keziah  
FUWE, Hazel Tanyaradzwa  
GCOBO, Ongeziwe Zola Agnes  
GEORGE, Phumelela  
GIBISELA, Mihlali  
GILBERT, Zenande  
GOVENDER, Kieran Ethan  
GQIBITOLE, Thandokazi  
GUBANA, Siyabonga  
GUMEDE, Zamaqwabe Vuyo  
GWEBANA, Nsuku Delia  
GXOGXO, Wanganathi  
HARJEVEN, Priyanka  
HASSANE, Khalil  
HLANJWA, Sibabalwe  
HOOSEN, Amaarah  
JACK, Sesona  
JONCK, Celeste Susan, **with distinction in** Information Systems  
JOZANA, Afikile  
KEMP, Carina Jean  
KENANA, Zenande  
KLAAS, Bongolethu Yandisa

KULA, Alizwa  
KUNENE, Niwakhe Likhona  
KUTADZAUSHE, Tanyaradzwa Tshegofatso  
KUTUMELA, Masego Ellen  
LUZIPHO, Mbali  
MABENA, Simosihle  
MABIKA, Thandiwe  
MADIKANE, Siyamtanda-Sonke  
MADIKIZA, Mangaliso Phiwa Yinkosi  
MAGAGULA, Zakhele Sinethemba  
MAGAKWE, Puseletso  
MAGORO, Mufhiwa  
MAGWAZA, Khwezi Nozipho, **with distinction in** Economics  
MAKGATHO, Dikgang  
MAKHAFOLA, Makgonye Monare  
MAKHAFOLA, Raesetja Jennifer  
MAKHUBELA, Ikgomotseng Blessing Ditshego  
MAKUBALO, Sibangizambeso Anathi  
MALATJI, Makorobanye Kweane Silas  
MALEBANYE, Naleli  
MALGAS, Nthabiseng  
MAMBA, Nqobile Susan  
MANGALISO, Masiphiwe  
MANKA, Abonga  
MANQINA, Nasiphi  
MANTSHONGO, Sisanda  
MAPASA, Hluma  
MAQONDO, Iviwe  
MARUMA, Marumo Gadifele  
MASEMOLA, Shimi  
MASHAMBA, Lusani Venus  
MASUKU, Eddie  
MATHEKGA, Mokoto Selae  
MAUBANE, Chuene Bryne  
MAZALENI, Owam  
MBHELE, Nqobile Dumolwenkosi Sihawukelwe  
MC QUINTO, Jamie Laretta

MEREKI, Katlego Kgori Kgolo  
MGIDLANA, Saxola  
MGINQI, Buhlebenkosi  
MHLANGA, Andile Adelaide Siphokazi  
MHLANGA, Nqobile Bright  
MISANI, Sinothando Hlumela  
MKHIZE, Kwezi  
MKHIZE, Sizile  
MKIVA, Andisiwe  
MMUTLE, Lefa Omolemo  
MNGEWENGI, Simamkele  
MNGOMA, Busisiwe Nonkosazana Nazirine  
MNYAKENI, Lukhanyo, **with distinction in** Information Systems  
MOFOKENG, Karabo Goodhope  
MOGANE, Keabetswe Kagiso  
MOKATSANYANE, Thabang Nhlanhla  
MOKHIDI, Resegofetse Bridgett  
MOLEFE, Motheo  
MOLOKOANE, Tshireletso  
MONONYANE, Khumo, **with distinction in** Information Systems  
MONYAMANE, Molemo  
MORAKA, Boago  
MOTAUNG, Mojalefa Freddy  
MOTHIBEDI, Bonolo  
MOTSHABI, Amohelang Keitumetse  
MPONO, Dini Mphumzi  
MUFAMADI, Ndamulelo  
NAIKER, Jason  
NCULA, Kamvelihle Siphesihle  
NDABENI, Lilitha  
NDIMENI, Ayabulela  
NDLEBE, Live  
NDOKWENI, Somila, **with distinction in** Information Systems  
NGCANI, Sisipho Boitumelo  
NGOBENI, Xongi Voni  
NGWENYA, Siyabonga Civilize  
NGWENYA, Sthembiso Noluthando

NKABINDE, Wandile Anelisiwe  
NKALA, Khayaletu Victor  
NKOALA, Blessing  
NKOMO, Siphokazi Sikhulile  
NKOSI, Asanda Shareen  
NKOSI, Edwin Thokozani Lebogang  
NKOSI, Nompumelelo, **with distinction in** Economics  
NOBELA, Nomvuyo Tsakani  
NOJAJA, Zimvo Nomava  
NONKALA, Nanga Qhawe  
NOTHOLI, Mihle  
NQINANA, Usisipho  
NTLAMA, Emmanuel Luzuko  
NTOMBELA, Khensani Rita  
NTOZONKE, Abenathi Charles  
NTWENI, Mihlali  
NXUMALO, Elami  
NZERU, Clinton Tatenda, **with distinction in** Information Systems  
ONE, Liyabona  
PANE, Ofentse  
PANGETI, Kudakwashe Gregory  
PHELE, Mmasetshaba Gontse  
PINANA, Sesona  
POTE, Dale Brett  
QIKWA, Sibabalwe  
RAMPEDI, Makgang Chuene  
SAM, Kyle James Angelo  
SAOLA, Ziyanda  
SATHEKGE, Mukgadi Faith, **with distinction in** Information Systems  
SEBOKA, Blondi Agnes  
SENAOANE, Thandeka Patricia  
SENENE, Andiswa Asemahle  
SHILALUKE, Sello  
SHUMBA, Thembelihle  
SIBEKO, Sicelo Mpilo  
SITHOLE, Munashe  
SITHOLE, Sanele Nokukhanya

SITOLE, Amahle  
SITWAYI, Hlumelo  
SOKO, Lungile Sinenhlanhla Zoleka  
SOPAZI, Khuthala Makaziwe  
TAKATSHANA, Owethu Christine  
TSELE, Thulebona Goodman  
TSHABALALA, Busisiwe Gugu  
TSHALI, Fundiswa  
VAN DER HOVEN, Benjamin  
VUMAZONKE, Chulumanco Mhlali  
WAMBI, Mhlali Erica  
WITBOOI, Siyamthanda  
ZIKALALA, Zanoluhle Anele  
ZUVA, Tariro

#### DEGREE OF BACHELOR OF ECONOMICS

BENYA, Ikhona  
BIDWELL, Erica Francesca Eugénia  
KAPOTWE, Malaika Gabriella, **with distinction in** Economics  
KHOZA, Sthembisile Tshepiso Edith  
MAKGOBA, Lesetja Kagiso  
MKHIZE, Wandile Nzuzo  
MNCUBE, Mfundo, **with distinction in** Economics  
MNGOMEZULU, Sihle Thando  
MOLOI, Refilwe Glorina  
MSOMI, Sinxolo Amahle  
OKECHUKWU, Chinecherem Marisa  
SHUNMUGAM, Kayleigh Almera  
TSHILINGA, Tshanduko Trevor, **with distinctions in** Economics  
**and** Information Systems  
ZAWANI, Munashe Denzel, **with distinctions in** Economics  
**and** Management  
ZEKANI, Anda  
ZULU, Lwazi Monwabisi

## DEGREE OF BACHELOR OF BUSINESS SCIENCE

KUBUSHI, Bethuel Phuti

## POSTGRADUATE DIPLOMA IN ACCOUNTANCY

BLENI, Sesethu  
HANXA, Lomso  
MALUKAZI, Mivuyo  
MASUKU, Nosipho Jackie  
MBAMBO, Thanduxolo Mlamuli  
MDAU, Nelisiwe Wendy  
MELANE, Bandile  
MFEKA, Ntobeko David  
MJALI, Imibongo Obona  
MKHONTO, Miyolo  
MOGOLA, Lehlohonolo Khensani  
MUDZAMI, Lorraine Judith Tapiwa  
MVUKELWA, Njabulo  
MVUMVU, Asanda  
NCUBE, Thandeka Nigel  
NGWALANGWALA, Iva  
NKOSI, Nolithabo Emmarencia  
SAAIDI, Seluleko  
SATSHWA, Khethokuhle Athenkosi  
SEKHU, Gift  
SETHUNYA, Masoabi Sweetness  
SEWAPA, Katlego Fortunate  
SKHOSANA, Samkele  
ZEMBE, Aphiwe  
ZIMELE, Amahle

## POSTGRADUATE DIPLOMA IN TAXATION

MAZIBUKO, Nondumiso Marygirl, **with distinction**  
NGCOBO, Sphumelele

## DEGREE OF BACHELOR OF COMMERCE HONOURS

ADONIS, Liyema, in Information Systems, **with distinction**  
BANDA, Daphne Siphon, in Financial Management  
BEST, Gcina Faith, in Economics  
BUDA, Siviwe, in Information Systems  
BUSAKWE, Bulelwa, in Information Systems, **with distinction**  
CETYANA, Siphosethu, in Economics  
DHLADHLA, Unathi, in Financial Management  
DIGASHU, Ngwato Seraki, in Information Systems  
DYANI, Lunathi, in Information Systems  
GUMEDE, Londeka Gabrielle Ayanda, in Information Systems  
HUMA, Rehumile, in Economics  
JACKSON-MOSS, Kate Emma, in Information Systems, **with distinction**  
JONGOLA, Kamva, in Economics  
KAFILE, Kanya, in Economics  
KGOMO, Lizzy Rosina, in Financial Management  
MABUSELA, Naledi Onele, in Information Systems, **with distinction**  
MABUZA, Anele Owethu, in Information Systems, **with distinction**  
MAHLOMBE, Luthando William, in Management  
MANANA, TC Junior, in Information Systems  
MANYALA, Fundisiwe, in Information Systems, **with distinction**  
MAQUNGO, Apiwe Lukhanyo, in Information Systems, **with distinction**  
MATLHAKE, Puseletso Abba Shen, in Financial Management, **with distinction**  
MBATANI, Oyama, in Information Systems, **with distinction**  
MCHUNU, Sandiswa Fortunate, in Economics  
MOCHAWACHA, Gosegomang, in Financial Management  
MOHLAOLI, Kadi, in Economics  
MOSHOESHOE, Maletapata Florence, in Information Systems, **with distinction**  
MOTLOUNG, Thatohatsi Zinhle, in Management  
MPOTULO, Pelela Nakhane, in Information Systems  
MUKUTE, Tintotenda Joylene, in Information Systems, **with distinction**

NABELA, Zukile Musa, in Economics  
NDENGU, Israel, in Economics  
NGCWANGU, Ayakha, in Financial Management, **with distinction**  
NGUTA, Sihle, in Information Systems  
NJISANE, Lazola Sikho, in Information Systems  
NJOKWENI, Hlumelo Siphosethu, in Management  
NKUNA, Wamaka, in Economics  
NTLOKWANA, Zintle, in Information Systems  
NTSHEBE, Lutholwethu, in Information Systems  
PAKO, Ayanda, in Financial Management  
RAMOHLANKA, Thabo David, in Financial Management  
ROMAN, Kungamandla Masibonge, in Management  
SHUMBANHETE, Tadiwa Dean, in Computer Science  
SITULWENI, Zandile, in Economics  
SOBUZA, Andisiwe Asisipho, in Economics  
SOKHULU, Sibonokuhle Diseree, in Economics, **with distinction**  
TANA, Vuyiseka, in Information Systems  
THOBELA, Amanda Sophy, in Information Systems, **with distinction**  
TLADI, Tebogo, in Financial Management, **with distinction**  
TLHOAELE, Masego Douglas, in Information Systems  
TOM, Sipehelele Siyabonga, in Economics, **with distinction**  
TSATSANE, Ready, in Management  
TSEWU, Kamvalethu Harry, in Financial Management  
TSHABALALA, Thokozile Blessing, in Information Systems  
TSHWENEEMANG, Kelebileone Mogotsi, in Financial Management  
ZILWA, Edwin Lunga, in Management

#### DEGREE OF BACHELOR OF ECONOMICS HONOURS

IGHO, Obokparo Precious, in Financial Management, **with distinction**  
LETSIE, Mathuso Dianah, in Information Systems, **with distinction**  
MAHLANGU, Linah Gugu, in Economics  
MATISO, Mila, in Economics  
MOSUPYE, Tlogang Otsile Ketumile Makgwanya, in Economics  
SANGA, Miriam Japhet, in Economics  
SOGA, Qondekhaya, in Economics  
SPIES, Daniel Aydrienne, in Economics, **with distinction**

SUKATI, Phiwayinkosi, in Economics, **with distinction**  
TAFENI, Lelethu, in Economics  
WILLIAMS, Oyama Lihle, in Economics

## **FACULTY OF HUMANITIES**

### **DEGREE OF BACHELOR OF SOCIAL SCIENCE HONOURS**

ABERSON, Ethan John, in Anthropology, **with distinction**  
AINIMA, Christophina Ndahambelela, in Economics, **with distinction**  
ANDERSSON, Catherine Erica Francis, in Psychology, **with distinction**  
BODIBA, Lethabo Bokgabane, in Psychology  
BOIHANG, Goboitshepo Holiness, in Sociology  
CAWE, Siyabonga, in Economics  
DAMANE, Siphokazi, in African Language Studies  
DARONDILE, Zandile, in Sociology  
DHLADHLA, Katlego Sidney Mzwakhe, in Political & International Studies  
DLOMO, Ziphezinhle, in Environmental Science  
DOYLE, Cassidy, in Psychology, **with distinction**  
DUZE, Cebokazi Cece, in Economics  
FELIX, Crystal Michicayla, in Industrial & Economic Sociology  
GOKORA, Tinotenda Chiedza Rachel, in Industrial & Economic Sociology, **with distinction**  
GQEZENGELE, Luyolo, in Anthropology, **with distinction**  
GROOTBOOM, Azizipho, in Organisational Psychology, **with distinction**  
HADZHI, Riavhuswa Rendy-Jnr, in Organisational Psychology, **with distinction**  
HOBO, Siyamthanda, in Anthropology  
JAUKA, Sinoxolo, in Psychology  
KANA, Songezwa, in Political & International Studies  
KEPE, Lisakanya, in Anthropology  
KETIWE, Aphelele Aza, in Economics  
KGARIMETSA, Ofentse Martin, in Organisational Psychology, **with distinction**

KHOSA, Kulani Charity, in Anthropology  
 KHUMALO, Alicia Sophiah Dineo, in Anthropology  
 KHUMALO, Naledi, in Sociology  
 KOMANE, Itumeleng Thapedi, in Psychology  
 KWENXE, Liyema, in Political & International Studies  
 LEKOTA, Boitumelo Michelle, in Psychology, **with distinction**  
 LESHABA, Majatladi Nepo, in Interdisciplinary Studies  
 LOUW, Boitumelo Mercedes, in Organisational Psychology, **with distinction**  
 LYONS, Cassandra Nikita, in Organisational Psychology, **with distinction**  
 LYONS, Neale Campbell, in Classics  
 MABUDA, Tshedza Hope, in Environmental Science  
 MADIKANE, Naledi Vuyokazi, in Philosophy/Sociology, **with distinction**  
 MAGCINA, Namhla, in Economics  
 MAIMELA, Macy Lethabo, in Psychology, **with distinction**  
 MAJEKE, Mbalentle Asisipho, in Economics, **with distinction**  
 MAKAPELA, Sanda Likhona, in Financial Management  
 MAKHATHINI, Sbulelo, in Sociology  
 MAKWARA, Zvikomborero Angela, in Sociology  
 MANGCOTO, Nwabisa, in Anthropology  
 MAPHALALA, Nozipho, in Journalism & Media Studies, **with distinction**  
 MASHIGO, Tiisetso, in Economics  
 MATISO, Onke, in African Language Studies, **with distinction**  
 MATIWANE, Hlumelo Yolani, in Sociology  
 MATYA, Lusive, in Psychology, **with distinction**  
 MBELE, Nonhlanhla Jennifer, in Anthropology  
 MBENA, Iphendule Hlomla, in Psychology  
 MBILI, Tatenda Thabatha, in Political & International Studies, **with distinction**  
 MCUNU, Nomzamo Fanelesibonge, in Economics  
 MDODA, Dorry Asisipo, in Political & International Studies  
 MFECANE, Sesona, in Journalism & Media Studies  
 MFEKA, Angel Silindile Nontando, in Psychology  
 MKONJENI, Lelethu, in Interdisciplinary Studies

MNGCAMBE, Luviwe, in Anthropology  
 MOKWENA, Leago Mbali, in Economics  
 MOTSOKO, Kgomotso, in Psychology, **with distinction**  
 MOYO, Khanyisile Sue, in Sociology  
 MPHAHLELE, Mamorake Mabatho, in Organisational Psychology  
 MPOTULO, Olwethu, in Psychology, **with distinction**  
 MTHETHWA, Sbongisipho, in Environmental Science  
 MVALO, Phiwokuhle, in Journalism & Media Studies  
 NDLOVU, Nokwazi, in Sociology, **with distinction**  
 NELA, Siphosethu, in Political & International Studies  
 NGALEKA, Vuyokazi, in Anthropology  
 NGCOBO, Sthembile Amahle, in Sociology  
 NGCOLA, Yolisa, in Music & Musicology  
 NKANI, Ziphezihle, in Organisational Psychology, **with distinction**  
 NKOSI, Kago Brian, in Organisational Psychology  
 NTULI, Koketso, in Economics  
 PARRY, Megan Elizabeth, in Organisational Psychology, **with distinction**  
 PETERSEN, Aqeela, in Sociology  
 POTGIETER, Keona Leigh, in Anthropology  
 RANA, Dalreece Casandra, in History  
 RETYU, Lindokuhle Priscilla, in Psychology, **with distinction**  
 SEME, Luyanda Siphokazi, in Environmental Science  
 SEOKA, Atlegang, in Journalism & Media Studies, **with distinction**  
 SIPATALA, Perm, in Psychology, **with distinction**  
 SOJI, Sisipo Liyabona, in Sociology, **with distinction**  
 SOYEYE, Anam, in Psychology, **with distinction**  
 TAYLOR, Tianna Emma, in Organisational Psychology, **with distinction**  
 THINANE, Thabile, in Economics, **with distinction**  
 TOFU, Nandipha, in Sociology  
 VAN HEERDEN, Dean Jason, in Anthropology  
 WARING, Keeran Benjamin, in Anthropology  
 WILLIAMS, Jamaaludien, in Economics  
 XABA, Ntombizamagatsheni Lindelihle, in Economics  
 XEKETHWANA, Nokuthula, in African Language Studies, **with distinction**

YOSE, Elihle, in Anthropology  
ZHARARE, Wandifadza Makanaka, in Classics  
ZONDI, Asekhona None, in Political & International Studies  
ZULU, Fezeka Thembeka, in Psychology, **with distinction**  
ZWABU, Sizakele, in Sociology

## FACULTY OF COMMERCE

### DEGREE OF MASTER OF COMMERCE

JAMES, Motlalepula, BComHons (Rhodes), in Information Systems, in the Department of Information Systems. Degree by thesis.  
Thesis: Developing a decision model for project management methodology selection: Evidence from the South African IT Sector.  
Supervisor: Mr C Upfold.

MQADI, Gcinamina Humphrey, BSc (Zululand) BScHons (Richfield), PGCE (NWU), in Information Systems, in the Department of Information Systems. Degree by thesis. Thesis: Exploring strategies utilised for managing and sustaining online communities in a retail business environment. Supervisor: Dr M Moyo.

MZIMKHULU, Kuliswa Atricia, BCom (UFH), PGDip (Accounting), PGDip (Applied Accounting) (Unisa), in Taxation, in the Department of Accounting. Degree by coursework and thesis. Thesis: A comparative analysis of tax and other incentive and disincentive measures introduced in South Africa, Australia and Canada, aimed at reducing greenhouse gas emissions. Supervisor: Professor EM Stack.  
Co-supervisor: Mr S Mabaso.

OBISESAN, Segun Musa, NDip (Office Technology and Management) (The Polytechnic), AdvDip (Business Management), PGDip (Information and Technology Management) (Mancosa), in Information Systems, in the Department of Information Systems. Degree by thesis.

Thesis: Using Protection Motivation Theory to evaluate the impact of cybersecurity practices on User Experience with E-Commerce platforms among internet Café users in Gqeberha.

Supervisor: Dr M Moyo.

RAMALA, Itumeleng, BScHons (Rhodes), in Information Systems, in the Department of Information Systems. Degree by thesis. Thesis: Guidelines for reducing perception errors in autonomous vehicle system architecture. Supervisor: Dr M Nxози.

TEKOLO, Tukisang Ambrose, BComHons (NWU), in Taxation, in the Department of Accounting. Degree by coursework and thesis.

Thesis: Tax compliance in a self-assessment system in the context of South Africa and Indonesia. Supervisor: Professor EM Stack.

Co-supervisor: Mr S Mabaso.

#### DEGREE OF MASTER OF ECONOMICS

XHAKAZA, Bonolo Naledi, BSocSciHons (Rhodes), in Economics, in the Department of Economics and Economic History. Degree by thesis. Thesis: The impact of multidimensional financial inclusion on welfare outcomes: Empirical evidence from smallholder farmers in the Eastern Cape, South Africa. Supervisor: Dr S Phakathi.

#### DEGREE OF DOCTOR OF PHILOSOPHY

EVERTSE, Johann Francois Lewis, BSc (UWC), MBA (Stell), MSc (Michigan State), in Management, in the Rhodes Business School. Degree by thesis. Thesis: The application of integrative thinking to develop a stewardship-based broader collective bargaining framework for the South African automotive industry.

Supervisor: Professor NJ Pearse. Co-supervisor: Professor R Krüger.

GCUME, Nokonwaba Andiswa, NDip (Information Technology), BPA (Mancosa), MBA (Regenesys), in Management, in the Rhodes Business School. Degree by thesis. Thesis: Developing a framework to strengthen the agility of South African manufacturing small and

medium enterprises using best practices from Brazil, Russia, India, China and South Africa (BRICS) countries.  
Supervisor: Professor MME Mohapeloa.

GERLACH, Chrizanne, BCom (UP), BComHons (Unisa), MCom (NWU), in Accounting, in the Department of Accounting. Degree by thesis. Thesis: An investigation into the South African Health Promotion Levy. Supervisor: Professor EM Stack.

MAGWAGWA, Sibongile, BSocSciHons (UKZN), MCom (Wits), in Management, in the Rhodes Business School. Degree by thesis. Thesis: Engineering graduates' experiences of career progression after participating in Graduate Development Programmes.  
Supervisor: Professor NJ Pearse.

MAZUNGA, Peter, BAcc (Unisa), MBA (UFS), in Management, in the Rhodes Business School. Degree by thesis. Thesis: Collective decision-making in the Health Non-Governmental Organisation (NGO) Sector in South Africa: A grounded theory study.  
Supervisor: Professor NJ Pearse.

### *What is graduation?*

Graduation is a time of enormous celebration for students and their families. It is a time to revel in a sense of achievement, to take photographs and store memories, to applaud and, of course, to dress up with the dignity that the ceremony deserves.

Graduating students traditionally wear an academic gown that marks them as 'special' and different to others attending the ceremonies. They walk across the stage, kneel before the Chancellor, who then taps them on the head with a ceremonial hat, before proceeding to the Registrar who 'hoods' them according to the degree they have earned.

For many attending the graduation ceremonies, a key question is what all this ceremony and procedure, much of which originated in Europe hundreds of years ago, actually mean in contemporary South Africa. One way to answer this question is to focus on the graduates themselves. As students walk across the stage today, they are not the same people they were who enrolled in the University three, four or more years ago. If the University has done its job well, they are completely different people.

The graduate looks at the world with an entirely different set of eyes. They now look for evidence for what is stated and to contest anything that does not appear to them to be valid or fair on the basis of the evidence presented.

At a university like Rhodes, graduates have also been trained to look through the lenses of theory. Theory is exactly like the lenses in a pair of spectacles. It allows us to see things we would not see without the spectacles, or to see things differently. Because theory allows us to see things we would not normally see, it allows us to imagine a world which does not yet exist, a world transformed from the one we currently inhabit. These are valuable attributes in the workplace and this is why graduates are highly sought after. They are especially important, however, in a fledgling democracy like ours.

As graduates walk across the stage today and participate in rituals which do not have their roots in African soil, one way to understand the proceedings is to see them as signifying an identity shift. Much as the way young men in some cultures, for example, may wear new clothes after an initiation ceremony, the wearing of an academic gown symbolises a shift in who the graduates have become. This shift is recognised by the Chancellor who taps them on the head and by the Registrar who places the hood over their shoulders. The Deans, academics, together with the entire University community, look on - celebrating and acknowledging our students' achievements.

Enjoy the ceremony today, but, more importantly, remember its significance in the lives of our young graduates and, indeed, in the history of our country.

### *Yintoni uthweswo-zidanga?*

Uthweswo-zidanga lixesha lobhiyozo elikhulu kubafundi neentsapho zabo. Lixesha lokugcoloda nokuchulumancela impumelelo, ukuthatha imifanekiso nokugcina iinkumbulo, ukuqhwabela izandla, yaye ngokuqinisekileyo, lixesha lokunxiba ngesizotha esifanele lo mnyhadala.

Kulisiko ukuba abafundi abathweswa izidanga banxibe izidanga zabo ezibaphawula ‘njengabakhethekileyo’ nabohlukileyo kwabanye abantu abazimase umnyhadala. Bahamba eqongeni, baguqe phambi kweNgqonyela, iye ibathwese indwe, phambi kokuba badlulele kuMabhalane-jikelele weYunivesithi oye ‘abafake umxwayo’, ohambelana nesidanga abasithwesiweyo.

Kuninzi lwabo bazimase iminyhadala yothweswo-zidanga, umbuzo ophambili ngowokuba lo mnyhadala, inkoliso yawo esusela eYurophu kumakhulu ngamakhulu eminyaka eyadlulayo, ingaba uthetha ntoni kuMzantsi Afrika wale mihla. Enye indlela yokuphendula lo mbuzo kukugxila kwabathweswa izidanga. Njengoko abafundi behamba kwiqonga namhlanje, abasengabo aba bantu babengabo mhla babebhalisela ukufunda kule Yunivesithi kwiminyaka emithathu, emine okanye engaphezulu eyadlulayo. Ukuba iYunivesithi iwenze ngokuphume izandla umsebenzi wayo, bangabantu abohlukileyo kwaphela.

Lowo uthweswa isidanga ulibona ihlabathi ngamehlo ohlukileyo. Ngoku ukhangela ubungqina boko kuthethwayo aze aphikise nayiphi na into ebonakala ingenasihlahla kuye okanye enetyheneba ngokuphathelele kubungqina obunikezelweyo.

Kwiyunivesithi efana neRhodes, abo bathweswa izidanga bakwaqeqeshwe ukuba bajonge izinto ngamehlo enkcazo-bungcali(theory). Inkcazo-bungcali ifana nqwa neelensi kwiintanyongo. Isinceda ukuba sibone izinto ebesingenakho ukukwazi ukuzibona ngaphandle kweentanyongo, okanye sibone izinto ngendlela eyahlukileyo. Kuba inkcazo-bungcali isincedisela ukuba sibone izinto ebesingenakho ukukwazi ukuzibona, isinceda ukuba sibe nomfanekiso-ngqondweni wehlabathi elingekabikho, ihlabathi eliguquke kakhulu kwelo siphila kulo ngoku. Ezi zizidingo ezixabisekileyo kwindawo yokuxelengela yaye kungoko abo bathweswa izidanga belangazelelwa. Babaluleke ngokukhethekileyo, ingakumbi kulawulo lwentando yesininzi efana neyethu esakhulayo.

Njengoko abo bathweswa izidanga behamba kwiqonga namhlanje yaye bethatha inxaxheba kwizithethe ezingenancambu ezikumhlaba waseAfrika, enye yeendlela zokubona ukuqhutywa kwalo mnyhadala kukubonisa inguqu ngokobuni. Oku kuyafana nokuba kwezinye iinkcubeko, umzekelo, amatyendyana anganxiba iimpahla ezintsha emva kolwaluko. Ukunxitywa kwesidanga kuphawula inguqu ekubeni lowo uthweswa isidanga uye abe ngubani na. Le nguqu iye iqinisekiswe yiNgqonyela eye ibabathe entloko noMabhalane-jikelele weYunivesithi oye abaxakathise. Iintloko zamasebe, iimfundimanekunye nalo lonke uluntu lweYunivesithi, bayabukela – bebhiozela bekwaqaphela impumelelo yabafundi bethu.

Yonwabela umnyhadala namhlanje, kodwa ngokubaluleke ngakumbi, khumbula ukubaluleka kwawo kumlisela nomthinjana wethu othweswa izidanga, yaye nangokwenene, ukubaluleka kwawo kwimbali yelizwe lethu.

## *Wat is 'n gradeplegtigheid?*

'n Gradeplegtigheid is 'n tyd van feesvieringe vir studente en hulle families. Dit is 'n tyd waarin prestasie gevier, foto's geneem en herinneringe gemaak word. Dis 'n tyd vir applous en natuurlik om aan te trek na gelang van die waardigheid wat die seremonie verdien.

Studente wat gradueer dra tradisioneel 'n akademiese toga wat hulle uitwys as 'spesiaal' en anders as ander mense wat die seremonie bywoon. Hulle loop oor die verhoog, kniel voor die kanselier, wat hulle dan met 'n seremoniële hoed op die kop tik voor hulle aanbeweeg na die registrateur wat vir hulle 'n 'kap opsit' volgens die graad wat hulle verwerf het.

Vir baie mense wat die gradeplegtigheid bywoon, is daar 'n sleutelvraag rondom wat al hierdie seremonie en prosedures, waarvan die oorsprong honderde jare gelede meerendeels in Europa ontstaan het, in kontemporêre Suid-Afrika sou beteken. Een manier om die vraag te beantwoord is om te fokus op die gegradueerde self. Soos studente vandag oor die verhoog stap, is hulle nie dieselfde mense wat drie of vier jaar gelede by die universiteit ingeskryf het nie. As die universiteit hulle werk goed gedoen het, is hulle geheel en al ander mense.

Die gegradueerde kyk met 'n nuwe paar oë na die wêreld. Hulle soek nou vir bewyse vir stellings wat gemaak word en bestry enige iets wat nie vir hulle geldig of regverdigbaar is volgens die bewyse wat aangebied word nie.

By 'n universiteit soos Rhodes, is gegradueerdes ook opgelei om deur die lens van teorie te kyk. Teorie werk presies soos die lense van 'n bril. Dit skep die geleentheid om dinge te sien wat ons nie sonder die bril sou kon sien nie; of om dinge anders te sien. Aangesien teorie ons die kans gun om dinge te sien wat ons andersins nie sou kon sien nie, gee dit ons ook die geleentheid om 'n wêreld te verbeeld wat nog nie bestaan nie, 'n wêreld wat getransformeer het van die een waarin ons op die oomblik woon. Dit is waardevolle eienskappe in die werkplek en dit is waarom gegradueerdes gesog is. Hulle is veral belangrik in 'n jong demokrasie soos ons eie.

Soos wat gegradueerdes vandag oor die verhoog stap en deelneem aan rituele wat nie in Afrika gewortel is nie, is een manier om hierdie verrigtinge te begryp om dit te sien as 'n verskuiwing in identiteit. Op dieselfde manier waarop jong mans in sommige kulture nuwe klere ná 'n inisiasie-seremonie sou dra, simboliseer die dra van 'n toga 'n verskuiwing in die persoon wat die gegradueerde nou geword het. Hierdie verskuiwing word erken deur die kanselier wat hulle op die kop tik en die registrateur wat die kap oor hulle skouers plaas. Die dekane en akademici, saam met die hele universiteitsgemeenskap, aanskou dit – ter viering en erkenning van ons studente se prestasies.

Geniet vandag se seremonie, maar – belangriker nog – erken die uitsonderlike belang daarvan in die lewens van ons jong gegradueerdes en, inderdaad, in die geskiedenis van ons land.