

AUGUST 2021

NELSON MANDELA UNIVERSITY

SCHOOL OF MANAGEMENT SCIENCES NEWSLETTER



NELSON MANDELA
UNIVERSITY



From the desk of the Director

Follow your dreams... This saying became a reality for me on 13 June 2021.

My sister and I had a dream since childhood, to one day complete an ultra marathon together. We entered the Comrades Centenary Hope Challenge and completed a virtual 45 km run in the time limit. The satisfaction of that medal around your neck, is priceless.

As I am getting closer to the end of office as Director of School, my dream for the School is still embedded in the vision of our School, to be innovative and future-focused, at the rock face of Management Education and Research and to strive not only to satisfy our clients (students, staff and other stakeholders), but to delight them.

May you have a blessed Second Semester!

Madéle

Nelson Mandela University and the Automotive Industry Development Centre (AIDC) signed a Memorandum of Understanding (MOU)



Above: Mr Gavin Cook

Nelson Mandela University and the Automotive Industry Development Centre (AIDC) signed a Memorandum of Understanding (MOU) on Thursday, 29 July 2021. The event took place at North Campus Conference Centre and was preceded by a tour of the Engineering Faculty made up of delegates from both institutions, including Nelson Mandela University's Vice Chancellor, Professor Sibongile Muthwa and CEO of the AIDC, Mr Thabo Shenxane. The university is represented by the Faculty of Business and Economic Sciences and the Faculty of Engineering in this partnership. Mr Leon Mouton from The Business School and Mr Gavin Cook from The School of Management Sciences attended the Memorandum of Understanding proceedings on behalf of the Business and Economic Sciences Faculty.

While the main purpose of the AIDC is to act as a support centre to strengthen the competitiveness in the local automotive industry, it also has accelerated economic growth within the industry through strategic partnerships with government, non-governmental agencies and industry leaders, the Business and Economic Sciences Faculty envisages that its training solutions will be of value to member firms of the AIDC in their quest to improve their efficiency, effectiveness and overall competitiveness. Our partnership with the AIDC will be driven by the engagement initiatives of the faculty and the broader university to service the external community. While the Nelson Mandela University Business School and The Department of Logistics have formal programmes and short learning programmes in place to address some of the training needs of the automotive industry, other departments and schools within the faculty are welcome to partake and include their programme offering as part of the faculty's broader training solutions offering to the AIDC.

George Campus making history in Marketing Management



Above (from left): Ms Gabriella Berman and Dr Adele Potgieter

The graduation of Gabriella Berman with an MCom: Marketing makes history for the Faculty of Business and Economic Sciences, and the Department of Marketing Management on George Campus. Gabriella Berman is a postgraduate student who holds an undergraduate Diploma in Marketing, a Bachelor of Commerce Honours in Business Management as well as a Masters of Commerce in Marketing Management.

Gabriella was supervised by Dr Adele Potgieter for her Masters degree. Gabriella is therefore the first George student to obtain an MCom within the entire BES Faculty on this campus, and the first time that a Masters student has been supervised by a George Campus lecturer.

Gabriella was also awarded the best MCom student in the Department of Marketing Management institutionally.

Her dissertation “Overall Experience of Expatriate TEFL Teachers in China using Positive and Negative Affectivity” investigated and proposed a theoretical framework to identify the influence that social influences, work environment, location, cultural aspects, monetary benefits and non-monetary benefits have on the overall experience of teaching English to foreign language speakers in China. A total of 379 respondents took part in the study.

Additionally, Gabriella is currently enrolled for a PhD in Marketing at Mandela University. She has also successfully published two academic journal articles in a local journal.

“This is a major milestone for George Campus. I am delighted to know that all the hard work, inspiration and dedication has paid off. It is an achievement and sense of fulfilment when you have been a part of a student’s academic journey from her first year and to know that one of your “children” have reached this milestone for the Campus”, said Dr Potgieter.

More about her study:

The empirical investigation revealed significant relationships between social influences (the presence of an expat community, the potential influence of a language barrier, acceptance by locals, access to healthcare), work environment (the work conditions of the TEFL teacher, specific working hours), location (the standard of accommodation provided, the specific city in which the TEFL teacher works and resides), cultural aspects (the lifestyle TEFL teachers are known to have, increased tourism opportunities), monetary benefits, and non-monetary benefits and the overall experience of teaching English in China.

Within this study, the independent variables of social influences, work environment, location, cultural aspects and monetary benefits presented the highest correlation with the dependent variable, the overall experience of teaching English in China. Additionally, of the above-mentioned variables, it was established that respondents with a higher monetary benefits factor score, were 3.64 times more likely to have a more positive overall experience, while respondents with a higher social influences factor score, were 2.80 times more likely to have a more positive overall experience.

Based on the empirical findings, and corresponding literature findings of this study, recommendations were provided to both aspiring TEFL teachers as well as to the institution in China who employs expatriate TEFL teachers regarding the variables of this study.

Dr Adele Potgieter is a senior lecturer in the Department of Marketing Management. She is a brand specialist who holds a PhD in Business Management and focussed on the influence of personal branding and employer branding on corporate branding and corporate reputation in her treatise. Dr Potgieter specialises in Experience Marketing, Branding, Consumer Behaviour and Advertising. She has successfully published locally and internationally.



CELEBRATING STUDENT SUCCESS!

School Merit Award Webinar

On Friday, 30 April 2021, the School of Management Sciences hosted the School Merit Awards function virtually in order to celebrate student success.

Below are the candidates who received certificates for best student in the different programmes for the Academic Year 2020.

AWARD RECIPIENTS: DEPARTMENT OF BUSINESS MANAGEMENT

Ms Brittany York	-	BCom General
Ms Sindiswe Thwala	-	BCom General, Extended
Ms Dorothy Ngowi	-	BCom Marketing
Mr Braedon White	-	BCom Financial Planning
Ms Othembela Mbombo	-	BCom Financial Planning, Extended
Mr Brandon Phillips	-	BCom Honours in Business Management
Ms Kimberley Welsh	-	Postgraduate Diploma in Financial Planning
Mr Storm Watson	-	MCom Business Management

AWARD RECIPIENTS: DEPARTMENT OF MARKETING MANAGEMENT

Mr Ethan Page	-	NDip Marketing
Ms Camel Yegambaram	-	NDip Marketing, Extended
Mr Boutros-Boutros Tini	-	Advanced Diploma in Business Studies (Marketing)
Ms Gabriella Berman	-	MCom Marketing

AWARD RECIPIENTS: DEPARTMENT OF MANAGEMENT PRACTICE

Ms Tulisa Matye	-	NDip Management
Ms Zena Mayekisa	-	NDip Management, Extended
Mr Anton Bresler	-	Advanced Diploma in Business Studies (Management)
Ms Thembeke Zamisa	-	Advanced Diploma in Business Studies (Monitoring and Evaluation)

AWARD RECIPIENTS: DEPARTMENT OF LOGISTICS

Ms Masilakhe Gxiba	-	NDip Inventory and Stores Management
Ms Hanli Lintvelt	-	NDip Logistics
Mr Neerandren Danarrah	-	NDip Logistics, Extended
Ms Apiwe Qoyi	-	Advanced Diploma in Business Studies (Logistics)
Mr Renaldo Matthee	-	Higher Certificate in Business Studies

SPECIAL AWARD RECIPIENTS

Best Advanced Diploma Student (from Department of Logistics):

- * Ms Apiwe Qoyi

Best Honours Student (from Department of Business Management):

- * Mr Brandon Phillips

Best Post Graduate Diploma in Financial Planning Student:

- * Ms Kimberley Welsh

Best Masters Student (from Department of Business Management):

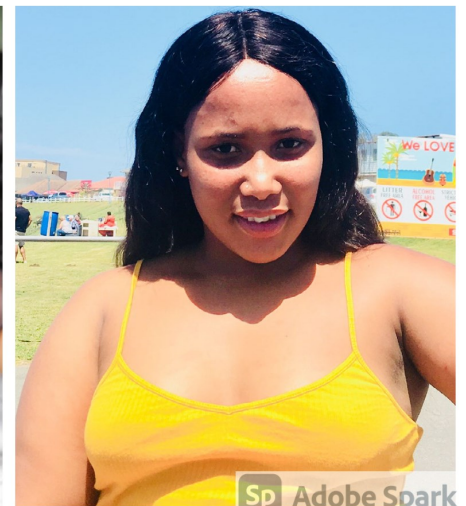
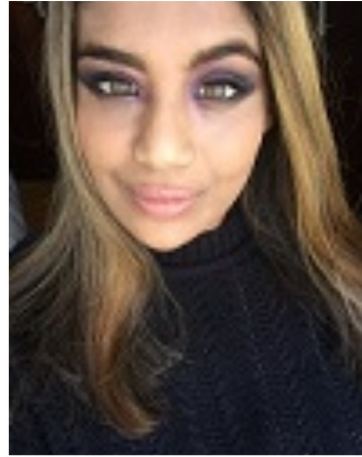
- * Mr Storm Watson



PHOTOS OF AWARD RECIPIENTS 2020!



PHOTOS OF AWARD RECIPIENTS 2020!



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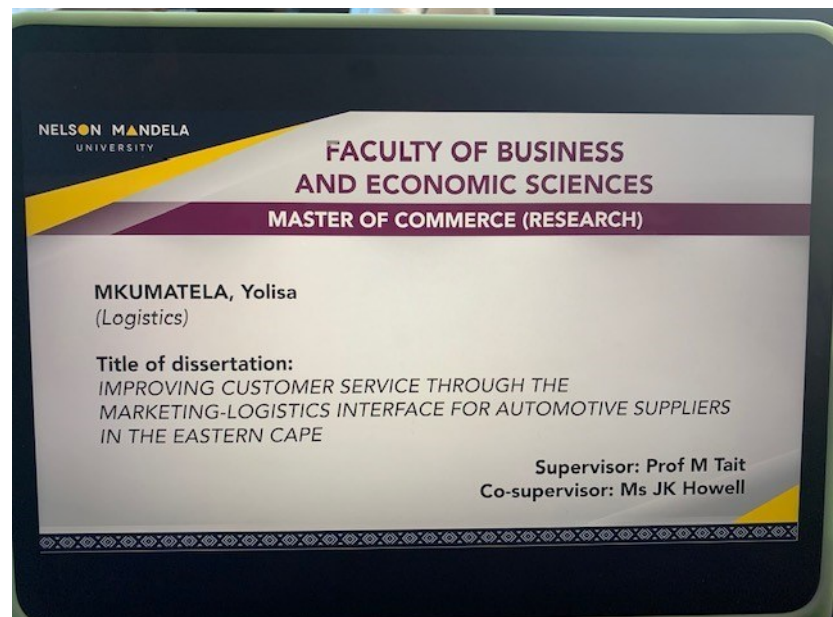
SUCCESS STORIES. OF STAFF & STUDENTS—WE ARE PROUD OF YOU!

AGAINST ALL ODDS... by Mr Yolisa Mkumatela

Obtaining a Masters degree in Logistics had always been my goal while doing my undergraduate studies because of the desire to become a lecturer.

After completing my BTech, I registered for my MCom in Logistics and later started working as a contract lecturer in the Department of Logistics. I still recall being excited about my topic and the journey ahead. An interesting challenge I had at the beginning of my research was doing a unique topic that involved two different, but closely related fields, that of Marketing and Logistics and especially in a dominant industry such as the automotive industry. I chose this topic because I had seen the gap first hand while working in the automotive industry and I was passionate about it. Fortunately my supervisors were experts in their fields and gave me proper guidance. Professor Madéle Tait, the main supervisor and Mrs Jean Howell, the co-supervisor. A difficult challenge I faced was when my father was in and out of hospital in 2018, but thank God he eventually recovered the following year.

It is through faith, dedication and determination that I was able to balance my personal life, work and studies. I give glory to God for giving me the strength to persevere and complete my studies and I am thankful to my family, friends and my supervisors for the support and encouragement.



Mr Storm Watson obtains his Masters degree



The Department of Business Management wishes to congratulate Mr Storm Watson, who completed his Master of Commerce in Business Management degree. Mr Watson graduated cum laude from Nelson Mandela University during the April 2021 virtual graduation period and has subsequently shared a bit more about his research and academic journey thus far.

The title of Mr Watson's Masters dissertation is "A systematic review of research into working capital management in South Africa". The study set out to apply a mixed methods approach to a systematic review of research into working capital management in South Africa. Research into working capital management has primarily focused on the effect it has on a business's profitability, liquidity and performance. There is, however, limited research on the topic of working capital management in South Africa and, as such, the primary objective of the study was to review research outputs on working capital management in South Africa. The purpose of the study was to identify research gaps in the current body of knowledge by means of the development of a recommendation's framework.

The study ultimately revealed that there are various untapped avenues of research relating to working capital management; and specifically related to the methodology, data analysis, data collection and types of research outputs in this field. These untapped research avenues can be addressed by future researchers to broaden the body of knowledge pertaining the field of working capital management. It is believed that the study has identified critical areas in the field of working capital management that are in need of further research, so that the current body of knowledge can be expanded.

With a father who is an economics teacher, Mr Watson was introduced to the world of commerce studies at a young age. It did not take him long to realise that he wanted to pursue a career in the field of commerce and in particular, management. After initially completing a BCom degree majoring in Business Management, Mr Watson furthered his studies by attaining his Honours in Business Management degree. Having built the aspiration during his studies to become a lecturer, the next logical step in his academic career was to tackle a Masters degree.

He believes that teaching/lecturing is more than a mere occupation in his eyes, but rather a passion.

Having made the decision to become a full-time academic, Mr Watson wasted little time getting his career started (those who know him can attest to his desire to not waste any time). Immediately after completing his Honours degree at the end of 2019, Mr Watson started his Masters studies and also began working as a contract lecturer in the Department of Business Management. In the matter of a few months, he had adopted the role of coordinator for the first year Business Management modules, as well as the Moodle and general online support assistant for various other modules in the Department.

Despite the incredible progress that Mr Watson has made and his achievements, it has not always been smooth sailing. According to Mr Watson, the biggest challenge that he encountered during his Masters journey had to be time management. This was compounded by the Covid-19 pandemic, while he lost his mother earlier in the year after an extended period of illness. Later in 2020 he also got married, so it was not always easy to balance personal, work and academic life. Through these difficult and busy times, Mr Watson has paid credit to his supervisor, Prof Miemie Struwig, who understood him, supported him (both academically and personally) and guided him in every aspect of his journey. He describes Prof Struwig as the most amazing supervisor, without whom he would not have been able to complete his Masters; and for that, he is extremely grateful.

The biggest lesson that Mr Watson learnt through his Masters journey was that, although he was grieving, he made a promise to his mother that he would complete his studies and complete them well. “What that taught me was that no matter the current circumstances you are faced with, when you dedicate yourself to something and you have a purpose to do something, you will find a way to make it work.” Mr Watson also shared some advice and tips for current and aspiring researchers:

“I would encourage anyone to do their Masters or to pursue any form of education for that matter. Your knowledge and experience are things that no one can take away from you.”

“Listen to your supervisor – they know more than you.”

“Enjoy your topic – if you don’t then you have the wrong topic.”

“Enjoy the process - don’t rush, but don’t be too slow either.”

Congratulations again to Mr Watson. All of us in the Department of Business Management wish you well in your future endeavours and look forward to supporting you in your PhD journey!

PhD Journey - Dr Talifhani Khubana

Congratulations to Dr Talifhani Khubana, who completed his PhD in Business Management and graduated during the April 2021 graduation period. Dr Khubana shared the story of his amazing PhD journey.

Hailing from the fertile soil of a mountain-locked village in Venda, Limpopo, Dr Khubana is the third of five boys born to uneducated and unemployed parents, Mr T.S Khubana and Mrs T.S Ramvuvhelo-Khubana. While growing up, things were not easy for him, as the community in which he was born depended on government grants and subsistence farming for survival, while commerce and entrepreneurship were not common activities in the region. Rather than succumbing to the many challenges he faced, Dr Khubana saw them as an opportunity and used them as a platform to be the “defining difference”, not just in his family, but to his community at large. Dr Khubana credits the generosity of Mr Ratshikhopha, a member of his community who consistently helps individuals achieve their dreams without claiming any of the spotlight for himself. Speaking on his roots and his achievements, Dr Khubana said, “I reached the pinnacle of academic achievement in honour of the giants on whose shoulders I stand, and for those who will come after me. This is about reminding them that not only are the dreams of an African child valid, but also within reach for those who dare to be different. I believe the most transformative instrument at human disposal is a mind that is keen to learn.”



Dr Khubana's academic journey began at the University of Venda, where he obtained a BCom Accounting degree before completing his BCom Honours in Accounting through UNISA. It was during his BCom Honours graduation that his late father sparked the zeal in him to attain a PhD, when he stood up in a silence-filled hall and said, "That one ascending the stage is my son, I will die peacefully once he is dressed in the red regalia". With the encouragement of his parents, Dr Khubana pursued an MBA through Regent Business School and then went on to qualify as a Business Accountant in Practice (SA), Certified Financial Officer (SA), Tax Practitioner (SA), Professional Accountant (SA) and Independent Reviewer (SA). With his academic and professional strengths in strategy, forecasting and decision making, Dr Khubana's qualifications tended to gravitate towards the field of management sciences, which is also the field in which he has reached the pinnacle of his academic career – his PhD.

The title of Dr Khubana's PhD thesis is "Perceptions regarding shared value within the South African mining industry". The study investigated the perceptions on Shared Value (SV), as well as its antecedents and outcomes within the mining industry in South Africa. The empirical results confirmed that automation, innovation (through innovation for value chain inclusivity, automation and business model innovation, infrastructure development) and employment conditions are the antecedents of SV. The study illustrated three approaches of SV: reconceiving the product/service and markets, reimagining value chain productivity and development of the enabling environment. Furthermore, the study revealed competitive advantage and sustainability performance as the outcomes of SV. Therefore, SV simultaneously catalyses solutions to profitability and addressing the challenges affecting communities. The findings of the study will contribute to the development of a new generation of entrepreneurs and investors, while at the same time guiding policymakers and the mining industry in the development of policies and strategies.



Dr Khubana started his PhD in 2017, while employed as a CFO at one of the constitutional institutions. Due to his high volume of work and the strenuous time demands of a PhD, he did not continue his studies in 2018. However, in the year that followed, Dr Khubana made the difficult decision to sacrifice his CFO position and paycheck in his pursuit of knowledge and driven by his quest to find his purpose. On top of these commitments, Dr Khubana also runs two successful companies, being POV Group and LEAD 360 Afrika Innovation and Research.

While not coming from a wealthy family in monetary terms, Dr Khubana considers himself fortunate, as his family understood his vision and they carried it as if they were only born to facilitate its realisation. “I could not ask for better destiny-helpers than them, for they allow my star to shine. They sacrificed everything, including the security of the paycheck. Giant purpose produces giant motivation and sacrifices. Somehow, they understood that I need to contribute in some way that would live on long after I am long gone.” In addition, Dr Khubana credits and thanks his supervisor, Prof Chantal Rootman, and co-supervisor, Prof Elroy Smith, for their support during his PhD studies. “The pursuit of my purpose and my vision would have remained just a dream had it not been for the support received from my supervisors. They epitomise true greatness, for they did not hold back from empowering me in the best way they know how. While one poured oil into my lamp, the other shielded the spark from winds that sought to extinguish it.”

Dr Khubana shared some advice for current and aspiring PhD scholars, by mentioning that the pursuit of a PhD requires two important attributes: the grace of humility and the art of resilience. “I believe that everyone’s journey is different, however, what makes great people is starting out and aligning their steps with their purpose, while appreciating that the finest moments occur when they step out of comfort zones. I believe that everyone’s vision and purpose is measured by the sacrifices they are prepared to make.

“Through this journey, I realised that we all have it in us to become the greatest version of ourselves, while also contributing to change. As Albert Einstein says, ‘the more I learn, the more I realise how much I don’t know’.”



Dr Ayanda Deliwe speaks at the 2021 Africa e-Learning and Technology Conference

Dr Ayanda Deliwe represented the Nelson Mandela University as a guest speaker at the 3rd Annual Africa e-Learning and Technology Conference 2021, which was hosted by The Federated Management Institute.



The conference was held in Johannesburg, from the 10 - 12 March 2021, with speakers able to present virtually, given the circumstances surrounding the COVID-19 pandemic. The 3-day event served to delve into the use of Technology in Education, e-Teacher Professional Development, Coding and Robotics, Choosing Technologies for Teaching and Learning, Corporate e-Learning, amongst other exciting topics. Also included in the conference were tracks, parallel sessions, demonstrations and exhibitions, together with 2 international speakers and 8 from the African continent.

Dr Deliwe presented her work-in-progress project on Day 1 of the conference, which is titled: "The Future of Higher Education Institutions". Dr Deliwe presented some of the highlights of the project thus far, which involved discussing some of the considerations that Higher Education Institutions must make when preparing for the future of higher education. These considerations exist within five main areas/topics, which include: Emerging technologies, Data-driven institutions, Knowledge management and e-learning, New examination methods, and Customer value.

It is hoped that this exciting research can make a valuable contribution to the future of the higher education landscape.

Ms Sanele Matomela chosen to participate in International Entrepreneurship Seminar



Contract lecturer from the Department of Business Management, Ms Sanele Matomela, has been selected to participate in the Virtual Summer Seminar in Entrepreneurship Research for doctoral-level training in Entrepreneurship, led by Associate Professor Vishal K. Gupta (University of Alabama).

The seminar took place from 12 May 2021 until 31 July 2021, with participants and scholars hailing from all over the world, including countries such as Chile, India, Oman, Germany and the Netherlands to name a few. The seminar was a great networking opportunity and a chance to learn about the direction that entrepreneurship research will take in the future.

This experience was invaluable for Ms Matomela's personal development and expertise, which will subsequently benefit the Nelson Mandela University students that she lectures in the future.

MANDELA UNIVERSITY RESEARCHERS UNDERTAKE NATIONAL STUDENT ENTREPRENEURSHIP PROJECT

In 2019, an international collaborative project between Nelson Mandela University, University of Pretoria and Ghent University in Belgium was initiated. The project is funded by Vlir-Uos* and is titled "Improving Student Entrepreneurship Support at South African Universities in order to Mitigate Youth Unemployment".

The aim of the project is to identify and disseminate best practices in university-based student entrepreneurship support and to create a student entrepreneurship development tool. Prof Shelley Farrington from the Department of Business Management is the local promoter for this project, while Mr Riyaad Ismail is the lead researcher, who is also doing his masters within the context of the project.

In May 2021, Mr Ismail travelled to visit Durban University of Technology (DUT) and the University of Kwazulu-Natal (UKZN) to meet up with the individuals concerned with supporting student entrepreneurs at their respective universities. The image below shows the team working at DUT's Centre for Entrepreneurship and Innovation.



Above from left to right: Mr Solomon Nyamurima (DUT – Centre Manager); Ms Sphe Hlophe (DUT – Centre Admin Assistant); Mr Thobani Banda (DUT – Centre Finance Officer); Mr Riyaad Ismail (NMU – Project Lead Researcher); Dr Poppet Pillay (DUT – Centre Director).

Mr Ismail also met up with the UKZN InQubate Student Entrepreneurship Manager, Mr Khutso Ramontja, who provided a tour of their facilities. (See image below).



Both DUT and UKZN are actively supporting their student entrepreneurs. They offer a wide variety of support programmes and infrastructures to assist their student entrepreneurs through their entrepreneurial journeys. The observations made during this visit provided great insight into the support for student entrepreneurs being offered by other universities and allows for the identification of best practices which can be brought back to Nelson Mandela University.



**VLIR-UOS is an academic cooperation between the Flemish universities of Belgium, which provides funding for projects initiated and undertaken in partnerships between universities in Flanders (Belgium) and in the South (e.g., South Africa).*

Prof Venter participates in the Transcontinental Trusts Bermuda Conference

Prof Elmarie Venter (Director of the Nelson Mandela University Family Business Unit) participated in the latest edition of the **Transcontinental Trusts: International Forum 2021 Conference**.

The virtual conference was held from 1 to 4 June 2020 in Bermuda and conducted online. The purpose of the Transcontinental Trusts Conference was to connect the entire breadth of the offshore industry and create purposeful engagement within the whole private client intermediary network.

Prof Venter partnered with Catherine de Maid (Partner at Burges Salmon) as speakers on the topic of “*Jurisdiction developments: Africa and South Africa*”. During their session, a variety of topics were covered that focused on the dynamics of a hybrid South African and United Kingdom (UK) residency and emigration procedure. Some of these discussions included:

- The situation in Africa and South Africa and implications of moving to another country, such as the UK.
- Ancestral passports and work/investor Visas for entry into the UK.
- UK residency and domicile position/position under DTA if remaining as an ordinary resident in SA.
- The attractiveness of “remittance basis” and pre-immigration planning.
- The popularity of trust structures (Domestic SA trusts hold local assets while offshore trusts hold funds taken out with FIA over the years).
- A review of those trust structures in order to understand how they will be taxed once the settlor and/or beneficiaries are UK residents.
- The legalities surrounding Wills and how the new UK Will fits in with SA Wills.

More information about the conference can be found on the following website: <https://informaconnect.com/transcontinental-trusts-international-forum/>

Africa

11:35-12:05 30 mins 📅

Panelists

Presentation

South Africa

Stream 1 - Jurisdiction Developments

Friday, 4 June 2021 11:45 - 12:15

Atlantic Daylight Time (ADT, GMT-3)

 <p>SPEAKER</p>	 <p>SPEAKER</p>
<p>Catherine de Maid TEP Partner Burges Salmon</p>	<p>Elmarie Venter Professor in Business Management Nelson Mandela University</p>

Prof Venter participates in the Cross Border Planning: International 2021 Conference

Prof Elmarie Venter represented the Nelson Mandela University and Family Business Unit (FBU) as a speaker and panelist during the recent **Cross Border Planning: International 2021 Conference – Europe, Middle-East, Asia and Africa**.

The conference was held online during the period of 25-27 May 2021 and aimed to engage in discussion across a full range of issues affecting the modern private client. Areas of focus included Tax & Immigration, Wealth & Investment Management, Global Structures & Litigation, and Family Perspectives.

Prof Venter spoke on the topic of “*Succession planning in (African) family businesses: Exploring key success factors*”, alongside fellow speaker and panelist, Mr Moses Chundu, who is an economist, management consultant and lecturer at the University of Zimbabwe. The session focused on raising and addressing the question “Where does succession planning rank amongst the list of priorities?” while also establishing a suitable method for succession planning in family businesses. In addition, various challenges that affect succession planning across local and international borders were discussed, along with the key factors that need to be considered to ensure successful wealth ownership and preservation.

More information about the conference can be found on the following website: <https://informaconnect.com/cross-border-planning-international-2021/>

Panel Discussion

Succession Planning: Exploring Key Success Factors

(Streaming live at 14:10 South African Standard Time)

- Where does succession planning rank amongst the list of priorities?
- Establishing the method
- Discussing the challenges posed when planning for succession across borders
- Key factors ensuring successful family wealth ownership and preservation

Stream 4 - Africa

Tuesday, 25 May 2021 13:10 - 13:40
BST (British Summer Time, GMT+1)

BOOK NOW



Elmarie Venter
Professor in Business Management
Nelson Mandela University



Moses Chundu
Strategy & Change Management
Consultant
Former Economic Advisor to the Prime
Minister

Succession Planning (in African) family businesses Exploring key success factors



Prof Elmarie Venter & Mr Moses Chundu, Economist

Cross Border Planning International 2021

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Prof E Venter & Mr M Chundu Copyright

Welcome to the **Team!**

Congratulations to the following staff members:

- Dr Abigail Chivandi - Appointed as Senior Lecturer in the Department of Marketing Management
- Mr Luyolo Mahlangabeza, - Appointed as Lecturer in the Department of Business Management



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We had to say goodbye to Mr Abdull Jappie who will be joining Warwick University in Coventry, in the United Kingdom.

Welcome to our newest permanent lecturer, Dr Viwe Mrwebi

The Department of Business Management wishes to extend a warm welcome to Dr Viwe Mrwebi, who has been appointed as a Senior Lecturer in Business Management.

Dr Mrwebi originates from Cacadu (Lady Frere) near Komani (Queenstown) and matriculated in 2003 from Breidbach Secondary School in Qonce (King William's Town). After acquiring a BA Degree in Economics, Business Management and Industrial Psychology from the former Vista University in Port Elizabeth and an MBA from MANCOSA business school, Dr Mrwebi completed his PhD in Business Management in 2018 from Nelson Mandela University, having been supervised by our Department's own Prof Elroy Smith and Emeritus Professor, Prof Eileen Noxolo Mazibuko.

Work-wise, Dr Mrwebi joins us from the Tshwane University of Technology's Department of Management & Entrepreneurship, where he was a full-time senior lecturer. Prior to that, Dr Mrwebi was employed at the Lovedale and Buffalo City TVET colleges in the Eastern Cape and also lectured at the Vaal University of Technology.

Dr Mrwebi is passionate about teaching and learning, as well as the supervision of postgraduate students. He firmly believes in, "Imparting knowledge through the adoption transformative, transgressive, humanising pedagogy and online pedagogies, where students are afforded an opportunity to learn through different clusters of learning and teaching strategies."

We wish Dr Mrwebi all the best for his time with us and we are sure he will leave a lasting impact on the students he lectures and mentors.



The Faculty of Business and Economic Sciences Welcomes a New Postdoctoral Fellow in the School of Management Sciences

The School of Management Sciences welcomes Oluwafemi Joshua Dele-Ijagbulu who recently joined as a postdoctoral research fellow. He is being hosted by Prof Progress Hove-Sibanda in the Department of Logistics, and they are working on research project titled ***Sustainable Supply***



Chain Management Practices and Firm Performance: Explicating the Roles of Corporate Motivation and Dynamic Capabilities.

Sustainable supply chain management (SSCM) is a burgeoning research subject within the broader supply chain management field. It applies directly to preservation of the physical environment, environmental degradation strategies, and emphasises on green process in management of the supply chain between the producer, retailer and consumer. Evidently, delivery of tangible goods or services along the supply chain is an integral component of business management in industries across South Africa, and a major source of income and employment. Irrespective of the importance of firm performance and delivery of value to company shareholders, social and environmental responsibility demands that the man-

agement of supply chains must be conducted employing practices that ensure sustainability.

Consequently, it is of essence to examine the relationships between these practices and performance of firms. In addition, it is reasonable to investigate the motivation towards these practices, and how companies leverage their unique capabilities to ensure economic, environmental and social competitiveness. Hence, a study which seeks to elucidate the nexus of corporate motivation, dynamic capabilities and sustainable supply chain management practices and firm performance is topical.

Broadly, this study will contribute to existing literature on SSCM, as it seeks to highlight the influence of related practices consistent with the triple bottom line concept, and its balanced perspective to people, planet and profit. Since it will be carried out within the South African business environment it responds to the call to embrace the larger issue of context and to move SSCM research towards the unique conditions of emerging and developing economies. In addition, findings from the study will highlight pertinent variables that are most effective in informing best practices useful for supply chain managers in developing policies that will advance sustainability.

Notably, this study is germane to the University's institutional research themes, in terms of environmental stewardship and sustainable livelihoods.

ON A PERSONAL NOTE...

Congratulations to Mr Andrew Marriott and family with the birth of Samuel Andrew Marriott, born on Wednesday, 24 March 2021.



KEEP WELL & SAFE!

IT IS IN YOUR HANDS *the fight against COVID-19*

NELSON MANDELA UNIVERSITY

mandela.ac.za

Send your news articles to Ms Vanessa Smith at vanessa.smith@mandela.ac.za