

PROVISIONAL GRADUATION LIST

Graduation Date: 09 December 2024
Time: 09:30

The purpose of the provisional list is for you to check that **all** of your personal and academic details such as your name(s) and the title of your thesis, as well as the record of supervisor(s) is correct. Your names should appear as reflected in your ID or Passport. It is too late to correct these when the final graduation list is published.

FACULTY OF COMMERCE, LAW AND MANAGEMENT

DEAN: PROFESSOR J COHEN BCom Hons PhD (Witwatersrand)

Doctor of Philosophy

AFADZINU, Nana Asantewa

Wits School of Governance

THESIS: Understanding indigenous philanthropy in Ghana from an Akan perspective

The thesis examines indigenous philanthropy in Ghana from an Akan perspective, utilising indigenous methods. It explores the meaning, nature, and practice of Akan philanthropy and its influences by colonisation and westernisation. Her findings reveal that indigenous Akan philanthropy exists and aligns with broader African philanthropy, contributing to the global philanthropy discourse. The work addresses gaps in understanding indigenous philanthropy, emphasising the need to decolonise philanthropy and recognise its diverse forms, offering new insights into African and global contexts.

Supervisors: Professor D Everatt and Professor B Moyo

BHUGWANDIN, Kubeshnie

Graduate School of Business Administration

THESIS: Business strategies and energy sector R&D: the case for multiple customer segment strategies in African markets

Electric utilities are navigating a wave of disruptive innovations that are reshaping the energy sector. A multi case study was used to investigate strategic approaches to disruptive innovations in the regulated electricity markets of South Africa and France. The theoretical interrelationships between Disruptive Innovation Theory, Dynamic Capabilities and Ambidexterity were explored within the regulated markets to present various strategic options for executives to successfully operate in evolving electricity markets and national energy regulators on how to reshape the industry.

Supervisors: Professor T Carmichael and Dr C van der Hoven

DAKA, Lincoln

Economics

THESIS: The effect of parental education on child and adult health in Zambia: a regression discontinuity analysis

The thesis examines the effect of education on child health, fertility and HIV/AIDS seroprevalence status in Zambia. To circumvent the endogeneity of education he uses Zambia's Universal Free Primary Education policy as an exogenous source of variation in education. His application of a fuzzy regression discontinuity design shows that education improves child health and lowers fertility and HIV seroprevalence. Overall, the findings highlight the heterogeneous nature of these effects of education on health, including across household wealth.

Supervisor: Professor F Booyesen

DENNISON, Margaret Opelo

THESIS: Exploring the concept of strategy as practice in National disaster risk reduction: A case of Botswana
The study explores the concept of Strategy as Practice (SAP) in national Disaster Risk Reduction (DRR): the case of Botswana. It considers the process in which individual interactions and interpretations of organisational strategy lead to enactment of strategy on the ground. Findings indicate that historically, disaster mitigation has been conducted without effective communication and coordination of strategies and systems at national, district and village levels. The study recommends an SAP based framework to promote proactivity in reducing disaster risks.
Supervisor: Professor D Coldwell

EDAYI, Juliet Eronmwon

Business Science

THESIS: Fostering retention of talented and skilled employees by understanding the motivators of employee turnover intention from a South African SME perspective
Research on employee turnover intention in SMMEs is surprisingly limited given the disruptive and costly consequences of actual employee turnover. This thesis addresses this gap by providing novel insights into factors that prompt the decision of employees to leave their jobs at SMMEs. The results of this study show that transformational leadership, perceived empowerment, and job satisfaction reduce employee turnover intention, thus providing important insights into how entrepreneurs are able to pre-empt actual turnover and retain talent accordingly.
Supervisor: Dr R Venter

KANGUWE, David Fikile

Graduate School of Business Administration

THESIS: Entrepreneurial orientation and financial performance in the South African construction and materials sector: a focus on bricolage capability and absorptive capacity
Thesis focused on the centrality of knowledge and resource-based rationales within entrepreneurial orientation (EO)-performance theorising and investigated the role of bricolage capability, absorptive capacity, and organisational identity as potential moderators to the EO-performance-environment relationship. Primary data was sourced from firms in the South African construction and materials industry sector. Using hierarchical regression analyses to test the hypotheses, results reveal that the EO-performance-environment relationship is positively moderated by the bricolage capability-organisational identity interaction. Managers need to appreciate how various internal resources and capabilities can be orchestrated for optimum performance and used as complementary assets to improve EO-performance outcomes.
Supervisor: Professor B Urban

KIGEN, Fiona Cheruiyot

Marketing

THESIS: The effect of cognitive Dissonance on customer loyalty among demarketed segments in the banking sector with communication openness as a moderator
The study explores how firms, specifically banks, manage customers when offering them one product but not another, a practice known as demarketing. Through the lens of cognitive dissonance and commitment-trust theories, it examines how demarketing ultimately affects customer loyalty. Findings suggest that demarketing can diminish customer satisfaction and loyalty, but that coping mechanisms employed by customers may moderate this effect. Overall, the study highlights the importance of understanding and managing customer reactions to demarketing efforts to maintain strong relationships.
Supervisor: Professor M Venter

MEKWA, Itumeleng Eskia

Graduate School of Business Administration

THESIS: Voluntary and Involuntary delisting and shareholder wealth in the Johannesburg Securities Exchange (JSE)
The thesis examined the wealth effects and determinants of delisting events on the Johannesburg Stock Exchange. Contrary to previous literature, voluntary delisting events do not exhibit significant abnormal returns, indicating efficient market incorporation of delisting information. Most notably, new evidence uncovered suggests that voluntary delisting affects the consumer non- cyclical and industrial sectors, while involuntary delisting primarily impacts the technology stocks. The study provides policy recommendations to mitigate the negative impacts of delisting, and support for delisted firms.
Supervisor: Professor P Alagidede

MOKHOHLANE, Daniel Manama

Wits School of Governance

THESIS: Impact of Mega Astronomy Infrastructure Projects on Development in the Rural Northern Cape, South Africa

This PhD is awarded to Daniel Manama Mokhohlane, whose unique contribution to knowledge is the development of a new framework for mega astronomy infrastructure projects for development of rural areas. His thesis grappled with the relationship between mega astronomy infrastructure and economic development in rural communities in the Northern Cape. It also engages with the paradoxes of development in marginal communities, casting a new light on development theory and its utility for rural development. We congratulate Daniel on his significant accomplishment.

Supervisor: Professor M Qobo

MOLOKWANE, Masibane John

Wits School of Governance

THESIS: The post-1994 land prism to interrogate development planning in South Africa

While land reform has featured in various policies post-1994, it has not been elevated and used as a central means in advancing development planning and development to address socio-economic challenges. This study, therefore, took a unique approach, unlike previous studies examining land reform in the context of development planning and development. The study aimed to address the dearth of literature that prioritises and focuses on the instrumentality of land in development and the inability of the post-1994 South African land reform approach to view land as a development tool.

Supervisor: Dr K Poee

MPOFU, Kathleen

Law

THESIS: Using a Multilevel Governance Framework for the reform of the International Investment Law Architecture
The thesis explores the reform of the international investment law system. It identifies that the current reform process is deficient in that it does not cater to the needs of a wider range of stakeholders beyond investors. To address a broad range of substantive and procedural concerns currently plaguing the system, the thesis makes use of the multilevel governance framework to effectively organise and incorporate the different stakeholders and different levels of governance into the international investment law system.

Supervisor: Professor M Forere

NATTO, Dinah Milembe

Graduate School of Business Administration

THESIS: The effect of internal and external governance on firm performance and economic growth in emerging and developed markets: A comparative analysis

The study investigates the effects of corporate governance and institutional quality on firm performance and economic growth in emerging and developed markets. Using the Generalized Method of Moments (GMM), the research finds that corporate governance has significantly improved in emerging markets, with South Africa leading. However, weak institutions can negate these benefits, particularly in emerging economies. The study highlights the importance of strong governance and institutional frameworks for promoting economic growth and firm performance, offering valuable insights for policymakers and investors.

Supervisor: Professor T Mokoaleli-Mokoteli

NORTJE, Jacqueline

Graduate School of Business Administration

THESIS: Customer behaviour change through gamification: Goal framing and temporal effects

Gamification is a widely used design strategy deployed widely to encourage participation in key behaviours. Despite its widespread use, and continuous growth, there are aspects that are poorly researched or insufficiently grounded in theory. This thesis investigates two such aspects: the use of goal setting and the use of gamification over extended periods. The thesis enhances the use of goal setting theory within a gamification context through an alternative framing methodology and delivers insights on the long-term impact of gamification.

Supervisor: Professor G Lee

NYAMVURA, Elliot

Business Sciences (Management)

THESIS: Supply Chain Resilience and Supply Chain Performance: Examining the moderation and mediating effect of collaboration activities and risk management culture

This research explores the critical relationship between Supply Chain Resilience (SCR) and Supply Chain Performance (SCP), emphasising the role of collaboration and risk management culture. Analysing data from 316 food manufacturers and retailers in Qatar, the study reveals that SCR enhances SCP, particularly when supported by strong collaboration and risk management culture. It offers practical strategies for developing resilient, high-performing supply chains capable of withstanding global disruptions, benefiting industry leaders and policymakers alike.

Supervisor: Professor F Saruchera

OLUMIDE-OJO, Nkiru Juliet

Marketing

THESIS: A two-perspective study of 4ps of brand leadership for two African brands: effects of employee customer-oriented behaviours and customer brand admiration

Dangote, DSTV and MTN are consistently Africa's top admired and brand leaders. This study took guidance from three theories and five models to identify people, person, product and place factors (4Ps) behind DSTV and Dangote brand leadership and admiration. For both brands people and person impactful factors are perceived organisational support, employee-brand fit, brand knowledge, brand belief, and transactional leadership. Key product and place drivers are brand warmth and competence, enabling and enriching benefits, product and service availability, basic country and category-country images. Brand admiration significantly impacted brand leadership dimensions of brand quality, value, popularity and innovativeness.

Supervisor: Professor H Duh

RADEBE, Osiel Bongani

Wits School of Governance

THESIS: Evaluation of the civilian intelligence service oversight model: A South African perspective

Intelligence is vital for state security but requires robust governance to ensure accountability and protect civil rights. This research evaluated South Africa's post-1994 civilian intelligence oversight system, highlighting regulatory and institutional weaknesses. It recommends targeted reforms to enhance transparency and accountability, including reviewing legal frameworks and oversight mechanisms. Emphasising the integration of societal and constitutional values, the study advocates aligning these values with regulatory and institutional frameworks for effective governance.

Supervisors: Dr K Poee and Professor A Van Nieuwkerk

SEBASTIAN, Avani

Business Finance

THESIS: How does integrated report quality affect decision-making? an equity analyst perspective in the South African Market

Given that uncertainty increases proclivity for behavioural biases, and that integrated reports are intended to reduce uncertainty, this thesis explored the effect of integrated reports on equity analysts' biases. Using qualitative and quantitative methods, it was established that analysts prefer direct interactions with management over integrated reports. The findings show herding around the consensus and scepticism of the information in integrated reports. The extent of scepticism varies according to the proximity of the analyst to previous instances of financial misstatement.

Supervisor: Professor Y Seetharam

STAROSTA, Paulina Dagna

THESIS: The role of psychology in legal education: incorporating cognitive science into legal pedagogy
Criticisms of legal education suggest that students leave law schools without the lawyering competencies required of effective legal practitioners. Psychology has a great deal to teach us about the core competencies of lawyering. This thesis proposes that psychology and cognitive science can be used to better equip students to practice law. This thesis proposes an undergraduate bridging course on how psychology operates within the law and the course is designed to show how cognitive science and psychological phenomena affect and impact on both the learning and the practice of law.

Supervisor: Professor M Du Plessis

TEMBO, Margret

Business Finance

THESIS: The institutional determinants of dividend policy: the case of African listed firms
This study examines the institutional determinants of dividend policy in Africa using panel data estimations over the period 2006 to 2020. Results highlight institutional factors' significance, with investor protection, financial development, and press freedom as key determinants. It also reveals a negative link between innovation and dividend policy. Institutional development moderates this, amplifying the negative impact in weak institutions and mitigating it in strong ones. Furthermore, firms in weak institutional settings tend to engage in more dividend smoothing.

Supervisor: Professor C Chipeta

VAN ZIJL, Wayne

Accountancy

THESIS: Consolidation accounting's evolution through the lenses of chaos and evolutionary game theory
Scholars of accounting history maintain that changes in how accounting is practised and understood are the result of economic stimuli, rational technical imperatives and the political interests of the accounting fraternity. This work advances an alternate perspective. It proposes that accounting change is best understood as a function of "memetic evolution". Drawing on Darwin's work on natural selection and chaos theory, the current study illustrates how contemporary accounting is a product of accumulated selections informed by context rather than the result of grand economic design.

Supervisor: Professor W Maroun

WOTELA, Ruth Rumbidzai

Graduate School of Business Administration

THESIS: Attitude and acceptance of Artificial Intelligence technologies in the South African financial services industry

The research is a theoretical and empirical investigation of factors influencing employees' attitude and acceptance of AI technologies within the financial services industry. The results indicate that employee well being, competitive pressure, perceived usefulness, management support, perceived ease of use, organisational justice and customer pressure are key determinants of attitude towards the use of AI. Attitude towards AI influences the acceptance of AI. Employees' job roles do not moderate the relationship between attitude and acceptance of AI, but experience does. An ITOE model for implementing AI technologies in organisations is developed.

Supervisor: Dr C Maier