

## **FACULTY OF HUMANITIES, SOCIAL SCIENCES AND EDUCATION**

### **SCHOOL OF EDUCATION**

Bachelor of Education Foundation Phase; Bachelor of Education Further Education and Training; Postgraduate Certificate in Education; Bachelor of Education Honours in Early Childhood Education; Bachelor of Education Honours in Educational Management; Bachelor of Education Honours in Guidance and Counseling; Doctor of Education.

### **HUMAN AND SOCIAL SCIENCES**

Bachelor of Arts (Development Studies); Bachelor of Arts in International Relations; Bachelor of Arts (Media Studies); Bachelor of Indigenous Knowledge Systems; Bachelor of Social Work; Bachelor of Arts Youth in Development; Bachelor of Arts in Language Practice; Bachelor of Arts Honours in African Studies; Bachelor of Arts Honours in International Relations; Master of Arts; Master of Arts in African Studies; Master Degree in Gender Studies; Doctor of Philosophy in African Studies; Doctor of Philosophy in Gender Studies.

## **FACULTY OF HEALTH SCIENCES**

### **HEALTH SCIENCES**

Diploma in Nursing Science; Bachelor of Psychology; Bachelor of Science in Nutrition; Bachelor of Science in Recreation & Leisure Studies; Bachelor of Sport and Exercise Science; Master of Public Health; Master of Nursing; Doctor of Nursing; Doctor of Philosophy in Public Health.

## **FACULTY OF MANAGEMENT, COMMERCE & LAW**

### **SCHOOL OF LAW**

BA in Criminal Justice; Bachelor of Laws; Bachelor of Arts Honours in Criminal Justice; Master of Laws in Human Rights; Master of Laws.

### **MANAGEMENT SCIENCES**

Bachelor of Administration; Bachelor of Commerce (Accounting); Bachelor of Commerce (Business Management); Bachelor of Commerce (Economics); Bachelor of Commerce (Business Information Systems); Bachelor of Commerce (Human Resources Management); Bachelor of Commerce (Industrial Psychology); Bachelor of Commerce (Tourism Management); Bachelor of Commerce Honours; Bachelor of Public Administration Honours; Master in Public Management; Master of Administration; Master of Commerce; Doctor of Administration; Doctor of Philosophy.

## **FACULTY OF SCIENCE, ENGINEERING AND AGRICULTURE**

### **AGRICULTURE**

Bachelor of Science in Agriculture; Bachelor of Science in Food Science and Technology.

### **ENVIRONMENTAL SCIENCES**

Bachelor of Environmental Sciences; Bachelor of Earth Sciences in Hydrology and Water Resources; Bachelor of Earth Sciences in Mining and Environmental Geology; Bachelor of Urban and Regional Planning; Bachelor of Environmental Sciences Honours; Master of Environmental Sciences; Master of Earth Sciences in Mining and Environmental Geology; Doctor of Philosophy in Urban and Regional Planning.

### **MATHEMATICAL & NATURAL SCIENCES**

Diploma in Freshwater Technology; Bachelor of Science; Bachelor of Science Honours; Master of Science; Doctor of Philosophy.



**University of Venda**  
*Creating Future Leaders*

## **VISION**

A University leading in engaged scholarship

## **MISSION STATEMENT**

The University of Venda produces graduates  
that are locally relevant and globally  
competitive

[www.univen.ac.za](http://www.univen.ac.za)

## **OFFICERS OF THE UNIVERSITY**

### **Chancellor**

Adv. M Gumbi

Law degrees from the South African Universities of the North (now University of Limpopo), and (Witwatersrand); Certificate in Trial Advocacy from the (University of Texas) in Austin.

### **Chairperson of the Council**

Mr. M.J. Lekgetha

B. Com (Acc), Higher Diploma in Tax Law; Diploma in Corporate Finance CFA (S.A).

### **Vice-Chancellor and Principal**

Dr. NB Nthambeleni, PhD (UJ).

### **Deputy Vice-Chancellor: Teaching and Learning**

Prof. J.E. Crafford, PhD (Pret).

### **Deputy Vice-Chancellor: Corporate Services**

Dr. R.L. Martin, Dip Soc Work (UWC); DPLR (UNISA SBL); Adv. Lab Law (Unisa Tax & Bus Centre); PG Dip Soc Dev, Plan & Mangmt (Swansea, UK); B Admin (Unisa); MAP (WITS BS); MBA (BSN); PhD (UP).

### **Deputy Vice-Chancellor: Research and Postgraduate Studies**

Prof. NN Feza, Dip PME (Cambridge), Dip Ed (SACTE), Further Dip (Rhodes), B Ed Hon (UPE) MEd (NMU), PhD (SUNY)

### **Chief Financial Officer**

Mr. B Kraziya, B.Com Acc (Rhodes), PG Dip Acc (Rhodes), CA(SA)

### **University Registrar**

Adv. EN Lambani, BProc (Unizul), LLB (Univen), LLM (WITS), Adv. Dip in Company Law, Dip in Close Corporation (RAU).

### **President of Convocation**

Mr. MS Motadi, MBA (Mancosa), PG Dip Business Management (Mancosa), B.Com Economics (UNIVEN), B.Com Management (Lyceum), PG Dip Financial Management (Metropolitan School of Business and Management), Dip. Financial Management (Oxbridge Academy)

### **Acting Director: Student Affairs**

Mr. A Mukheli. BA, BA Hons (Univen), LLB (UNISA), MPA, Mphil (UWC)

## **Executive Deans of Faculties**

### **Faculty of Humanities, Social Science and Education**

Prof. BD Bantwini, PhD in Elementary Education and Masters degree in Secondary Science Education (University of Illinois at Urbana-Champaign, USA)

### **Faculty of Health Sciences**

(Acting) Prof. MT Mulaudzi, BA (Hons), UED, (Univen), BA (Hons) in HRD (RAU), Mphil (Stell), PhD (Univen), Postdoctoral MSc (Columbia University).

### **Faculty of Management, Commerce and Law**

Prof. M Kanyane, Doctor of Administration (University of Pretoria), Certificate in International Economic and Financial Negotiations (International Institute of Public Administration, France)

### **Faculty of Science, Engineering and Agriculture**

Prof. N Mokgalaka-Fleischmann, DTech in Chemistry (Tshwane University of Technology), MBA in Education Management (Haaga-Helia University of Applied Sciences, Finland)

## PROGRAMME

Director of Ceremony	:	Dr. Takalani Dzaga – APR Director: Marketing, Branding and Communication
Date	:	Friday, 19 November 2021
Time	:	09h00
Song	:	Gaudeamus Igitur
Constitution of the Congregation:		Dr. Bernard Nthambeleni Vice-Chancellor & Principal
Welcome Address	:	Prof. Jan Ernst Crafford DVC Teaching and Learning
Presentation of Graduandi and Awards	:	Prof. Jan Ernst Crafford DVC Teaching and Learning
Congratulatory Message	:	Dr. Bernard Nthambeleni Vice-Chancellor & Principal
Singing of the National Anthem	:	Univen Choir
Dissolution of Congregation	:	Dr. Bernard Nthambeleni Vice-Chancellor & Principal
Song	:	Gaudeamus Igitur

## **GAUDEAMUS IGITUR**

Let us live then, and be glad  
While young life's before us!  
After youthful pastime, had,  
After old age, hard and sad,  
Earth will slumbe o'er us,

Brief is life, and brevity  
Briefly shall be ended:  
Death comes like whirlwind strong  
Bears us with his blast long;  
None shall be defended.

Live this University  
Men that learning nourish!  
Live each member of the same  
Long live all that bear its name.  
Let them ever flourish!

## **GAUDEAMUS IGITUR**

Gaudeamus igitur, juvenes dum sumus (Rep)  
Post jucundam juventutem, post molestam senectutem,  
Nos habebit humus, nos habebit humus.

Vita nostra brevis est, brevi finietur (Rep)  
Venit mors velociter, rapit nos atrociter,  
Nemini parcetur, nemini parcetur.

Vita Academia, Vitat Professores, (Rep)  
Vitat mebrum quodlibet, vivant membra wuaelibet,  
Semper sint in flore, semper sint in

## NATIONAL ANTHEM

Nkosi sikelel' iAfrika  
Maluphakanyisw' uphondo lwayo,  
Yizwa imithandazo yethu,  
Nkosi sikelela, thina lusapho lwayo.  
Morena boloka setjhaba sa heso,  
O fedise dintwa le matshwenyeho,  
O se boloke, O se boloke setjhaba sa heso,  
Setjhaba sa South Afrika – South Afrika.

Uit die blou van onse hemel,  
Uit die diepte van ons see,  
Oor ons ewige gebergtes,  
Waar die kranse antwoord gee,  
  
Sounds the call to come together,  
And united we shall stand,  
Let us live and strive for freedom,  
In South Africa, our land.

**BACHELOR OF ARTS (DEVELOPMENT STUDIES)**

CHAUKE	NKHENSANI NICOLLET
KOKO	MORONGWA MARTIN
MABAMBE	VONGANI TREVOR
MABASA	HLAWUTELO
MAKWARELA	OSCAR
MALANGA	HULISANI MARVIN
MANAVHELA	FUNZANI
MUKHORO	NNDONDENI
NDIVHENI	ROTONDWA
NEMAMILWE	RABELANI PATRICIA
NXUMALO	AGREEMENT NTOMBIFUTHI
SESHOKA	KHATHUTSHELO EMELDAH
SIEDA	NGUDO
SUNDANI	NELSON

**BACHELOR OF ARTS IN INTERNATIONAL RELATIONS**

CHAUKE	HLAMULO PEARL
CHAUKE	JULIANA
CHAUKE	NTSHUXEKO
CHAUKE	RHULANI
KGATLA	MAKWAPE PERTUNIA
KHOMOLA	NDIVHUWO
KHOSA	VUTSHILA ABIGAIL
LUVHENGO	TSHEDZA REUBEN
MABASA	NKHENSANI PRECIOUS
MAKHUVHA	RENDANI
MALIMA	CAROLINE VELOCITY
MAMBURU	NAMADZAVHO PRISCILLA
MASHELE	NTIYISO SANDRA
MASHIGE	HULISANI
MASIA	PFUNZO
MATSHETE	TSHILIDZI JUDITH
MBEDZI	DENNIS
MOROTA	PABALLO INOCENT
MOTAU	MULALO
MUDZIELWANA	NDINAE
MUREMELA	MPHO
MUVHULAWA	MUKHETHWA
NDLOVU	NSOVO
NETSHITUNI	HUMBELANI CATHY
NEVUVHA	PHODZO LIVHUWANI
RAKUAMBO	HANGWANI EMELY
RAMBAU	TSAKANI
RATLHOGO	LETHABO BONNITA
SIDOGI	VHUSHAKA
TEMBE	SOPHIA



**BACHELOR OF ARTS (MEDIA STUDIES)**

BANDA	MERLYN
KHANGALE	RUDZANI KHUTHADZO
LUVHIMBI	NDINAE CONVINC
MABOHO	VICTORIA AZWIHANGWISI
MABOWA	BAATSEBA MOSHIANE
MAGOSHA	RENDANI
MAKHUVHA	MUNEIWA
MAKUMULE	MISHUMO
MATHADA	VHUDI
MATHEBULA	RONNELE HLEZIPHI
MUHANELWA	WALTER
MUKHORO	OSCAR
NEMUKONDENI	RUDZANI
NYATHI	BONGI
NKUNA	PERFECT
RASELEKANE	ITUMELENG BEVERLEY
RAVHUANZWO	OFHANI VINCI MAXWELL
SEBONE	LIMUWANI PETRONELLE
SHIRINDZA	NHLALALA
SHOKANE	LESEDI
SIGAMA	NAKISANI
SITHOLE	DELIGENCE
TAKALANI	ANDANI
TSHIFHANGO	TAKALANI
TSHITHAVHANE	MASHUDU
TSHIVHASE	DAKALO

**BACHELOR OF ARTS IN CRIMINAL JUSTICE**

MABASA	MIXO LYTTON
MAILE	SHADRACK KLEINBAAS
RIHLAPFU	SELBY VUTOMI

**BACHELOR OF ADMINISTRATION**

BALOYI	NTSAKO ARTHUR
KOMAPE	ANDY NDIKHAE
LIGEGE	FUNANANI RAPHAEL
MALWELA	PHETHANI
MUDAU	RABELANI
RALUTANDA	RONEWA
RATSHIBVUMO	TONDANI

**BACHELOR OF COMMERCE (ACCOUNTING)**

DAU	ZWOLINGANA
GEREDA	LUSANI ETHEL
LIFHIGA	HUMBULANI
MAKOLA	MAHLAKO NTHABISENG
MAVHUNGU	PHOPHI
MIKOSI	FUNANANI DZUDZANANI CELIN
MUDAU	TSHILO CHARITY
MUNYAI	NNDANGANENI SHARON
SHONGWE	SANDILE MDUDUZI
SIMANGO	MAGAN HLULANI
TODANI	MURENDENI
TSHIDADA	FHULUFHELO
TSHIEDZAEDZA	MASHUDU

**BACHELOR OF COMMERCE (BUSINESS INFORMATION SYSTEMS)**

CHIKANDE	TAFEDZWA
SHIBAMBO	KHANIMAMBA

**BACHELOR OF COMMERCE (BUSINESS MANAGEMENT)**

BALOYI	MAKUNGU
MAGODI	FARISO
MALULEKE	FLORENCE THEMBHEKA
MMBOYI	FRANKLIN LATELANI
MAKATU	ZWONAKA LUFUNO
MUNTSWO	MONICA PHATHUTSHEDZO
NETSHIVHAMBE	FUNZANI
RADZILANI	GUDANI LYDIA

**BACHELOR OF COMMERCE (ECONOMICS)**

KHAMELI	ROFHIWA
MADONSELA	GOODNESS THOBILE
MASITENG	LINDIWE PAULINA
NENGWEKHULU	OMPHA
NETSHIVHUYU	VHUKHUDO
RAKHADANI	KHATHUTSHELO
RAMAKUWELA	TSHIFHIWA
RAMASHIA	RENDANI
RAMATSETSE	DIKETSO NADIA
RAMAGOMA	KHULISO
RAMOSHWANA	IVY SHONISANI

**BACHELOR OF COMMERCE (HUMAN RESOURCES MANAGEMENT)**

MAHLAULE	NKATEKO PRETTY
MAREMA	UNARINE JUSTICE
MATSANE	MARVEL
SIBANDA	LEANORA JOY
SIBUYI	NHLAMULO

**BACHELOR OF COMMERCE (INDUSTRIAL PSYCHOLOGY)**

KGANANE	MAHLOGONOLO
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**BACHELOR OF COMMERCE (TOURISM MANAGEMENT)**

LAMOLA  
TSHISHONGA

BRIGED MANAPE  
RABELANI CASSIUS

**BACHELOR OF EDUCATION FOUNDATION PHASE**

MAFHALI  
MAKOBELA  
MAYELA  
MKHATSHWA  
MONWANATI  
NEKHAGUMA  
NEKHUBVI  
NGOBENI  
NGWENYA  
RAPHULU

NDIVHUWO JACQUALINE  
KWENA PEARL  
GIFT THEMBINKOSI  
AMUKELANI  
MIYELANI AUBREY  
LUFUNO DAPHNEY  
THIHANEDZWI LUCY  
NESTAR  
PLEASURE  
MATAMELA ALEC

**BACHELOR OF EDUCATION FURTHER EDUCATION AND TRAINING**

BALOYI  
CHAUKE  
CHOSHI  
DEMANA  
DHLAMINI  
FAKUDE  
HUHLWANE  
KHOSA  
KWINDA  
MABASA  
MABUNDA  
MAKUYA  
MALATJI  
MALULEKE  
MALOMANE  
MASANGO  
MASHABA  
MATHUKHA  
MKHABELA  
MLONDOBOZI  
MNISI  
MOLOI  
MOTOKOE  
MUDZIELWANA  
MUDZIKITI  
MULAUDZI  
MUOFHE  
NEMALINDA  
NEMANASHI  
NKHUMELENI  
NTANDANA  
PHORA  
RABOTHATA  
RAMELA  
RANDIMA

MIKATEKO EMMANUEL SUPRISE  
TSAKANI CALFORNIA  
LESIBA WILLIE  
KHWATHANI MULISA  
KHANYA MUSA  
SENTENI IRIS  
NHLAMULO GIFTY  
NTSHEMBO  
PFANO JOHN  
GOLDEN  
NLENEKILE BUSI  
MURENDENI  
JOY  
TIYISELANI BASIL  
NELSON  
LUCKY MZAKHE  
VALINE PHEPHILE  
NTSENGENI EUNICE  
SHALOT PRISCAR  
MULUNGISI EDGAR JOE  
NHLAMULO VESSEL  
VUSI MASELA HEAVEN  
KUTUMO DERICK  
LUFUNO DAVIS  
MUKOVHE  
SYDNEY RIDOVHONA  
NDIVHUWO ERNEST  
IPFI COLTRANE  
SEANI PRECIOUS  
TSEDZULUSO  
THAPELO  
TLOGANG  
MORONGWA PERTUNIA  
HAROLD  
MULALO PRISCILLA

RASEKGOALO  
SEMENYA  
SHIBAMBO  
SIBUYI  
THEDE  
TSHIFULARO  
TSHIKOSI  
TSHIVHANDEKANO  
TSHIVHASE  
TSHIVHATHI  
TSHIVHINDA

GODFREY  
GERSON EMANUEL  
MAKHOSANI JONAS  
GUGULETHU  
TSHIFHIWA JULIA  
MUWANWA PHILLIP  
DZINZANANI  
MULWELI DESIREE  
RONEWA GIVEN  
MBULAHENI  
MPHO

#### **BACHELOR OF ARTS IN LANGUAGE PRACTICE**

DAGADA	ELEKANYANI
KHAHAMELI	TENDANI
MADZHIE	DAKALO ANGEL
MAHWASANE	DAKALO
MAMIDZANE	THENDO
MANUGU	THENDO
MUDAU	KHATHUTSHELO
MUDAU	MAKWARELA
MUKHADI	SHONISANI
NDOU	LINDELANI VIRGINIA
RAMMUTLA	MATHEA ORIGIN
RAMOKGOPA	DINEO JULIAH
RAPHASHA	AMBANI
SEJAPHALA	TSIETSI

#### **BACHELOR OF ARTS YOUTH IN DEVELOPMENT**

BUDELI	RINAE MOSLEY
CHAUKE	DYONDZO HENDRIETTAH
DZIMBAHE	MUKHETHWA JEFFREY
HLACHWAYO	NXALATI
KHOZA	VALLENTIA
LIGEGE	PENINA
MABASA	MAFEMANI SIPHO
MABASA	NTWANANO VENOLIA
MAKHUBELE	DUNISANI
MAKULANE	DIVHANI
MALATJIE	NSOVO
MAPAHA	OLGA THAPELO
MASEDA	VINCENT MASHUDU
MASHALE	THELMA
MASONGANYE	RISUNA LEON
MHLARI	NIVIA HLAYISEKA
MKHONTO	FEZILE NELSIWE
MOLELE	KETLODIBOTSAMANG LAZARUS
MPHEPHU	NUNGO
MUDOGWA	TAKALANI
MUKOMA	RINAE RENEE
MUNYANGANE	FHUMULANI DESREE
NDOU	ELELWANI PAULINE

NEMAGUVHUNI  
NGOBENI  
RAMAHANEDZA  
RAMOVHA  
RATSHITANGA  
SEPOLI  
SIBAMBO  
SIHLANGU  
SINGO  
SIPHUMA  
TSHISUDI  
VUKEYA

ASIASHU OPHELIA  
NSOVO  
RABELANI  
PHATHUTSHEDZO  
FUNAWAHAU  
HANGANDIFHI  
NONHLANHLA CHERITY  
RIPFUMELO  
ZWIVHUYA  
THINAWANGA SUZAN  
MULALO  
VICTORIA TINTSWALO

### **BACHELOR OF INDIGENOUS KNOWLEDGE SYSTEMS**

BALOYI  
CHAUKE  
KHAZAMULA  
MABADA  
MASHIMBYE  
MAPFUMO  
MPHAPHULI  
MUKWEVHO  
MUNYEMBANI  
NDOU  
NGOBENI  
NGOBENI  
PHUNYUKU  
RAHLANE  
RAKHIVHANE  
RAMUTHELO  
TSHISEVHE

BRENDA XILOMBE  
HILDA  
XHOLISO ENNOCENT  
MUKOVHE  
MMABATHO DESREE  
RENDANI SALVITION  
FHUMULANI  
NDIVHUWO ENOCK  
IRIS THENDO  
THAMA MARCIA  
KHATHUTSHELO CLIFFORD  
MAKHANANA NERISSAH  
MASHAKA  
MERCIFULL DESIREE  
VHUHWAVHO  
CLARA AZWIHANGWISI  
THOMPPO

### **BACHELOR OF SOCIAL WORK**

BALOYI  
BUDAGI  
CHAUKE  
GODI  
HOBYANE  
KGATLA  
KGOKANE  
KWINDA  
LUSENGA  
MAANDA  
MABUNDA  
MADUWA  
MAISHA  
MAKHUVELE  
MALULEKE  
MASHIMBYI  
MATHYE  
MBHUNGELE  
MKHABELA

RIPFUMELO  
MULATEDZI GABY  
KAREN  
LINDOKUHLE  
ROSE TINYIKO  
NAKEDI SHARON  
PHILIP  
ROLIVHUWA  
LINDY PRECIOUS  
NANCY  
GIFT HLAMALANI  
MPHO MOREEN  
TONDANI  
BONGI  
KHANYISA  
TINYIKO  
PATIENCE KHOLOFELO  
ANICKY RHULANI  
WITNESS

MOTSHEKGA  
MSITHINI  
MUDAU  
MUGOVHORO  
MUNYAI  
NCHINYANE  
NDHLOVU  
NEMAGOVHANI  
NGOEPE  
NKALANGA  
NKOSI  
NTHANGENI  
NTSIENI  
NYAMBI  
RATSHIEDANA  
SELOTOLE  
SHABANGU  
SHANGE  
SITHOLE  
TAMBANI  
TSHISIKULE

BARBRA  
SIFISO SKHUMBUZO  
SEDZANI REGINALD  
TALIFHALANI  
MURENDENI SAMUEL  
KHUTHADZO KEVIN  
LEAH  
TANZIELA  
KGABO DIMAKATSO ROSETTER  
KHOLI JABULILE  
SONTO PATRICIA  
PHUMUDZO MOSES  
RIHANGWELE  
DULCINEA  
MBUDZENI INNOCENT  
TSHEGOFATSO JOSEPH  
NOTHANDO PHILADELPHIA  
NOMFUNDO PRUDENCE  
RIRHANDZU  
MPHO GIVEN  
MATODZI

#### **BACHELOR OF LAWS**

KHOZA  
MABASO  
MADAVHU  
MAMPHISWANA  
MATHIVHA  
MONARENG  
MUKWEVHO  
MUTHATHE  
NETHATHE  
NGOBENI  
PHATLANE  
RAMULIFHO

JACQUI  
HLAHLA EMMANUEL  
MUKHETHWA WALTER  
PFANELO LORRAIN  
TONDANI  
PODITSO  
LIVHUWANI LORRAINE  
FHUMULANI  
RENDANI  
SHIBUTISO OLPHA  
NTHABISENG  
SEDZANI CONFIDENCE

#### **BACHELOR OF COMMERCE IN ACCOUNTING SCIENCE**

MAFIRI  
MAKHAVHU

MALEKATE JEREMIAH  
MBAVHALELO

#### **POSTGRADUATE CERTIFICATE IN EDUCATION**

MATHIKHI  
MUFAMADI  
NEVHUHULWI  
SEKGOKA

VUSUMZI  
MUTSHIDZI  
DZHAVHELO  
KGOKANE

#### **BACHELOR OF EDUCATION HONOURS IN EARLYCHILDHOOD EDUCATION**

MAGONDONI  
RAMALATA

MASINDI  
TOVHOWANI ANGELINA

**BACHELOR OF EDUCATION HONOURS IN EDUCATIONAL MANAGEMENT**

NCHA	MARQUIS MPAO
RAMUKHUVHATHI	THENDO UZZEL

**BACHELOR OF EDUCATION HONOURS IN GUIDANCE AND COUNCELING**

KANWENDO	FHEDZISANI CAROLINE
MOTHAPO	DAKALO PRUDENCE

**BACHELOR OF ARTS HONOURS**

KWINDA	TAKALANI	ANTHROPOLOGY
MABUNDA	MUTSHIDZI	TSHIVENDA
MAKAMU	MZAMANI HAPPY	XITSONGA
MALATJI	THABO JULIET	PSYCHOLOGY
MAMUSHIANE	MUKOVHE ROSE	HISTORY
MHLONGO	GIFT	POLITICAL STUDIES
MUTSHINYA	FULUFHELO	PSYCHOLOGY
NDABA	MATTEWS KERNICIOUS	APPLIED LINGUISTICS
NETSHIPISE	LUFUNO	APPLIED LINGUISTICS
RADZILANI	MADUVHAHAFANI NANCY	TSHIVENDA

**BACHELOR OF ARTS HONOURS IN AFRICAN STUDIES**

OBASA	ADEBUSAYO ESTHER
ZWANE	LINDOKHLE PERTUNIA

**BACHELOR OF ARTS HONOURS IN INTERNATIONAL RELATIONS**

NETSHIMBUPFE	ARIVHATHIHI HARRISON
SHILUBANE	NTSHUXEKO RISUNA
MUKWEVHO	THIVHAVHUDZI REGINALD

**BACHELOR OF ARTS HONOURS IN CRIMINAL JUSTICE**

MARINGA	MATIMU
NEMBIDZANE	TSHILIDZI
NYALUNGU	MIXO PENELOPE

**BACHELOR OF COMMERCE HONOURS**

MALULEKE	KHATHUTSHELO TOLERATE	ACCOUNTING
MATHEBULA	RITO SONNY	ECONOMICS
MMBARA	UNARINE	HUMAN RESOURCES MANAGEMENT
MONYAI	TSHIMANGADZO	BUSINESS INFORMATION SYSTEMS
MULEYA	CHARLYN VOSTER STUBBS	BUSINESS MANAGEMENT
MURUNGU	LAWRENCE	ECONOMICS
PATEL	HUJEFA YAKUB	BUSINESS INFORMATION SYSTEMS
RADZILANI	THABO SAMUEL	ACCOUNTING

## **BACHELOR OF PUBLIC ADMINISTRATION HONOURS**

GUMBU	NDAMULELO
MANENZHE	GUDANI JANESTERCIUS
MANZINI	NOMONDWE
MATLEBYANE	MOKGADI NELLY
NDHLALA	ZWELITHINI
NETSHIDZIVHANI	VELE EVA
NKUNA	WINNIES NDZALAMA
NONYANA	ZWONAKA RUTH
SHIVAMBU	MELLITA
THUKHUTHA	OMPHULUSA

## **MASTER OF ARTS**

**KHOSA** **MZAMANI STEVEN**

Title : Evaluation of Sentence Construction in English Essays: A Case Study of Grade 10 Learners of Malamulele Northeast Circuit

Supervisors : Dr MN Lambani  
Dr TE Sekitime

**MABINA** **KARABO SUZAN**

Title : Influence of Materialism on Student Funds Spending in a Rural Based University in Limpopo in Limpopo South Africa

Supervisor : Dr Mh Mukwevho  
Co-Supervisor : Dr Nr Raselekoane

**MABUNDA** **QUEEN**

Title : Nxopaxopo Wa Onomasitiki Wa Leswi Tsariweke Ekamathekisi Ya Nhlangoane Wa Mathekisi Ya Bungeni-Elim Xifundzenintsongo Xa Vhembe, Xifundzeninkulu Xa Limpopo (An Onomastic Analysis of Inscriptions on Mini-Taxis of Bungeni-Elim Taxi Association in the Vhembe District, Limpopo Province).

Supervisors : Dr. MT Chauke  
Dr. MT Babane

**NEGOTA** **TSHILIDZI DIANA**

Title : The Significance of Psychological Services on Public Secondary School Learners in Luvuvhu Circuit, Thulamela Municipality Of Limpopo Province.

Supervisor : Prof MT Mulaudzi  
Co-supervisor : Dr J Takalani

**NGOBENI** **BULO**

Title : The Survival of Immigrants in Limpopo: A case study of Mozambican Immigrants in Nkowankowa Township, Tzaneen.

Supervisor : Mr EB Bvuma



**RAMAITE****KHUMOTSO RONALD**

Title : Irregular Migrations into South Africa: A Comparative Analysis of the Beitbridge Border Control and Management System in Apartheid and Post-Apartheid Eras, 1980-2017

Supervisor : Ms N Sibawu

**RANKAKANE****NGADI PERTUNIA**

Title : Experiences of Student Youth workers During Work Integrated Learning at Mavambe Secure Care Centre

Supervisor : Dr Nr Raselekoane

Co-Promoters : Dr Kg Morwe  
Dr S Obadire

**RIKHOTSO****SYLVESTER**

Title : Mitlhontho ya vutoloki ku suka eka Xinghezi ku ya eka Xitsonga etikerekeni ta manguvalawa exifundzenintsongo xa Vhembe eLimpopo (Challenges In Interpreting From English Into Xitsonga In Some Of The Charismatic Churches In The Vhembe District Of Limpopo Province)

Supervisors : Dr MT Babane  
Dr MT Chauke

**MASTER OF ARTS IN AFRICAN STUDIES****BUDELI****ANDANI EDGAR**

Title : An Exploration of African Indigenous Knowledge Methods of Water Conservation and Management in the Limpopo Province of South Africa

Supervisor : Adv. Dr PE Matshidze

Co-supervisor : Adv. Dr SL Kugara

**MASTER DEGREE IN GENDER STUDIES****ECHERE****ANGELA CHINYERE**

Title : Implementation of Gender Equality Policies in the Public Sector: A Case Study of the Gauteng Department of Labour, South Africa

Supervisor : Prof TD Thobejane

Co-Supervisor : Dr M Lambani

**MASTER OF LAWS IN HUMAN RIGHTS****MALANGE****NKHANGWELENI LAWRENCE**

**MASTER OF LAWS****BALOYI****AMUKELANI****DISTINCTION**

Title : The Role of School Governing Bodies in Promoting the Best Interests of the Child in Schools

Supervisor : PP Letuka

Co-supervisor : Prof CE Lubaale

**MATHABI****LIVHUWANI**

Title : Exploring the Concept of Unfairly Prejudicial Conduct as A Minority Shareholder Remedy Under the South African Company Law

Supervisor : Prof AO Nwafor

Co Supervisor : Adv KJ Selala

**MASTER IN PUBLIC MANAGEMENT****BALOYI****HLAMALANI RACHEL****MATHASE****NNDWELENI****MUTHOBI****MUSOLIWA ELIOT****MASTER OF ADMINISTRATION****MAELA****KHUTSO DELPHUS**

Title : Public Participation as a Strategy to Promote Good Governance in Local Government, The Case of Blouberg Local Municipality

Supervisor : Dr E Mahole

Co-Supervisor : Dr MM Nekhavhambe

**MAEMU****EMMANUEL**

Topic : The Role of Community Participation in the Delivery of Basic Services; The Case of Thulamela Local Municipality

Supervisor : Dr MM Nekhavhambe

Co-Supervisor : Dr E Mahole

**MAWELA****NDIVHAISAFHI**

Title : Community Participation as a Tool for Promoting Accountability in Local Government with Specific Reference to Makhado Local Municipality, Limpopo Province

Supervisors : Prof NW Nkuna

: Dr E Mahole

**NGOBENI****TLANGELANI**

Title : Local Economic Development as a Strategy to Enhance Community Development Projects: A Case Study of Thulamela Local Municipality

Supervisor : Dr MM Nekhavhambe

Co-Supervisor : Dr E Mahole

**SEOPETSA THATO**

Title : Skills Development Plan as a Tool for Enhancing Performance In Local Government With Specific Reference To Greater-Letaba Local Municipality

Supervisor : Dr E Mahole  
Co-Supervisor : Dr MM Nekhavhambe

**MASTER OF COMMERCE**

**KHANGALE AZWIFARWI RICHARD ECONOMICS**

Title : The Relationship Between Household Consumption Expenditure, Disposable Income, and Indebtedness in South Africa: An Application of the Vector Error Correction Approach

Supervisor : Dr MA Dagume  
Co-Supervisor : Dr G Dafuleya

**MASHILE DIMPHO AREMA HUMAN RESOURCES MANAGEMENT DISTINCTION**

Title : Organizational identification, organizational citizenship behavior, and employee silence behavior: A case study of public employees in Vhembe District Municipality, Limpopo Province, South Africa.

Supervisor : Prof SS Babalola  
Co-supervisor : Ms K Khashane

**MUJERA TINASHE BUSINESS MANAGEMENT**

Title : An assessment of the factors driving consumer's propensity to purchase online within the South African retail sector

Supervisor : Prof A Kadyamatimba  
Co-Supervisor : Mr S Zindiye

**MUKUVHI AVHAZWIFUNI CLAUDE BUSINESS MANAGEMENT**

Title : The role of informal sector towards entrepreneurship development in Makhado Local Municipality

Supervisor : Dr LG Nkondo  
Co-Supervisor : Ms NT Khohomela

**RHANGANI AVHASEI SHIELA ECONOMICS**

Title : Determinants of Private Investment and Its Effects on Economic Growth in South Africa (1982-2019)

Supervisor : Dr MA Dagume  
Co-Supervisor : Ms T Munzhelele

**SITHOLE MIXO SWEETNESS ECONOMICS**

Title : A Causal Relationship between Financial Intermediation and Economic Growth: A Case Study of South Africa

Supervisor : Prof L Jeke  
Co-supervisor : Dr Z Nyamazunzu

## **DOCTOR OF EDUCATION**

**NESANE**

**NESANE MMBENGWA ALFRED (POSTHUMOUS)**

*Title* : The Significance of Outsourced Science Teachers on Learner Academic Performance: An Educational Management Perspective

Promoter : Dr LP Ramabulana

Co-promoter : Dr SJM Kaheru

### **CITATION:**

This descriptive qualitative study investigates the impact of science teachers outsourced from other countries on learners' performance and factors that inspire them to teach effectively in Limpopo Province. Based on the poor performance of learners in science subjects, the study is guided by the Structural functionalist, Social constructivism and Community of practice theories. The research population comprises of 1200 science physical sciences learners, 80 outsourced teachers, 40 parents and 74 departmental officials at different levels from the eight newly demarcated districts of Limpopo Province. Data was collected using document analysis, focus-group interview. The study found out that more than 75% of schools that performed well in 2018 Grade 12 Physical Sciences in Limpopo are manned by outsourced teachers. The study also established several reasons why outsourced teachers of physical sciences outperform most of the local teachers, and recommended collaborative work approach among stakeholders for better academic performance in school sciences.

## **DOCTOR OF PHILOSOPHY IN AFRICAN STUDIES**

**MADIMA**

**THIZWILONDI JOANBETH**

*Title* : Exploring Cultural Heritage Preservation Through Digitisation: A Case Study of Traditional Children's Games in Vhembe District, South Africa

Promoter : Adv Dr PE Matshidze

Co-Promoter : Prof VO Netshandama

### **CITATION**

The study attempted to bridge the gap between cultural practices and modernity, thus preserving and giving access to indigenous games through digitalization. The study is further premised that, today, most African children are exposed to Eurocentric ways of doing things and these are antithetic to traditional African norms and values. In pre-colonial Africa, indigenous games were used to instill values and Ubuntu to shape a better society. Without diminishing the role of elders, relationships and particularly the corpus in the transmission of knowledge, it is the central argument of the study that digitization can be used alongside traditional methods of knowledge transmission and preservation to fill the deficit in a social environment where knowledge on cultural practices is diminishing. Ms Madima's study is a scholarly contribution to the challenges and debates about preservation of indigenous games. She achieves this through a practical Afro-centric framework for re-discovering, preserving, reviving and shaping culturally responsive discourses and praxes in the arena of children's indigenous games.

**MADZIVHANDILA                      MEISIE**

Title                      : A Descriptive Analysis of Tshifasi: An Ordinary Musicological Study

Promoter                      : Prof MG Mapaya  
Co-promoter                      : Dr MH Mukwevho  
Co-promoter                      : Dr PEA Ramaite-Mafadza

**CITATION**

Research shows that indigenous African music, like indigenous languages, encapsulates amongst others the behavioural patterns, values, and morals of cultural groups. In this study, Ms Madzivhandila investigated the *Tshifasi* music genre; its lyrical and functional potency in the moulding of intersex and social intelligence amongst Vhavenda youth. Basing her work on the Ordinary African Musicological theory and paradigm, she had successfully illuminated the musical intentions of *Tshifasi*. By so doing, she succinctly highlighted the unique features of Tshivenda culture, which when properly harvested, could contribute to sexual moral sensitivities. In this work, the voice of the practitioners, as well as those of the elders and knowledge holders are given prominence as way of ‘musicologising’ about *tshifasi*. Through this work, Ms Madzivhandila has successfully managed to enthrone African epistemology. Her work will undoubtedly form the basis for future research in the field. Most importantly, it will give currency to the propagation of an Ordinary African Musicology – a discipline free from the sins of the colonial and apartheid academic stereotypes.

**MALINDI    NDIVHUWO EDWARD**

**TITLE**                      : Documentation Strategies of Indigenous Health Knowledge of Selected ***Vhomaine*** in the Vhembe District Municipality, Limpopo Province, South Africa

Promoter                      : Prof VO Netshandama  
Co-Promoter                      : Adv Dr PE Matshidze

**CITATION**

The study investigates the documentation strategies used for the preservation of the indigenous health knowledge of *Vhomaine*, from the categories of both the diviners and the herbalists, in its complete raw form for posterity. There has been paucity of evidence of the voices of *Vhomaine* documentation strategies. The data collected revealed that *Vhomaine* see visions, have dreams, and or go on a trance to come up with either a diagnosis or treatment or both and as such is not easy to record things as they occur. Of significance is that *Vhomaine*’s secret knowledge is the truth behind the truth, the real fact behind the facts they want someone to believe. The study further militates against a narrow Western definition of literacy as the ability to read and write which is too colonial as a direct result of penury, colonialization, oppression, and imperialism, which limits people from becoming socially engaged citizens. There have also been calls for the infusion of the Euro-west documentation strategies into that of *Vhomaine* purported to be beneficial, more especially to the diviners since it may assist in mitigating against the challenges associated with the absence of documentation; and the implications for recognition, standardization and certification, which might be a contributory factor that threatens future traditional healing. Finally, there is a need for more studies based on Afrocentric research methodologies, which propose cultural and social immersion as opposed to scientific approaches to understand African phenomena such as traditional healing.

## **DOCTOR OF PHILOSOPHY IN GENDER STUDIES**

**GWATIMBA LEAH**

**Title** : Customary Marriages and Young Women's Sexual and Reproductive Health Rights in Makwarela (South Africa) and Concession (Zimbabwe)

Promoter : Dr NR Raselekoane

Co-Promoter : Prof A Nwafor

Leah Gwatimba's thesis interrogates, compares, and analyses the effects of customary marriages on women's sexual and reproductive health rights and gender equality in Makwarela (South Africa) and Concession (Zimbabwe). She uses the key human rights principles of non-discrimination and gender equality to promote women's rights and emancipation, through the abolition of primordial cultural practices in customary marriages which infringe on the rights and dignity of young women. The study identifies obstacles to the realization of young women's sexual and reproductive health rights and interrogates power relations in customary marriages. The findings of the study highlighted that payment of *roora/mamalo* has a profound impact on the power dynamics in the family which subordinate women to men and makes it difficult for women to assert their sexual and reproductive health rights. In the study, the author develops a Multi-level Approach to Strengthen, Protect, and Promote Sexual and Reproductive Rights of Women to guarantee women's enjoyment of their sexual and reproductive health rights. During her Ph.D. journey, Leah has also published ten articles in DHET accredited journals whilst the thesis, itself, has the potential to generate five manuscripts, one of which has already been published while four others under review.

## **DOCTOR OF PHILOSOPHY**

**MUJAKACHI MERCY PRECIOUS**

**Title** : (Re)constructions of the Self and the Nation in Selected Auto/biographies of South African and Zimbabwean women

Promoter : Dr GS Mashau (Univen)

Co-Promoter : Dr LMP Mulaudzi (Univen)

## **CITATION**

The thesis interrogates the construction of the self and the nation through a textual analysis of South African and Zimbabwean selected women auto/biographies. Smith and Watson's (2001) interpretation that auto/biography is self-life writing which is porous in nature, accommodates various narratives, was adopted as a handle for the basis of analysis. Through an in-depth interrogation of autobiographical, postcolonial, womanist and feminist theories, the study explored how auto/biographies enable the recovery of women's voices silenced by history and the specific forms of identities of selves and nation-hoods that they depict. The study supports the notion that the self emerges from its gendered private space into the public domain, inadvertently transforms autobiography to protest writing, as well as a political project. It focused on the African patriarchal society and called for its modernization so that women can take their proper place in it. The study concludes that it is not possible to deploy a singular self to tell one's story but rather to include the lived experiences of others differently positioned to provide a holistic view of the predicaments and prevailing situation of a society. It further determines that nationalism is a gendered discourse and that violence against women and resistance are shaped by specific cultural contexts and ideological forces. In addition, an invaluable contribution to critical scholarship that

seeks to understand how authors frame various issues affecting women and how their experiences have impacted the positive social and political development of Southern African communities, is made by this study.

**MUNYAI**

**NDWAMATO ROBERT**

Title : Thalano mitani ya Vhavenda ho sedzwa mbingano dza mvelele ya Tshivenda na ya Tshikhreste.

Promoter : Dr NC Netshisaulu

Co-promoter : Dr TD Raphalalani

Thalano mitani ya Vhavenda ho sedzwa mbingano dza mvelele ya Tshivenda na ya Tshikhreste. Ndi ngoho u vanganywa ha mbingano ya Tshivenda na ya Tshikhreste zwi disa bonyongo mitani ya Vhavenda. Hezwi ndi zwithu zwine ra zwi vhona musi muñwe wa vhavhingani e kha vhurereli vhuñwe ngeno muñwe na ene e kha vhuñwe vhurerelivho. Na bugu Thamaha (Bivhili) i khou di amba ya ri vha malanaho nga vha vhe vha lutendo luthihi. Izwi zwo di ralo na kha mbingano ya Tshivenda hune vha malanaho vha tea u thoma vha divhana vhurereli havho, zwine vha tenda khazwo, zwine vha zwi konesa sa muṭa kana lushaka, ndi vhahulu kana ndi vhaṭuku naa. Musi ri tshi sedza mbingano ano maḍuvha ri vhona i tshi tou vha ṭano hune muṭhannga a mala khomba ṇamusu hu sa athu fhela ṇwaha wa wana vho no ṭalana naho nga Tshivenda hu tshi tea u ṭala muṭhannga kana munna. U tou pfha lufuno lu tshi nga lwo fhela, kana u wana wa gwakwani a tshi khou u takadza ndi u ṭala kana u ṭalwa. Zwa ano maḍuvha zwo ṇaṇa ngauri vhaḍumakadzi vha tshi malwa vha thoma vha sedza hune vha khou malwa hone uri u na thundu naa kana hu pala khwali naa? Mufumakadzi naho o malwa Tshivenda a bviselwa misho yoṭhe ya lumalo sa zwine vha ha mufumakadzi vha zwi funesa zwone fhedzi musi a tshi vho ṭuwa u ṭuwa o kukuṭa thundu ye a si de nayo, ine a si divhe uri yo da hani afho muḍini. Nga mvelele ya Tshivenda vhaṭhannga na khomba dzo lugelaho u vhingwa na u vhingwa vha tea u pfhumbudzwa nga vhutshilo vhune vha do ṭangana naho kha muṭa kana vuhadzi ngeno kha mvelele ya Tshikhreste vha tshi di vhingwa na u vhingwa vhe magaga. Thoḍisiso iyi i sumbedza uri miṭa kana zwine ano maḍuvha ra ri mbingano ya Tshivenda i lalama u fhira muṭa kana mbingano ya Tshikhreste kule. Izwi ndi zwithu zwivhili zwi sa vhambedzwi na luthihi.

**NNDWAMATO**

**NDIVHUDZANNYI MICHAEL**

Title : Exploring vocabulary teaching competencies of Grade 10 English First Additional Language teachers of Thohoyandou Cluster in Vhembe East District

Promoter : Dr MN Lambani

Co-promoter : Prof EK Klu

**CITATION:**

The study explores the vocabulary teaching competencies of Grade 10 English FAL teachers of Thohoyandou Cluster in Vhembe East District. It is pedestalled in Shulman's Pedagogical Content Knowledge and Vygotsky's Sociocultural theories, while being anchored on the parallel-convergent research design. Nndwamato used the pragmatism paradigm to understand the vocabulary teaching dynamics used by the 50 sampled English teachers in their classrooms. Even though the teachers were found to be aware of CAPS expectations and were armed with satisfactory mastery of the English language, the findings confirm that Grade 10 English FAL teachers' vocabulary teaching competencies are inadequate. The study, therefore, proposes that there should be regular INSET to keep teachers abreast with current vocabulary teaching practices. Alternate vocabulary teaching strategies were recommended to augment the vocabulary teaching competences of the teachers.



## **TSHAMANO HUMBULANI SIMSON**

Title : The Untold Stories of Women Farmers' Experiences, with Special Reference to their Socio-economic Conditions: A Case of Nwanedi Farms in the Vhembe District, Limpopo Province, South Africa, 1994-2013

Promoter : Prof. R. R Molapo

Co-Promoter : Prof. B. R Mngomezulu

### **CITATION**

The thesis examines the experiences of rural women who ventured into commercial farming in the area of Nwanedi. Their journey started after 1994 due to the land claims in the area of Nwanedi. The development unsettled white farmers who immediately vacated the area, allowing aspiring black farmers, women included, to move in and established themselves. Three local chiefs lodged their claims on the area and due to the shortage of men, thanks to the migrant labour system, they ended up allocating the land to aspiring women farmers. Selection relied on women's experiences, gained on white farms and or as subsistence farmers on the land allocated to their husbands according to customary law. These women took into farming despite the constraints of the patriarchal nature of their society shaped by both customary and Roman-Dutch laws that often made it difficult for women to obtain title to land. By drawing on feminist theories that view patriarchy as the primary source of women's oppression, Mr. Tshamano put women at the centre by telling a unique story that has remained largely on the margins of academic scholarship. This study has afforded rural women farmers the opportunity to reconstruct their own past by bringing the pre-colonial, colonial and post-colonial situation regarding the status of African women. The study collected and analysed raw data from women farmers themselves, hence the utilization of unexplored data from whose analysis together with the blending of theoretical perspectives to add on to the existing knowledge in the field. The study utilized qualitative research methodology with in-depth interviews method to capture the original voices of the women farmers, regarding their lived experiences of farming. Mr. Tshamano, therefore discovered that, Nwanedi women farmers are finding it difficult to secure land due to the challenges brought about by both customary and Roman-Dutch laws. This can only be remedied by revisiting land tenure and made it gender sensitive.

**DOCTOR OF ADMINISTRATION  
SETHU MAHLODI JOYCE**

Title : The Role of Performance, Monitoring and Evaluation on Municipal Service Delivery: A Case Study of Capricorn District Municipality, Limpopo Province.

Promoter : Prof MJ Mafunisa

Co-Promoter : Dr E Mahole

**CITATION:**

This study is about the role of performance, monitoring and evaluation on municipal service delivery in the Capricorn District Municipality, Limpopo Province. The performance, monitoring and evaluation (PM&E) is used by the Department of Performance, Monitoring and Evaluation (DPME) to track service delivery progress by local government. The PM&E was introduced by Cabinet in 2011, through the GWM&E policy framework. which is applicable to all spheres of government. The focus was on whether the introduction of GWM&E as a policy framework contributes towards the improvement of PM&E, on local government. The implementation of PM&E has put enormous pressure, on municipalities, to improve service delivery. There are challenges with PM&E, in and around CDM that impact adversely on service delivery. These include lack of leadership commitment in implementing basic financial and performance management (attributable to the ineffectiveness of PM&E within municipalities), lack of staff capacity on PM&E committees; shortage of and poor infrastructural services, and an increase in service delivery protests within municipalities as a result of poor or lack of basic services to communities. The National Treasury (2018), states that changes in both the internal and external business environments are approached through PM&E. This is one critical area requiring continuous intervention within local government due to key challenges. PM&E has in the recent years become a necessary requirement for programmes/projects, therefore, this study required ways of assisting CDM to improve on service delivery through effective role of PM&E on municipal service delivery.

**TSHIGOMANA TSHIFULARO SAMUEL**

Title : Post-Settlement Challenges on Land Restitution Beneficiaries in the Vhembe District Municipality Area.

Promoter : Prof NW Nkuna

Co-Promoter : Prof DR Thakhathi

**CITATION:**

This thesis was conducted within the subject area of policy implementation in Public Management. The study investigated the post-settlement challenges faced by land restitution beneficiaries in the Vhembe District Municipality area. A sociological paradigm was used with a compliment of normative administration tenants within Public Administration to establish the state of challenges faced by land restitution beneficiaries towards sustainable development around Vhembe District. A sample drawn from the selected parts of community associations that took responsibility of land transferred to claimants has provided and data that was thematical collated through a Statistical Package of the Social Sciences (SPSS). Drawing from the existing literature and interpretation of the empirical data extracted, it has been revealed that there is vast inappropriate policy planning that accompany land restitution to assist beneficiaries to sustain the economic viability of the claimed land.

Analysis confirm that such has an impact on sustainable economic development in such communities. The findings reveal that communities that there is lack of continuous support to communities that have benefited the land restitution process and that eventually render the policy ideal to collapse. The study further revealed that there is an evident existence of inappropriate planning and lack of post-settlement support which impact negatively on sustainable economic development of the land restitution beneficiaries.

## **DOCTOR OF PHILOSOPHY**

**KHASHANE**

**KHATHUTSHELO EDITH HUMAN RESOURCES MANAGEMENT**

Title : Demographic and Personality Factors Predicting Leadership Style and Coping Strategies of Working Women in the Public Sector: A Case of Vhembe District in Limpopo Province

Promoter : Prof SS Babalola

Co-Promoter : Prof NW Nkuna

### **CITATION:**

This thesis was conducted within the subject area of leadership in Human Resource Management. The study investigated the influence of personality factors on leadership styles among women in positions of power in the Vhembe District area. A quantitative research design was used to collect the data around Vhembe District. A simple random and purposive techniques were used to drawn participants from the selected women in leadership positions in public sector of Vhembe District area. Statistical Package of the Social Sciences (SPSS) was used in analysing data, were descriptive and inferential statistics were used. The study findings showed that indeed there is a significant positive relationship between personality, leadership style and coping strategies. Furthermore, women in leadership in various public organizations in Vhembe District, their personalities are not affected by their age or work experience and marital status. In comparison, there is a positive relationship between leadership style and coping strategies, work experience and age. The stepwise multiple regression analysis results indicated that that extraversion was the most important negative predictor of transformational, transactional, and laissez-faire leadership style. The study further revealed that conscientiousness was the most important predictor of engagement coping strategy and openness to experience was the most important predictor of disengagement coping strategy. The study contributes to both the discipline and practice. The study demonstrates the unique interaction of the constructs on women's leadership style and coping mechanisms in the public-sector workplace. It will add value to HRM policies and strategies development, in terms of coping and leadership for women in leadership in public sector. The government legislative will benefit from this study when reviewing gender equality and women empowerment. Two conceptual articles are due for editorial consideration have been generated from the thesis.

## **RATSHITANGA NKHUMBULENI TENDANI BUSINESS INFORMATION SYSTEMS**

**Title** : “A Systems Perspective of Information Technology (IT) Governance: A Case of a Higher Education Institution in South Africa”

Promoter : Prof NM Ochara

Co-Promoter : Prof A Kadyamatimba

### **CITATION:**

The study investigated the state of IT governance (ITG) in a higher education institution (HEI). Several ITG studies conducted in the past showed that there are still ITG challenges in HEIs. The study developed **VIVHO** model to mitigate such challenges. The model will guide the implementation of ITG in HEIs. The VIVHO model ensures that the provisions of the ICT strategy are aligned to those of the organisational strategy. The name of the model is VIVHO ITG Model. VIVHO is an acronym that summarises the key ITG concepts: **Vision**- Council is responsible for strategic envisioning; **Intelligence** (i.e. Planning) which is a role played by management to ensure that the organisation responds and adapts to the environmental changes; **Value delivery** to ensure that the organisation gets value from the implementation of ICT; **Holistic view** which encourages ITG practitioners to look at the big picture of the whole ITG environment & **Oversight** which ensures effective monitoring and evaluation of ICT projects in HEIs. VIVHO also ensures the active participation of the Chief Information Officer (CIO) and stakeholders during the development and implementation of the organisational strategy and of the ICT strategy, respectively. It also clarifies the roles of different structures in the ITG of HEIs. The benefits in the implementation of VIVHO ITG Model are effective and efficient use of ICT resources, and enhancement of the quality of service.