Book of abstracts of the 9th International Conference on Social Sciences

ADVANCING INTER-DISCIPLINARY & MULTI-DISCIPLINARY STUDIES ON SOCIAL SCIENCES

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### PROGRAMME

#### WEDNESDAY, 29 AUGUST 2018

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>08:00</td>
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<tr>
<td>08:45 – 09:00</td>
<td>Opening Addresses:</td>
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<tr>
<td>09:00 – 10:30</td>
<td>Workshop Session 1: Dr Supa Pengpid</td>
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<tr>
<td>10:30 – 11:00</td>
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<tr>
<td>11:00 – 13:00</td>
<td>Workshop Session 2: Dr Supa Pengpid</td>
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<tr>
<td>13:00 – 14:00</td>
<td>Lunch</td>
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<tr>
<td>14:00 – 16:30</td>
<td>Workshop Session 3: Dr Supa Pengpid</td>
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#### THURSDAY, 30 AUGUST 2018

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<td>07:30</td>
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<td><strong>Venue:</strong> Main</td>
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<td><strong>Session Chair:</strong> Prof J Surujlal</td>
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<tr>
<td>08:00 – 08:15</td>
<td>Opening Address: Prof Herman van der Merwe</td>
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<tr>
<td>08:15 – 09:00</td>
<td>Keynote Speaker: Education for global change: transformative education and entrepreneurial university frameworks Dr Supa Pengpid Sponsored by Pearson South Africa</td>
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<td>09:00</td>
<td>Dr S Kwatubana</td>
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<td>09:20</td>
<td>Prof SP Mokoena</td>
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<td>Miss NP Mncayi</td>
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<td>Dr PF Muzindutsi</td>
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<td>Dr O Omoruyi</td>
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**Note:** The table above lists the sessions and speakers for the ICSS 2018 conference, focusing on topics such as audience perceptions, land reform, student success, gender empowerment, and economic growth models.
<table>
<thead>
<tr>
<th>Time</th>
<th>Venue: Main Session Chair: Dr S Kwatubana</th>
<th>Venue: Kingfisher Session Chair: Prof SP Mokoena</th>
<th>Venue: Grey Loerie Session Chair: Miss NP Mncayi</th>
<th>Venue: Knysna Loerie Session Chair: Dr PF Muzindutsi</th>
<th>Venue: Owl Session Chair: Dr AK Kithatu-Kiwekte</th>
<th>Venue: Eagle Session Chair: Ms S Ebrahim</th>
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<tbody>
<tr>
<td>10:00 – 10:20</td>
<td>ICSS 2018-041 School managers’ capacity to engage in collaborative implementation of policies in South African schools</td>
<td>ICSS 2018-192 South African generation Y students’ conflict-resolution styles Prof AL Bevan-Dye, Mrs N Meyer – North-West University</td>
<td>ICSS 2018-088 Accountability through continuous professional development: perceptions of ‘street-level’ bureaucrats in Umngunqubulovo District, South Africa Mrs L Mothibi, NP Mncayi – North-West University</td>
<td>ICSS 2018-195 An assessment of occupational talent risks associated with academic staff in a selected public higher education institution Mrs DM Mokgqiwa, Prof EN Barkhuizen, Prof NE Schutte – North-West University</td>
<td>ICSS 2018-034 A framework for improving environmental and operational performance in the construction supply chain in South Africa Mr S Mugwenhi, Prof C Mafini, Dr E Chinomona - Vaal University of Technology</td>
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<td>10:50 – 11:10</td>
<td>ICSS 2018-075 Infusing external examiners’ reports in open and distance learning postgraduate supervision Prof P Mafora – University of South Africa</td>
<td>ICSS 2018-194 Exploring the building blocks of an employee value proposition for graduate interns Mrs KM Paadi, Prof EN Barkhuizen, Prof S Swanepoel – North-West University</td>
<td>ICSS 2018-122 An analysis of the socio-economic factors that hinder girls education participation in Zomba) Malawi Dr HM Dunga, Prof C Mafini – Vaal University of Technology</td>
<td>ICSS 2018-115 Determining the travel motives and life domain effects on the quality of life of visitors to a military museum Dr D Venter, Dr SE Burger – Vaal University of Technology</td>
<td>ICSS 2018-089 Investigating the key drivers of government debt in South Africa: a post-apartheid analysis Mrs L Mothibi, Miss NP Mncayi – North-West University</td>
<td>ICSS 2018-036 An evaluative study on criminalistics: stock theft scenes Dr W Maluleke – University of KwaZulu-Natal Mr RJ Mokwena – University of South Africa Mr SA Olofinbiyi – University of KwaZulu-Natal</td>
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<td>ICSS 2018-141 The role of Higher Education Institutions in the development of SMEs in Zimbabwe Dr M Bomani – Botswana International University of Science and Technology, Prof Z Field, Dr E Derera – University of KwaZulu-Natal</td>
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<td>ICSS 2018-191 Talent – An Asset or Liability? Exploring the business risks associated with talent in high performance organisations Prof EN Barkhuizen – North-West University, Mr JC Barkhuizen – ABSA</td>
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<td>ICSS 2018-176 The Economic Growth and Food and Nutrition Security Nexus in Zimbabwe: A Three Decade Perspective Mr J Tinaro – University of Johannesburg, Ma B Mutsambwa – Ministry of Economic Planning and Investment Promotion, Harare, Zimbabwe, Dr DE Uwizeyimana Prof S Vyas-Doorgapersad – University of Johannesburg</td>
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<td>ICSS 2018-133 Managing tourist satisfaction: the case of a resort in Gauteng, South Africa Ms CD Cilliers, Dr V Labuschagne, Dr SE Burger – Vaal University of Technology</td>
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<td>ICSS 2018-156 Validation of a hedonic shopping motivation model in the South African context Dr RC Dalziel, Prof A Bevan-Dye – North-West University</td>
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<td>ICSS 2018-051 An analysis of attitudes and perceptions of domestic violence against women in a rural area of Lepelle-Nkumpi municipality, Limpopo Province Mrs MP Nkwana, Prof JT Mofokeng – Tshwane University of Technology</td>
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<td>Session Chair: Prof EN Barkhuizen</td>
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<td>ICSS 2018-098 Integration opportunities of information technology in accountancy curricula: A case study at a SAICA accredited university Mrs O Stumke – North-West University, South Africa</td>
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<td>ICSS 2018-128 The Relationship between Household Poverty and Child Deprivation in Jabulani Township Miss P Mdluli – North-West University</td>
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<td>ICSS 2018-206 Parental emotional attachment and sexual behaviour of female adolescents in Eastern Cape, South Africa Ms Z Ntloko, Prof J Kheswa – University of Fort Hare</td>
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<td>ICSS 2018-006 Climate change adaptation politics in South African local government: urban governance prospects Ms P Mogano, Mr NJ Mokoele – University of Limpopo, South Africa</td>
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<td>Session Chair: Dr D Venter</td>
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### THURSDAY, 30 AUGUST 2018

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<th>Time</th>
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<td>Mr M Motseki</td>
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<td>13:40 – 15:00</td>
<td>ICSS 2018-144</td>
<td>Students' perception of the South African Police Service: a non-judgmental assessment</td>
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<td>Dr PO Bello, Prof J Steyn – University of KwaZulu-Natal</td>
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<td>13:40 – 15:00</td>
<td>ICSS 2018-049</td>
<td>The relationship between brand identification, brand trust, brand commitment and</td>
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<td>brand loyalty: evidence from supermarket store food brands</td>
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<td>Dr PJ van Schalkwyk, Prof M Dhurup, Mr VJ Tsautse – Vaal University of Technology</td>
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<td>ICSS 2018-049</td>
<td>An analysis of the socio-economic antecedents of housing insecurity</td>
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<td>Prof SH Dunga, Prof WJ Grobler – North-West University</td>
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<td>13:40 – 15:00</td>
<td>ICSS 2018-057</td>
<td>Empirical evidence of the relationship between information and communication technology</td>
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<td>Dr O Y Akinwale, Mr A Sanusi, Prof B Surujjal – North-West University</td>
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<td>13:40 – 15:00</td>
<td>ICSS 2018-057</td>
<td>Structural break and money demand function: further evidence from South African economy</td>
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<td>Mr KA Sanusi, Prof DF Meyer, Mr SA Hassam – North-West University</td>
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<td>ICSS 2018-057</td>
<td>An evaluation of the modus operandi of perpetrators in human trafficking in three</td>
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<td>selected areas of Gauteng Province, South Africa</td>
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<td>ICSS 2018-057</td>
<td>Mr MM Motseki – Vaal University of Technology, Prof JT Mofokeng – Tshwane University</td>
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<td>ICSS 2018-107</td>
<td>Analysing the needs of small- and micro-enterprise owners: a South African suburb</td>
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<td>Mrs LE Derbyshire, Prof JP Fouché – North-West University</td>
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<td>ICSS 2018-110</td>
<td>The mediating effect perceived price and quality exhibit toward</td>
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<td>African generation Y students’ environmental behaviours</td>
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<td>ICSS 2018-120</td>
<td>An analysis of the relationship between financial development and economic growth for</td>
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<td>Ms A Stiglingh, Prof D Vrijoen – North-West University</td>
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<td>ICSS 2018-010</td>
<td>Mainstreaming gender in ICT for sustainable development in Africa</td>
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<td>Prof S Vyas-Doorgapersad – University of Johannesburg</td>
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<td>ICSS 2018-215</td>
<td>Improving health service delivery within Ilembe Hhalth District: A batho pele</td>
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<td>Ms R Shideo, Prof M Subban – University of KwaZulu-Natal</td>
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<td>ICSS 2018-120</td>
<td>The implications of the consumer protection act on transformation at institutions</td>
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<td>Kingfisher</td>
<td>ICSS 2018-064 Perceived organisational support, job satisfaction and organisational citizenship behaviour of South African Police Service officials in the Tygerberg cluster</td>
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<td>Grey Loerie</td>
<td>ICSS 2018-155 Entrepreneurship: a comparative study</td>
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<td>Knysna Loerie</td>
<td>ICSS 2018-163 The financial effect of #feesmustfall on individual taxpayers</td>
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<td>ICSS 2018-220 The effectiveness of learners as governors of schools in rural South Africa</td>
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<td>ICSS 2018-226 Antecedents that influence Johannesburg customers’ intention to use transportation network companies (TNCS): perspectives on the Uber Mobile Application</td>
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<td>ICSS 2018-170 Does having children really make a difference: the case of South African female entrepreneurs</td>
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<td>ICSS 2018-193 Exploring the dispositional employability of talented nurses in the North-West Province</td>
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<td>ICSS 2018-174 Language as a vehicle for promoting male superiority over women</td>
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<td>ICSS 2018-185 Challenges facing rural communities in the north west province to accessing substance abuse treatment</td>
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<td>ICSS 2018-208 An evaluation of the modus operandi of perpetrators in human trafficking in three selected areas of Gauteng Province, South Africa</td>
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| 16:50 - 17:10 | ICSS 2018-026 Self-efficacy, organisational commitment, job satisfaction and satisfaction with life relationships: a study among amateur sport coaches in South Africa  
Dr BA Mokoena – Prof M Dhurup – Vaal University of Technology |
|           | ICSS 2018-063 Barriers to start-up and sustainable growth of SMES: a comparative study between South Africa and Lesotho  
Dr RG Khoase, Dr E Derera, Prof B McArthur, Dr P Ndayizigame – University of KwaZulu-Natal |
|           | ICSS 2018-146 Developing a strategic framework for stimulating rural entrepreneurship in South Africa: a case study of three municipalities  
Dr M Bomani – Botswana International University of Science and Technology, Dr E Derera – University of KwaZulu-Natal |
| 18:30     | Gala Dinner                                                                             |

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<th>Venue: Main Session Chair: Dr M Van Deventer</th>
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<th>Venue: Grey Loerie Session Chair: Dr RG Khoase</th>
<th>Venue: Knysna Loerie Session Chair: Dr R Lenz</th>
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ICSS 2018-111 Assessing SMEs' Awareness Level about Sustainability Issues: A Case of Pietermaritzburg (South Africa)-Based SMEs  
Dr MK Kimanzi – Central University of Technology, Dr VW Gamede – University of KwaZulu-Natal  
ICSS 2018-116 Corporate social responsibility expenditure and the deductibility for tax purposes: a South African perspective  
Mrs MJ Preston, Prof H Kloppers – North-West University
<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<th>Session Chair or Authors</th>
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<td>07:30</td>
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<td>08:00 – 09:00</td>
<td>Keynote Speaker: Shared experiences in ethical leadership, governance and business</td>
<td>Main Session Chair: Mr TM Matchaba-hove</td>
<td>Dr Terrence Kommal&lt;br&gt;Dr WJ Grobler&lt;br&gt;Dr C Mbajiorgu&lt;br&gt;Dr M van Deventer&lt;br&gt;Mr T Chibwe&lt;br&gt;Mr L Siewe&lt;br&gt;Mr T Sithomola&lt;br&gt;Ms C Muller&lt;br&gt;Ms NC Khwela&lt;br&gt;Ms NC Khwela&lt;br&gt;Mr M Ndlovu&lt;br&gt;Mr KI Makalela&lt;br&gt;Dr AA Asha</td>
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<td>09:00 – 09:20</td>
<td>ICSS 2018-096 Differences in black generation y students’ attitudes towards personal financial planning and perceived financial-management skills based on selected demographic factors</td>
<td>Kingfisher</td>
<td>Mr BM Maake, Prof SO Ojo – Tshwane University of Technology, Prof T Zuva – Vaal University of Technology</td>
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<td>ICSS 2018-074 A serendipitous research paper recomender system</td>
<td>Grey Loerie</td>
<td>Mr T Chibwe, Dr E Derera, Ms BS Kwela – University of KwaZulu-Natal</td>
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<td>ICSS 2018-143 Promoting sustainable community development through Corporate Social Responsibility initiatives: A Case study of a Manufacturing Organization in Zimbabwe</td>
<td>Knysna Loerie</td>
<td>Mr L Siewe, Dr JEE Ziemerink, Dr JD Beneke – Vaal University of Technology</td>
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<td>ICSS 2018-104 Determinants of transfer pricing policies: the case of multinationals in Gauteng province – South Africa</td>
<td>Owl</td>
<td>Mr KA Sanusi – North-West University, Mrs O Sanusi – Stanbic IBTC, Nigeria</td>
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<td>ICSS 2018-055 Environmental sustainability reporting practices in Nigeria: are clouds darker or fairer in manufacturing industry?</td>
<td>Eagle</td>
<td>Mr T Sithomola, Prof CJ Auriacombe – University of Johannesburg</td>
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<td>09:20 – 09:40</td>
<td>ICSS 2018-108 Relationship between social image, brand name, subjective norms and South African Generation Y students’ attitude towards wearable activity-tracking devices</td>
<td>Knysna Loerie</td>
<td>Mr ME Matlala – University of KwaZulu-Natal</td>
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<td>ICSS 2018-083 The role of the legal deposit library in bridging the digital divide: a case study of Msunduzi library in Pietermaritzburg</td>
<td>Grey Loerie</td>
<td>Ms NC Khwela, Dr E Derera, Mr E Chibwe – University of KwaZulu-Natal</td>
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<td>ICSS 2018-142 Challenges to gender equality in male dominated spaces: a case study of a mining organisation in KwaZulu-Natal, South Africa</td>
<td>Kingfisher</td>
<td>Ms NC Khwela, Dr E Derera, Mr E Chibwe – University of KwaZulu-Natal</td>
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<td>ICSS 2018-009 Gender equality for achieving sustainable development goal one (no poverty) in South African municipalities</td>
<td>Knysna Loerie</td>
<td>Prof S Vyas-Doorgapersad – University of Johannesburg, South Africa</td>
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<td>ICSS 2018-086 Analysis of supervisor and supervisee cooperation in performance management in a provincial government department in KwaZulu-Natal</td>
<td>Owl</td>
<td>Mr M Ndlovu, Dr S Mutereko – University of KwaZulu-Natal</td>
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<td>ICSS 2018-150 Rural Household’s Satisfaction with Access to Basic Services in Lepelle Nkumpi Local Municipality, Limpopo Province</td>
<td>Eagles</td>
<td>Mr KI Makalela, Dr AA Asha – University of Limpopo</td>
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<td>ICSS 2018-219 The influencing of competitor’s actions on client switching behaviour within the commercial banking industry</td>
<td>Main Session Chair: Mr TM Matchaba-Hove</td>
<td>Mr TM Matchaba</td>
<td>Dr ZL Antoni, Mr TM Matchaba-Hove, Miss K Mathiyase – Nelson Mandela University</td>
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<td>ICSS 2018-187 Development and validation of content management systems: Users experiences</td>
<td>Kingfisher Session Chair: Prof WCJ Grobler</td>
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<td>Dr PM Makgato-Khunou, Prof SP Mokoena – University of South Africa</td>
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<td>ICSS 2018-070 Bridging the gap between identity projected by an oil-company and the reputation held by community stakeholders</td>
<td>Grey Loerie Session Chair: Dr C Mbajorgu</td>
<td>Dr C Mbajorgu</td>
<td>Mr K Ralehoko – Vaal University of Technology, Mrs A Oksuicycz-Munya-Wiri – University of Johannesburg, Dr LM Maleho – Vaal University of Technology</td>
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<td>ICSS 2018-168 Rawls’ Social Justice theory and the involvement of teacher unions during the implementation of the integrated quality management system</td>
<td>Knysna Loerie Session Chair: Dr S Mutereko</td>
<td>Dr S Mutereko</td>
<td>Dr L Khani, Prof T Zengele – University of South Africa</td>
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<td>ICSS 2018-197 The Impact of Foreign Direct Investment on Economic Growth</td>
<td>Owl Session Chair: Mr NJ Mokoele</td>
<td>Mr NJ Mokoele</td>
<td>Prof BHM Tchereni – North-West University, Ms LPS Njiyela – Regenesys Business School</td>
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<td>Refreshments</td>
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<td>ICSS 2018-149 The Influence of Consumer Based Brand Equity on Customer Satisfaction and Brand Loyalty: Evidence from South African Mobile Telecommunications Industry</td>
<td>Main Session Chair: Dr F Niyimbanira</td>
<td>Dr F Niyimbanira</td>
<td>Mr M Mudanganyi, Dr A Muphoashi, Mr RM Shamkhuyenanzva – Vaal University of Technology</td>
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<td>ICSS 2018-137 Comparative advantage, industrial specialisation and location in South Africa: an economic base analysis</td>
<td>Kingfisher Session Chair: Mrs A Almahmoud</td>
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<td>Dr F Niyimbanira, – University of Mpumalanga</td>
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<td>ICSS 2018-038 The prevalence of organised cross-border crimes in South Africa: a non-empirical statistical data analysis on stock theft and hijacking of motor vehicles</td>
<td>Grey Loerie Session Chair: Prof BC Mubangizi</td>
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<td>Dr W Maluleke, Dr S Dlamini – University of KwaZulu-Natal</td>
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<td>11:00 – 11:20</td>
<td>ICSS 2018-102 Wealth creation by the industrial companies listed On the Johannesburg Stock Exchange of South Africa, 2005-2014</td>
<td>Knysna Loerie Session Chair: Dr S Mutereko</td>
<td>Dr S Mutereko</td>
<td>Mr O Oke, Dr JD Beneke, Mr I Mudhombo – Vaal University of Technology</td>
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<td>11:00 – 11:20</td>
<td>ICSS 2018-061 Leisure participation: an important agent towards older persons’ happiness, wellbeing and quality of life</td>
<td>Owl Session Chair: Mr NJ Mokoele</td>
<td>Mr NJ Mokoele</td>
<td>Dr S Tesnearer – Vaal University of Technology, South Africa</td>
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<td>11:00 – 11:20</td>
<td>ICSS 2018-125 Effect of debt-equity tax bias on the WACC of oil and gas companies in BRICS countries</td>
<td>Eagle Session Chair: Mr KA Mashamaite</td>
<td>Mr KA Mashamaite</td>
<td>Mrs L Jacobs, MJ Swanepoel – North-West University</td>
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<td>11:20 – 11:40</td>
<td>Main</td>
<td>Dr F Niyimbanira</td>
<td>ICSS 2018-097 Market Intelligence from the Internet: An Illustration using the Biomass Heating Industry</td>
<td>Prof A Athiyaman – Western Illinois University, United States of America, Mr TJ Magapa – Vaal University of Technology, South Africa</td>
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<td></td>
<td>Kingfisher</td>
<td>Mrs A Almahmoud</td>
<td>ICSS 2018-186 The impact of economic sectors on local economic development: the case of the Capricorn Region, Limpopo Province South Africa</td>
<td>Dr R Garidzirai – University of Limpopo, Prof DF Meyer – North-West University</td>
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<td>Grey Loerie</td>
<td>Prof BC Mubangizi</td>
<td>ICSS 2018-209 Globalisation and Organic Farming context: Effects and Public Health disparities in African Countries</td>
<td>Mr MG Manamela, Mr KK Molapo – University of Limpopo</td>
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<td>Knysna Loerie</td>
<td>Dr S Mutereko</td>
<td>ICSS 2018-072 An appraisal of the concept of sustainable development in developing countries and Nigeria in particular</td>
<td>Dr D Ukandu – University of Johannesburg</td>
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<td>Owl</td>
<td>Mr NJ Mokoele</td>
<td>ICSS 2018-077 Rational and irrational indicators of financial efficacy and desirable savings behaviour among East London low-income consumers</td>
<td>Dr SA Khumalo – Rhodes University, Dr N Dlodlo – Vaal University of Technology</td>
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<td>Eagle</td>
<td>Mr KA Mashamaite</td>
<td>ICSS 2018-160 Investigating Steinhoff International Holdings’ results: application of integrated financial decision-making model and lean accounting principles</td>
<td>MJ Swanepoel – North-West University</td>
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<td>11:40 – 12:00</td>
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<td>Main</td>
<td>Dr RC Dalziel, Prof N de Klerk – North-West University</td>
<td>ICSS 2018-157 Relationship between variety-seeking, status consumption, media influence and female generation Y students’ attitude towards beauty products</td>
<td>Mr T Habanabakize, Miss T Troskie – Nelson Mandela University</td>
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<td>Kingfisher</td>
<td>Prof BC Mubangizi</td>
<td>ICSS 2018-188 An assessment of the value of PMI and manufacturing sector growth in predicting overall economic output (GDP) in South Africa</td>
<td>Mr T Habanabakize, Prof DF Meyer – North-West University</td>
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<td>Grey Loerie</td>
<td>Dr S Mutereko</td>
<td>ICSS 2018-216 Family business owners’ perceptions on seeking estate planning assistance</td>
<td>Prof TM Matchabahove, Miss T Troskie – Nelson Mandela University</td>
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<td>Knysna Loerie</td>
<td>Dr S Mutereko</td>
<td>ICSS 2018-081 Critical considerations for the role of governments in the interface between good governance and sustainable development in developing countries</td>
<td>Prof Auriacombe, Prof S Vyas-Doorgapersag – University of Johannesburg</td>
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<td>Owl</td>
<td>Mr NJ Mokoele</td>
<td>ICSS 2018-152 Country risk components and the integration of the South African equity and commodity markets</td>
<td>Miss RN Nhlapo, Dr PF Muzindi – University KwaZulu-Natal</td>
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<td>Eagle</td>
<td>Mr KA Mashamaite</td>
<td>ICSS 2018-178 Analysis of a dynamic relationship between employment, corporate income taxation and real wages in the South African economy</td>
<td>Mr T Habanabakize – North-West University</td>
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# FRIDAY, 31 AUGUST 2018

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<thead>
<tr>
<th>Time</th>
<th>Venue: Main</th>
<th>Session Chair: Dr F Niyimbanira</th>
<th>Venue: Kingfisher</th>
<th>Session Chair: Mrs A Almahmoud</th>
<th>Venue: Grey Loerie</th>
<th>Session Chair: Prof BC Mubangizi</th>
<th>Venue: Knysna Loerie</th>
<th>Session Chair: Dr S Mutereko</th>
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<th>Session Chair: Mr KA Mashamaite</th>
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<tbody>
<tr>
<td>12:00 – 12:20</td>
<td>ICSS 2018-190</td>
<td>An analysis of the guidelines for testifying in court Ms SN Molefe – Vaal University of Technology</td>
<td>ICSS 2018-210</td>
<td>Gender dynamics in employment and labour force trends in South Africa Dr R Nishimwe-Niyimbanira, Dr TP Sabela – University of Mpumalanga</td>
<td>ICSS 2018-091</td>
<td>The health system performance in Qatar Mrs A Almahmoud - Szent István University, Gödöllő, Hungary</td>
<td>ICSS 2018-082</td>
<td>Sustainable independent power production in middle-income African countries Dr D Nel – University of Johannesburg</td>
<td>ICSS 2018-222</td>
<td>The impact of employee engagement on organisational performance: A balanced scorecard approach The impact of employee engagement on organisational performance: A balanced scorecard approach Dr RJ Muller, Prof EE Smith, Dr R Lilah – Nelson Mandela University</td>
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<td>12:20 – 12:40</td>
<td>ICSS 2018-103</td>
<td>Management of finances in the implementation of infrastructure development programmes in the Limpopo Provincial Government Mrs P Semenya, Dr HEE Ziemerink, Dr JD Beneke – Vaal University of Technology</td>
<td>ICSS 2018-184</td>
<td>Spatial disparities and local governance for implementation of blended learning in South Africa Dr TM Ramoroka – University of Limpopo</td>
<td>ICSS 2018-121</td>
<td>An enquiry into the impact of teamwork on community engagement management Dr SJ Mohapi – University of South Africa</td>
<td>ICSS 2018-175</td>
<td>Effects of Enterprise Risk Management (ERM) on the Performance of Small and Medium Textile Enterprises in South Africa Prof J Duvihlwla, Ms AG Sineke – Cape Peninsula University of Technology</td>
<td>ICSS 2018-005</td>
<td>Evaluating the Prospects and Challenges of Informal Sector in Addressing the Triple Challenges Facing South Africa Mr NJ Mokoele – University of Limpopo, South Africa</td>
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<td>12:40 – 13:00</td>
<td>Closing remarks and prize giving: Prof Herman van der Merwe</td>
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<td>ICSS 2018-203</td>
<td>Special leave or suspension? Clearing the confusion Ms LD Japtha – Vaal University of Technology</td>
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<td>13:00</td>
<td>Lunch</td>
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PRESENTATIONS ACCORDING TO IDENTIFICATION NUMBER

ICSS2018-005
EVALUATING THE PROSPECTS AND CHALLENGES OF INFORMAL SECTOR IN ADDRESSING THE TRIPLE CHALLENGES FACING SOUTH AFRICA

Mr NJ Mokoele – University of Limpopo

Abstract:
Apartheid administration has promulgated legislation that discouraged black Africans from encroaching the city centres. Many non-white citizens were relegated to reside in township while some in informal settlements located around the city. The advent of democracy was immediately confronted by multifaceted challenges such as inequality, overcrowding, unemployment and urban poverty. Informal sector economy became eminent strategy that preclude the problem of unemployment, poverty and redundancy in urban areas. Informal sector has played an important role towards economic growth and increasing household income. However, the notion of entrepreneurial start up motive remains rooted on necessity versus opportunity recognition. GEM indicates that majority of South Africans endeavour into informal sector without opportunity recognition, but necessity in order to circumvent the harsh realities that they face. Therefore, the ambition to grow business becomes null, and thus, its significant contributions to employment, economic growth and improving the standard of living remain contested. Over the years, Statistic South Africa (StatsSA, 2014a; 2014b) have published data which indicates that the contributions of informal sector towards economic growth has remained stagnant. The methodology employed in the paper is desktop study in which the data was collected through literature review. The paper argues that despite the fact that informal sector plays a profound role in reducing redundancies, poverty and unemployment, however, it has rendered the city dirty, thus tarnishing its image. Furthermore, the inability to recognise opportunity during informal sector start up motivation reduce the capacity of the economy towards poverty reduction, reducing redundancies and contributing to economic growth in South Africa. The paper concludes that the informal sector and all its predicament presents a developmental niche in order to improve the plight of majority of the black poor people in South Africa, and thus, its prospects towards economic growth must inculcated into Integrated Development Plan (IDP). Furthermore, training and provision of loans can play a profound role in enhancing the prospects of informal sector in reducing poverty and unemployment.

Keywords:
Informal economy, democratic dispensation, immigration, migration, redundancy, planning
CLIMATE CHANGE ADAPTATION POLITICS IN SOUTH AFRICAN LOCAL GOVERNMENT: URBAN GOVERNANCE PROSPECTS

Ms P Moganp, Mr NJ Mokoele – University of Limpopo

Abstract:
The paper aims to evaluate the significance of urban governance towards the capacity of South African local government to adequately adapt towards climate change. The combination of voluntary approaches to climate change policy and a growing interest in local action has supported a politics of climate change where multiple forms of governance, rather than a regulatory understanding of governing, play a fundamental role in climate change. Urban areas are indeed open to a plethora of opportunities that can be adequately harnessed to address this undying environmental issues called climate change. These opportunities that urban local government is afforded to are high level of community literacy and lack of budgetary constraints. These provide local municipality of with the opportunity to ensure efficient public participation in order to harness public opinions and, thus become responsive and accountable government towards its constituency. However, urban areas are also site of political struggle where the politics of climate change manifest. Despite the potentiality that urban local government have in planning and management of the environment, cities remain without the capacity to adapt to climate change. The discussion surrounding the notion of urban governance are intrinsically linked to discourses about who has responsibility to deliver climate change action and analyses of actors’ motivations to participate in acts of governing. Within South African context, local government do not have constitution obligation to engage in policy formulation, lack of clear roles and responsibility, portfolios responsible for climate change adaptation and community during planning and management of the environment. These multifarious challenges deter the ability of municipalities to be adaptable to climate change. The paper argued that effective application of urban governance has the ability to bridge this conventional municipal challenges through multi-stakeholder engagement in order to enhance the capacity of urban areas to adapt to climate change. The paper concludes that a multilevel governance approach can be used to be able to enhance the efficiency and effectiveness of urban governance in improving the capacity of urban areas to adapt to climate change.

Keywords:
Urban governance; Climate change; Local government;
Introduction:
The purpose of the research is to investigate the factors that may best explain student success for a final year B.Com. student in Economics. It provides insights into demographic and subject-related factors and suggests appropriate pedagogic intervention. The final marks of undergraduate third year Economics students in Public Economics are taken as the dependent variable and yardstick.

Methodology:
Public Economics at B.Com. final year level in Economics are offered as a compulsory module at Unisa. Microeconomics at second year level serves as pre-requisite for Public economics. The data for the empirical analysis drew on the first and second semester registrations for 2016 and 2017. These samples comprised approximately 500 to 1000 students. The subject matter of Public Economics third year level is challenging to students. It is an applied Microeconomics discipline and students sometimes struggle, because their knowledge and comprehension of second-year Microeconomics may not suffice. The student needs to gradually progress to the next level though the successful understanding and mastering of earlier material. With a low pass rate, research and understanding of contributing factors, together with potential solutions for assistance and improvement is required.

The group comprised mainly males with a mean age of approximately 31, where students mostly did not study in their home language. The home language is included in the analysis as a reliable indicator of student success. Students that were unemployed or not economically active were regarded as full time students. Those that were not classified were included as part-time students.

The study uses ordinary least squares. The model was designed according to previous studies, but additional variables have also been chosen to support the discussion behind the success rate of Public Economics students at third year level, namely:

\[
\text{OUTPUT Final\_mark\_Public\_Economics\_3} = f (\text{Age}, \text{Assignment\_1}, \text{Assignment\_1}, \text{Dum\_fulltime}, \text{Dum\_HL}, \text{Dum\_male}, \text{Final\_mark\_Microeconomics\_1}, \text{Final\_mark\_Microeconomics\_2})
\]

The dependent variable is effectively the final mark reached, whilst using a dummy variable to indicate pass or failure. The coefficients, or explanatory variables, consist of the following: Age, assignment marks, dummy time variable ('Dum\_fulltime', with a value of 1 for full-time study, else 0), dummy language variable ('Dum\_HL', with a value of 1 for study in home language, else 0), dummy gender variable ('Dum\_male', with a value of 1 if for male, else 0 if female); final mark reached in Microeconomics 1, final mark reached in Microeconomics 2.

Further, binary logit analysis was used to confirm results.

Results:
The findings suggest that the final marks of Microeconomics have a significant impact on the results of the final year student in Economics. Other factors such as assignment marks and module repeats also played a role. Demographic factors such as age and language did not appear to play a role at third-year level.
Conclusion and Recommendations:
The conclusion re-affirms the importance and influence of Microeconomics as base knowledge for undergraduate and future post-graduate work. The importance of assignments emphasises the use of continuous assessment. Challenges faced and issues arising may include pedagogic interventions and assisting with a more efficient, effective and economic e-learning environment. In future, excluded factors will be investigated, such as the characteristics of the institution, the impact of curriculum choices, the impact of the characteristics of staff involved and e-learning solutions. E-learning interventions such as video clips were added as remedy, though is still in its infancy, and future studies are required to expand the analysis. The study contributes to a growing body of empirical literature on student success.

Keywords:
Public economics, Microeconomics, student success, pedagogic intervention
GENDER EQUALITY FOR ACHIEVING SUSTAINABLE DEVELOPMENT GOAL ONE (NO POVERTY) IN SOUTH AFRICAN MUNICIPALITIES

Prof S Vyas-Doorgapersad – University of Johannesburg

Abstract:
Sustainable Development Goal one demands the reduction of poverty, hence hold significance in South African context where high unemployment rate still prevails, hampering socio-economic development of the country as a whole. In addition, poverty is also linked to gender inequality where female counterpart occupy less jobs in the South African labour market. This situation is much dire at grass-roots levels, where lack of education and civic awareness, inadequate gender-based poverty alleviation policies, and inappropriate gender-based participation in pro-poor growth strategies, contribute towards the weakening of women empowerment. This article hypothesises that gender equality in poverty reduction strategies could have positive impact in successful realisation of Sustainable Development Goal (SDG) one. In order to explore the gender equality measures in poverty reduction initiatives, the article utilizes a qualitative research approach with exploratory design whereby a survey questionnaire was distributed to residents of Sedibeng District Municipality. The article applies the Mainstreaming Gender Equality (MGE) approach that aims to bring equal opportunities in poverty reduction programmes at grass-roots level in South Africa. The article deduced that there is a positive approach witnessed in the findings expressing transformed perspectives of community members towards gender equality, role of gender in achieving development goal one, and significance of gender-based contribution towards social-economic development. The article recommends that future research works need to emphasize on gender-disaggregated needs, gender-sensitive roles, gender-based demographic data, and gender-mainstreaming in policy options for socio-economic development at local government level in South Africa.

Keywords: gender, gender equality, poverty, pro-poor strategies, sustainable development goals
MAINSTREAMING GENDER IN ICT FOR SUSTAINABLE DEVELOPMENT IN AFRICA

Prof S Vyas-Doorgapersad – University of Johannesburg

Abstract:
Author has conducted few desktop studies in 2014 and 2017, whereby the literature was reviewed examining the correlation between gender and ICT in West, East and Southern African countries. This article expands its scope and examines the correlation between gender and ICT, with an aim to longitudinally develop a comparative data-base exploring gender in ICT covering all five regions of Africa. The article conceptually utilises the Mainstreaming Gender Equality (MGE) and Gendered/‘technology as culture’ approaches, together, aiming to create equal opportunities in the ICT sector. The article contextually utilises comprehensive literature survey, document analysis, and desktop review exploring gender gaps in ICT sector in Africa. Through document analysis of available literature, articles and official reports, it is deduced that policymakers need to conduct the gender analysis of country-specific ICT policies identifying improvement gaps. The article proposes ICT policy recommendations linking gender, further aiming to realise sustainable development goal three (gender equality and women empowerment) and goal nine (information and communication strategies) in Africa.

Keywords:
gender mainstreaming, digital divide, women empowerment, information and communication technologies, sustainable development
Introduction:
The purpose of this paper is to evaluate the land reform programme in South Africa and its policies with specific reference to wide-spread poverty conditions. The objective of the paper is to assess whether transformation of people’s perceptions over the use and the significance of land can lead to a precipitous decline in poverty. In many parts of developing countries, the issue of land remains a serious subject of contention, notwithstanding the unsurpassed concerted and the strides that have been made by the current government, which resorts to foster and prioritize equitable land ownership for agricultural practices. The latter is a result of the fact that South Africa suffered unrelenting history of colonization, racial domination and land dispossession that perpetuated and resulted in the bulk of the agricultural land being owned by the white minority. The development literature edifies that land reform programme unequivocally lead to a precipitous decline in poverty either in urban and rural areas. Therefore, the perpetual prevalence’s and the plethora of poverty is envisaged to be stifled through land reform and further if people can transform and modify their perceptions regarding the use and the significance of the land for the betterment of themselves. South Africa invented and adopted land reform policies of land redistribution, restitution and tenure reform which infuses and form the basis within which poverty can be addressed. Therefore, the adopted land reform policies are envisaged to efficaciously addresses poverty in South Africa and other developing countries.

Methodology:
This study employed qualitative approach. Hanekom (2006) notes that qualitative research methods were developed in the social sciences to enable researchers to study social and cultural phenomenon. The research methodology provides an organised and systematic way to conduct a study to answer the research questions. Furthermore, a qualitative interpretative research approach was appropriate as it enables an understanding of reality through social construction (Lopez and Abod, 2013). The nature of this paper is purely conceptual, making use of document analysis, and as such the study relied pre-dominantly on literature review from journal articles, books and government reports to solicit data (Thematic analysis) on the pertinent and relevant themes for the study. The latter includes land reform in the colonial period, land reform and implication for poverty alleviation in S.A and the speed of transformation as the methodology for land reform.

Results:
This is a conceptual or theoretical paper and as such it will predominately rely on literature review for its grounded arguments.

Conclusion/- and Recommendations:
The paper concludes that the land reform programme is pragmatically envisaged to unravel the prevailing structures and alarming conditions of poverty both in South Africa and other developing countries. However, that being achieved through full transformation and modification of people’s perceptions on the use of land for agricultural practices. On contrary, despite the legislation and policies enacted for land reform, prevalence’s of poverty and unemployment amid will continue to perpetuate for as long as the land regained as part of the land claim or redistribution processes cannot be translated into meaningful agricultural productivity. As a
remedy, the paper recommends that the contemporary government regime must put aside sufficient resources to support emerging black farmers and as such include financial capital, capacity building and agricultural inputs for indigent black farmers.

**Keywords:**
Land reform, Poverty alleviation, Gradualism
ORGANISATIONAL ETHICS MANAGEMENT: A NORMATIVE APPROACH TO ESTABLISH GOOD PUBLIC GOVERNANCE

Mr T Nethonzhe, Prof S Vyas-Doorgapersad – University of Johannesburg

Abstract:
The ethics and morality of public officials has been receiving an unprecedented attention in the media in South Africa since the dawn of democracy, and indeed across the globe. There has been an increase in ethics-integrity boosting reforms which saw developing and developed countries developed a number of instruments to deal with incidents of corruption and unethical behaviour. The public sector by nature and its publicness is required to foster good public governance. However little has been written on the how to establish good public governance through organizational ethics management (OEM). The aim of the article is to fill this gap as fostering good governance through ethics in South Africa is new. The government has to strengthen the commitment and competence to do government business with moral integrity. The article utilized desktop analysis of available literature, articles, articles, official documents of the Department of Public Service Commission, etc., hence to address the How questions. The outcome is to analyse the current trends and approaches to ethics management and good public management. The article proposes policy recommendations in a country-specific context

Keywords:
good governance, ethics management, organizational ethics management, integrity, ethics management and ethical leadership
ASSESSING GENDER EQUALITY IN SOUTH AFRICAN SPORTS SECTOR

Prof S Vyas-Doorgapersad – University of Johannesburg
Prof J Surujlal – North-West University

Abstract:
Authors have conducted a study in 2015 exploring the fact that sport, being generally a male-dominated domain, appears to discriminate against women thereby preventing their advancement to high level positions in many sport organisations. This article aims to expand its scope and reviews the status of gender equality in South African sports sector in a specific context. The article conceptually utilises the Women in Development Approach as a theoretical framework for this article. The aim of this approach is to empower, integrate and mainstream women in development processes. The article contextually utilises comprehensive literature survey, document analysis, and desktop review of the Department of Sports and Recreation to identify the gender gaps, requiring attention. Through document analysis, the gender gaps will be discussed in the South African sports sector at legislative, policy and bureaucratic levels suppressing women to hold decision-making and strategic positions. The article recommends policy imperatives for mainstreaming gender in the sports sector.

Keywords:
gender, gender equality, sports, women in development, Department of Sports and Recreation
**Economic Growth Models and Government Expenditure in South Africa: a Disaggregated Impact Analysis**

*Ms IA Iwegbunam, Prof Z Robinson – University of South Africa*

**Introduction:**
For more than two decades after the end of apartheid in South Africa, the country has continued to struggle on how to adopt the best approach that will help to eliminate the effect of the past on its economy. This quest has led the government into designing various macroeconomic frameworks and creating measures to curb the inefficiencies in the economy. Despite all government’s efforts in this regard, the economy has continued to witness decreases in its economic growth with increased poverty, unemployment and inequality amongst other economic deficiencies the country has been facing. The question here is, to what extent does government expenditure influence the different components of economic growth in South Africa? This study attempts to empirically analyse the overall impact of government expenditure on the different components of economic growth in South Africa from the period 1970Q1 to 2016Q4.

**Methodology:**
The vector error correction mechanism (VECM) including various diagnostic tests were employed to study five models of economic growth in South Africa (gross government expenditure, aggregate private consumption expenditure, gross fixed capital formation, employment to population ratio and net inflows of foreign direct investments) which were also considered in the National Development Plan (NDP) of the country.

**Results:**
While the cointegration results revealed a long-run equilibrium relationship among the variables, the Granger causality test indicates bi-directional causality between government expenditure and economic growth. The long-run estimates indicated that all the variables apart from net inflows of foreign direct investments are significant to economic growth but aggregate private consumption expenditure and employment to population ratio though highly significant are negatively related to economic growth.

**Conclusion/- and Recommendations:**
This implies that the economy needs more involvement of the private sector and foreign direct investment inflows in building the economy. The study therefore concludes that government should consider increasing its expenditure on those variables that are significant and support labour and capital for enhanced economic growth in South Africa.

**Keywords:**
Economic Growth Models, Government Expenditure, Cointegration, Vector Error Correction Model, South Africa
Self-efficacy, organisational commitment, job satisfaction and satisfaction with life relationships: a study among amateur sport coaches in South Africa

Dr BA Mokoena – Prof M Dhurup – Vaal University of Technology

Introduction:
Self-efficacy beliefs affect performance in a wide spectrum of life including the work of sport coaches. Coaches also play a vital role in sport and can influence performance outcome through their behaviour and interactions with athletes. The main purpose of the study was to examine the relationship between self-efficacy on organisational commitment in predicting job satisfaction and satisfaction with life.

Methodology:
This study is premised within a post-positivism cross-sectional quantitative research design. A total of 300 questionnaires were distributed to a conveniently selected sample of amateur sport coaches and 250 valid questionnaires were received which translated to a response rate of 83 percent. The statistical analysis of the collected data included descriptive statistics, reliability, validity and correlation analysis. A confirmatory factor analysis and a structural path modelling was undertaken to assess the relationship between the constructs under investigation.

Results:
The results indicate that there is a significant positive relationship between self-efficacy and organisational commitment, self-efficacy and job satisfaction, organisational commitment and job satisfaction, organisational commitment and satisfaction with life, and self-efficacy with satisfaction with life. Surprisingly, no significant predictive relationship was found between job satisfaction and satisfaction with life.

Conclusion-/ and Recommendations:
It is recommended that the relationship between job satisfaction and satisfaction with life be further examined and given attention within amateur sport coach contexts as there may be other influencing variables such as a work-family balance that may affect this relationship.

Keywords:
Self-efficacy, organisational commitment, job satisfaction, satisfaction with life and amateur sport coaches.
EMERGENCE OF GREEN MARKETING CAPITALISM IN SOUTH AFRICA: IMPLICATIONS FOR GREEN ECONOMY AGENDA

Dr A Muposhi – Vaal University of Technology

Introduction:
This conceptual paper discusses the emergence of green marketing capitalism in South Africa and its implications on the green economy agenda. Due to the variations in the scope and implementation of green marketing principles, there is a growing perception that green marketing is failing to achieve its potential role of enhancing environmental sustainability and improving the quality of life. Increasingly, companies appear to be more interested in rolling out green marketing initiatives that are skewed towards profitability as opposed to those that seek to improve environmental wellbeing. It is against this backdrop that this paper discusses and interrogates the emergence of green marketing capitalism in South Africa and its implications for green economy agenda.

Methodology:
The research methodology employed involved a systematic review and synthesis of extant literature and secondary data sources. The paper analyses the underlying contradictions of green marketing and how it is situated within the green economy agenda.

Results:
This paper argues that, green marketing as a key lever of a green economy is immersed within a capitalist hegemony and is failing short in its potential roles of enhancing environmental sustainability, economic growth and social justice. The paper notes the prevalence of a neoclassical economic trajectory in the practice of green marketing in South Africa. The paper concludes pessimistically that big multinational companies dominating the green marketing discourse tend to cherry pick green marketing initiatives that are skewed towards enhancing profitability often at the expense of environmental sustainability. Organic food, plastic bag levy, eco-labels and green marketing metrics are identified as forms of green capitalism and symbols of the commercialisation of green marketing in South Africa.

Conclusion/ and Recommendations:
The paper concludes that the opportunities accorded by the transition to a green economy are more likely to be missed if green marketing practices in South Africa continue on a neoclassical economic pathway. In order to address the challenge of marketisation and commodification of green marketing, this paper suggests a co-regulatory green marketing governance approach which includes key stakeholders such as government, environmentalists and consumers.

Keywords:
green marketing, green economy, green marketing capitalism, forms of green capital, South Africa.
AUDIENCE PERCEPTIONS ABOUT SOURCES AND QUANTITY OF HIV AND AIDS EDUCATION INFORMATION: IMPLICATIONS FOR LASTING SUCCESS AGAINST THE PANDEMIC

Dr CM Mbajiorgu – University of Limpopo

Introduction:
HIV and AIDS has remained a development, economic, health and social issue since its inception. South Africa has made some remarkable gains in its efforts against the pandemic but the country requires greater progress in reducing the rate of new HIV infection which remains the highest in the world. Appropriate, adequate and consistent HIV and AIDS educational information has been recognized globally as a powerful antidote against the transmission of the disease. Therefore, this study evaluated the social perceptions on the current sources, and the quantity of HIV and AIDS education information in Limpopo Province. It also looked at the implications of the state of the disease in the province.

Methodology:
A detailed questionnaire was administered to a sample size of 200 male and female study participants selected from four districts of Limpopo Province, and analysed quantitatively.

Results:
Most stakeholders are neglecting HIV and AIDS education. However, “doctors and other health care givers” are the main source of regular HIV and AIDS education information for residents of Limpopo province. They are also the most trusted source of HIV and AIDS education information in the province, and their HIV and AIDS information, most helpful to the public. The mass media trailed as the second main source of HIV and AIDS information and education, their coverage of the pandemic is sporadic and getting scarcer, and greater number of their already limited HIV and AIDS news content are mostly externally sourced, negating the quality of such reports. Dearth of HIV and AIDS education information in the province is driving the pandemic underground.

Conclusion/- and Recommendations:
The media are abandoning this important social mandate, with some serious consequences to the society. The study suggests that collective, consistent and concerted effort of the Government, civil societies, the media, and other stakeholders, and improved public trust of the media will result in meaningful social behavioural changes, and ensure enduring success against the pandemic in the province.

Keywords:
HIV and AIDS education, quality of HIV and AIDS media reporting, sources of HIV and AIDS information, audience perception
Introduction:
South Africa has a vibrant chemical industry that contributes significantly to the socio-economic well-being of the country. However, due to ease of entry, there is a proliferation of businesses operating in this industry, which has increased the level of competition within the industry. Businesses operating in this industry, therefore, face the challenge of retaining their customers in the wake of the increased competition. This study aimed to investigate the drivers of customer retention in the chemicals industry in South Africa. To achieve this aim, the study tested the relationships between adherence to safety regulations, relationship quality, operational performance and customer retention within firms operating in the chemicals industry in Gauteng province.

Methodology:
Using a quantitative approach, a survey questionnaire was distributed to a convenient sample of 163 professional employees drawn from selected businesses in the chemicals industry. Hypotheses were then tested through the structural equation modelling approach using SMART PLS 3 statistical software.

Results:
The results of the study show that relationship quality positively influenced the adherence to safety regulations. Both relationship quality and safety regulations positively influenced operational performance and customer relationships. In turn, operational performance mediated the relationships between relationship quality, adherence to safety regulations and customer relationships.

Conclusion/- and Recommendations:
Practitioners in the chemicals industry can apply the results of the study in improving the retention of customers by implementing strategies for improving the adherence to safety regulations and the quality of relationships with all stakeholders.

Keywords:
Chemicals industry, relationship quality, safety regulations, operational performance, customer relationships
A FRAMEWORK FOR IMPROVING ENVIRONMENTAL AND OPERATIONAL PERFORMANCE IN THE CONSTRUCTION SUPPLY CHAIN IN SOUTH AFRICA

Mr S Mugwenhi, Prof C Mafini, Dr E Chinomona - Vaal University of Technology

Introduction:
With the proliferation of small businesses in the South African construction industry as fuelled by the black economic empowerment initiative, competition has increased significantly. As a result, construction businesses, especially smaller ones, face the pressure to improve their performance, which increases their chances of survival and success in this highly competitive industry. This study proposes and tests a conceptual framework for improving environmental and business performance in the South African construction industry. Specifically, the study examined relationships existing between social responsibility, green purchasing, environmental and business performance using data collected from SMEs operating in the construction industry.

Methodology:
A quantitative approach using the cross-sectional survey design was applied in which data were collected from a convenience sample consisting of 213 respondents drawn from SMEs based in Gauteng Province. A structural equation modelling approach using SMART PLS 3 software was applied to test the formulated hypotheses.

Results:
Social responsibility emerged as a driver for green purchasing, environmental as well as business performance. The purchase of green products leads to improvements in both environmental as well as business performance. In turn, environmental performance was positively linked to business performance.

Conclusion/- and Recommendations:
The study validates the importance of social responsibility and green purchasing as antecedents of environmental and business performance in the construction industry. To overcome the prevailing competition and succeed in their dynamic industry, construction SMEs could identify and create specific interventions for improving these two individual factors.

Keywords:
Social responsibility, green purchasing environmental performance, business performance, SME
CHALLENGES FACING THE IMPLEMENTATION OF DEOXYRIBONUCLEIC ACID TECHNOLOGY IN COMBATING STOCK THEFT IN KWAZULU-NATAL PROVINCE, SOUTH AFRICA

Dr W Maluleke – University of KwaZulu-Natal.
Prof JT Mofokeng – Tshwane University of Technology

Introduction:
Consulted studies on stock theft by the researchers have focused only on the prevention of stock theft, using the conventional methods such as brand-marking and tattooing, with more emphasis placed on the current legislative framework of the Stock Theft Act (Act No. 57 of 1959) and Animal Identification Act (Act No. 6 of 2002). However, limited studies has been done on the exploration of the use of Deoxyribonucleic Acid (DNA) technology in combating stock theft in the KZN and other provinces of South Africa.

Methodology:
Generic qualitative study, based on Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs) with 21 participants (Department of Agriculture, Forestry and Fisheries – 2 DAFF official - KII, Animal Production section, 1 South African Police Service Stock Theft Units – SAPS STUs Provincial Coordinator, 14 SAPS STUs officials – FGDs and KII, and 5 Anti-Stock Theft Associations - KII) was adopted in this study.

Results:
The study findings show that DNA technology is not effectively used to combat stock theft in KZN Province. They also cite the invalidation of the use of newly Criminal Law (Forensic Procedures) Amendment Act (Act No. 37 of 2013) (the “DNA Act”) as an effective remedy of combating this scourge.

Conclusion/- and Recommendations:
This paper recommends that the knowledge of DNA technology in combating stock theft in KZN should be interpreted, disseminated and implemented correctly by these relevant stakeholders to effectively address current challenges associated with this scourge in the province.

Keywords:
Combating, Deoxyribonucleic Acid Technology, KwaZulu-Natal, Stock Theft, South Africa
AN EVALUATIVE STUDY ON CRIMINALISTICS: STOCK THEFT SCENES

Dr W Maluleke – University of KwaZulu-Natal
Mr RJ Mokwena – University of South Africa
Mr SA Olofinbiyi – University of KwaZulu-Natal

Introduction:
The scientific study and evaluation of evidence found in a crime scene have helped in solving
criminal cases resulting in the apprehension of potential perpetrators, stock thieves included.
The locations to obtain Deoxyribonucleic Acid (DNA) evidence are vast, this covers; clothing,
bodily fluids (semen, saliva, sweat, blood), fingerprints, tissue, skin cells and hair roots, among
other things. This paper evaluates the policing of stock theft through the application of
criminalistics in the form of DNA evidence to link a suspect to stock theft scenes.

Methodology:
Qualitative research approach was adopted with 15 South African Police Service Stock Theft
Units (SAPS STUs), KwaZulu-Natal (KZN) participants chosen purposively.

Results:
This paper found that each stock theft scene differs from the next, and each must be
approached with its own merits. It can never be prescribed to the first investigator, by means of
rules and regulations on how to proceed with each case. This paper further reveals the value of
criminalistics (DNA materials) and policing in investigating stock theft in the selected SAPS
STUs in KZN by confirming that the accuracy of this application is beyond doubt and when done
in the correct way, the tests conducted are infallible.

Conclusion/- and Recommendations:
The paper recommends that for an effective policing of stock theft by the SAPS STUs in KZN
(Newcastle – Bulwer, Ladysmith and Bulwer – Pietermaritzburg) the application of criminalistics
(DNA) evidence should be incorporated. This procedure could produce the desired results with
regard to an increase in high-quality maintenance of the chain of custody during the
investigation of these cases.

Keywords:
Crime scene(s), Criminalistics, Routine Activity Theory, Stock theft, KwaZulu-Natal Stock Theft
Units
BETRAYAL OF A POST-COLONIAL IDEAL: THE EFFECT OF CORRUPTION ON THE CONSTRUCTION OF LOW-INCOME HOUSES IN SOUTH AFRICA

Dr W Maluleke, Dr S Dlamini – University of KwaZulu-Natal
Mr W Rakololo – National Department of Human Settlements

Introduction:
A lack of proper allocation of houses by the Department of Human Settlements in all spheres of government is creating a big backlog in the provision of houses, despite the proclamation of Section 26 of South African Constitution (1996), Housing Act (1997) and National Norms and Standards (1997). The living standard of the people who should receive these houses is detrimentally affected by this situation. The inception of the Special Investigations Directorate (SID) in the National Department of Human Settlements (NDHS) saw the necessity to investigate cases of this nature.

The objectives of this study were to access appropriate management, capacity, challenges and technical support for the allocation of low-income houses, focusing on 20 years of democracy timeline (1994-2014), as well as, evaluating the implementation of support programmes that prevent corruption in the human settlements sector as agreed with sector partners (provinces and municipalities) in line with the national sector-wide Anti-Corruption Strategy by looking at State response to apartheid regime to democratic programmes.

Methodology:
A qualitative research approach was adopted, and the researchers, coupled with the attendance of five (05) – to Ten (10) NDHS SID meetings and workshops, Ten (10) months participant observation schedule and three (03) interviews (i.e. Key Informant Interviews – KII's and telephonic interviews).

Results:
The findings of this study reveal that 1) corruption with the allocation of low-income houses is still rife across South Africa, 2) fixing the current application and allocation processes can play a pivotal role in this regard and 3) the elite individuals in government should consolidate ideas in response to this scourge.

Conclusion/- and Recommendations:
It can be concluded that perceptions on the effects of corruption involving constructing of low-income houses in South African housing are widespread, coupled by complexity, exploitation, fraud and unpredictability. Owing to this, public trust to the current government remains dented
For recommendations; the NDHS should create improvement interventions through a process involving the implementation of the recommendations meted out by the NDHS SID investigators, evaluate the application and allocation processes by all relevant stakeholders within the public sector to enhance social and economic development; and address poverty by refusing to participate in illegal activities.

Keywords: Corruption, NDHS, Finance Linked Individual Subsidy Projects (FLISP), Investigations, low-income housing, Reconstruction and Development Programme (RDP) housing, SID
THE PREVALENCE OF ORGANISED CROSS-BORDER CRIMES IN SOUTH AFRICA: A NON-EMPIRICAL STATISTICAL DATA ANALYSIS ON STOCK THEFT AND HIJACKING OF MOTOR VEHICLES

Dr W Maluleke, Dr S Dlamini – University of KwaZulu-Natal

Introduction:
Ewi (2017) asserts that organised (cross-border) crimes are becoming serious and growing menace in South Africa, with its debilitating social and economic effects on the country, this requires immediate attention. However, the sources of organised crime and its perpetrators are highly contested. National Stock Theft Prevention Forum (2017) holds that the release of the crime statistics by the South African Police Service (SAPS) on 3 March 2017 to the Portfolio Committee was awaited with enthusiasm as it was the first time in years to be made available on a quarterly basis. The major challenge on these statistics was that for so many years crime statistics were only provided per year. The release of these statistics; now in a trimester period provided an opportunity to make comparisons and conclusions. The SAPS and Statistics South Africa (Stats South Africa) reported an increase of 3% in non-reporting and a 2% increase in livestock theft underlining the argument of the three kinds of lies: lies, damned lies, and statistics as popularised in United States by Mark Twain (among others), attributing it to the British Prime Minister Benjamin Disraeli. The Victims of Crime Survey [VOCS] (2015/16) records that about 86.9% of incidents of hijacking of motor vehicles were reported to the local SAPS. Furthermore, this crime was the most reported, registering between 80% -100% incident during the period 2012 and 2015/16. Hijacking of motor vehicles (43,3%) were further mostly reported to insurance companies and guns were mainly used by perpetrators when committing this crime (75,5%). One of the greatest quotes by the ousted Kaizer Chiefs Football Club coach (Steve Komphela reads as follows: “We did not play well, but we won, we now have to wait for the next team. We go on; we hope to improve from here. [Statistics are like a bikini, they do not reveal everything]” (uttered after an unconvincing win), Soccer Laduma (2015). The purpose of this paper is not to discuss the quotation in question, however, to illustrate that there is truth in it when assessing the prevalence of hijacking of motor vehicles (carjacking) and stock theft (livestock) theft statistics as part of organised cross-border crimes in South Africa.

Methodology:
This paper adopted a quantitative research approach, with the use of systematic review of literature, mainly focusing on hijacking of motor vehicle and stock theft available statistical data.

Results:
The most important findings of this paper are that the prevalence of hijacking of motor vehicles and stock theft is common and highly organised in nature, while and the statistical significance remains inconsistent, leading to weak and doubtful reliance and arguments on them by the masses.

Conclusion/- and Recommendations:
It is recommended that the relevant stakeholders must initiate channels characterised by accurate, valid and reliable information, coupled with proper joint intelligence operations and strong compatible national legislations. Communities should provide detailed information on these crime activities, more reliance on community policing for information sharing.
Keywords:
Hijacking of motor vehicles, Non-empirical data, Organised Cross-border crimes, Statistical data, Stock theft
ADDRESSING TRAINEES’ CONCERNS IN A PROFESSIONAL DEVELOPMENT PROGRAMME FOR INNOVATIVE TEACHING AND LEARNING THROUGH INCORPORATION OF TECHNOLOGY

Dr AK Isabirye, Prof KC Moloi – Vaal University of Technology

Introduction:
Successful professional development programmes identify both the needs of the institution and the trainees before commencement. A completed needs analysis does not only express what trainees know and what they should know; but it also indicates what the institution expects to achieve as a result of the training, however, excludes trainees’ individual concerns and the change that is supposed to be brought through professional development. This study explores concerns of 10 academics at a university in South Africa who participated in an in-house professional development programme.

Methodology:
Guided by the Concerns-Based Adoption Model (CBAM), a qualitative, interpretive research design was adopted; data were collected through semi-structured interviews and analysed qualitatively.

Results:
The results indicated that organisers of successful staff development programmes need to inform the participants (informational concerns) about the nature of the programme and to explain the impact of the programme on individual participants (personal concerns). Participants were also concerned about how the change as a result of training would be managed in practice (management concerns) and the consequences of the programme on the students (consequence concerns).

Conclusion/- and Recommendations:
The study confirmed that being aware of trainees’ concerns enables programme organisers to give relevant assistance to individual trainees and reinforce attraction to the programme. We recommend that concerns of trainees be addressed pre and during the process of training.

Keywords:
Staff development; trainees; concerns, innovative teaching, learning, training
SCHOOL MANAGERS’ CAPACITY TO ENGAGE IN COLLABORATIVE IMPLEMENTATION OF POLICIES IN SOUTH AFRICAN SCHOOLS

Dr S Kwatubana – North-West University

Introduction:
South Africa is experiencing a global movement towards the development of wellness policies that promote healthy school environments. It is on this basis that the South African government formulated a series of such policies over the years to make the promotion of healthy school environment initiative a reality. The process of the implementation of these policies is influenced by structural changes in the public administration towards decentralisation, devolution of responsibilities, partnerships and the restructuring of accountability relationships. Thus, collaborative processes are said to be inevitably linked to school health promotion. Strong collaborations and partnerships are closely correlated to capacity building. This recognition of a need for collaboration provided a foundation for investigation of school managers’ capacity to engage in collaborative implementation of policies. Such research is important in driving growth in student learning by shaping and strengthening the school’s capacity for improvement (Hallinger & Heck, 2010:96).

Methodology:
The aim of this paper is to explore by means of literature review and empirical research the school managers’ capacity to engage in collaborative wellness policy implementation in schools in the Sedibeng West District using the Actor-Network Theory (ANT). ANT studies tend to focus on the minute negotiations that go on at the points of connection. Policy actors in this research are school leaders who are: responsible for interpretation, selection and enforcement of meanings in the policies; teachers, collaborators; policies; and the context in which the policies are implemented. This is a qualitative research study which included twelve (n=16) participants: teachers (n=8); and school managers (n=8). The analytical focus of the research is not on these participants outside the network, but on unearthing the complex web of relations between them and non-humans through which the school is held together and made durable. The choice of the qualitative design was informed by ANT as it allows for a richer poststructuralist interpretation of networks, facilitated through qualitative methods that enable a greater understanding of the actual organisation. Data was collected using multiple data collection tools: narratives, interviews, document analysis and observations.

Results:
This study is important in identifying and documenting the lived experiences of participants on the nature of their capacity (resources, skills and will) to work collaboratively in implementing policies. This study revealed that the main characteristic of this actor network is that it is oddly complex and confusing because of indistinct lines of authorisation and clearance.

Conclusion/- and Recommendations:
Sufficient human actor capacity is a common challenge for those charged with implementing complex education reforms. In view of the findings, I recommend an investment in capacity-building strategies that would enable human actors to be effective in strengthening collaborations intended for the promotion of healthy school environments.

Keywords:
School leadership, school partnerships, actor-network theory, descriptive case studies, wellness policies
TACKLING CORRUPTION IN THE AFRICAN PUBLIC AND PRIVATE SECTOR: THE WAY FORWARD

Dr SB Koma – Milpark Education

Introduction:
This paper identifies some of the major events of corruption in the African public and private sector, primary causes of these events and how to tackle them. It argues that the primary causes of corruption in the African public and private sector stems from lack of political will to combat corruption, weak judicial systems, and political interference with the procurement of goods and services. In South Africa, the issue of state capture reported by the Public Protector in 2015 has revealed damning findings against the former President. The report implicates the former President and his close allies in violating procurement laws governing state-owned enterprises. Appointing a Commission of Inquiry into State Capture to further unravel the gravity of this problem remains a discernable solution.

Methodology:
The method of the paper is qualitative. Secondary data sources include documentary and literature reviews in this paper. The selected African countries are Morocco, Ghana, Uganda, South Africa, Mozambique, Angola, Nigeria, Democratic Republic of Congo, South Sudan and Libya. These countries are ranked as the top most corrupt in Africa according to the Transparency International Index published in 2017. Thematic analysis is employed.

Results:
In Morocco, companies report that bribes and irregular payments are often exchanged in return for favourable court decisions. Therefore, the Moroccan judiciary is failing to execute its mandate without fear, favour or prejudice which is a sine qua non for tackling corruption in the public and private sector. In Uganda, most corruption cases occur among court staff. Ghana is faced with the problem of political interference in the procurement of goods and services and this has impeded the implementation of procurement reforms in the country. Corruption in Mozambique permeates the ranks of the police. A combination of factors have contributed to a corrupt environment within the police force (including limited resources, low wages, poor training and a general culture of tolerance of corruption). In Angola, corruption remains endemic owing to a lack of checks and balances, insufficient institutional capacity and a prevalent culture of impunity. The natural resource and extractive industries is rife with corruption manifesting through facilitation of payments and gifts in oil and mining rich countries namely, Nigeria, Democratic Republic of Congo, South Sudan and Libya and resulted in ongoing political violence, unrest and power struggles in these countries.

Conclusion/- and Recommendations:
The paper submits that the suitable approach for tackling the issue of corruption in the African public and private sector should be one that is multi-pronged, that is, encompassing multidimensional strategies and recommends that African governments must strengthen the corruption fighting capacity of existing institutions dealing with corruption and prescribes for decisive prosecutions of wrongdoers and building value-based institutions. This is premised on the fact that the best antidote to corruption is to foster values across the continent that reward honesty and discourage dishonesty.

Keywords: corruption, governance, development, integrity, state capture
A GENDER ANALYSIS OF THE DEMAND FOR PRIVATE HEALTHCARE IN SOUTH AFRICA

Prof SH Dunga – North-West University

Introduction:
The debate on the introduction of a national health insurance (NHI) to be able to cover every citizen in South Africa continues as the country makes the final stages of the Obama care version of South Africa. This NHI initiative is premised on the provision in the constitution that everyone has the right to a healthy life. Healthcare is also considered as a mixed good and to some extent a public good/service with positive externalities, hence justifies the involvement of government in its provision. This paper will analyse the intricate components that can make the NHI project feasible especially considering the demand structure of healthcare in the different social groupings with special focus on male and female headed households. The widely held belief is that women are more careful and reactive to health concerns than males and hence are more inclined to demand health insurance as opposed to males.

Methodology:
The study will use the latest general household survey (GHS) data collected by statistics South Africa. More than 21000 households were involved in the survey. A Binary logistic regression model will be estimated with health insurance coverage as a dependent variable. Household characteristics which include income, education level, marital status and gender of the head of household will be used as regressors among other control variables.

Results:
The a priori expectation is that women and men who have the same social economic characteristics will have a different marginal propensity to spend on health care. The preliminary results show that gender, household size, and age of the head of household are significant determinants of healthcare demand in South Africa. The results also show that women have a higher propensity to demand health insurance and health services compared to men.

Conclusion/- and Recommendations:
The results of the paper indicate that the demand structure of healthcare are not homogenous across different categories of people and income levels. It also established that the willingness to pay for healthcare is dependent on income and gender among other things. Hence a generalised health insurance may not be as efficient as expected. There is need to have a comprehensive analysis of the components within the NHI that would ensure efficient use of public finances.

Keywords:
Households, externalities, demand, healthcare, mixed goods
A COMPARATIVE ANALYSIS OF MARKOR AND MKTOR SCALES OF MARKET ORIENTATION ON UNIVERSITY PERFORMANCE AMONG UNIVERSITIES OF TECHNOLOGY IN SOUTH AFRICA

Dr BA Mokoena – Vaal University of Technology

Introduction:
In recent years organisational performance has become one of the most important aspects, both in profit and non-profit sectors. Higher Education institutions (HEIs) are not an exception to this notion although they are faced with a myriad of market-oriented challenges that militate upon their performance. The purpose of the study is to conduct a comparative content and empirical analysis on market orientation scales in performance of Universities of Technology (UoTs) in South Africa.

Methodology:
This study is premised within a post-positivism cross-sectional quantitative research design and adopted a non-probability convenience sampling method. Out of a total of 1250 questionnaires that were conveniently distributed among the six participating UoTs in South Africa, only 507 were usable for analysis (response rate of approximately 41%). The content analysis was undertaken through a literature review while the statistical analysis of the collected data included descriptive statistics, correlations, exploratory and confirmatory factor analysis and structural equation model. In addition, reliability and validity of the scales was performed.

Results:
The MKTOR scale yielded customer orientation, inter-functional coordination and competitor orientation as predictors while the MARKOR scale identified market intelligence generation, dissemination and responsiveness as predictors of university performance. The results of the study indicate that there are significant similarities between both scales. In addition, these results support theoretical arguments that universities can be successful in terms of their performance by initiating and adopting market-oriented activities. The study also found a significant impact of market orientation on university performance as consistent with previous market orientation studies undertaken in other contexts.

Conclusion/ and Recommendations:
The study has succeeded in affirming that market orientation positively and significantly influences university performance. Management in different HEIs need to rethink their policy framework and strategy to become market-oriented and enhance performance of their institutions. Furthermore, recommendations, limitations and future research opportunities are also identified.

Keywords:
Market orientation, MKTOR, MARKOR and university performance.
Introduction:
The Constitution of the Republic of South Africa 1996 embodies a Bill of Rights and expressly allows for judicial review. The Constitution requires the judiciary to examine both the procedural and substantive elements of legislative and executive decisions. Where these conflicts with the Constitution, the judiciary have the power to overrule such decisions. A problem emerges on the issue of the co-existence of democracy and judicial review. A shadow of doubt is cast when inter alia legislation that emanates from a parliament, that is supposedly representative of the wishes of the majority is struck down as unconstitutional by the courts. Against this backdrop, this study proposes to provide a detailed exposition of the counter-majoritarian dilemma. The objective of the study is to analyze and re-synthesize the concepts of judicial review and democracy.

Methodology:
The qualitative method of research will be employed in this study. The reason is that it is best suited to this type of study which entails a critical analysis of legal issues.

Results:
The study inter alia makes the finding that in South Africa, implicit in the provisions and tone of the Constitution are values of a more mature society which relies on moral persuasion rather than force; on example rather than coercion. Thus, the invalidation of a statute by judges on the ground that such statute violates rights entrenched in the Constitution is not undemocratic. What needs to be understood is the fact that where the will of the legislature declared in the statutes, stands in opposition to that of the people declared in the Constitution, the courts are governed by the latter rather than the former.

Conclusion:
The researcher concludes by submitting that while judicial review may be inconsistent with pure democracy, it is quite compatible and even mandated by constitutional democracy. Judicial review shows that the nation is not merely a democracy, but a democracy which in the last resort has a special institutional guarantee for the rule of law.

Keywords:
Judicial review, democracy, constitution, judiciary
THE SCHOOL MANAGERS’ VIEWS OF THE IMPACT OF HEALTHY PHYSICAL ENVIRONMENTS ON ACADEMIC PERFORMANCE OF LEARNERS

Ms MN Mtimkulu, Dr S Kwatubana – North-West University

Introduction:
South Africa’s education system is in a state of “crisis” and at the bottom of the class for the quality of its education. This is evident in the rate of mass failure of learners in both internal and external examinations. Multiple interventions have been suggested in an attempt to curb high failure and drop out rates. This research suggests that promotion of healthy school environments can play an effective role in enhancing academic performance of learners.

Purpose statement:
This research determined the views of school managers with regards to the impact of healthy physical environments on academic performance of learners and also investigated the status of the participating schools pertaining to the promotion of healthy physical school environments.

Empirical research:
This was a qualitative research and data was collected using individual and focus group interviews. Site selection was purposeful as five well performing township high school were selected. Academic performance was operationalized and measured as course grades, attendance, tardiness, dropout status. Healthy physical environments related and were operationalized and measured as nutrition/food services, toilets and sanitation, availability of water, greening and beautifying of surroundings, clean and neat surroundings, well maintained buildings, availability and condition of playgrounds. Data was analysed using two theories: Alderfer's ERG and Herzberg’ two factor theories.

Results:
School managers viewed all aspects of physical environments as motivators which can lead to better academic performance. However, the facets of motivators or growth needs were not a priority in four of the participating schools. All hygiene / existence factors that are the responsibility of the Ministry of Education, which are the basics that each school should have, were available. Participants perceived the existence factors as having effect on academic performance.

Conclusion:
Healthy school physical environments are important in enhancing academic performance as they shape and reshape intellectual ability by providing the necessary stimulus for learning experiences.
LAND REFORM - A CRITICAL ANALYSIS WITH REFERENCE TO RECENT SOUTH AFRICAN EXPERIENCE

Prof L Muswaka – Vaal University of Technology

Introduction:
Land reform entails initiatives embodied in legislative, policy and other measures, constituting actions and mechanisms aimed at broadening access to land, improving security of tenure and restoring land or rights in land, all of which have become necessary because of the historical racial and inequitable approach to land in South Africa. Land reform therefore, consists of three main pillars, namely restitution of land rights, redistribution of land rights, and improving security of a wide range of tenure forms. The focus of this paper is primarily on land tenure reform as an important element of land reform. The emphasis is on the legal arrangements used in South Africa to effect land tenure reform. The aim is to investigate the adequacy, flaws, challenges and effectiveness of the legal arrangements used in South Africa to effect land tenure reform.

Methodology:
The qualitative method of research will be employed in this study. The reason is that it is best suited to this type of study which entails a critical analysis of legal issues.

Results:
The study inter alia makes the finding that if land reform is pursued merely on the basis of political ideology and expediency, the economic and social costs will soon outstrip the perceived benefits of radical land acquisition. At the same time, it must however, be recognised that the majority have reasonable expectations for land holding patterns to change in order to address historical imbalances.

Conclusion:
The researcher concludes by submitting that property can no longer be seen, as it was defined in the common-law tradition, an island of sovereignty where the individual can do whatever she likes. Caution should be taken, therefore, in seeing property rights as the means by which to best secure tenure rights. Rather, security of tenure grounded in the human rights framework should be clearly articulated and properly seen as a fundamental human right.

Keywords:
Land reform, land tenure, constitution, property rights
THE RELATIONSHIP BETWEEN BRAND IDENTIFICATION, BRAND TRUST, BRAND COMMITMENT AND BRAND LOYALTY: EVIDENCE FROM SUPERMARKET STORE FOOD BRANDS.

Dr PJ van Schalkwyk, Prof M Dhurup, Mr VJ Tsautse – Vaal University of Technology

Introduction:
In the highly competitive supermarket industry, where products and services have reached commodity status, supermarket chains in South Africa are compelled to find ways to set their products and services apart from their competitors. This study aims at examining the relationship between brand identification, brand trust, brand commitment and brand loyalty among supermarket store brands.

Methodology:
The study is located within a quantitative research paradigm, using a cross-section survey design through a convenience sampling method. The target population comprised male and female students from two universities. Six hundred and fifty (650) students were targeted, of which four hundred and ninety-nine (499) agreed to participate and completed the questionnaire.

Results:
The four constructs were measured using five-point Likert scales (1=strongly disagree; 5=strongly agree) adapted from previous studies. Descriptive analysis, tests of association (correlations) and regression analysis was used to analyse the data, using SPSS version 24.0. The results of the Spearman’s correlation coefficients show strong (significant) positive linear relationship between brand identification and brand loyalty, brand trust and brand loyalty, brand commitment and brand loyalty. The regression analysis showed significant predictive relationships between brand identification and brand loyalty (p<0.05), brand commitment and brand loyalty (p<0.05) and brand trust and brand loyalty (p<0.05). The three independent variables (brand identification, brand trust and brand commitment) therefore positively influence the dependent variable (brand loyalty).

Conclusion/- and Recommendations:
This research reinforces previous areas of research, which shows the value of the influence of brand identification, brand trust and brand commitment of store brands on brand loyalty. The study may provide valuable insights to practitioners and managements of supermarket chains in South Africa on the role of brand identification, brand trust and brand commitment of supermarket store brands. Marketers should therefore carefully consider these antecedents that engender brand loyalty.

Keywords:
Store brands, brand identification, brand trust, brand commitment, brand loyalty.
PERCEPTIONS OF GENERATION Z TOWARDS ENTREPRENEURIAL RISKS WITHIN THE MARITIME SMES IN CAPE TOWN, SOUTH AFRICA

Ms P Chikwati, Prof J Dubhilela – Cape Peninsula University of Technology

Abstract:
Maritime SMEs play a key role in South Africa’s Operation Phakisa, a results-driven approach to economic development, involving various stakeholders whose main agenda is to address the triple challenges of poverty, unemployment and inequality. It is disdain that Maritime SMEs face the dilemma of building good operating and governance structures while trying to foster eco-entrepreneurial spirit. Simply put, eco-entrepreneurship helps guide sustainable business operations driven by environmentally sensitive entrepreneurs or “eco-entrepreneurs”. At the back of this is the fact that sordidly high numbers of entrepreneurs are in dissolute situations struggling to manage their business operations’ sustainability agendas due to high costs of such ecological activities, or simply because of failure to manage entrepreneurial risks. It is acknowledged that generation-Z (Gen-Z) entrepreneurs (the teens, tweens and young adults born between 1995 and 2010) are more dynamic, have a high risk appetite and are more aggressive in wrestling entrepreneurial risks. Agents, organisations and investors targeting Gen-Z thus need to have organic corporate social investment initiatives and strive to invest in their cause, and not simply to polish organizational images. A quantitative research approach was conducted to collect data by way of a structured questionnaire. The purposive snowballing method was used to identify the sample of Gen-Z employees working in selected maritime SMEs in Cape Town. Participants were identified through their friends and from the alumni records at a local university from which they graduated. Gen-Z acknowledges maritime SMEs as exposed to substantial amount of entrepreneurial risks, deterring overall eco-entrepreneurial performance especially from the technological perspective. Gen-Z perceives the risk appetite of younger employees as a solution to the development of eco-entrepreneurial sustainability of maritime SMEs. In spite of their lack of experience, they think they have information at their fingertips; and that they are increasingly aware of social issues and related environmental risks. The results also indicate that although maritime SMEs have written policies that incorporate optimum levels of training on ecological importance, poor ethical standards are still prevalent within their operational environments. Surprisingly, gen-Z perceive social environment as an important factor to them within the business community. The findings in this study supports ongoing body of research that project Gen-Z as having potential to seize opportunities, find solutions and possibly help eradicate vulnerability issues and enhance future eco-entrepreneurship. This paper adds value to the domain of Gen-Z and maritime SMEs focused on the ocean economy, and also proposes possible future studies.

Keywords:
Generation-Z, Maritime SMEs, South Africa, Eco-entrepreneurship, Environmental risks, Oceans economy.
AN ANALYSIS OF ATTITUDES AND PERCEPTIONS OF DOMESTIC VIOLENCE AGAINST WOMEN IN A RURAL AREA OF LEPELLE-NKUMPI MUNICIPALITY, LIMPOPO PROVINCE

Mrs MP Nkwana, Prof JT Mofokeng – Tshwane University of Technology

Introduction:
This paper draws together existing data on the dimension of violence against women in the Lepelle-Nkumpi Municipality Limpopo Province, and reviews available literature on the consequences of abuse in the rural setting. It also seeks to engage critically with the claim that place matters and thus makes an analysis of domestic violence against women in rural areas of Magatle and Zebediela policing area.

To assist policymakers in addressing this issue, the paper also explores insertions in primary prevention, justice system reform programs to assist victims, and treatment and re-education programs for perpetrators. It argues that any strategy to combat violence must attack the root causes of the problem in addition to treating its symptoms. This means challenging the social attitudes and beliefs that characterise men’s violence, and renegotiating the meaning of gender and sexuality and the balance of power between women and men at all levels of society.

Methodology:
A quantitative self-administrative survey formed the basis by confirming the magnitude of domestic violence in the study setting, from respondents comprised of ordinary heads of households, community leaders, the area and police officers stationed within the three police stations, namely Lebowakgomo, Magatle and Zebediela.

Results:
Responses obtained from 978 of 1527 questionnaire distributed to respondents, of which 721 were ordinary heads of households (38.2%) 168 community leaders (31.9%) and 89 the SAPS officials (29.9%). Africans were in majority making up of 975 (98.8%) and unknown 13 (1.2%). The findings indicated that many African women experience violence in partner relationships. The victims sustain physical, emotional and economic abuse. A patriarchal system, alcohol abuse, infidelity and failure to support the children financially have been cited as some of the reasons for abuse. Formal and informal social networks assisted these women to some extent. It would seem as if the low conviction rate could be influenced by myriad of issues; such as the effective implementation of the Domestic Violence Act (Act 116 of 1998) by the South African Police Service (SAPS); the characteristics of the people involved in the incident, the victim’s relationship with the offender and whether the offender remained at the crime scene.

Conclusion/- and Recommendations:
Based on the findings, it is the view of the authors that the majority of rural women are not yet adequately familiar with laws against domestic violence despite decades into a democratic dispensation in South Africa. Thus, the response by the SAPS to domestic violence calls is essential as police officers often serve as the gateway to the legal community through first-response action.

Keywords:
Domestic violence, police, women, rural area, society
Abstract:
The understanding of supply chain performance (SCP) is critical since it is the factor that enables the smooth operation, review and redesign of supply chain management strategies that are necessary in the business enterprise. SCP is better understood and can be monitored through five measurement metrics, namely cost, time, quality, flexibility and innovativeness. In SMEs, those involved in monitoring SCP typically focus on those metrics that result in increased competitiveness since greater competitiveness results in the decrease of costs associated with supply chain management. This makes the subject of SCP central to the operation of the modern-day SMEs. Due to the importance of SMEs business performance in South Africa, this study sought to determine the influence of dynamic capabilities, service quality and supply chain longevity on SMEs performance within a supply chain. Descriptive statistics were analysed using the Statistical Packages for Social Sciences (SPSS version 23.0) software. A CFA was conducted to determine the psychometric properties of the measurement scales. Hypotheses were tested using SEM, which demonstrates and tests any theoretical linkages of a proposed study and significance of the relationship between the constructs. Both the CFA and SEM techniques were achieved using AMOS software. The result of the study showed a positive relationship among the research variables. However, recommendations and limitations for future research are provided.

Key words:
SMEs, service quality, dynamic capabilities, relationship longevity, supply chain, performance
MODELLING THE INFLUENCE OF COMMUNICATION, ACADEMIC AND WELFARE SUPPORT AMONG FIRST YEAR STUDENTS SATISFACTION

Dr EC Chinomona, Mrs OT Masheke – Vaal University of Technology

Introduction:
First-year students face a lot of problems when they enter into a university life in terms of social, political, economic and cultural circles. The aim of this study therefore is to establish the influence of communication, academic support and welfare support on student satisfaction experienced by the first year students. At university, students are required to develop competences related to accessing information, participation in university life and studying. A satisfied student population has a higher competitive advantage over those who are not satisfied. Therefore this lend itself to desirable outcomes such as positive word of mouth, communication, retention and student loyalty.

Methodology:
Structured questionnaires were distributed to students at the one University of Technology (UoT). This study used a quantitative research methodology using Smart PLS. This software was employed to test the relationships among the three hypotheses. H1: There is positive association concerning communication support and first year student satisfaction, H2: There is a progressive connection between academic support and first year student satisfaction and H3: There is a positive affiliation between welfare support and first year student satisfaction.

Results:
The results showed that there is a positive relationship between the three proposed hypotheses.

Conclusion/- and Recommendations:
Basing on the findings of this research, recommendations will be made to both the university policy makers and the students’ parents for efficacy reasons. This study is expected to have real-world and academic implications to policy makers for the university, students themselves and the parents. In addition, the study will provide new insights and added first-hand knowledge to the existing body of literature which is scant in South Africa and especially the UoT in particular.

Keywords:
Communication, Academic support, Welfare support, Students satisfaction, Herzberg Two-Factor Theory
STRUCTURAL BREAK AND MONEY DEMAND FUNCTION: FURTHER EVIDENCE FROM SOUTH AFRICAN ECONOMY

Mr KA Sanusi, Prof DF Meyer – North-West University

Introduction:
The effects of the demand for money function on monetary policies have always been of great concern to economists especially monetary policy makers in both developed and less developed countries. Its importance is precipitated on its impacts on monetary policy instruments and their roles towards achieving macroeconomic goals of which economic stability is inclusive. The knowledge of a stable demand for money function is needed to determine the predictability of monetary policy towards achieving economic stability and for the success of an anti-inflationary stabilization policy aimed at pre-empting the loss of currency value. Recognizing the fact that findings on this subject matter are still inconclusive, the need therefore arises to contribute to empirical knowledge on the stability of money demand by estimating money demand equation, especially in the presence of structural breaks. This study investigates determinants the demand for money function in South Africa and probes its relative stability in the face of structural breaks in the economy as there has been no consensus on this issue.

Methodology:
Data on exchange rate, real money demand, inflation rate, real gross domestic product and prime lending rate are obtained from South African Reserve Bank. Data collected would be analysed using descriptive statistics and econometric methods.

Results:
The empirical finding from the study is expected to shed light on the determinants of money demand functions and its stability in South Africa. The study is expected to guide the government of the selected countries in particular and African countries in general on fiscal policy management and implementation without compromising price stability objective.

Conclusion/- and Recommendations:
The study’s findings are expected to guide the monetary policy makers in South Africa on the determinants of money demand functions which would provide relevant information on monetary policy implementations and transmissions mechanisms. This would ultimately strengthen the price stability objective.

Keywords:
Money Demand; Stability, South Africa
Introduction:
Increased worldwide environmental threats has prompted the awareness of the various environmental problems and challenges. There are numerous environmental problems, ranging from climate change to depletion of the ozone layer, air and water pollution, desertification, loss of habitat and a host of others which are detrimental to mankind. Closely related to these, are the activities of business organizations. Just as humans leave footprints in the sand as a mark of where they have been, entities also leave visible marks on the environment. This is termed environmental footprints. Industries have a great impact upon the environment (environmental footprints), either through the production of industrial wastes and pollution or through the diminishing use of natural resources.

Firms in different industries have various environmental footprints such as oil spill by oil and gas firms; deforestation of rainforests by timber-making firms; air, land and water pollution by manufacturing firms and so on. Increasing use of chemicals such as agricultural pesticide and herbicides has resulted in biodiversity loss in addition to wasteful use of materials without recycling. Before now, firms, in pursuits of profit maximization and growth have ignored their environmental footprints resulting to damages that have left the society poorer. Due to these continuous degradation of the environment and increased environmental disasters, As organization’s awareness of environmental issues increase, they are beginning to respond to the challenge of sustainable development by moving from the narrow consideration of their economic performance only, to include their environmental impacts.

Empirical evidence show that more companies, especially from developed countries, now make environmental disclosures in annual reports. This increase in environmental disclosure in developed climes is largely as a result of mandatory requirements for such disclosures. In Nigeria however, environmental sustainability reporting is largely unpopular. This study seeks to examine the extent (if at all), to which organizations are carrying out this environmental stewardship and whether such reporting has an influence on the firms’ financial performance.

Methodology:
The study employed a survey research using panel data (data of different firms from 2010 to 2015). 2010 was chosen as the base year as GRI guidelines started to gain popularity around this period. A content analysis of annual reports of selected quoted manufacturing firms was carried out. This study adopts content analysis as it is a common method of doing social research. It is useful for determining trend and extent of disclosures as it gives the researcher room to systematically classify and compare disclosures. Annual reports are chosen because they are the mandatorily required as a means of communication by listed firms. Other data sources include information from websites of Nigeria Stock Exchange (NSE) and the GRI G4 sustainability reporting guidelines

For this study, the population consists of the 68 quoted manufacturing firms. This represents the total number of manufacturing firms listed on the trading floor of the Nigeria Stock Exchange. 33 Manufacturing firms are purposively sampled for this study. This choice was based on the number of manufacturing firms in existence before 2010 and still in existence as at 2015.
Results:
Based on availability of data, thirty-three (33) quoted manufacturing firms were sampled, out of which only twenty (20) firms reported environmental sustainability practices within the study period. This represents 60.6% of the sample; a fair representation of the popularity of environmental sustainability reporting among manufacturing firms in Nigeria. On a closer look, it was observed that most of the firms that made environmental disclosures in their annual reports had foreign affiliates or exposure. Out of the 20 manufacturing firms that reported environmental sustainability practices, only 3 firms disclosed moderately well (that is, scored above 50%) with one firm giving substantial disclosures (77%). 5 firms reported a low level of environmental disclosures (40%-49%) while majority of the manufacturing firms reported very low levels of environmental disclosures (below 50%). Also, the empirical result shows that environmental sustainability report has positive impacts on earnings per share, growth of revenue and return on asset of manufacturing firms in Nigeria. The positive impact on return on assets is found to be statistically significant while that of earnings per share and growth of the revenue are statistically insignificant.

Conclusion/- and Recommendations:
In view of the above findings, the study concludes that management of companies should therefore understand that improving environmental sustainability practices is as important as improving the financial performance. Preserving the environment for future generations is ensuring the survival of the business in the long run. Management should therefore build environmental sustainability practices and reporting into their policies. Also, shareholders should know that environmental issues affecting local communities can affect the social contract between the community and organizations, thereby affecting survival. The study recommends that at annual general meetings, shareholders should compel the management of their companies to have well-structured environmental practices. Finally, government should be concerned about the great environmental impacts manufacturing firms have on the environment in terms of emissions, wastes, effluents and resource consumption. To ensure a sustainable environment, government should back up regulatory bodies in improving environmental sustainability practices in firms through mandatory reporting requirements.

Keywords:
Environment; Sustainability; Reporting; Manufacturing
A PROPOSED FRAMEWORK TO MOVE ORGANISATION TEAM TOWARDS SHARED LEADERSHIP

Prof SP Mokoena – University of South Africa

Introduction:
Leaders are often called upon to make sense out of complicated situations and give direction to others, and the situations have increased in both number and complexity. A solution to this problem has been identified in sharing leadership and engaging the potential of entire organizations. Therefore, the purpose of this conceptual paper is to map and identify interesting areas about shared leadership. Critically examine the potential outcome from shared leadership and how an organisation could move towards adopting a shared leadership approach, including steps, conditions and actions that would be required.

Methodology:
Aiming to explore, understand and express what the literature says about shared leadership, I adopted integrative literature review. This is a form of research that reviews, critiques and synthesises representative literature on a topic in an integrated way such that new frameworks and perspectives on the topic are generated.

Results:
It is expected that this review will make valuable contribution to the literature on shared leadership by proposing a five steps, conditions and actions that would be required to move teams in organisations towards shared leadership.

Conclusion/- and Recommendations:
The proposed framework gives relatively clear direction of the organisational environment that needs to be established for effective implementation of shared leadership. From the researcher’s perspective, the value of knowing operational conditions, implications and existing critic about shared leadership could be used as a foundation from which to conduct new research.

Keywords:
Shared leadership, team approach, implementation, performance
AN ANALYSIS OF THE SOCIO ECONOMIC ANTECEDENTS OF HOUSING INSECURITY

Prof SH Dunga, Prof WJ Grobler – North-West University

Introduction:
The study of poverty has remained in the forefront of both development practitioners and researchers alike and yet numbers of poor people remain high especially in sub-Saharan Africa. The complication in dealing with poverty stems from the fact that poverty is an animal with many heads. Understanding how to deal with poverty requires understanding how to kill all the heads and eventually the beast will be down. Housing insecurity is one of the many faces of poverty. This paper will analyse the social economic antecedents that are associated with housing insecurity and homelessness. There are a number of definitions of housing insecurity the extreme one being homelessness. The housing insecurity situation is even severe among children and becomes perpetual due to the consequences of homelessness which may include no schooling, poor health and exposure to crime. This paper will present the conceptualisation of housing insecurity and a review of the socio economic antecedents of housing insecurity and its extreme state of hopelessness. The paper also proposes a framework in developing a succinct measure of housing insecurity as a second step in the series of our papers on housing insecurity in South Africa.

Methodology:
The study uses data collected by Statistics South Africa in the latest general household survey (GHS). More than 21000 households were included in the data and this presents the paper with an opportunity to reapply the measure of household that have been developing in the series of these papers on housing insecurity. The econometric model to be used in the data analysis will be a multinomial logistic regression with different categories of housing insecurity used as the dependent variable. The household social economic characteristics will be used as independent variables in the model.

Results:
The results of the preliminary analysis show that based on the measure of housing security developed in the paper, there is still a great number of households that are categorised as housing insecure in the sample, mostly those in the townships. The papers also found that the characteristics of head of household such as employment status, education level and marital status were significant determinants of housing security.

Conclusion/- and Recommendations:
The paper makes an important contribution in the developing of the housing security measure and to the literature on housing insecurity. The recommendations from the results include, policies that take into account the nature of poverty and the varying needs in different areas and hence the need to have tailored approaches based on which face of poverty is more glaring in the given area that is receiving the intervention.

Keywords:
Housing insecurity, poverty, Measures, social economic, antecedents
THE DETERMINANTS OF MARKET MAVEN TENDENCIES: PRELIMINARY RESULTS FROM A COHORT OF FEMALE CONSUMERS OF BEAUTY PRODUCTS

Ms ZL Dlamini – Dr N Dlodlo – Vaal University of Technology, South Africa

Introduction:
A trajectory in the use of beauty products is envisaged, owing to the impalpable benefits conveyed to consumers such as status and physical attractiveness, among other psychological and symbolic dispositions. This upsurge is attributed to rising disposable incomes and product innovations in the sector. Thus, market mavens are in principle, valuable for filling the omitted information gaps existing within the market. This study on the nomological variables that are antecedent to the market mavenism construct is in response to calls for unremitting replications of the seminal work in this area albeit within the context of female consumers in the southern Gauteng region of South Africa.

Methodology:
In this preliminary test, a single-cross sectional (descriptive) study was followed. Specifically, a self-administered survey technique using a conveniently selected sample of female mavens located in three major towns in the southern Gauteng region of South Africa, namely Vereeniging, Meyerton and Heidelberg was conducted between 1 January 2018 and 30 March 2018, yielding 58 usable responses. A structured questionnaire (32 scale items) anchored on a five-point Likert scale was developed through adaptation from previous studies. A filter question was included to delineate the female maven from the population.

Results:
Using a 7-point Likert scale, the results of the descriptive statistics revealed mean score ranking above 4.0, thereby signalling agreeability among the respondents. Initial exploratory factor analysis directed the extraction of two personal factors (consumer innovativeness and physical vanity) and two social context factors (subjective norms and social self-image) that are salient towards calibrating the efficacy of the female market maven. Cronbach’s alpha coefficient values greater than 0.70 inferred internal consistency among the identified variables, whereas correlation coefficient values (+0.278 ≤ r ≤ +0.449) at p<0.05, depict positive moderate relationships among the variables.

Conclusion and Recommendations:
The findings suggest that it is possible to anchor the construct of market mavenism within a broader behavioural science (Stimulus organism response) theory. Therefore, it is recommended that marketing managers capitalise on the contribution of market mavens as auxiliary dispensers of new beauty product information.

Keywords:
Market maven, beauty products, South Africa
LEISURE PARTICIPATION: AN IMPORTANT AGENT TOWARDS OLDER PERSONS’ HAPPINESS, WELLBEING AND QUALITY OF LIFE

Dr S Tesnear – Vaal University of Technology, South Africa

Introduction:
The participation of elderly people in meaningful leisure activities may lead to the improvement of elderly people’s health, well-being and quality of life. Changes which are associated with old age, such as the increase in adverse health conditions; however has a significant impact on leisure participation of the elderly. The purpose of this paper is to report on the relationship between participation in physical, social, spiritual and cognitive leisure activities and perceived well-being of elderly people sixty years and older, living in their own residences and residential-units in retirement villages in and around Potchefstroom.

Methodology:
A phenomenological research design, in accordance with the mixed methodological approach, was used to report on the meaningfulness of the leisure phenomenon in elderly people’s lives. For the purpose of this paper, an availability sample was used to identify one hundred and ten elderly participants, sixty years and older and members of the Potchefstroom Service Centre for the Aged.

Results:
According to the respondents’ health profile, in relation to living arrangements and gender, both male and female respondents living in retirement villages experience lower health levels than those living with their children or family, or in communal residences. The results however also revealed that the elderly people were satisfied with their current participation in leisure activities. In comparison between male and female respondents, the results exposed that the female respondents, which were residing in old age homes, their own homes or with family or children, or those residing in communal residences, experienced average happiness, wellbeing and quality of life. Whereas the male respondents which were residing with family or children, or communal residences, have experienced lower happiness, wellbeing and quality of life. The results also indicated that the respondents were satisfied with the leisure activities which they participated in. This resulted in an average experience of happiness, wellbeing and quality of life. Furthermore, the results specified that elderly people have a need to experience leisure benefits; therefore the leisure benefits respondents 65-74 years old experience, includes interaction with others as well as meeting other people, which was the biggest leisure benefit, where respondents 75 years and older indicated that they experience personal growth as a leisure benefit, and participate in leisure activities to experience relaxation.

Conclusion/- and Recommendations:
This paper indicates that the elderly participated in preferred leisure activities which include social, spiritual, cognitive and physical leisure activities. Individually or as a collective, these leisure activities contributed to the enhancement of the elderly’s perceived wellbeing. Although the elderly experienced the mentioned leisure activities as beneficial, some of the elderly’s leisure needs was still not address by the leisure programs, which for that reason might have a significant impact on the experiencing of happiness, wellbeing and quality of life of the elderly. It is consequently of cardinal importance that leisure programming specialists need to develop and implement leisure programs which meet the elderly’s leisure needs. In order to accentuate the importance of the elderly participating in leisure, leisure specialists are required to include leisure guidance in the leisure program design in order to make the elderly aware of the benefits
which they might experience during participation in meaningful leisure activities, as well as the impact thereof on their health, happiness, wellbeing and quality of life.

**Keywords:**
elderly, leisure participation, well-being, life satisfaction, quality of life
ICSS2018-062
ANALYSING THE RELATIONSHIP BETWEEN SUPPORTING INSTITUTIONS INTERVENTIONS AND SMES SATISFACTION

Dr RG Khoase, Dr E Derera, Prof B McArthur, Dr P Ndayizigamye – University of KwaZulu-Natal

Abstract:
In South Africa, there are public and private institutions that have been put in place to encourage the start-up and growth of Small and Medium Enterprises (SMEs). There is a need to evaluate the impact of the services provided by these institutions to identify the gap(s) that need to be filled and suggested areas where there is a need for improvement. This study used a quantitative research approach. From a sample of 210 SMEs conveniently sampled from the Pietermaritzburg city in South Africa, this paper assesses SMEs’ satisfaction vis à vis the services provided by the supporting institutions. Specifically, the paper seeks to identify the relationship between the frequency of receiving support from the institutions and SMEs’ satisfaction. Spearman correlation and multiple regression analyses were used using Statistical Package for Social Sciences (SPSS) to depict the significance and the effect of receiving support from supporting institutions on SMEs’ satisfaction. Findings reveal that the frequency of receiving networking support, training, and funding is significantly correlated with SMEs’ satisfaction while the frequency of receiving guidance with licensing procedures, assistance with access to business premises and business advice is not. This paper suggests a regression model that could assist supporting institutions in their attempt to increase SMEs’ satisfaction.

Keywords:
SMEs, service satisfaction, Pietermaritzburg, supporting institutions interventions
ICSS2018-063
BARRIERS TO START-UP AND SUSTAINABLE GROWTH OF SMES: A COMPARATIVE STUDY BETWEEN SOUTH AFRICA AND LESOTHO

Dr RG Khoase, Dr E Derera, Prof B McArthur, Dr P Ndayizigamye – University of KwaZulu-Natal

Abstract:
The preponderant role of SMEs in developing economies has been widely acknowledged. In the African context, SMEs still face challenges that hinder their start-up and growth. Although some of these challenges are systemic in nature, others are localised and hence needs local solutions. This paper uses a quantitative approach and the convenience sampling method to investigate barriers to the start-up and growth of SMEs from Pietermaritzburg in South Africa and Maseru in Lesotho. The aim of this paper is to identify commonalities and differences pertaining to impediments to SMEs start-up and growth in the two Southern African countries to suggest further interventions that could enhance SMEs business performance. Through a comparative perspective from a sample of 210 SMEs in each location, findings reveal that although there are common barriers to SMEs start-up and growth in both countries, however, these barriers are more pronounced in South Africa than in Maseru. The Mann Whitney test shows that the perceptions of access to finance, high interest rates and income tax as barriers to start a business are statistically significantly higher in Pietermaritzburg than in Maseru. In addition, statistically, high interest rates, income tax and high rental charges are significantly highly perceived as barriers to business growth in Pietermaritzburg than Maseru. Thus, this paper advocates for localised solutions to deal with these impediments. This paper is the authors’ first attempt to provide a systemic analysis of barriers to SMEs performance from a multi countries perspective. Further studies will follow to provide a much broader perspective that will lead to the design of a framework for designing effective interventions that may have a greater positive impact on SMEs start-up and growth.

Keywords:
Barriers, Start-up, sustainable growth, South Africa, Lesotho
PERCEIVED ORGANISATIONAL SUPPORT, JOB SATISFACTION AND ORGANISATIONAL CITIZENSHIP BEHAVIOUR OF SOUTH AFRICAN POLICE SERVICE OFFICIALS IN THE TYGERBERG CLUSTER

Dr PA Joubert – Vaal University of Technology, Ms EO van Tonder – SAPS, Prof BR Grobler – University of Johannesburg

Introduction:
Crime levels in South Africa are amongst the highest in the world. Police officials are at the forefront of efforts to reduce the incidence of crime, and their professionalism is crucial. This study aims to provide a complete picture of the Organisational Citizenship Behaviour (OCB), Perceived Organisational Support (POS) and Job Satisfaction (JS), in the South African Police Service (SAPS) and contribute towards cultivating a more professional corps of SAPS officials.

Methodology:
A quantitative and descriptive research method was used to investigate a sample size of 300 police officials working at police stations in the Tygerberg Cluster of SAPS. Data was collected with the aid of a structured questionnaire. The reliability and validity were increased by conducting a pre-test and a pilot study prior to the final study. A factor analytic procedure was followed for each of the three constructs.

Results:
Respondents in the sample partially disagreed that the SAPS provide them with support, were neutral in their indication of the level of their job satisfaction and partially disagreed that they display organisational citizenship behaviour. The results of the correlation analysis revealed a negative relationship between POS and OCB and between JS and OCB. The data, however, indicated positive correlations between JS and POS. These results indicate that respondents tended to disagree that SAPS were committed towards meeting their expectations and, therefore, their feelings of obligation, gratitude and trust were probably not forthcoming, which could result in their withdrawal from active participation and even resignation from the SAPS. Promotion in the SAPS and the lack of rewards and recognition were indicated as being important for influencing perceptions of JS.

Conclusion/- and Recommendations:
It appeared as if police officials at police stations in the Tygerberg Cluster see JS as having a causal influence on POS while an inverted relationship between POS and OCB was confirmed. Recommendations are made for SAPS management to increase levels of job satisfaction, to be sensitive towards the importance of a supportive organisational environment which stimulates perceptions of fairness and to assess current leadership programs in terms of transfer of learning to the work place. Recommendations for future research are also made.

Keywords:
Organisation, support, satisfaction, citizenship, behaviour
FINANCING THE GENDER IMPERATIVE FOR PROCUREMENT IN THE CITY OF JOHANNESBURG METROPOLITAN MUNICIPALITY

Dr AK Kithatu-Kiwekete – University of Johannesburg

Introduction:
An important role that municipalities can play in procurement is for the local sphere to offer opportunities to realise economic equity for enterprises owned by women and other previously disadvantaged groups. Municipal procurement can be used to address equity concerns by opening up economic prospects for particular categories of people. Gender mainstreaming may be achieved by the conspicuous inclusion of enterprises that are owned and operated by women that often operate on the periphery of procurement. Integrating gender into the municipal procurement enables women-owned businesses to participate, benefit and in turn enhance a gendered participation in Johannesburg’s local economic development. This article will augment conclusions from an earlier study that was concerned with e-procurement.

Methodology:
The article uses a qualitative analytic approach to assess how gendered procurement for the City of Johannesburg has been conducted in the last five years. Interviews are conducted with selected service providers who fall under the category prescribed for gender. These are compared against the municipality’s procurement policies, procedures and report to highlight the gender gap in municipal procurement.

Results:
The article deduces that a gender gap persists in the City of Johannesburg’s municipal procurement processes that excludes female headed businesses from benefiting from the larger contracts and offers suggestions for improvement.

Conclusion/- and Recommendations:
The article recommends that future research is needed that will use gender-disaggregated data to analyse municipal sector procurement for local economic development.

Keywords:
economic equity, gender, Johannesburg, municipality, procurement
A CRITICAL ANALYSIS OF THE EXPANDED PUBLIC WORKS PROGRAMME IN MUNICIPALITIES

Dr AK Kithatu-Kiwekete – University of Johannesburg

Introduction:
The Expanded Public Works Programme (EPWP) is a national programme intended to alleviate unemployment in South Africa. Since 2005 the EPWP created more than 1,000,000 work opportunities annually. While the potential exists to create opportunities for developing skills for the unemployed and for youth in particular, the financing for the EPWP in relation to municipal capital expenditure is yet to be investigated. Municipalities form part of the national EPWP reporting structure but funding is sourced indirectly through the municipal mandate of intergovernmental transfers or own source revenues.

Methodology:
This article uses a qualitative approach to conduct a desktop review on a sample of the cross-section of the three categories, that is: rural, district and metropolitan of municipalities’ annual reports, IDP and review reports (2009 – 2015) to assess the value and impact of the EPWP programmes on municipal capital expenditure programmes.

Results:
The article deduces that while the EPWP programme is an important national programme aimed at alleviating unemployment, there is anecdotal evidence that municipal capital expenditure programmes have also been positively affected by the EPWP although the financing of capital expenditure still yet to be fully realised.

Conclusion/- and Recommendations:
The article recommends further research into the financing and implementation of municipal capital expenditure programmes. The article also makes suggestions on how the data captured for EPWP can be integrated into reporting on capital expenditure to enhance decision-making for municipal service delivery.

Keywords:
Municipalities, capital expenditure, EPWP, unemployment, municipal revenue
A COMPARATIVE ANALYSIS OF HOUSEHOLDS INCOME-BASED AND ASSET-BASED MEASURES OF POVERTY IN A SOUTH AFRICAN TOWNSHIP

Dr PF Muzindutsi – University of KwaZulu-Natal

Introduction:
Poverty alleviation is an essential goal for policymakers, hence developing an accurate measure for poverty is important. There exist several measures for evaluating poverty but most of these measures cannot be generalised as they tend to be area-specific. This study conducted a comparative analysis of the use of the income-based and asset-based measures to determine the poverty status of households in a low income South African Township.

Methodology:
A quantitative research approach, with the use of a survey questionnaire, was adopted to collect data from 364 households in year 2015. The income-based poverty was measured using the Household Subsistence Level (HSL); while Principal Component Analysis (PCA) was applied to determine the asset-based poverty status. The Analysis of Variance (ANOVA) was used to assess whether there is a significant difference between the results of these two measures of poverty. Binary logistic regression model was then used to determine how a set of demographic variables such as marital status, employment status, gender, household size, education level influence the poverty status.

Results:
Results revealed that the level of poverty status seems to be higher when the income-based poverty is used but the difference between the results of the two measures of poverty was not statically significant. Results of the logistic regression showed that the key determinants of poverty status in the selected Township are the marital status and household size. These findings are similar to those of other studies that found asset index to be a relevant measure of poverty.

Conclusion/- and Recommendations:
Overall, this study concludes that, in absence of income, the asset index can be used as measurement of poverty.

Keywords:
Household Subsistence Level, Poverty measures, Asset Index, Socio-economic status
Introduction:
The study looks at the gap between the corporate social investment identity (CSI) projected by a petroleum company and the community expectations about the company’s CSI and consequently on the impact these perceptions have on the company’s reputation among these stakeholders.

Methodology:
Two-step qualitative research design was used for this study. During the first stage a content analysis of a sample of news releases about the company’s CSI initiatives, available on the company’s website, were analyzed in order to identify how the company projects its CSI identity. In the second stage four focus groups were conducted with the community members in order to identify the community perceptions about the company’s CSI initiatives and their impact on the company’s reputation among the community.

Results:
Data collected from the study revealed that the CSI initiatives implemented were effective in contributing to the social transformation; however the organization did not address the local community’s concerns regarding environmental degradation.

Conclusion/- and Recommendations:
Communicating CSI identity effectively can assist in building a company’s reputation and developing a positive perception from the stakeholders, which can result in a good organisational reputation. The value of the study is to understand the impact of communicating CSI to stakeholders has on building the positive perceptions of the organization in a community where the organization operates.

Key Words:
Corporate social investment, Environmental sustainability, corporate identity, reputation, Stakeholder perceptions
AN APPRAISAL OF THE CONCEPT OF SUSTAINABLE DEVELOPMENT IN DEVELOPING COUNTRIES AND NIGERIA IN PARTICULAR

Dr D Ukwandu – University of Johannesburg

Introduction:
The paper aims to highlight the nature, content and scope of sustainable development as it relates to developing countries and Sub-Saharan Africa in particular. Sustainable development initiatives encompasses specific aspects of environmental and economic development, agriculture and nutrition security, energy, health and water and sanitation perspectives. Various environment activist, protection movements and captains of industry and commerce have all labelled all sorts of activity they do as conforming to the mantra of sustainable development. Oil prospecting companies in the Oil rich Niger Delta region of the country have all labelled their oil exploration and drilling as in conforming to the principle of sustainable development. This papers aims to unfurl some of the contradictions embedded in the concept of sustainable development and shed some light on this multi-disciplinary and multifaceted concept that have been used across disciplines and political boundaries, specifically as it relates to sub-Saharan Africa.

Methodology:
The methodology entails a desktop analysis of literature and official documents to conceptualise the area of investigation. The methodological approach included specific dimensions of unobtrusive research techniques. In general, unobtrusive research techniques study social behavior to eliminate bias and promote conceptual and contextual analysis.

Data Analysis:
The data analysis will involve a critical and unbiased review of existing literature in the subject. This will involve content analysis. There would be conceptual and contextual analysis of the subject matter in order to arrive at a meaningful conclusion. This will involve desktop analysis of recent, old data and official documents in the subject of sustainable development in the Niger-Delta region of Nigeria. Concisely, the analysis will be a critical review, critique and analysis of existing literature.

Results:
The paper contextualised and conceptualised environmental, cultural, social, economic growth and development perspectives of sustainable development. Growing populations and rapid economic growth significantly increased the demands for natural resources and infrastructure. This means that in the pursuit of economic growth and development, policies to protect and care for the environment should be put in place to help in this area. This means that it is vital that national governments find innovative ways of navigating this contradiction. Governments however, are also responsible for economic prosperity, the general welfare of the population and general socio-economic development.

Conclusion/- and Recommendations:
The paper highlights those areas that should dominate any effort meant at improving human welfare and well-being, which in fact is the main essence of sustainable development. Those contemporary issues include climate change, water pollution, poor air quality, over-fishing, urbanisation, and food insecurity. Since many countries in Sub-Saharan Africa are characterised by governance failure and inefficiency in Government, it has not been easy for national governments in the sub-region to effectively monitor and properly regulate the activities
of many companies in the region. This is because most of these companies in their quest to extricate minerals and other resources from the earth damage the environment, which is an essential component of sustainable development.

Heads of state on the African continent and elsewhere rarely pronounce themselves on environmental issues and when they do, no political commitment, inadequate resource allocation and no policy implementation usually results. Governments, as the catalysts and custodians of sustainable development, indeed have a significant role to play. They should act as driving force and set the pace for such change, establish conducive statutory frameworks to protect the environment and improve human welfare in the sub-region.

**Keywords:** sustainability, Sustainable development, environmental and cultural protection, economic growth
**A SERENDIPITOUS RESEARCH PAPER RECOMMENDER SYSTEM**

*Mr BM Maake, Prof SO Ojo – Tshwane University of Technology,*  
*Prof T Zuva – Vaal University of Technology*

**Introduction:**
In recent times the rate at which research papers are being processed and shared through the internet has tremendously increased leading to information overload. Tools such as academic search engines and recommender systems have lately been adopted to help the overwhelmed researchers make right decisions regarding using, downloading and managing these millions of available articles. The aim of this research is to model a spontaneous research paper recommender system that recommends serendipitous research papers from two large and normally mismatched information spaces or domains using BisoNets (Bisociative Information Networks).

**Methodology:**
Set and graph theory methods were employed to model the problem, whereas text mining methodologies were used to develop nodes and links of the BisoNets. Nodes were constructed from keywords, while links between nodes were established through weighting that was determined from the co-occurrence of corresponding keywords in the same title and domain.

**Results:**
Final results from our experiments ascertains the presence of latent relationships between discordant domains. Word clouds indicated that there is no obvious relationship between the two domains but statistical analysis on terms showed strong relationships that form information networks. The strongest links in the established information networks were exploited to display associations that were discovered between two matrices. BisoNets graphs were also constructed further revealing terms and concepts from two discordant domains that had Bisociative-links and associations. Hence, serendipitous recommendations were made since our bisociative knowledge discovery techniques and methodologies revealed hidden relationships between research papers from diverse domains.

**Conclusion/- and Recommendations:**
Latent relationships that exist between two domains can be exploited leading to discovery of new information that may be of use to researcher in multi-disciplinary research or new to a particular research field. Further research is being conducted to identify linkers and connectors between domains of diverse backgrounds through their outliers. These research will benefit multi-disciplinary researchers and entities seeking relevant information from seemingly unrelated domains.

**Keywords:**
Bisociation, Creative knowledge discovery, Information networks, Recommender systems, Serendipity
**INFUSING EXTERNAL EXAMINERS’ REPORTS IN OPEN AND DISTANCE LEARNING POSTGRADUATE SUPERVISION**

*Prof P Mafora – University of South Africa*

**Introduction:**
In postgraduate studies reports compiled by external examiners serve as quality indices of the supervision process and outcome – the dissertation or thesis. The reports are, in the main, based on the examiners’ personal interpretations of what constitutes good scholarship. Such interpretations are not easily known in Open Distance Learning where students, lecturers and examiners often have different research backgrounds and subscribe to different research orientations. This paper reports findings of a study that sought to establish what constitutes external examiners’ quality expectations that may be infused into postgraduate supervision in Open Distance Learning.

**Methodology:**
A qualitative interpretive inquiry was employed. Data were collected through a literature study and the analysis of examiners’ reports which were purposefully selected from one College at the University of South Africa.

**Results:**
The study uncovered some common scholarly attributes that were consistently emphasised and required by external examiners in the sampled reports. These attributes were argued out as minimum criteria to be met to warrant the award of the degree. Conversely, the absence of these attributes was held to be indicative of poor quality research and areas that required improvement.

**Conclusion/- and Recommendations:**
The commonality of these examiners’ quality expectations, concerns and recommendations elevates them to high-stake criteria that cannot be ignored by supervisors. Undergirded by social constructivism and principles of andragogy, the paper argues that supervisors should make the identified examiners’ expectations known in advance to students by incorporating them into the goals of postgraduate supervision. This can help minimise postgraduate supervision challenges encountered by students in Open and Distance Learning contexts.

**Keywords:**
adult learners, examination, Open and Distance Learning, postgraduate supervision
RATIONAL AND IRRATIONAL INDICATORS OF FINANCIAL EFFICACY AND DESIRABLE SAVINGS BEHAVIOUR AMONG EAST LONDON LOW-INCOME CONSUMERS

Dr SA Khumalo – Rhodes University, Dr N Dlodlo – Vaal University of Technology

Introduction:
Retirement preparedness is a protective factor for retirees. Nonetheless, since the principal source of retirement income is savings (Russell & Stramoski, 2011); the significance of projecting desirable savings behaviour during the pre-retirement phase can never be overestimated. Notably, a majority of the low-income consumers in South Africa are scantily prepared for their retirement. This provides fertile ground for clarifying the importance of positive long-term savings behaviour. Therefore, in view of steering scholarly debates in that direction, this study aimed to present a composite view by delineating both rational and irrational markers of financial efficacy and self-reported savings behaviour, while discussing how these determinants can be predisposed to increase an individual’s savings rate.

Methodology:
With the use of a self-administered instrument on a conveniently selected sample of 527 consumers based in East London, a survey was conducted in between February and August 2017.

Results:
A logistics regression methodology quantified the impact of financial inclusion, income adequacy and subjective norms on individuals’ attitudes towards long-term savings behaviour. The findings of this study have practical implications for financial advisors in helping low-income consumers to be more aware of their future retirement life financial needs.

Conclusion and Recommendations:
The study provides practical strategies to guide marketers of financial savings products with regard to the pivotal cues to look out for when targeting the low-income segment. Furthermore, this paper contributes towards the development of thriving communities by proffering knowledge on better use of resources in lieu of increasing long-term financial security among low-income households.

Keywords:
Financial efficacy, long-term savings behaviour
CRITICAL CONSIDERATIONS FOR THE ROLE OF GOVERNMENTS IN THE INTERFACE BETWEEN GOOD GOVERNANCE AND SUSTAINABLE DEVELOPMENT IN DEVELOPING COUNTRIES

Prof Auriacombe, Prof S Vyas-Doorgapersad – University of Johannesburg

Introduction:
To appreciate the role that good governance plays in the global sustainable agenda, it is necessary to understand the world as a complex and interrelated system. This system is characterised by often opposing forces such as pressure for economic growth versus the protection of the environment, globalisation versus the rise of nationalism, human rights versus radicalism, national development imperatives versus geopolitical realities and so forth. The paper explores the interface between good governance and sustainable development by focusing specifically on the role of governments in the global sustainable development agenda. With this context in mind, the purpose of this article is to highlight the role that governments should play in sustainable development in terms of the notions of ‘good’ governance as a prerequisite for the ability and capacity of a particular country to successfully design and execute development initiatives, to participate in the global economy and to adhere to the imperatives that emanate from international treaties and conventions regarding sustainable development.

The implementation of international conventions, treaties and protocols, such as the Sustainable Development Goals (SDGs), are dependent on the commitment and capacity of governments of individual countries to implement its programmes and meet its targets.

Methodology:
The article utilises a desktop analysis of recent and authoritative literature and solicited and unsolicited official documents to conceptualise the area of investigation. The article adopted a qualitative observational analysis by comparing, contrasting and critically analysing relevant and recent data, statistics and knowledge pertaining to good governance in the context of sustainability on the African continent. The research approach included specific unobtrusive research techniques to eliminate bias and promote conceptual and contextual analysis.

Results:
The study found that the good governance agenda is in Africa has largely been condemned for the imposition of “superior” Western values and traditions on developing countries and the pushing of a neo-colonial, neo-liberal and capitalistic agenda. Colonialism introduced new systems and structures of governance which made a pretence towards accommodating indigenous systems but in reality enforced the privileges and wishes of the colonial conquerors. Traditional leadership was transformed and had to run parallel to new governance structures. The result was that Africa experienced two forms of governance: an indigenous, informal and community-based structure, and a formal structure of government, which is an extension of the state and which is based on the legacies of colonial rulers. The pushing of the good governance agenda furthermore perpetuates dependencies and dominance, as well as sustaining global power dominance - disregarding the humanitarian dimensions of economic aid.

An additional problem with the good governance agenda is determining what conditions are required for good governance and how they are to be achieved. Part of the issue is that it is assumed that the “characteristics of good governance are coherent and capable of being universalised”. Complicating this is the lack of a general consensus regarding which aspects of governance are to be valued over others, as well as what constitutes the best political system.
The dilemma is that the reforms pushed by the World Bank are not prioritised and that the recipient countries which are forced to implement them are not given an idea of how long it would take to carry them out. The result of this situation is that for any given country, a multitude of governance reforms are being undertaken at the same time, differentially supported by a plethora of donors, often with little thought to their sequencing, their interdependence, or their relative contributions to the overall goal of creating governments that are more efficient, effective and responsive. This is exacerbated by the fact that many developing countries do not have the required resources to successfully implement the reforms required for good governance.

**Conclusion/- and Recommendations:**
The notions of government, governance, and the level of goodness thereof are not without controversy. Recent protest movements across the globe are claiming that governments as institutions are no longer able to cope with societal issues and concerns. Governments are increasingly losing their legitimacy to govern and due to limited resources, capital (both financial and human) and infrastructure they generally struggle to render even basic levels of services to citizens. Some argue that governments in Africa are not the most effective instruments for service delivery since they are often characterised by greed for power, bureaucratic tendencies underpinned by patronage and general inefficiency. The success of governments largely depends on the trust that citizens have in them.

The good governance agenda has also been reproached because of its emphasis on economic rather than human development. While the UN emphasises empowerment, freedom and democracy, the World Bank views these as secondary to economic development. A compromise between the two has been proposed by Mahbub ul Haq (in Weiss 2000:805) by calling for “humane governance”, which combines “good political governance”, characterised by strong civic participation and accountability, with “good economic governance”, consisting of an equitable and competitive economy.

**Keywords:**
good governance, globalisation, development initiatives, global economy sustainable development goals
ICSS2018-082
SUSTAINABLE INDEPENDENT POWER PRODUCTION IN MIDDLE-INCOME AFRICAN COUNTRIES

Dr D Nel – University of Johannesburg

Introduction:
The United Nations (UN) Sustainable Development Goal (SDG) number seven, calls for ensuring universal access to affordable, reliable and modern energy services, by 2030. However, transitioning to renewable energy generation in Africa remains challenging. The energy sector in many African countries faces challenges such as supplying electricity to the public, in a sustainable manner, demand and supply challenges, institutional and governance challenges, private investment obstacles, unequal supply of energy, rolling blackouts, grid maintenance and infrastructure challenges. These challenges are coupled with, and linked to other social and basic service delivery challenges in a developmental context. The aim of this article is to determine the potential for renewable energy investment, and the barriers for the sustainable management thereof in selected middle-income countries in Africa.

Methodology:
The nature of the research is qualitative, using unobtrusive research techniques including conceptual, comparative and content analysis. A cross-case study method is used. Content analysis was used to analyse 13 middle-income African countries. Country case studies were done on upper middle income African economies. Country profiles include: Angola, Botswana, Gabon, Ghana, Kenya, Lesotho, Mozambique, Namibia, Nigeria, Rwanda, Tanzania, Uganda and Zambia. The following criteria are used to identify barriers: energy technology, investment, socio-economic development risk, sovereign risk, policy drivers, policy content, legislative basis for independent power production, management of stakeholders and governance risk. Data was collected on a continuous basis using secondary data. Data consist of industry news, current affairs and archives. Data was obtained from indices and reports from various sources such as Renewable Energy Policy Network for the 21st Century (REN21), International Renewable Energy Agency (IRENA) United Nations Development Agency (UNDP) International Energy Agency, the World Bank country classification data.

Results:
Barriers include economic, political and sovereign risk, maintenance and grid expansion challenges. The need to help the environment, as a driver, is not a strong one. The strongest current driver is about pricing, cost and market incentives. The benefits of managing natural resources and facilitating sustainable development do exist, but it is implicit.

Conclusion/- and Recommendations:
Renewable delivery modes are identified, the new delivery modes present a window of opportunity for massive investments in Africa.

Keywords:
Independent power production, renewable energy investment, sustainable development
THE ROLE OF THE LEGAL DEPOSIT LIBRARY IN BRIDGING THE DIGITAL DIVIDE: A CASE STUDY OF MSUNDUZI LIBRARY IN PIETERMARITZBURG

Mr ME Matlala – University of KwaZulu-Natal

Introduction:
In the 21st Century, the pace of globalization and the growth of Information Communication Technology (ICT) facilities, such as computers and the Internet are fuelling the human advancement. The ICT applications are changing the way people convey and receive information. Thus, the development of ICT applications plays a vital role in providing information access. Access to the Internet is not enough, but ICT applications and the intellectual knowledge, expertise and skills to use them to find relevant information and solve problems is what is essential. It is critical that people who have access are in the better position as compared to those who lack access. This gap is known as the ‘digital divide’. The digital divide shows a clash between individuals based on haves and information have-nots, this create two groups, which exists between information rich and information poor regarding to those who have access to ICTs and those who do not. In digital era of information, people who do not have access to the Internet are at a disadvantaged. This paper examines the role of Legal Deposit Library (Msunduzi Library) in managing the Digital Divide in the Province. This paper will try to develop and propose how the library can better manage and reduce the digital divide. This is informed by the idea that libraries play a significant role in helping to bridge the digital divide by providing free access to the Internet and other ICT tools to users. It is well known that the library is the only place where people can access free information through ICTs without any costs. It is therefore, clear that, ICT tools are the requirements for accessing information and participating in the global knowledge system because the ability to access ICT tools has become important to individuals to connect economically, politically, and socially with others in the world. However, the inequalities in accessing information created by the digital divide will not be addressed unless there is an initiative to seal the gap.

Methodology:
The paper is underpinned by a post-positivism paradigm and a mixed methods approach will be used to collect data. Quantitative data will be collected through self-administered questionnaires and qualitative data will be collected an in-depth interviews.

Results:
This paper is still an ongoing research and the results are not yet concluded

Conclusion/- and Recommendations:
The paper intends to propose and devise several measures that can help to minimize or bridge the digital divide and provide improved access to electronic information resources and services in impoverished areas. The findings of this paper aim to provide baseline information upon which more research can be undertaken on Managing the Digital Divide in South Africa context, as well as adding new knowledge to the existing scholarly content. There is need to address the inequality of access and manage the digital divide to make it more sustainable in the country. Therefore, based on the findings that will be discovered, the recommendations will be made.

Keywords:
Digital Divide, Information and Communication Technologies (ICT), Library, and Access
ANALYSIS OF SUPERVISOR AND SUPERVISEE COOPERATION IN PERFORMANCE MANAGEMENT IN A PROVINCIAL GOVERNMENT DEPARTMENT IN KWAZULU-NATAL

Mr M Ndlovu, Dr S Mutereko – University of KwaZulu-Natal

Introduction:
Studies have shown that employees and their supervisors should cooperate in the whole cycle of performance management. This view draws upon Locke’s conceptualization of goal-setting theory in which employees and supervisors in a workplace should set objectives that need to be achieved during the performance cycle. Unfortunately, studies have shown that employees and their supervisors rarely cooperate in the various stages of performance planning including the setting of their performance targets. This study has sought to explore the cooperation of supervisors and supervisees in the implementation of performance management, commonly known as Employee Performance Management and Development System (EPMDS), in a provincial government department in KwaZulu-Natal (KZN).

Methodology:
Drawing on the pragmatism philosophy, the study has employed a mixed-method approach which involved in-depth interviews (six), documentary analysis and survey methods (83 questionnaires) to elicit the views of workers on the implementation of EPMDS in a provincial government department in KZN.

Results:
Through documentary analysis, this study has established that there are proper and systematic procedures for EPMDS. However, data gleaned from interviews and surveys show that such procedures are not adhered to. Workers are often excluded from the planning and setting of goals. The quarterly reviews that are meant to assess progress are rarely performed. Training needs that are identified through Performance Management are rarely addressed. Without workers involvement, this study reveals that workers tend to view the whole EPMDS as a panopticon or ‘big brother’. A further analysis has revealed that the central tendency is evident when supervisors give performance scores, with most workers being given average scores and few scores being above the average, which adversely affects their motivation.

Conclusion/- and Recommendations:
These findings have critical implications for human resources managers in the public sector. The consequence of this is that there is a need to balance the tensions between time constraints and proper Performance Management by involving workers in the whole cycle of Performance Management. Without such involvement, workers will continue to be suspicious of the EPMDS which may defeat its purpose.
Introduction:
Public servants need to know how effective they are performing in terms of the benefits of their interventions, projects and programmes on the intended recipients. They need to be able to monitor and evaluate not only the inputs, activities and outputs of their work, but also how effective they have been in improving the life circumstances of the citizens. M&E are important tools in measuring the effectiveness of service delivery due to the importance of the outcomes, both intended and unintended, and the impact of their work on the citizens of the country.

The paper briefly summarises basic M&E concepts that are relevant to and the historical background of evaluation and introduces a classification of democracy models and the type of evaluation needed. It explains the relationship between the needs of democratic societies with different evaluation paradigms as well as the different methods and values of evaluation approaches. It explains the development of a classification system to meet the needs of democratic society to improve good governance.

Methodology:
This paper is based on a triangulation of several research techniques. The methodological approach entails a desktop analysis by way of a literature study where the information generated will be scrutinised through a process of intellectual analysis, categorisation, classification, integration, reflection and synthesis during which meanings will be attributed to the data. A qualitative description of the findings will focus on the themes that emerged from the research and the manner in which it was conceptualised. The information obtained will be used to compare the connections and variations between the themes. An additional aim will be to analyse and interpret the results generated by categorising data into a classification system.

Results:
This paper highlighted the importance of M&E as a mechanism to measure the effectiveness of the service delivery for the public sector to be accountable for improving better democratic governance outcomes in terms of its policies, interventions, projects and programmes, democracy models and the type of evaluation needed. The paper provided different methods and values of evaluation approaches from a philosophical point of view and developed a classification system to improve good governance.

Conclusion/- and Recommendations:
The paper concluded that being knowledgeable about the history and ‘state of the art’ of evaluation theory or programme evaluation theory does not guarantee successful evaluation practice. Moreover, every theory of practice is likely to be more effective in some settings than in others. It recommended that public managers will need to be trained in M&E methodology and practices to enable them to assess how well they are performing, based on the information that M&E practitioners provide to them to feed this information into their annual strategic and operational plans and performance management methods, and to introduce improvements to be made in the services they provide, based on M&E findings.
Keywords:
Democracy, Monitoring and Evaluation, M&E practitioners, M&E approaches, evaluation paradigms
ACCOUNTABILITY THROUGH CONTINUOUS PROFESSIONAL DEVELOPMENT: PERCEPTIONS OF ‘STREET-LEVEL’ BUREAUCRATS IN UMGUNGUNDLOVU DISTRICT, SOUTH AFRICA

*Mrs L Mothibi, Miss NP Mncayi – North-West University*

**Introduction:**

In the face of performativity and external accountability mechanisms in the public sector, various institutions have turned to professional development as a way of capacitating their employees. The theoretical argument for professional development in the era of accountability is premised on the argument that compliance without competence is of no consequence to public service delivery. The discourse on the relationship between continuous professional development (CPD) and professional accountability is not a recent phenomenon. In fact, professional development and training form a key pillar of Frederick Winslow Taylor’s (1911) seminal work on *The Principles of Scientific Management*. Drawing on this argument, many institutions have embraced professional development as a way of capacity building in response to external accountability imperatives (Kitto et al., 2018; Egert et al., 2018). Predicated on an envisaged linear relationship between CPD and educational outcomes, which assumes that an improvement in teachers’ content and pedagogic knowledge would result in the improvement of educational outcomes, the Department of Basic Education currently devotes an enormous amount of resources on CPD.

Despite the enormous effort and resources devoted to CPD of teachers, the educational outcomes are yet to show any meaningful improvement. For instance, the results of the Annual National Assessment and the Trends in International Mathematics and Science Study (TIMSS) show that there is still no significant improvement in educational outcomes. Such outcomes seem to refute the theoretical assumptions that underpin CPD. In the context of a broader project that sought to explore the processes of accountability in the educational public institutions, this paper sought to elicit the understandings of street-level bureaucrats regarding the implementation and effectiveness of CPD in the South African education sector using a case study of uMgungundlovu District in KwaZulu-Natal.

**Methodology:**

Using a mixed methods approach, underpinned by the pragmatism paradigm, the study conducted in-depth interviews with 15 purposively selected school principals and 100 questionnaire surveys with teachers. Responses from the closed-ended questions in the questionnaire for the educators were analysed quantitatively, using SPSS Windows version 21 based on the schools them came from. Qualitative data were transcribed verbatim and then analysed through pattern matching logic, which compared the empirically based pattern with a predicted one.

**Results:**

The study unearthed taken-for-granted nuances that affect the implementation of CPD. Against the conventional assumptions of CPD, the results of this study reveal issues such as incompetency among the trainers, a lack training needs analysis and partial or no application of concepts and skills learnt in CPD as the causes of the disconnect between its goals and the actual outcomes in the schools. The study argues that although CPD is used as an accountability mechanism, its relationship with service delivery outcomes is far from being linear. In fact, due to contextual issues such as the economic status of schools, this paper
demonstrates the complexity of CPD in the South African schools that need to be understood for effective implementation to occur.

**Conclusion/- and Recommendations:**
The findings of this research provide profound insights into training and development in the public institutional setting. Unless the public institutional setting adopts a systematic CPD that is informed by needs analysis and facilitated by competent practitioners, quality education and efficient service delivery would not be attained.

**Keywords:**
professional accountability, professional development, skills development
INVESTIGATING THE KEY DRIVERS OF GOVERNMENT DEBT IN SOUTH AFRICA:
A POST-APARTHEID ANALYSIS

Mrs L Mothibi, Miss NP Mncayi – North-West University

Introduction:
Over the years, the world has experienced increased and persistent levels of high government debts which have been used to finance expenditure, especially in both middle and lower income countries. In particular, there has been a worry that many countries in the Sub-Saharan region are faced with the challenge of borrowing too much too fast, even though they are still paying off some of the debt incurred decades ago. Even in South Africa, debt burden is seen as one of the country’s prime challenges. Since 2013, the outlook on the region’s debt sustainability has deteriorated significantly. A further observation is that many of the borrowed money is often used to supplement surging current expenditures instead of capital expenditure, and this is evidenced by the lack of infrastructural developments which play an important role in economic growth. South Africa is not unique to this situation as government debt has surpassed 50 percentage of gross domestic product, and is expected to become worse. This situation has been fuelled by the sluggish economic growth rates and weak revenue collections. Even though literature shows that a growing economy explains an economy's ability to repay its debt, growth rates under three percent have become a new normal for the country, despite the fact that high levels of government debt are likely to be deleterious for growth and development. One major observation is that the economy is not incurring these high debt levels for growth purposes as challenges of inequality, poverty and unemployment are still plaguing the country, perhaps raising the urgency to understand the drivers behind these growing debt levels. High government debts can be very harmful as costs used to service the debts can drain resources that could be used elsewhere, especially on productive services. Against this background, this study has an objective of investigating the key drivers of government debt in South Africa since the beginning of democracy.

Methodology:
Using the ARDL cointegration methodology, this paper seeks to investigate the key drivers of government debt in South Africa since 1994. The variables specified in the model include government debt (which is the dependent variable), government expenditure, economic performance, budget deficit/surplus, and real interest rates. The following model was estimated:

$$
\Delta LGD_t = \alpha_0 + \sum_{j=1}^{k} \beta_j \Delta LGD_{t-j} + \sum_{j=1}^{k} \gamma_j \Delta GDP_{t-j} + \sum_{j=1}^{k} \delta_j \Delta EXP_{t-j} + \sum_{j=1}^{k} \tau_j \Delta GD S_{t-j} + \sum_{j=1}^{k} \phi_j \Delta LINT_{t-j} + \phi_1 LGD_{t-1} + \phi_2 GDP_{t-1} + \phi_3 EXP_{t-1} + \phi_4 GD S_{t-1} + \phi_5 LINT_{t-1} + \mu_t \tag{1}
$$

Where $\Delta LGD_t$ denotes the natural logarithm of government debt at time $(t)$, followed by $\Delta GDP_t$ which denotes the natural logarithm of gross domestic product at a time $(t)$, $\Delta EXP_t$ symbolises the natural logarithm of government expenditure at a time $(t)$, whilst $\Delta GD S_t$ denotes the natural logarithm of government deficit/surplus at a time $(t)$ and $\Delta LINT_t$ symbolises the natural logarithm of the real interest rates at a time $(t)$. Furthermore, the intercept and the number of lags used are denoted by $\alpha_0$ and $k$ respectively. The short run
dynamics are represented by $\beta_j, \gamma_j, \delta_j, \tau_j$ and $\theta_j$ followed by the long run relationship which is denoted by $\phi_1, \phi_2, \phi_3$ and $\phi_4$ whilst the error term is represented by $\mu_t$.

**Results:**
The findings of the study reveals that although South Africa has a favourable debt structure, the fact that debt levels have been increasing over the years question’s the country’s debt management capacity and the sustainability of the situation thereof. Debt servicing now costs the government more than the amount it spends on social welfare. Additional spending priorities especially in dealing with the liquidity problems of state owned enterprises is further fuelling the situation. Domestic debt was 46.7 percent of GDP or R2.22trn for the 2017 fiscal year. A sad reality is that much of the spending of government is unproductive and skewed more on consumption than capital expenditure. Employment and remuneration has increased, but service levels – especially at lower levels of government have not, indicating reduced net asset value for the government. The findings of the ARDL model found that there was a positive relationship between government debt and government expenditure, in particular spending on current expenditure and budget deficit. Proving that South Africa’s debt has been used on non-productive spending, fuelling low economic growth. This has in turn fuelled the budget deficit. A positive relationship was also found between government debt and interest rates. Increasing interest rates meant higher debt servicing costs and vice versa. A negative relationship was observed between government debt and GDP. Implying that a growing economic makes it possible for the economy to lower its debt levels, and vice versa. The country’s economic challenges are reflected in the non-performance of the GDP as the inability of the country’s policy framework to address issues facing the country.

**Conclusion/- and Recommendations:**
The gap between debt levels and budget deficit should be reduced. This means that there should be an adequate improvement in the primary budget deficit at the same time lowering the gap between real interest rates on debt and economic growth. A growing economy measures a country’s ability to repay debt, therefore there should be an improvement in the country’s productive capacity, which is going to require a shift from consumption expenditure to capital expenditure. Fiscal consolidation will require immediate cuts in expenditure, especially one that is not productive. Spending on non-performing SOE bailouts can be avoided through the opening for competition in the problematic SOE sectors, like the electricity industry. This will help the government immensely while at the same time ensuring improved services. Corruption is another factor which will see expenditure decline, raising the possibility of a successful fiscal consolidation.

**Keywords:**
Government debt, government spending, economic performance, indebted countries, South Africa
IMPROVING DISTANCE LEARNING STUDENTS’ PERFORMANCE THROUGH VIRTUAL CLASSROOMS

Ms E Venter, Ms P Both, Dr TJ Sekhampu – Milpark Education

Introduction:
Distance challenges of access to higher education in South Africa. Distance learning frees students of the constraints of time and place by offering flexible learning opportunities. The inherent challenge of distance learning is the expectation that students would function as self-motivated and self-directed individuals in the effort to complete a qualification within the allocated time. While this is noble, available evidence suggests challenges of throughput on this mode of delivery. The study reported here quantitatively examined student performance on a distance learning model where they completed one module, in small online classes and a dedicated facilitator.

Methodology:
Data for students enrolled on the distance-learning online modality was compared to that of traditional distance learning for selected first year subjects on the BCOM programme in order to determine whether there are significant differences in student performance (throughput and pass rates) between the two groups.

Results:
An online classroom has the opportunity not only to replicate but can also improve the learning experience of contact learning. Increased student participation in a facilitator led environment leads to improved student performance.

Conclusion/- and Recommendations:
This approach to distance learning has the potential to remove the burden of building more universities. The study points to important determinants of student success in an online learning environment. It is hoped that this study can be used as a reference source in the effort to improve distance-learning students’ success.

Keywords:
education; distance; online; virtual; South Africa
THE HEALTH SYSTEM PERFORMANCE IN QATAR

Mrs A Almahmoud - Szent István University, Gödöllő, Hungary

Introduction:
Qatar is a sovereign Arab state that occupies the small Qatar Peninsula located in Western Asia and occupies the north easterly coast of the much larger Arabian Peninsula. Qatar is a country rich in natural gas reserves and seen as the world’s third largest provider. This has resulted in Qatar being the world’s richest country per capita and recognised by the World Bank as a high-income economy. According to the CIA World Factbook has approximately 14% of households as dollar millionaires and with the country’s GDP per capita being highest in the world as of 2012. In 2012, it was estimated that $120 billion would be invested in the energy sector, over the next ten years, by Qatar. Qatar is the first Arab country to hold the 2006 Asian games and is to the host of the 2022 FIFA World Cup.

Qatar has a population of approximately two million people with the majority of the population being foreigners who work and live in the state. Qatar citizens are permitted to own property but they don’t have to pay any taxes. In 1940 the economic growth of Qatar has been almost exclusively due to its petroleum and natural gas industries and is the leading exporter of liquefied natural gas. In 1961, Qatar joined OPEC as a member state and has remained as the richest country in the world for the third time now.

Methodology:
Review the achievements and challenges of the newly emerging Qatar Health System as one of the fundamental developmental pillars for Qatar. medical development, medical insurance and medical history.

Results:
For a healthcare system to be successful, an analytical approach is needed to ensure the proper execution of design, implementation, model of functionality, accessibility, quality, cost effectiveness, impact on health and sustainability. The review will indicate the unique challenges such as the direct impact of government, relations to private owned sectors and functional establishments, all contribute to the building of Qatar’s Health System and how these impacts are useful to the development of medical infrastructure in other countries by implementing a National Health Strategy with clear pillars indicating the focus and commitment to achieve.

Conclusion/- and Recommendations:
While most high-income countries that have evolved healthcare systems over decades, Qatar has experience exponential growth over only a few decades. For a healthcare system to be successful, an analytical approach is needed to ensure the proper execution of design, implementation, model of functionality, accessibility, quality, cost effectiveness, impact on health and sustainability.

Qatar has imported various healthcare systems from other countries but has faced various challenges in moulding these foreign systems into the unique multicultural country. The government regulates and controls all aspects of growth including that of healthcare systems and over the years have been trying to find a mid-way between the old and the new.

Although the healthcare system in Qatar has grown exponentially since its first hospital opened, more medical workers in primary healthcare are required. As the economic growth propels the
country forward, the vast growth needs to be supported by enough medical workers, adequate facilities, improved research and as indicated before, there is a need for private healthcare service providers to support the government initiatives and further growth the economy with international investors. The support and collaboration of all the above provides a sound foundation to support the economic growth and its people.

As the healthcare systems is continually evolving, in time, outcome measures will be evaluated and these reports of health costs, outcomes, failures and successes can be of extreme value to other similar small and wealthy countries for viable healthcare systems. By establishing the National Health Strategy 2011 – 2016, the government has ensured an analytical approach was established as well as providing pillars to execute the commitments to healthcare system improvements specifically relating to the culture of Qatar. These pillars can be used in other evolving countries as the vision provides integration, skilled workforce, national health policies, partnerships with private sectors and high-quality research.

**Keywords:**
healthcare, medical corporation, national health policy, health sector
DETERMINANTS OF BRAND EQUITY: EVIDENCE FROM THE RETAIL SECTOR IN HARARE.

Miss A Masiya, Dr M Sandada – University of Zimbabwe, Mr RM Shamhuyenhanzva – Vaal University of Technology, South Africa

Introduction:
In today’s volatile business environment characterised by intense rivalry amongst firms, it is imperative for organisations to build and have strong brands. Stronger brands kindle favourable reactions to a brand by consumers; meaning that the brand has positive customer-based brand equity which makes it easier to introduce brand extensions, charge premium prices, do less advertising support and expand good word of mouth (Keller 2001). However, building customer-based equity calls for careful planning in choosing determinants that result in strong associations with consumers (Keller 2013). While prior research in the retail grocery industry has established linkages between brand equity and its various drivers such as service, product assortment, rewards programmes, layout of the store, and price and community involvement, little is known about the importance of these factors in an unstable economy like the current Zimbabwean situation. According to Hanaysha (2016), brand equity determinants in supermarkets differ with the economy that surround their target market. Therefore, this study investigates the influence of loyalty programmes, product quality and assortment, physical evidence, service level and store image on brand equity.

Methodology:
A quantitative research approach was adopted, with the survey method employed in collecting data from 219 respondents through a structured self-administered questionnaire. Correlation analysis and multiple linear regression analysis were applied to analyse the causal effect of the factors hypothesized as predicting brandy equity. Factor analysis, validity and reliability tests were performed to confirm the reliability and validity of scales.

Results:
Research findings indicate that loyalty programmes, physical evidence and store image have positive significant influence to building brand equity whilst product quality and assortment as well as service were insignificant. Store image had the highest impact, followed by loyalty programmes and physical evidence respectively. The model explained 43.9% variance in brand equity.

Conclusion/- and Recommendations:
Retailers are encouraged to prioritise on variables that leads to brand equity. Future research can probe the negative and insignificant impact of service levels on brand equity as well as investigate other determinants of brand equity in supermarkets and in different industries.

Keywords:
Brands, Branding, Consumer-based brand equity, Supermarkets, Grocery retail sector
MODELLING THE FACTORS THAT EXPLAIN ATTITUDES TOWARDS PERSONAL FINANCIAL PLANNING

Dr M van Deventer – North-West University

Introduction:
While personal financial planning is of significant importance in ensuring financial satisfaction in the future, an extensive search of four large online academic databases, namely EbscoHost, Emerald, Google Scholar and Sabinet Reference revealed no evidence of a validated attitudes towards personal financial planning scale in a South African context. To address this gap in the literature, the purpose of this study was to validate an attitudes towards personal financial planning scale.

Methodology:
A single cross-sectional descriptive research design was followed in this study. The study used a survey self-administered questionnaire to collect the necessary data from a convenience sample of 385 Black Generation Y students enrolled at two Gauteng based public South African university campuses. The techniques used to analyse the data included Pearson’s Product-Moment correlation analysis, multicollinearity analysis, reliability measures and confirmatory factor analysis using the maximum likelihood method.

Results:
The findings of the analysis validate the proposed measurement model of attitudes towards personal financial planning as a five-factor structure that comprise the financial planning process, credit planning, insurance planning, investment planning and estate planning. The measurement model showed internal-consistency reliability, composite reliability, construct, convergent, discriminant and nomological validity. Moreover, the measurement model displayed no evidence of multicollinearity between the factors. In addition, the model fit indices were indicative of good model fit.

Conclusion/- and Recommendations:
The study concluded that the five-factor model is a valid measurement instrument of attitudes towards personal financial planning in the South African context.

Keywords:
Personal financial planning; credit planning; insurance planning; investment planning; estate planning; confirmatory factor analysis
DIFFERENCES IN BLACK GENERATION Y STUDENTS’ ATTITUDES TOWARDS PERSONAL FINANCIAL PLANNING AND PERCEIVED FINANCIAL-MANAGEMENT SKILLS BASED ON SELECTED DEMOGRAPHIC FACTORS

Dr M van Deventer – North-West University, South Africa

Introduction:
The Black Generation Y university cohort is a market segment of significant importance. This is because Black Generation Y graduates are likely to earn a higher than expected disposable income and hold a higher social status within society. With a higher disposable income and spending power comes greater financial responsibility, not only to ensure wealth preservation over the long-run, but also to combat the adverse effects of the financial risks that abound in the financial and economic environment. Personal financial planning and financial-management skills are effective interventions to help guarantee a fruitful and stable financial future. As such, the purpose of this study was to investigate differences in South African Black Generation Y students’ attitudes towards personal financial planning and their perceived financial-management skills in terms of selected demographic factors.

Methodology:
A descriptive research design was followed in this study. Self-administered survey questionnaires were used to collect the necessary data from a convenience sample of 385 Black Generation Y students enrolled at two public South African university campuses based in the Gauteng province. Data analysis included descriptive statistics, reliability analysis, Pearson’s Product-Moment correlation analysis, multicollinearity analysis and one-way analysis of variance (ANOVA).

Results:
While the results of the study indicate that there was no statistically significant difference between year of study and Black Generation Y students’ attitudes towards personal financial planning and their perceived financial-management skills, a statistically significant difference was found between the students’ field of study and their attitudes towards personal financial planning, as well as between source of income and their perceived financial-management skills.

Conclusion/- and Recommendations:
Through better understanding the differences in Black Generation Y students’ attitudes towards personal financial planning and their perceived financial-management skills in terms of the selected demographic factors, the results of this study may assist industry professionals in identifying specific gaps in Black Generation Y students’ personal financial management as well as help them develop effective personal financial management interventions geared towards the South African youth.

Keywords:
Generation Y students; financial planning; financial-management skills; ANOVA; South Africa
Market Intelligence from the Internet: An Illustration using the Biomass Heating Industry

Prof A Athiyaman – Western Illinois University, United States of America, Mr TJ Magapa – Vaal University of Technology, South Africa

Introduction:
In business, customers are won by fending off competitors. Hence without proper understanding of both customers and competitors - market intelligence - a business cannot succeed or gain competitive advantage. Extant research on marketing strategy suggests that most companies underuse web intelligence, publicly available data on the Internet are considered hard to access and analyse. This paper demonstrates how biomass heating companies can utilize the Internet for data collection and business insights.

Methodology:
The market structure of biomass heating industry was identified using the Google Correlate algorithm. The production rule: that newer the product the higher is consumer search for the product, was operationalized using the correlates of the concept ‘home heating’. Intra-industry competition was assessed using Google’s brand impression analysis, and firm behaviour and performance were modelled using a differential equation of the form:

\[ \frac{dQ}{dt} = \frac{rX(V - Q)}{V} - \lambda Q \]

where \( Q \) = sales volume expressed in monetary terms; \( \frac{dQ}{dt} \) = change in sales at time \( t \); \( X \) = marketing spending; \( V \) = market volume or potential in monetary terms; \( r \) = sales response constant, and \( \lambda \) = sales-decay constant.

Results:
Empirical analysis reveals that:
(i) the product form: biomass home heating, is growing,
(ii) Pellet stoves and fireplace inserts top the lists of “stove” searches; Lopi Stoves is the top-ranked and sought-after manufacturer of home heating equipment,
(iii) there are two competitive clusters of firms, each for the wood/pellet stove category and the wood/pellet furnace category, and
(iv) the marketing spending for the industry is well below its optimum needed to increase and maintain sales.

Summary and Conclusion:
Web business intelligence has two components: content acquisition and knowledge creation. This paper shows how the Internet can help in information retrieval for industry analysis. Companies prepared to experiment with the strategy(s) recommended in this paper will have the opportunity to gain competitive advantage.

Keywords:
Biomass, Internet, Market Intelligence, Consumer Behaviour.
INTEGRATION OPPORTUNITIES OF INFORMATION TECHNOLOGY IN ACCOUNTANCY CURRICULA: A CASE STUDY AT A SAICA ACCREDITED UNIVERSITY

Mrs O Stumke – North-West University, South Africa

Introduction:
The Accountancy curricula for Chartered Accountants (CA’s) has been criticised in the past for the slow pace at which the academics adapt their teaching methods and styles to the fast changing profession and business world. This slow adaptability of the curricula may however not be intentional as literature outlines that universities are required to adhere to pre-determined guidelines, as set out by the professional body, The South African Institute of Chartered Accountants (SAICA). Limited space is available in the Accountancy curricula for the integration of pervasive skills such as, soft skills, information technology (IT) and communication skills due to the technical content being so specific and clearly outlined. This study investigates the opportunities available for the integration of IT within the selected SAICA accredited university’s CA(SA) curricula, without adding to the already overloaded course content.

Methodology:
A qualitative research approach was used with an in depth document analysis, focused on IT competencies, of SAICA’s latest competency framework and the study guides of all modules included in the selected SAICA accredited university’s CA(SA) curricula, from first year till honours level to identify IT requirements and opportunities for integration.

Results:
The comprehensive literature study on the adaptability and workload of the curricula’s and the in-depth document analysis, identified that several opportunities are available for the successful integration of IT without adding to the already overloaded curricula. The findings indicate that the success of the integration lies within the willingness of lecturers to apply, monitor and support the different integration methods within their modules.

Conclusion/- and Recommendations:
The inclusion of IT within the curricula can therefore be achieved without adding to the workload of students and lecturers through the development of relevant case studies. This study may assist Accountancy curricula developers to revise the adaptation of IT within the curricula to facilitate the successful integration thereof.

Keywords:
Accountancy curricula, Competencies, Curricula design, IT, SAICA
THE REALISATION OF THE CONSTITUTIONAL RIGHT OF ACCESS TO JUSTICE THROUGH THE CONSUMER PROTECTION ACT 68 OF 2008 IN SOUTH AFRICA

Ms R Prinsloo – Vaal University of Technology

**Introduction:**
The Constitution of the Republic of South Africa provides that everyone has the right to access to justice. The Consumer Protection Act 68 of 2008 (hereafter “the CPA”), has to adhere to the Constitution and it is therefore necessary to establish if the CPA promotes the realisation of the constitutional right of access to justice and if its regulation of dispute resolution procedures can be improved.

**Methodology:**
The study will be a comparative study of existing consumer legislation in England since the latter is considered as the best practice across the globe. The peculiarities of the governance and economic system of South Africa will be compared to that of England.

**Results:**
The CPA meet the constitutional requirements of access to justice however disputes are not resolved expeditiously and effectively in terms of the various dispute resolution procedures created by the CPA. Dispute resolution procedures available to consumers under English law; and direct access to a court of law could improve the current situation.

**Conclusion/- and Recommendations:**
The proposed research will contribute to the development of the law in the South African constitutional state.

**Keywords:**
Consumer protection; alternative dispute resolution; Constitution of the Republic of South Africa
The rising number of civil protests across South Africa, highlight the growing need for the South African Police Service (SAPS), to improve on management of these protests. It is argued that while civil protests may, at times, be helpful in effecting positive change, the nature of these protests do turn violent and disruptive, negatively impacting not only the image of the SAPS regarding how officials respond to civil tensions, but also those inadvertently participated in these protests. The cardinal question for the SAPS is how the Public Order Policing (POP) can respond to these manifestations of civil tensions within the spirit and context of a community orientated policing model guided by the Bill of Rights. This research is, therefore, triggered by the need for a critical analysis of the POP, towards ensuring democratic policing under the Bill of Rights versus the perceived increasing violence during civil protests illustrated by the number of people killed by the POP officials.

A quantitative research method was utilised. Hundred and three respondents from the POP Johannesburg, POP Pretoria as well as POP Springs participated in this study, amongst others, to identify the underlying causes relating to police brutality during civil protests. The findings showed that the respondents were split on their responses on statements that attempted to determine if there were specific strategies in place for the officials to adequately respond to civil protests in South Africa. The findings further highlighted that males disagreed more on this statement as compared to their counterparts. From these responses, it appeared that more male respondents as compared to the females, were of the perception that there were specific strategies available to deal with civil protests in South Africa. The findings further indicated that respondents from POP Springs, were more of the view as compared with the other two stations, that there were no specific strategies available to deal with civil protests in South Africa. Based on the findings, the author recommend that in order to deal with the challenges of POP towards management of civil protests, the SAPS requires better training of personnel, adequate intelligence to predict civil protests, the establishment of contingency plans and the re-equipment of POP units.

**Keywords:** Brutality, civil protest, crowd management, democratic policing, violence
Supply Chain Management (SCM) promotes South Africa's New Public Management model through improved financial management and it is a strategic tool for the management and enhancement of its procurement practices. SCM aims to add value to each stage of the process, from demand for goods or services to their acquisition, management of the logistics and their disposal, after use. However, the public sector in South Africa faces serious SCM challenges that badly affect the effectiveness and efficiency of public sector operations. The constant and numerous marches and/or protests on service delivery across the country serve as an indication of the level of dissatisfaction with the quality of the service that South African citizens receive from the SCM systems in the public sector.

Therefore, this study aimed to investigate the level of understanding of the SCM processes and determine the extent to which this understanding was translated into practice at Head Office Divisions of the South African Police Service (SAPS). A qualitative research approach was adopted for this study. The data for analysis was primarily collected through semi-structured focus group interviews, which comprised thirty (30) participants. The participants had extensive experience of SCM processes.

The findings showed that while the level of SCM understanding was generally adequate, there was room for improvement in relation to how the understanding was translated into practice. The findings also indicated a high labour turnover, which affected capacity and productivity.

In light of the findings, the authors recommend a proper training for the SCM officials to be able to participate actively in sustainable SCM processes. In order to reverse the high turnover rate, managers need to incorporate retention strategies that can motivate SCM officials to feel valued and appreciated, provided with growth opportunities, and receive work-life balance option as well as timeous feedback regarding their performance.

Keywords:
Governance, internal communication, supply chain management, service delivery, public sector
Introduction:
Despite the high volume of research activity on EVA, the contribution that EVA has made in creating value for shareholders, and, the suitability of EVA for various economic sectors, EVA, however seems not to have been widely used in South Africa. Many companies in South Africa (including the JSE listed industrial companies) are still relying on the traditional performance measurement tools. This situation still exists even though the systems used have been found to be inadequate in measuring the real value created by companies. It may therefore, be argued, that many South African companies, including those listed on the JSE industrial sector, may not be providing appropriate information relating to real value creation.

Methodology:
This empirical study uses logistic regression analysis to determine impact of company characteristics on wealth creation of the sixty-one industrial companies listed on the Johannesburg Stock Exchange for the years 2005 to 2014. Economic value added (EVA), the dependent variable, is used as a measure of wealth while company characteristics of sub-sector, capital size, capital gearing, product type and market segment form the independent variables. EVA positive indicate wealth creation while EVA negative indicate amount of wealth destroyed by the industrial companies during the period of the study. Data on 61 companies listed on the JSE under the Industrial sector are obtained from INET-BFA for this study.

Results:
The results show the amount of value created versus that destroyed by the companies in the ten year period. The industrial companies created wealth to the tune of R107 458 031 652 billion while destroying wealth amounting to R63 820 848 659 and leaving a net wealth creation of R43 637 182 950 billion in the ten years covered in this study. Logistic regression analysis result indicated that sub-sector, capital size and capital gearing impact on EVA while product type and market segment do not impact on EVA.

Conclusion/- and Recommendations:
Results indicated gearing and sub-sector as significant factors in 2007 and 2013, respectively. The same factors of gearing and sub-sector which were significant in 2007 and 2013 respectively, were also significant in 2014 together with capital size. Consequently, manufacturing, retailing and large capital size were found to have positive relationship with value creation while medium capital and gearing have negative relationship with value creation among industrial companies.

In conclusion, high volume of manufacturing and retail activities should be encouraged by economic stakeholders by making capital available for investments and expansion of projects. Furthermore, company managers should endeavour to arrange optimal capital structure for their companies at such a level as to minimize risk as well as costs of capital. Reduction of costs of capital has the potential to increase the amount of value created for business owners.

Keywords:
Economic Value-Added, Economic Profit, Economic Capital, Industrial Companies
MANAGEMENT OF FINANCES IN THE IMPLEMENTATION OF INFRASTRUCTURE DEVELOPMENT PROGRAMMES IN THE LIMPOPO PROVINCIAL GOVERNMENT

Mrs P Semenya, Dr HEE Ziemerink, Dr JD Beneke – Vaal University of Technology

Introduction:
The National Development Plan proposes to invigorate and expand the economic opportunities through investment in infrastructure, more innovation, private investment and entrepreneurialism. The provision of infrastructure delivery programmes in Limpopo province is an imperative driver of poverty reduction, unemployment and strengthening of social capital. The infrastructure development programmes create opportunities for job creation through approaches such as maintenance of existing infrastructure in order to retain resources in the local areas for serving the increased population of previously disadvantaged communities.

The Limpopo provincial government is confronted by the challenge of huge backlogs in provision of basic services such as water, sanitation, housing, clinics, schools, and roads. However, Public Institutions such as Government Departments, Public Entities and Municipalities continue to underspend the allocated budgets. In instances where spending is realised, there are significant amounts reported as irregular expenditure as presented by the Auditor General (AG) in the 2016/17 report where the provincial irregular expenditure more than doubled to R2.6 billion from R1.0 billion in 2015/16 financial year and infrastructure programmes were identified as the main contributor.

Methodology:
A qualitative research approach was used to describe the challenges experienced by provincial departments in implementation of infrastructure development programmes in the province. Non probability sampling particularly purposive sampling was employed. The data was collected through an open-ended questionnaire from fourteen respondents who are responsible for implementation of infrastructure programmes. The responses of the participants based on open-ended questionnaire, were recorded exactly the way they have been reflected by the participants.

Results:
The findings revealed that although provincial departments are making strides in terms of delivery for infrastructure projects, the province lacks credible infrastructure development strategy. Hence departments that are responsible for infrastructure delivery are still experiencing challenges in terms of implementation of Auditor General’s recommendations which result to qualification of audit outcome.

The results of the research highlighted Supply Chain Management capacity constraints, lack of effective infrastructure project implementation plans and non-compliance and adherence by the departments to policies, regulations and acts. The findings of the study reflected that the province should improve on the funding model for infrastructure projects. Furthermore, no provincial project information system links financial information to physical progress of projects and there are no established financial management reporting systems. The reporting still relies on Ms Excel-based spreadsheets that could be easily manipulated from time to time.

Conclusion/- and Recommendations:
In conclusion, it is evident that consequence management is required in the province to foster a culture of accountability within the provincial departments in accomplishment of infrastructure
projects. The province should apply capital budgeting to address the process of acquisition and investment of capital projects. The provincial departments should have the dedicated supply chain officials/units for procurement of infrastructure projects.

**Keywords:**
Capital budget; Infrastructure development; financial management; supply chain management.
Determinants of transfer pricing policies: the case of multinationals in Gauteng province – South Africa

Mr L Siewe, Dr JEE Ziemerink, Dr JD Beneke – Vaal University of Technology

Introduction:
The conceptualisation and application of transfer pricing policies continues to be a highly controversial and hotly debated issue in the ever-evolving globalised marketplace. Such markets are characterised by an exponential increase of multinational corporations (MNCs) operating in several different tax jurisdictions. The choice and application of an appropriate transfer price is complicated enough as it is when all the related parties transact within the same country and under one set of tax laws. However, when these related parties are based in different countries with different and sometimes contrasting tax laws, issues of tax avoidance and profit shifting arise, making the entire process even more onerous.

Methodology:
Using a case study methodology, a survey was carried out. Respondents were purposively selected based on their knowledge on the transfer pricing workings of their employers. Respondents were provided with nineteen possible external and internal determinants which were to be ranked in order of importance in South Africa on the one hand, and internationally on the other. A factor analysis was used to identify the dominant factors influencing the choice of transfer pricing methods by the MNCs in Southern Gauteng.

Results:
Results from the factor analysis showed that compliance with tax laws and regulations (loaded 0.6186), preoccupation with transfer pricing audit by the tax authority (loaded 0.6086), overall profit of the group (0.5345), and political and social pressure (loaded 0.6845) were the most importance domestic determinants of the choice of transfer pricing. Respondents considered the need to comply with tax laws to be the most important determinant of transfer pricing policies both in South Africa and internationally.

Conclusion/- and Recommendations:
It is worth noting that managerial incentives as well as performance evaluation, both of which are supposed to be core objectives of transfer pricing, were only ranked ninth and tenth respectively in South Africa, and fifteenth internationally. This holds true with recent trends which indicate an increasing and seemingly ceaseless preoccupation with tax compliance of the host country as the overriding determinant of transfer pricing policies.

Keywords:
Transfer prices; multinationals; tax
SUSTAINABLE SUPPLY CHAIN MANAGEMENT INTEGRATION: AN EXPLORATION OF FAST MOVING CONSUMER GOOD FOOD MANUFACTURERS

Ms S Ebrahim, Mr W Niemann, Mr TG Kotzé – University of Pretoria

Introduction:
In recent years, businesses are facing new obstacles, which not only obliges them to outperform their competitors economically, but to also consider environmental and social responsibilities. Stakeholders of businesses are increasingly insisting that businesses address the social, environmental and economic issues caused by business operations, thus, sustainability is highly relevant for businesses. Supply chain managers are in the position to have positive or negative effects on environmental sustainability and social performance, through the decisions they make. Therefore, sustainability can be driven through the implementation of sustainable supply chain management (SSCM) practices which will have a positive impact on performance. SSCM is based on the triple bottom line (social, environmental and economic sustainability). It has been suggested that manufacturing businesses should integrate with other partners in the supply chain (SC) such as first and second tier customers and suppliers in SSCM activities to further improve the impact of SSCM and achieve a competitive advantage.

The purpose of this generic qualitative study is to explore the extent to which FMCG manufacturers in Gauteng apply sustainability to SC integration. While there have been many studies investigating singular activities related to SSCM, such as corporate social responsibility in the SC, sustainable transportation, and sustainable procurement, there are fewer studies that focus on the dynamics of a firm’s sustainability strategy and its internal integration, as well as the firm’s SC sustainability strategy and its external integration with other SC members. This represents a concerning gap in the body of knowledge, because such an integrative and holistic view of sustainable SC management has the potential to improve SC sustainability and to evaluate the outcome of sustainability practices with regards to sustainability performance. Integration and inter-organisational learning improve sustainability performance in the SC.

The proposed study aims to answer the following research questions:
1. To what extent do FMCG manufacturing firms incorporate sustainability into their internal SC strategy?
2. How do FMCG manufacturing firms include sustainability in their integration with external downstream SC partners?
3. How do FMCG manufacturing firms include sustainability in their integration with external upstream SC partners?
4. To what extent does sustainable SC integration contribute to sustainability performance?

Methodology:
The study will use a generic qualitative research design based on the collection of data through semi-structured interviews with middle to senior supply chain managers in the food-based FMCG manufacturing industry. A purposive sampling method will be used to determine the target population which will be middle to senior SC managers directly involves in SC strategy, in medium to large food-based FMCG manufacturers, in Gauteng. This study will be consistent with the requirements of confirmability, credibility, dependability, transferability and authenticity to guarantee the objectivity and reliability of qualitative studies.

Conclusion/- and Recommendations:
The proposed study will make two specific contributions to theory and practice. First, it adds to SSCM literature by comparing and transferring the conceptual framework developed by Wolf
(2011:231) in a developing country context. Collecting data from a different industry and country could help further refine the framework. Second, it supports SC practitioners with an improved understanding of how to outline and apply SSCM strategies. This is important because it will aid SC practitioners to improve sustainability performance.

**Keywords:**
Sustainability, sustainable supply chain management, supply chain integration, fast moving consumer goods industry
ANALYSING PERSONAL FINANCIAL WELLNESS AMONGST EMPLOYEES OF A SOUTH AFRICAN TERTIARY INSTITUTION

Prof JP Fouché, Mrs J Manyaelo – North-West University

Introduction:
The importance of the financial health of employees continues to gain momentum in many organisations. Personal financial wellness contributes to the overall well-being of employees and affects workers job productivity. Employers need the necessary knowledge to evaluate and address employee’s personal financial wellness levels effectively as well as to know what to do about it. This is the first research study which sample employees from the higher education sector from a South African perspective and contributes to the limited literature in South Africa on personal financial wellbeing. The main objective of this study is to analyse the level of personal financial wellness among employees at a South African tertiary institution to assist employers in addressing the needs of their staff with regards to personal finances.

Methodology:
The study made use of a cross-sectional design. This study was conducted using primary data collected by means of a self-administered questionnaire from 60 attendees of a personal finance workshop using the validated Personal Finance Well-being Scale.

Results:
A practically visible to practically significant correlation was found between the total number of years employed, income tax percentage paid on income earned, age, number of years being a homeowner and personal financial well-being respectively. There were also practically non-significant correlations between general health levels, highest qualification, the number of children living in a household, number of children or other financially responsible adults and personal financial well-being. A practically non-significant difference in average financial distress of permanent versus other temporary or fixed-contract employees was also reported. Where employees got advice from also influenced their financial well-being.

Conclusion/- and Recommendations:
Respondents indicated they experienced high financial stress to overwhelming stress and were dissatisfied with their current financial situation. The findings provide employers with valuable insight into possible variables affecting the financial well-being of employees in the tertiary sector. This should enable employers to better support the employees.

Keywords: Personal financial wellbeing, Tertiary education, University employees, Personal Finance Well-being Scale
ANALYSING THE NEEDS OF SMALL- AND MICRO-ENTERPRISE OWNERS: A SOUTH AFRICAN SUBURB CASE STUDY

Mrs LE Derbyshire, Prof JP Fouché – North-West University

Introduction:
Small- and micro-enterprises in South Africa are faced with prevalent threats to their survival and growth. A lack of access to finance, basic skills and knowledge necessary to steer and manage the enterprises and finance thereof are affected by several challenges and financial capability. The purpose of this study is to analyse the motivations behind start-up and the most prevalent financial literacy and other needs of small- and micro-enterprise owners.

Methodology:
The study followed a cross-sectional design and took the form of a case study of a suburb conducted through a questionnaire and follow-up interviews. The questionnaire was developed to identify the start-up motivations, start-up funds, need for financial literacy and to determine the prevalent current needs of 50 small- and micro-enterprise owners in the suburb who took part in this study.

Results:
The study established that a significant number of enterprises were started out of necessity and the majority of initial funding came from personal capital. There is a very high need for financial literacy among the owners, however funds to grow the enterprises is the greatest need. In addition to contributing towards scarce existing data on small- and micro-enterprises in South Africa, this study provides valuable insight into the start-up motivations, financial literacy needs and support needs of small- and micro-enterprises. This should be useful in establishing interventions necessary to spur on enterprise start-ups and addressing the need for financial literacy.

Conclusion/- and Recommendations:
Based on the findings, the South African government departments that are responsible for improving the current financial status of the country should consider building in an advisory programme for prospective enterprise owners before funding is granted, the implementation of a small- and micro-enterprise financial literacy mentorship tier programme and an opportunity exists for the Unemployment Insurance Fund (UIF) to make a contribution through the design and implementation of an entrepreneurship training programme

Keywords:
Small- and micro-enterprises; enterprise start-up; needs; financial literacy
Introduction:
Wearable health-promoting technological devices such as chest straps, fitness bracelets, pedometers, smart wireless headphones known as hearables, smart clothing, fitness watches and the like have transformed health and sports monitoring. The wearable activity-tracking device market is expected to generate significant revenues in 2018. The demographic that dominates this market is the youth, with 33.7 percent of this market comprising individuals aged between 18 and 24 years, who form part of the Generation Y cohort (individuals born between 1986 and 2005). However, the literature pertaining to their attitude, which explains adoption behaviour of wearable activity-tracking devices, is limited. As such, this study explores Generation Y students’ attitude towards wearable activity-tracking devices, by examining the relationship between social image, brand name and subjective norms and attitude towards such devices.

Methodology:
Following a descriptive research design, self-administered questionnaires were completed by a non-probability convenience sample of 480 students registered at the campuses of three registered public higher education institutions (HEIs) in South Africa’s Gauteng province. The captured data were analysed using reliability, validity, descriptive statistics and correlation analysis.

Results:
The findings indicate a significant positive relationship between social image, brand name, subjective norms and South African Generation Y students’ attitude towards wearable activity-tracking devices.

Conclusion/-and Recommendations:
A device’s brand name, social image and the subjective norms pertaining to such devices relate significantly to Generation Y students’ attitude towards wearable activity-tracking devices. It is therefore paramount for device manufacturers and marketing managers to emphasise the brand name and how such devices not only improve overall physical health, but also increases social image and promote approval amongst peers within this generation.

Keywords:
Attitude. Generation Y students. Wearable activity-tracking devices. South Africa
THE IMPLICATIONS OF THE CONSUMER PROTECTION ACT ON TRANSFORMATION AT INSTITUTIONS OF HIGHER EDUCATION

Ms AR Nana – Vaal University of Technology

Introduction:
Higher education in South Africa is undergoing immense transformation but in doing so and addressing the inequalities of the past due cognizance must be given to the legal implications of unfair terms in contracts undertaken by institutions of higher learning with students. Transformational imperatives have been placed on higher education institutions as service providers to improve access and equality in higher education but in doing so due cognizance must be given to the legal imperatives imposed by the Consumer Protection Act, specifically with reference to unfair contract terms. This argument highlights instances where a student’s consumer right to fair just and reasonable terms and conditions in a contract, the right to equality in the consumer market and the right to fair value, good quality and safety may be infringed by the imposition of certain clauses in higher education- student agreements. An attempt is made to facilitate an understanding of the challenges that may be faced by institutions of higher education when embarking on transformation with specific reference to the agreements they enter into with students.

Methodology:
Qualitative study involving comparative national and international case law study. A literature review study was conducted to compare and contrast the various aspects of law in order to support the argument undertaken. The paper presents a detailed discussion of the common-law position as it currently stands with reference to unfair contract terms, as well as the relevant protections as outlined in the Consumer Protection Act. It then proceeds to outline the potential liability of institutions of higher education with particular reference to unfair contract terms and equality.

Results:
Key concerns for institutions of higher learning is balancing the protection of the student as a consumer against unfair contract terms that may be inserted into agreements in order to protect the interests of and to minimize the potential liability of the institution of higher learning and the issue of maintaining quality in higher education.

Conclusion/- and Recommendations:
The lack of a uniform international framework which governs all cross- border transactions coupled with the lack of certainty as to the application of the consumer protecting provisions seems to undermine the true spirit of consumer protection which was envisaged by the legislature.

Keywords:
Transformation, Consumer Protection, Quality, Higher Education, Unfair contract terms
THE MEDIATING EFFECT PERCEIVED PRICE AND QUALITY EXHIBIT TOWARD AFRICAN GENERATION Y STUDENTS’ ENVIRONMENTAL BEHAVIOURS

Dr C Synodinos – North-West University

Introduction:
Used as a tool by many organisations, green marketing has enabled organisations to develop differentiated market offerings to gain a competitive advantage in the green global market. In recent times global research conducted on the environmentally conscious consumer has increased significantly with a plethora of results ranging from differences in Generational cohort consumption patterns to indecisive or inconsistent green purchase behaviours amongst consumers. Studies show that consumers are actively becoming more environmentally aware and conscious over the environment. However, this has not necessarily transgressed into positive green purchase behaviour. Yet, there are studies demonstrating that consumers are willing to pay premium prices for environmentally friendly products. Nonetheless, green marketing has become an integral tool in an organisation’s overall environmental marketing strategy. As such, this study aimed to determine the effects perceived price and perceived quality display towards African Generation Y students’ green purchase behaviours in the South African context.

Methodology:
This study measured African Generation Y students’ perceptions of price and quality towards green products and the effect those perceptions have towards green purchase behaviours. A sample of 500 full-time students was undertaken across four South African HEI’s situated in the Gauteng province in South Africa. The collected data was scrutinised using t-tests, Pearson’s correlation coefficient, structural equation modelling and mediation analysis.

Results:
This study showed that African Generation Y students display positive intentions towards environmental purchase behaviour. However, African Generation Y students' green purchase intentions and subsequently their green purchase behaviour is significantly adversely affected by perceived price and quality of green products.

Conclusion/- and Recommendations:
The results from this study will aid both business practitioners and marketing academics better understand the affluent African Generation Y consumer in terms of their environmental purchase behaviours. Furthermore, this study will outline marketing strategies geared at effective green pricing policies as well as stringent quality measures.

Keywords:
Perceived price, perceived quality, Generation Y, environmental purchase behaviour
Introduction:
Sustainability has become a core part of business in the 21st century. Businesses of all sizes and sectors are facing increased expectations to take an active role in meeting the world’s environmental and social challenges, in line with Sustainable Development Goals (SDGs). Though SMEs consist of the biggest proportion of businesses in the economy, yet the concept of sustainability is still largely unknown among most of them. This study was carried out to determine the awareness levels of sustainability concepts among SME owners and managers, knowledge of sustainability standards applicable to their enterprises as well as their familiarity on sustainability related regulations that may impact their operations in South Africa.

Methodology:
The study adopted the quantitative approach where self-administered questionnaires were distributed to the SME owners and managers in Pietermaritzburg area of South Africa. 181 SMEs participated in this study from a sample of 252 SMEs. The results were interpreted using chi-square goodness of fit test, binomial tests and one sample t test.

Results:
It emerged that corporate social responsibility is a concept that is well known by the SMEs, while national cleaner production and national energy strategy were the least known concepts. Concerning sustainability standards, ISO 14000 is well known while OHSAS, Global Reporting Initiative and Carbon Disclosure Project concepts were least known by SMEs. Regarding sustainability related legislations, results indicated that SME managers and owners know them well.

Conclusion/- and Recommendations:
The study revealed that SMEs are mostly unaware of some key concepts and standards applicable to sustainability. It is recommended that relevant sectoral bodies should make efforts to create awareness among the SMEs about the importance of sustainability concepts, laws and standards as well as the advantages of applying these standards and concepts in their organizations.

Keywords:
sustainability concepts, standards, sustainability legislation
THE DEVELOPMENT OF A PERFORMANCE MANAGEMENT SYSTEM AS A PREDICTOR OF ITS EFFECTIVE IMPLEMENTATION IN A SPORT AND RECREATION DEPARTMENT

Prof PQ Radebe – Vaal University of Technology

Introduction:
Performance management system (PMS) is widely used in private and public entities. Research is replete with empirical evidence that corroborates that successful organisations are those that use PMS effectively. Although the effective use of PMS has attracted enormous amount of attention, scant research on the critical role a properly developed PMS plays in the make or break of a PMS in the domain of local government is discernible. Such a research is even scarcer in the context of South Africa. The current study aims at determining the pivotal role the development of a PMS plays in its effective implementation in the Sport and Recreation Department in Gauteng.

Methodology:
A survey was used through which structured questionnaires were distributed. Of the 150 questionnaires distributed, 136 were completed and returned, resulting in a satisfactory response rate. The reliability of the research instrument was tested using the Cronbach alpha coefficient. Exploratory factor analysis was invoked on the questionnaire items in the use stage of the questionnaire, which resulted in the extraction of six implementation factors. Descriptive statistics was computed to determine the means and standard deviations of these factors and the development factor in the study. Correlation analysis was performed to establish the relationship between the development of a PMS and the six factors extracted. Additionally, regression analysis was utilised to establish the extent of the predictive association between the development of a PMS and the six identified implementation factors.

Results:
The findings highlighted the existence of a significant positive relationship between the development of a PMS and its effective implementation. Furthermore, there was a prevalence of a predictive association between the development of a PMS and its effective implementation.

Conclusion/- and Recommendations:
Based on the findings, it could be safely recommended that managers should develop relevant KIPs to ensure the realisation of performance measurement and improvement.

Keywords:
key performance indicators, critical success factors, performance measurement, performance management, balanced score card
AFRICAN GENERATION Y STUDENTS’ PERCEPTIONS OF SELECTED MARKETING ACTIVITIES: A COMPARATIVE STUDY OF CLOTHING BRANDS

Dr HT Lues – North-West University

Introduction:
The fashion industry is a significant contributor to both the South African and the global economy. Despite this industry experiencing growth in South Africa, fashion brands and retailers are facing various challenges, including increased competition from the influx of international fashion brands onto the market. This, coupled with tighter consumer budgets, intensifies the competition between the fashion brands. As a result, effective differentiation, by means of branding, is imperative. A significant part of building a strong brand is the development of unique marketing strategies and a comprehensive understanding of the target market's needs, and the factors influencing their buying behaviour. In South Africa, the African Generation Y cohort (individuals born between 1986 and 2005) is of specific interest to fashion marketers, given the significant size of this market segment and their spending on fashion items. This study sought to determine if African Generation Y students’ perceptions of selected marketing activities differ based on their favourite clothing brands.

Methodology:
This study utilised a self-administered questionnaire to collect data from a convenience sample of 352 African students registered at three South African public higher education institution campuses situated in Gauteng. Data analysis included descriptive statistics, correlation analysis and one-way analysis of variance (ANOVA).

Results:
The findings indicate that no statistically significant differences are evident between African Generation Y students’ perceptions of the product- and advertising activities of their favourite clothing brands. However, statistically significant differences were found between the students’ perceptions of the pricing and store image activities of their favourite clothing brands.

Conclusion/- and Recommendations:
The main findings of this study infer that price is an important indicator of quality and status amongst this generational cohort, and that the image of the stores through which the fashion brands are distributed should be consistent with this generational cohort’s self-image.

Keywords:
fashion brands, marketing activities, African Generation Y students, private brands, manufacturer brands
DETERMINING THE TRAVEL MOTIVES AND LIFE DOMAIN EFFECTS ON THE QUALITY OF LIFE OF VISITORS TO A MILITARY MUSEUM

Dr D Venter, Dr SE Burger – Vaal University of Technology

Introduction:
Military museums serve as a way to preserve historical military artefacts, documents and material for future generations. One such museum is the South African (SA) Armour Museum located in the Tempe Military Base in Bloemfontein, South Africa. The museum serves as the principle preserver of armoured military vehicles for the South African National Defence Force. In recent years, travel motives have become a well-established field of research in tourism. One element of travel motives is the desire (push) to travel, and the pull of the destination or attraction; in this case, the SA Armour Museum. Quality of life (QoL) research is gaining increased momentum in the field of academia. QoL is based on philosophical ideas, which include positive and negative influence in life domains, emotional well-being, satisfaction with life, psychological well-being and QoL overall. QoL consists of various life domains, such as leisure and recreational life, social life and self-life. The greater the importance of a life domain is to a person, the greater the effect thereof on their QoL overall will be. Therefore, the purpose of this study is to determine the travel motives and life domain influence on the quality of life of visitors to a military museum.

Methodology:
Permission was granted by the appropriate military structures to conduct the research study on museum visitors. A social media campaign was launched on relevant military sites asking members who have visited the museum during the previous six months to participate in the study. Participation was through a self-administered online questionnaire, which was completed anonymously. Data from 214 (N) completed questionnaires were captured and analysed using STATA (Statistical Analysis Software).

Data analysis:
Exploratory factor analysis was conducted with STATA to determine the reliability of the factors found in travel motives, life domains, life domains overall and QoL. Additionally, STATA was used to provide statistical support for the structural equation model (SEM). The data provided support for the SEM.

Results:
The SEM indicated that travel motives have a positive effect on respondents’ life domains and life domains overall, which in turn have a positive effect on tourists’ QoL visiting a military museum. Travel motives and life domains, which include social life, leisure and recreation life, self-life, life domains overall and QoL, attained good reliabilities.

Conclusion and recommendations:
This study focused on a niche market segment within military heritage tourism. Although potential participants were encouraged to share the online survey with friends and family, the majority of respondents were male and had a military background as per the research setting. Nevertheless, the results of the study still provide valuable information regarding travel motives, life domains, life domains overall and QoL for literature focused on military heritage.

It is evident from the results of the study that travel motives have a positive effect on the life domains measured, which, in turn, has a positive effect on respondents’ life domains overall.
Additionally, this positive effect spills over into respondents’ QoL, thereby contributing positively. The negative effect also spills over into respondents’ QoL, however to a lesser extent. From the study’s findings, managerial recommendations were made with the aim of maximising visitors’ QoL. The research contributes to the literature on tourism and QoL. The SA Armour Museum should embark on a comprehensive educational campaign to encourage individuals with no military background to visit the SA Armour Museum. This would ensure a continuous interest in military heritage.

**Keywords:**
Travel motives; life domains; quality of life; military heritage museum
Introduction:
Awareness was raised globally in the past 15 years by governments and corporate communities on the impact that a company’s operations may have on the community as well as the environment. Reporting on community and environmental sustainability performance is governed by rules and regulations. Existing literature indicate that it is the government’s and the public sectors’ joined responsibility to contribute towards Corporate Social Responsibility (CSR) expenditure. It also reports that the public sector is reluctant to contribute if there is no financial benefit. Fiscal incentives such as taxes, is one of the most effective instruments to encourage corporate spending. In South Africa CSR is only addressed by the King III code, King IV is silent in this regard, and therefore one has to revert back to King III. The South African Income Tax Act number 58 of 1962 (ITA), provides no specific incentive with regards to CSR expenditure. Literature also indicates that a few countries do allow a tax deduction, for CSR expenditure, resulting in a financial benefit for companies. The implementation of the ‘Employment Tax Incentive’ (ETI) resulted in financial benefits for South African companies which lead to the increase in the youth employment. This study investigated ETI as well as other tax incentives used in other countries as possible means to encourage CSR expenditure.

Methodology:
This is a comparative study, qualitative in nature, that utilises document analysis as a method to analyse and interpret results. Content and thematic analysis will be conducted with the central question of deductibility of CSR expenditure kept in mind.

Results:
The goal of this study is to determine whether a change in legislation, which will allow CSR expenditure as a deduction, might show a similar increase in CSR expenditure as was achieved by the ETI implementation. The findings indicate that CSR expenses will not qualify for a deduction in terms of section 11(a), read with section 23(g) of the ITA, if the requirement of ‘in production of income’ is considered. If CSR expenditure relates to a donation to a ‘public benefit organisation’ (PBO) as defined, section 18A would allow the company a deduction provided that the requirements were met.

Conclusion/- and Recommendations:
It can be concluded that the South African government should consider legislation applied by other countries, as well as the result achieved with the implementation of ETI as a tax incentive. Government should also consider expanding the provisions of the current ITA to specifically encourage CSR expenditure.

Keywords: Corporate Social Responsibility, tax deductions, employment incentive tax.
UNDERSTANDING THE RELATIONSHIP BETWEEN HOTEL GUESTS’ SATISFACTION AND TRIP-RELATED VARIABLES: A CASE IN GAUTENG, SOUTH AFRICA

Ms CD Cilliers, Dr V Labuschagne – Vaal University of Technology

Introduction:
The aging population and economic growth are changing the tourists’ behaviour, and results in tourists taking shorter holidays in distance and length. The length of the tourists’ holiday is an essential part of a quantitative study and can lead to a variety of advantages for hotels. Such an advantage is that it allows the tourists to spend more money through experiencing more at the destination. Furthermore, a variety of theories can be used to understand the process through which tourists form the satisfaction judgement. This article will therefore determine whether there is a relationship between the factors that influence satisfaction levels of tourists and trip-related variables.

Methodology:
A case study approach using quantitative, descriptive and exploratory research and a non-probability method, namely convenience sampling was used. The sample size was 132 tourists at a hotel in Gauteng, South Africa and a questionnaire was used as the measuring instrument.

Results:
Ten factors were identified with which tourists are satisfied and this includes customer convenience and responsiveness amongst others. All of the factors correlate with the trip-related variables, in addition, there is a strong negative correlation between the factor service delivery of the hotel employees and expectations met. Therefore, if the tourists are satisfied with these factors, it will influence their perception to stay longer and ensure that their expectations are met and exceeded. It will further also result into important aspects, which includes improved perception of the destination image and familiarity of the establishment.

Conclusion/- and Recommendations:
This research concludes that the tourists’ expectations are more likely to be met, if they are satisfied with the service delivery of the hotel employees. Unique to this study, is that it provides South African hotels with factors that influence the tourists’ perception regarding their trip-related variables. It allows the hotels to improve on factors in order to meet and exceed the expectations of the tourists to ensure that they stay longer, gaining differentiation and a competitive advantage.

Keywords:
Tourist satisfaction, expectations exceeded, expectations met, length of stay, hotel.
THE INCOME POVERTY REDUCTION IMPACT OF SOCIAL GRANTS IN A SOUTH AFRICAN TOWNSHIP

Dr TJ Sekhampu – Milpark Education

Introduction:
South African social grant system is regarded as one of the most developed social security programmes in the developing world, with about 30% of the total population receiving some form of assistance. Given this magnitude, this study sought to analyse the impact these grants have on its main objectives of reducing vulnerability to poverty. The main objective of this study was to analyse the income poverty reduction impact of social grants in the township of Kwakwatsi, Free State.

Methodology:
Previous studies revealed that the majority of households in the area depend on social grants as the main source of income. A random sample of 225 households were interviewed in order to determine the income poverty indicators of the households and to analyse the welfare effects of grants; measured by the impact on poverty.

Results:
The results indicated that 41% of the sampled households received incomes below their respective poverty lines. The poverty gap index in these households was 0.68; meaning that on average poor households needs 68% of their income to reach their poverty line.

Conclusion/- and Recommendations:
In the sampled household, 23% of household income was made up of social grants. Social grants had a statistically significant effect on poverty and reduced the chances of being poor. The study points to important household demographic and socioeconomic characteristics that contribute to the chances of being poor.

Keywords:
Social grants; poverty; household; township; South Africa.
A GENDER ANALYSIS OF HOUSING INSECURITY: A CASE OF A LOW INCOME SOUTH AFRICAN TOWNSHIP

Miss NP Mncayi, Miss P Mdluli – North-West University

Introduction:
Housing has over the years been seen as crucial for accessing vital social services and stable employment, while at the same time, successful functioning of families very much depends on adequate and safe housing. The significance of adequate housing is explained by the role it plays as a major aspect of essential needs. Even though adequate housing is perceived as a right associated with numerous different rights, for instance, social security, dignity and supports the achievement of sustainable development goals (UN Habitat, 2016b, 5); it is reported that of every single human right, the right to adequate housing remains the most dishonoured or rather violated (UN, 2003). Approximately 900 million people around the world live in insecure and inadequate housing and the number is expected to rise to 1.6 billion by 2025 (Florida, 2017), with women being the most represented. Even though women provide an anchor to family stability; various groups of women such as female heads of households and widowed women among others are most likely to live in inadequate housing or even become homeless (Desmond, 2015; UN Human Rights Commission, 2012). Not only do they experience barriers when accessing housing, they also make up the vast majority of landless populace (UN Habitat, 2009). The issue is pressing in Southern African communities with growth of informal settlements and slums as one of the difficulties the region is defied with (UN Habitat, 2014). The South African situation mirrors these global findings. The issue of housing insecurity is an extremely detectable incident in South Africa, predominantly in the townships where houses (e.g. informal settlements) that families live in reflects conditions they face. While the country has improved the access to social services which have without a doubt enhanced the lives of many South Africans, substantial gender distinctions in levels of human progress continues to exist. The 2011 Population Census shows that vulnerability to poverty which may manifest itself into housing insecurity is predominant among female-headed households (Human Science Research Council, 2017; Stats SA, 2012). In fact, being female is associated with low incomes, unemployment and poverty (Dunga, 2017; Stats SA, 2016). The country is confronted with a huge housing shortage with more than 2 million South Africans lacking access to adequate and secure housing (Department of Human Settlements, 2016). Unsuitable and precarious housing are a typical sight in many communities and that keeps on being a reality for many poor South Africans (Department of Human Settlements, 2016:15), as Stats SA (2016) reports that in 2015 more than 14 per cent of households in South Africa lived in informal dwellings, exposing them to hardships and insecurity. Although much progress has been made to try and fast track the provision of safe and secure housing, the scale has not been fast enough. The compromise of secure housing has the ability to adversely influence economic and personal prosperity, making it more difficult for households to escape poverty, affecting every aspect of their lives and those of communities (Tshitereke, 2008). Against this background, this paper investigates housing insecurity from a gender perspective. The focus on a township is based on the belief that the likelihood of households experiencing housing insecurity is higher for households living in townships than the suburbs.

Methodology:
Primary data was collected using a survey questionnaire conducted in 2015. For this reason, the quantitative research design was deemed fit and suitable for the study. The data was collected at one of the poor township in South Africa that is particularly vulnerable to both housing insecurity and other social ills, in the area of Gauteng in South Africa. A total of 300
randomly selected households were interviewed. However, only 293 questionnaires were usable. Only the heads of the households were interviewed. A sample size (n) greater than 30 is deemed sufficient for normal distribution (Swanepoel, Swanepoel, van Graan, Allison & Santana, 2010), so statistically the 293 sample size is large enough. The questionnaire was tested for validity before distribution. Some of the segments of the questionnaire were on attributes of the household and employment information of the heads of households. To comply with ethical standards of academic research, participation in the study was voluntary and confidentiality and anonymity were ensured for respondents. The data were analysed using the IBM SPSS Statistics Version 24. The paper uses cross tabulations to explore housing insecurity differences between female and male headed households. A Chi Squares test is used to further determine if there are significant differences between female and male headed households.

**Results:**
The Pearson Chi-Square tests was statistically significant at .05 significance level. The results show that elements of housing insecurity are much more prevalent among female heads of household than male heads of household. The most important relevant finding is that 7 in 10 female heads of households in the sample live in informal settlements or shacks. In particular, a high number of female heads of household who are single (i.e. never married) and separated live in shacks compared to their male counterparts. More male headed households are less overcrowded than female headed ones. In their quest of trying to make a living for themselves, a large number of female heads of households are unemployed and therefore rely on informal activities to make a living compared to male heads of households. The lack of stable income raises the concern for their general wellbeing, and their families. In some cases, the absence of adequate housing combined with poor social services ends up forcing some women into relationships which are violent so as to avoid being homeless. This further exacerbates other issues such as poor wellbeing, frustration, crime, abuse etc.; issues that are very common in many informal settlements.

**Conclusion/- and Recommendations:**
The results reported in this study contribute to the growing body of knowledge on housing insecurity, especially among women. The identification of the extent of housing insecurity and its pervasiveness are immeasurably critical for governments and policy makers. Although the government of South Africa has over the years strived for the empowerment of women by accelerating their access to many social services including housing, findings of the current study imply otherwise as the results indicate that male heads are more likely to live in stable housing than female heads of household. The high unemployment among women suggests that programmes intended to solve unemployment need to be gendered and directed to women. More resources should be targeted towards the empowerment of women, specifically those in townships and rural areas. A thorough identification of population groups vulnerable to housing insecurity should be done to understand the extent of the situation. Informal settlement upgrades must be more rapid and at a bigger scale than currently is. There is therefore a pressing need for the South African government to review the current policies relating to housing provision, given the already evident challenges.

**Keywords:**
Housing, insecurity, gender, marital status, poverty, South Africa
AN ANALYSIS OF THE RELATIONSHIP BETWEEN FINANCIAL DEVELOPMENT AND ECONOMIC GROWTH FOR BRICS COUNTRIES

Ms A Stiglingh, Prof D Vijloen – North-West University

Introduction:
Many regions across the world are in dire need of financial development and economic growth. Tentatively, a relationship between the concepts exists. However, the direction of causality is of great interest, particularly in relation to the country’s level of development. Financial development in developed countries tends to be more progressive than those of developing countries. Developed countries tend to have a stronger financial and growth policies and developed financial structuring in developed countries than those of developing countries. In most developing countries, there seem to be a lack of strong financial systems and policies to deliver the required economic results.

Financial development, as stated by Levine (2005), Lucas (1988) and Robinson (1952), consists of improvements in generating information about potential investments and allocating capital, and knowing how to monitor firms and exerting corporate governance, trading, diversification, management of risk, utilisation and combining of savings, and eventually easing the exchange of goods and services. Financial development is measured by factors such as size, depth, access, and the efficiency and stability of a financial system, which includes markets, intermediaries, and a range of assets, institutions and regulations (World Economic Forum, 2011:13). In addition, economic growth, as stated by Mohr (1998:45), is an increase in the capacity of an economy to produce goods and services, comparing one period of time to another. Economic growth can be measured in nominal terms, which include inflation, or in real terms, which are adjusted for inflation. Furthermore, economic growth can be used for comparing one country’s economic growth to another, through measurements such as GDP or more commonly, GDP per capita as these take into account population differences between countries (International Monetary Fund, 2007; Schumpeter, 1932:1). Therefore analysing the relationship between financial development and economic growth is important to note how emerging economies are reacting to this relationship and the impact it has on the countries overall growth and development.

Even though many regions across the world are in dire need of financial development and economic growth, for them to grow the respective strategic plans of financial development and economic growth have to be in place. In relation to financial development and economic growth, it must have been established that there is an existing relationship between the two concepts. Furthermore, whether or not financial development precedes economic growth or economic growth precedes financial development, is still a debatable topic.

Methodology:
For the study, a sample size of 5 countries consisting of BRICS countries (Brazil, Russia, India, China and South Africa) was used to analyse the relationship between financial development and economic growth and to measure if there is a link between emerging/developing economies. This study uses secondary panel data, which consists of time series of the variables of financial development and economic growth. The time series data are obtained from international financial statistics, World Bank and International Monetary Funds. The sample period consists of annual observations starting from 1996 till 2016 with a total of 100 observations for BRICS countries. The various changes in financial development and economic growth patterns will be noticed throughout this given period.
To analyse the data, this study uses panel data models such as fixed effects model, random effects model and panel unit root test (Christopoulus and Tsionas, 2004). Panel data which is also known as longitudinal or cross-sectional time series data is a dataset in which the behaviour of entities can be observed over time (Torres-Ryna, 2003:2). Generally, the link between financial development and economic growth is analysed by the following regression:

$$RGDP_{it} = \alpha_0 + \gamma FD_{it} + \beta X_{it} + e_{it}$$  \hspace{1cm} (1)

Where: $RGDP_{it}$ is growth in the real GDP per capita for country i at period t, $FD_{it}$ are Financial development variables for country i at period t $X_{it}$ is a vector of control variables for country i at period t, and $\alpha_0$ and $e_{it}$ represent the intercept and error term respectively.

The description of all the variables used in this Equation 1 is summarised in Table 1 below:

**Table 1: Variables description**

<table>
<thead>
<tr>
<th>Variable</th>
<th>Indicator or Proxy</th>
<th>Description</th>
<th>Relationship with EG</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dependent Variable:</strong></td>
<td></td>
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<td></td>
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<tr>
<td>Economic Growth (GDP)</td>
<td></td>
<td>This variable is the annual increase in the per capita GDP for each country</td>
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<tr>
<td><strong>Explanatory Variables for Financial Development</strong></td>
<td></td>
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<tr>
<td>Stock market (SM)</td>
<td></td>
<td>This a growth in stock market capitalisation for each country</td>
<td>(+)</td>
</tr>
<tr>
<td>Interest rate (IR)</td>
<td></td>
<td>Country’s real interest rate</td>
<td>(+) or (-)</td>
</tr>
<tr>
<td><strong>Control Variables</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment Growth (IG)</td>
<td></td>
<td>Investment equals the amount of private investment as a share of GDP</td>
<td>(+)</td>
</tr>
<tr>
<td>Population Growth (PG)</td>
<td></td>
<td>This measure equals the annual rate of population growth</td>
<td>(+) or (-)</td>
</tr>
</tbody>
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Source: Compiled by the author

**Results:**
The study found that real interest rates and total investment is positively related to economic growth in BRICS countries; while other variables such as stock markets seem to have no significant effect on the economic growth.

**Conclusion/- and Recommendations:**
Based on the findings of this study, the following are recommended: subsequently financial development is an imperative element for economic growth, additional support/research should be dedicated towards the precise instrument by which it impacts economic growth and countries should be able to share that among one another for global economic growth to adhere; data should be regularly updated by countries and need to ensure that the values published are accurate, so that future studies can be able to produce relevant results; positive relations between financial development and economic growth frameworks in countries, focus points should be whichever one a country lacks.

GDP growth and the financial development indicators were growing in the same direction on an aggregate basis. However, when statistically significant tests were run, it could not be concluded that differences between countries’ economic growth rates could be explained by difference in their financial development indicators.
To conclude, there is a positive relationship between financial indicators and growth, and that financial development is correlated strongly with subsequent rates of growth, stock market capitalisation, and total investment. In addition, it was found that this is a standard implication of models of endogenous growth with financial intermediation.

**Keywords:**
Financial development, economic growth, BRICS, panel data
AN ENQUIRY INTO THE IMPACT OF TEAMWORK ON COMMUNITY ENGAGEMENT MANAGEMENT

Dr SJ Mohapi – University of South Africa

Introduction:
As project members of the 500 schools community engagement project we were haunted by how teamwork positively or negatively impacted on the success of the project. This paper explores on how teamwork was used in managing the project. The 500 schools' research project; was conducted in five provinces of South Africa, namely Eastern Cape, Free State, KwaZulu Natal, Limpopo and Mpumalanga, in response to a public outcry that South African primary schools are not performing well in mathematics, home language and first additional Language. The project aimed at finding out the causes of under-performance in grades 3 and 6 with special attention on mathematics and languages.

Methodology:
This project was a multi-disciplinary in nature where fifty academics from UNISA College of Education used mixed methods to collect data from 500 sampled schools. African management theory was used as framework to explore team work among project members.

Results:
The findings revealed that there was synergy among project team, the project aim and objectives were clear to all team members. Project planning was solid.

Conclusion/- and Recommendations:
We have come to realize that building a strong team at the project planning stage to be considered before the actual implementation of project deliverables.

Keywords:
African management theory, leadership,
AN ANALYSIS OF THE SOCIO-ECONOMIC FACTORS THAT HINDER GIRLS EDUCATION PARTICIPATION IN (ZOMBA) MALAWI

Dr HM Dunga, Prof C Mafini – Vaal University of Technology

Introduction:
Dealing with poverty and the economic hardships in developing countries has been a theme of most international organisations. There have been calls to focus more on female education especially girl child education in order to make sure that the future generations do no experience the gender disparities that have always existed with men or males being better off than females in almost all aspects of life. In developing countries like Malawi, a number of initiatives have been put in place to promote girl education and yet there are still indications that girls are still lagging behind boys. This study therefore, looked at the socio economic factors that hinder girl education participation. A focus was mainly on household factors and school related factors like distance to school and the availability of resources at school level.

Methodology:
The study used primary data collected from 327 sampled households in Zomba district (Malawi). A purposive random sampling technique was adopted where only households that had school going children were interviewed; a questionnaire was used to collect the data. The participants included those households from both rural and urban areas and information was either collected from the household heads or spouses. The study then later used descriptive analysis, cross tabulation and a binary logistic regression to analyse the gender disparities that exist between girl and boys in education.

Results:
The descriptive analysis of the study indicated that a higher percentage of girls 78% dropped out of school as compared to boys 22%, some of the profound reasons given by the household heads were teen pregnancy, lack of clothing, lack of food and early marriages among other reasons. The results from the logistic regression model used in the study proved that socio economic factors like location of household, distance to water point, distance to school, age of child, age of household head and income impacted girl education. For example on location, girls who reside in rural areas had a higher probability of dropping out of school as compared to those from the urban, longer distances to either schools or water points had also a higher probability contributing to girls dropping out of school. Households that have lesser income in other words poor households had a higher probability of their girl child to drop out of school.

Conclusion/- and Recommendations:
In conclusion the study looked at the socio economic characteristics which hinders girl education participation and the success rate in the study area, to analyse the objective several statistical analysis were adopted which included descriptive analysis and later a binary logistic regression model. Household data was employed which was collected from households that had school going children. The study firstly distinguished education levels between girls and boys in the study areas and later analysed the socio economic problems faced by girls which leads them to either drop out of school. The results indicated that a higher percentage of girls unlike boys dropped out of school, a host of household characteristics (lack of clothing, lack of income, pregnancies, and long distances to school) were among the significant determinants to girls' education participation in Zomba Malawi. At national level such high prevalence of non-participation of girls in schools could hinder the country’s economic growth and development hence to lessen such, the study recommends that it is needful for the government to build more
schools especially in the rural areas, employ more female teachers to act as role models for girls, educate parents on the importance of girl education especially those in the rural areas, fund programs that provide scholarships for poor girls, discourage harmful tradition practices that hinder girl education. The factors mentioned in this study are only a handful of problems being faced by school going age girls in Malawi, hence there is need for more research on the problems and if possible explore on what other countries are doing to eliminate such problems so as to come up with solutions of what can be done to improve girl education participation at national level.

**Keywords:**
household poverty, girl education, participation, success, inequalities
GENDER AND COMMUNICATION IN SCHOOL MANAGEMENT: RISING ABOVE CULTURAL BARRIERS

Prof T Netshitangani – University of South Africa

Introduction:
For communication to be effective, educational managers have to overcome communication barriers constantly and effectively. For as long as the traditionalist classification of communication with stereotypical male attributes continue and are influential in public perceptions, women will be disadvantaged, since they define women's communication styles as deficient (Coleman, 2001). Currently, there is a move towards recognising female communication styles as effective and critical for organisations to succeed. This is because female communication styles are said to be more in agreement with the transformational style of management (Vinkenburg, Engen, Eagly, Johannesen-Schmidt, 2011; Lopez-Zafra, 2012: 98).

Methodology:
This paper is based on the findings of an ethnographic qualitative case study that was conducted at a rural secondary school in the Limpopo province of South Africa. The aim of the study was to explore the communication strategies of a woman principal in a secondary school. The school was identified through reputational sampling. The principal and the teachers working under her supervision were investigated in depth, for an unbroken period of six months. The researcher, by means of judgement sampling, selected six teachers, three males and three females. The main data collection strategies were individual in-depth interviews with the principal and teachers, respectively. School documents were analysed and observations were done. Interviews were recorded on audio tape and later transcribed. Analysis of data obtained from the observations, individual interviews and documents was done thematically, which entailed identifying, coding and categorising the primary patterns in the data (Yin, 2010; Saldaña, 2012).

Results:
The findings of the inquiry were exploratory and descriptive. Findings suggest that a rural woman school principal rises above the constraints of cultural traditional communication barriers. This success was achieved by using a hybrid communication style. A hybrid communication style is associated with transformational leadership, which is associated with successful organisations. She also used diverse channels of communication, such as personal encounters, meetings, delegation, and written communication.

Conclusion/- and Recommendations:
Therefore, feminine communication can enhance managerial communication. Combining both feminine and masculine styles of communication as well as using all useful channels of communication may contribute positively to effective communication as both women and men leaders can adapt to the demands of leadership in the transformational mode.

Keywords:
Hybrid communication style; post-structuralism; transformational leadership; channels of communication; traditional communication barriers
EFFECT OF DEBT-EQUITY TAX BIAS ON THE WACC OF OIL AND GAS COMPANIES IN BRICS COUNTRIES

Mrs L Jacobs, MJ Swanepoel – North-West University

Introduction:
The global financial crisis, highlighted companies’ vulnerability to debt which led to an intensive effort to reduce leverage. The debt-equity ratio point toward financial leverage and therefore has a direct impact on a company’s long-term sustainability. The literature review highlights the fact that tax systems allow for interest payments to be deductible for income tax purposes, while disallowing such payments on equity. This tax treatment leads to a tax bias towards debt finance. The purpose of the study is to determine the potential tax bias risk of oil and gas companies in BRICS countries exploring the effect of debt-equity tax bias on weighted average cost of capital (WACC).

Methodology:
The annual financial statements of five oil and gas companies in BRICS countries were analysed to determine the effect of debt-equity tax bias on WACC for the period of 2009 to 2016. Evidence of tax biasness related to debt-equity finance is clearly visible in the annual financial statements. The WACC is directly influenced through this phenomenon.

Results:
The results indicated a significantly inverse relationship between debt-equity and the WACC of oil and gas companies in BRICS countries. The annual financial statements revealed in all cases a tax bias trend. Which can potentially increase risk for the said companies, due to the over exposure to debt, especially in times of financial hardship. Although many of the companies adjusted the WACC based on the lessons learned from the global financial crisis, this still remains a concern.

Conclusion/- and Recommendations:
The study proposes that debt-equity tax bias influences WACC and provides some evidence to suggest that managers, directors and shareholders should consider reducing the debt-equity ratio. The study could potentially help regulating authorities to get insights into debt-equity decisions and how these decisions could potentially influence long-term sustainability and the wealth creating ability of companies in BRICS countries.

Keywords:
Debt-equity ratio, Capital structure, Taxation, BRICS, Weighted average cost of capital
EDUCATION FOR SUSTAINABLE DEVELOPMENT- ECONOMICS STUDENTS’ PERSPECTIVES AT AN INSTITUTION OF HIGHER LEARNING IN SOUTH AFRICA

Dr MK Kimanzi – Central University of Technology

Introduction:
Sustainable development has become a major concern in recent years. Faced with a possible unsustainable future such as depletion of natural resources, greenhouse gases, environmental degradation, and the need to provide housing, food, water, and health care for an ever-increasing population, these novel complex problems will challenge the global citizens, and everything that has life in the world. This has led to the need for awareness of sustainable development, from university students, so that they are equipped with the knowledge to advocate for changes in behaviour suitable for a sustainable future. This study was aimed at identifying how knowledgeable Economics students are on sustainability issues, to establish their level of concern on sustainability issues affecting South Africa and the globe, to find out their personal lifestyles reflections on sustainability concerns and lastly to ascertain their level of interest on sustainability education in Economics.

Methodology:
A quantitative study was adopted, where questionnaires were distributed to second and third year Economics students at an institution of higher learning. The results were analysed from 114 responses using t-tests as well as anova tests.

Results:
The findings indicated that water and energy savings concepts are highly knowledgeable and showed the highest concerns among the students, while waste disposal concepts were least known. The students felt that they have a responsibility towards taking care of the environment and society. The results also indicated that their lifestyles do not reflect their concerns about sustainability and lastly, they are interested in learning about sustainability.

Conclusion/- and Recommendations:
Although the study found out that the students lack knowledge on some key sustainability concepts such as sustainable development, they are concerned about sustainability of water and energy. In addition, though their lifestyles do not reflect their concerns about sustainability, the students are interested in learning more about sustainability. It is recommended that institutions of higher learning should integrate programs to educate the students more on the importance of sustainable development.

Keywords:
Sustainability Education, Higher Learning
THE RELATIONSHIP BETWEEN HOUSEHOLD POVERTY AND CHILD DEPRIVATION IN JABULANI TOWNSHIP

Miss P Mdluli – North-West University

Introduction:
In the past years, international organisations, governments and societies have taken measures to uplift humankind out of poverty. The United Nations Development Programme (UNDP, 2008:11) maintains that the global arena has taken part in several assemblies in a bid to create economic participation for the poverty-stricken. Over the years in rural areas, poverty rates have been high among Africans; particularly children, the youth and female adults who particularly have never worked before (Stats SA, 2013; Turner et al., 2015:6). South Africa in per capita terms is an upper-middle income country, yet the majority of South African households are experiencing absolute poverty and children are experiencing deprivations (Stats SA, 2013). Household poverty is a persistent and inherited predicament in South Africa (UNICEF & SAHRC, 2014:18) and other developing countries (Minujin et al., 2005:3; UNICEF, 2014). Deprived South African children who are mostly black and coloured find themselves in the traditionally disadvantaged portion of the basic education system, and are at the risk of spreading the poverty cycle into which they were born to future generations (UNICEF & SAHRC, 2014:18). Child deprivation differs from household poverty in the sense that children are not economic agents; as a result they are more vulnerable to poverty and deprivation. The phenomena of household poverty and child deprivation are structural rather than cyclical in nature. Chronic structural manifestations of poverty are far more difficult to address in terms of policy interventions (UNDP, 2007). Regardless of the number of ways the government has implemented interventions, numerous children still go through the challenges of deprivation, particularly children born to poor households (Delamonica et al., 2006:485). While existing research suggests that deprived children are those residing in poor households (Singh & Sarkar, 2014), more analysis is necessary to determine the implied correlation between household poverty and child deprivation. It cannot be concluded that a child is deprived because they live in a poor household, because child needs differ from household needs. Despite the wealth of some nations, a large number of children are deprived and households are similarly poor. Although research has been done in several countries (Bárca et al., 2014; Grodem, 2008), not much has been researched within the South African context particularly in township settings. It follows, therefore, that there is a research gap.

Methodology:
Data was collected in 2015 from Jabulani, a South African Township in Soweto Gauteng province. The study used a quantitative design method which was deemed suitable and fit. The trained fieldworkers interviewed a sum of 200 households, however only 178 questionnaires were usable. To establish the sample size, the historic evidence method was used in line with previous research studies on the similar subject. Although the sample size of 178 would be relatively small, it was deemed appropriate and consistent with previous similar studies. Sample stratification was designed and the sample was restricted to households that have children. Only the heads of households were interviewed, however child-headed households were excluded from the sample. Participation in the study was voluntarily; therefore respondents were not coerced to answer any of the questions. The respondents were ensured of anonymity and confidentiality. The primary data collected was analysed using a statistical tool SPSS version 24. The study makes use of linear regressions to analyse the determinants of child deprivation and household poverty. Cross tabulations are used to determine the relationship between household poverty and child deprivation.
Results:
Based on the asset index the study reports that the households of Jabulani Township live below the average asset index but are not necessarily destitute. The majority of children in the Township are not severely deprived, they are classified as moderately deprived as per the child deprivation index. The results show that child deprivation and household poverty are quite prevalent and grave in certain households, especially those headed by senior citizens and single parents. Furthermore, the incidence of household poverty is more severe than the phenomenon of child deprivation. Even though children experience poverty within the household, the poor households make means to provide the basic necessities for their children. There is therefore a negative correlation between the asset index and the child deprivation index, thus it was concluded that the higher the asset index the lower the child deprivation index vice versa.

Conclusion/- and Recommendations:
The findings of the current study provide significant acumens regarding the livelihood of children living in South African Townships. The study maintains that children and households suffer the indignities of poverty and deprivation and are exposed to hostile experiences. Although the government has implemented a number of strategies and policies towards poverty alleviation, more needs to be done to secure a better future for poor households particularly children. Policies should be steered towards quality education for children, especially in townships where the education system tends to be weak. Training and employment prospects for poor parents should be a priority. This will provide security by means of better employment opportunities. Single parents who are mostly female are exposed to poverty more than their male counterparts. The study therefore advocates for strict measures on child maintenance. Poverty is a reality for many households it should thus be within the policy makers list of priorities to implement advanced measures towards its eradication. Intense incentives focused on children needs are necessary. To lift the burden of social welfare from tax paying citizens, companies should intensify social responsibility. Numerous households could be assisted by a measure of this nature.

Keywords:
Asset Index, Child deprivation, Child Deprivation Index, Household Poverty, Jabulani Township, South Africa
A STRATEGIC PERSPECTIVE ON THE IMPACTS OF BURGLARY AT RESIDENTIAL PREMISES OF VANDERBIJLPARK, GAUTENG PROVINCE

MM Motseki – Vaal University of Technology

Annual national crime statistics for South Africa from both the Statistics South Africa as well as the South African Police Service (SAPS), paint a ghastly picture of crime victims being ‘senselessly’ bashed by perpetrators causing great alarm in communities across South Africa. Despite the level of victimisation, burglary at residential premises barely raise eyebrows anymore, unless in cases where there were encounters between victims and offenders, resulting in serious injuries. This paper explores the prevalence of this scourge, mainly focusing on its impacts, to address the causes and contributing factors and provide recommendations in Vanderbijlpark area of Gauteng Province. This was conducted to develop best practices to be employed by the local SAPS in reducing level of victimisations.

This research was carried out utilising a qualitative approach with twenty-eight (28) semi-structured interviews with participants comprising of the SAPS members, community leaders and community members to solicit their views and experiences. The interviews were conducted following a phenomenographic approach to identify the participants’ responses. A purposive non-probability sampling technique was applied. The challenges the participants perceived or had encountered when identifying the impact of burglary at residential premises were explored through in-depth interviews and analysed using thematic analysis.

The main findings highlighted that despite the existence of community structures to mobilise local communities against crime, an average of sixty cases are reported weekly to the local police station; the detection and conviction rates were low; there were critical shortage of resources in the form of human resources, especially in terms of skilled detectives to investigate these types of crime. The findings also highlighted that certain sections such as SE1 and SE8 were the most affected areas due to contributing factors such as the accessibility of university students who resided in these areas; poor socio economic factors such high unemployment rate, presence of previously convicted insurance fraudsters and street children around the area.

Based on the findings, the authors recommended that strategies such as but not limited to the environmental design, improved street lighting, access control or measures as well as functional neighbourhood watch including recruitment of police reservists, be adopted and continuously be evaluated and monitored by all relevant stakeholders. Evaluation and control of these processes compared with desired performance, would go a long way towards informing stakeholders of the weaknesses in previously implemented strategies and thus stimulate the entire process or components of the process from scratch.

Keywords:
Burglary at residential premises, Communities, Crime victims, property-related crimes, policing
AN EVALUATION OF THE MODUS OPERANDI OF PERPETRATORS IN HUMAN TRAFFICKING IN THREE SELECTED AREAS OF GAUTENG PROVINCE, SOUTH AFRICA

Mr MM Motseki – Vaal University of Technology,
Prof JT Mofokeng – Tshwane University of Technology

Despite increased media coverage regarding the prevalence of trafficking in humans and the means and methods used by organised criminal groups, the evidence base remains underdeveloped. The glaring knowledge gaps confronting the policy makers as well as law enforcement agencies, amongst others, are the lack of empirical studies and research into the extent of the challenge. This article therefore, attempts to explain the modus operandi (MO) of perpetrators in human trafficking in three selected areas of Gauteng Province. This article begins with an examination of the extent of the challenge and the response by the relevant stakeholders especially, the criminal justice system. This research was carried out utilising a qualitative approach. Thirty seven interviews were carried out among officials deployed in the Directorate for Priority Crime Investigation (DPCI), the South African Police Service (SAPS), the Department of Home Affairs (DHA), the Department of Social Development (DSD), the Gauteng Provincial Office as well as with the victims regarding their views and experiences on the MO organised crime groups utilise to engage victims. The interviews were analysed according to the phenomenographic approach to identify the participants’ responses. The reason for this choice was to identify key or knowledgeable participants about human trafficking in three selected areas of Gauteng province.

The key findings indicated that the the modus operandi of perpetrators is becoming so organised that many victims, are not even aware that they have been trafficked in such interactions, due to MO organised crime groups utilise to engage victims, including discursive tactics. The findings also highlighted that MO applied to lure victims included but not limited to the use of various social media platforms to recruit vulnerable victims; targeting of vulnerable and poor victims with the promise of employment, scholarships, and modelling careers. The findings further indicated that average age of victims are those between the ages of 16-30 years and are lured mostly from rural areas, the Southern African Development Community (SADC) regions as well as South America. Based on the findings, the authors provided with possible recommendations such as; possible strategies which involves improved unconventional methods, advanced training and better education including improved awareness strategies; and the strengthening of enforcement responses and reporting techniques.

Keywords:
trafficking, modus operandi, policing, South Africa, victims
MANAGING TOURIST SATISFACTION: THE CASE OF A RESORT IN GAUTENG, SOUTH AFRICA

Ms CD Cilliers, Dr V Labuschagne, Dr SE Burger – Vaal University of Technology

Introduction:
Customer satisfaction is very important within any industry, due to the variety of benefits that it provides to the establishments. Thus, the satisfaction of the tourists is associated with the experience of a product and service. However, little is known as to what contributes to tourists’ satisfaction in the context of a hotel within South Africa. Therefore, this article will focus on tourist satisfaction within a tourism establishment, such as a hotel, and identify the factors that affect the satisfaction of the tourists at the hotel.

Methodology:
This article followed a case study approach using quantitative, descriptive and exploratory research to evaluate the satisfaction of the tourists. Furthermore, a non-probability method, namely convenience sampling was used, and the sample size of the study was 132 tourists at a hotel in Gauteng. The measuring instrument used was a questionnaire.

Results:
A total of 11 factors were identified that contributes to the satisfaction of the tourists at a hotel. Amongst others, these factors include accessibility of the establishment, quality assurance of the restaurant offerings and responsiveness of the hotel employees. The results also indicate that the factors are interrelated with each other, thus indicating that if a certain factor contributes to tourist satisfaction, a variety of other factors will also contribute to the satisfaction of the tourists.

Conclusion/- and Recommendations:
To conclude, the unique contribution of this research is that it indicates that responsiveness is very important to tourists. Furthermore, there is a meaningful relationship between employees’ ability to deliver reliable services and their responsiveness to the needs of the hotel guests. Therefore, these factors need close attention from hotel managers to improve tourist satisfaction.

Keywords:
Tourist satisfaction, tourism, factors, tourists, hotel
UNFAIR DISMISSAL VS UNLAWFUL DISMISSAL: AN ANALYSIS

Mrs IL Du Preez, Mrs N Raath – Vaal University of Technology

Introduction:
The Labour Relations Act 66 of 1995 hailed a new era for employment law in South Africa especially with regards to dismissals. In terms of the LRA of 1995, dismissal is defined as actions separate from those defined as ‘unfair labour practices’. Section 185 of the LRA states that every employee has the right not to be unfairly dismissed. The common law only provides for a contract of employment to be terminated lawfully with or without notice having a valid reason to dismiss an employee. In terms of the LRA a dismissal will only be fair if an employer had a fair reason for dismissal as well as having followed a fair procedure as set out in schedule 8 of the LRA.

Is it therefore still possible for an employee’s dismissal to be unlawful in terms of the common law contract of employment or is unfair dismissal the only recognised claim under the LRA. This complicates the situation by providing that common law rights and remedies in terms of the contract of employment can continue to be recognised alongside statutory remedies. Can an employer therefore ignore his contractual obligations regulating discipline and proceed with the implementation of disciplinary procedures as specified in terms of Schedule 8 of the LRA?

Methodology:
To gain enlightenment regarding the issues raised a literature review will be done of all relevant case law to analyse the right to the enforcement of contractual obligations versus unfair dismissals in terms of the LRA.

Keywords:
unlawful dismissal, unfair dismissal, contractual obligations, Labour Relations Act, disciplinary procedures
SOUTH AFRICAN GENERATION Y STUDENTS’ MOTIVES FOR USING FACEBOOK

Prof AL Bevan-Dye – North-West University

Introduction:
Facebook remains the largest social networking site, with 2.13 billion active monthly users recorded in 2017. Despite still being dominated by individuals classified under Generation Y (individuals born between 1986 and 2005), with 83 percent of its users being between 18 and 24 years of age, reports suggest that it is losing popularity amongst members of this generation. Generation Y represents an important current and future market segment across a range of industries and Facebook’s continued success, both as a social networking site and a marketing platform for reaching this segment, depends on its ability to retain older members of Generation Y and attract its younger members. As such, this study sought to determine Generation Y students’ motives for using Facebook.

Methodology:
Survey questionnaires were used to collect data from a convenience sample of 311 Generation Y students registered at four campuses from three South African higher education institutions. Data analysis comprised exploratory principle component analysis, confirmatory factor analysis, measures of reliability and construct validity, and descriptive statistics.

Results:
The findings infer that Generation Y students’ motives for using Facebook is a six-factor model comprising managing long-distance relationships, passive photo- and profile-observations, initiating/terminating romantic relationships, establishing new relationships, active photo-related activities and organising events. The model exhibits reliability, construct validity and acceptable model fit. Generation Y students’ most salient motives for using Facebook include managing long-distance relationships, organising events and active photo-related activities.

Conclusion/- and Recommendations:
If Facebook is to remain relevant to Generation Y, it needs to revisit its initial purpose, namely to be a social networking site. Several of its features, such as online polls, facilitating the meeting of new friends and/or initiating/terminating romantic relationships and gaming apps, simply do not resonate with this generation. Rather, the focus should be on facilitating managing of long-distance relationships, organising of events and active photo-related activities.

Keywords:
Facebook, Generation Y students, motives
Introduction:
Without economic growth, it is difficult for a country to survive and reduce socio-economic ills such as poverty, inequality and unemployment. It is also very imperative that a country sustain its positive economic growth to achieve other macroeconomic objectives. The determinants of economic growth have been a topical issue in theoretical and applied research over the last three decades. One of the challenges facing many developing countries is corruption mostly at all level from public to private sectors. This issue is well documented and constantly debated in the public domain. As much as is difficult to measure corruption, but its consequences are unacceptable at local, national and global level. The primary objective of this paper is mainly to explore the consequential effects of corruption on economic growth.

Methodology:
The explanatory variables this study uses are selected based on different economic theories such as neoclassical and endogenous theory. These variables are corruption perception index as proxy of corruption level, trade openness, foreign direct investment, labour force and life expectancy as proxy of health outcome. This paper uses economic growth as the dependant variable. Even though economics literature reaches no agreement about the effect of corruption on economic growth, this paper considers it as one of key explanatory variables. Panel data analysis is used to analyse annual observations from eleven emerging economies namely Brazil, Russia, India, China, South Africa (BRICS), Indonesia, Malaysia, Mexico, Nigeria, South Korea, and Turkey for a sample period spinning from 1997 to 2016 which make the sample size of 181.

Results:
All variables have correct signs, as expected from economic growth theories except life expectancy. The results obtained also show that corruption has strong negative effects on economic growth as expected. A one-unit increase in corruption index reduces the economic growth rate by 0.4 percentage points. In addition, the evidence suggests that corruption reduces the level of foreign direct investment which is also one of the determinants of economic growth.

Conclusion/- and Recommendations:
Therefore, without or minimal corruption level, no doubts these emerging countries would currently be far from where they are in terms of economic development. Overall, the paper carries support to policy makers who fight against corruption and school of thought of those who believe that corruption harms the economic growth.

Keywords:
Corruption, Economic growth, Emerging markets, Panel data
COMPARATIVE ADVANTAGE, INDUSTRIAL SPECIALISATION AND LOCATION IN SOUTH AFRICA: AN ECONOMIC BASE ANALYSIS

Dr F Niyimbanira, – University of Mpumlanga

Introduction:
Economic disparities across provinces and local municipalities are remarkable in developing countries such as South Africa. Economic development practitioners, policy makers, development planners, investors and business people alike have much to gain from a careful consideration of the economy. It is very important for local and foreign investors to know which industry is more concentrated in a particular area and which is non-existent. The identification of these industries allow investors to carefully take calculated opportunities and for development policy makers to prudently provide the right economic development direction and properly place strategies for the regional or/and national future. The main objective of this paper is to offer an empirical investigation of the geographic concentration of the main industries in South African comparing four selected provinces.

Methodology:
This paper focuses on two economic base analysis techniques namely the location quotient and shift share technique that both seek to examine industrial dis/advantages, structure and competitiveness. The goal of economic base analysis is to uncover and reveal characteristics, strengths, weaknesses and trends that describe a regional economy. In this case, the industry Location Quotient (LQ) is a way of quantifying how concentrated industries are for each of the four provinces compared to South Africa as a whole. Using data from Quarterly Labour Force Survey (QLFS) by Statistics South Africa (Stats SA) the paper report the findings over the period of 2012 to 2017.

Results:
Preliminary key findings indicate that the comparative advantage of agriculture and mining declined between 2012 and 2017 in Mpumalanga and Limpopo whereas that of utilities and manufacturing improved in KwaZulu Natal, Gauteng and Limpopo Provinces. Furthermore, under the dynamic location quotient analysis, the agriculture and mining both have a location quotient in excess of 1.0, but require “intensive care” in terms of planning and investment as their advantage have declined over time in three out of the four provinces. In addition, in terms of the dynamic location quotient, community services, finance, manufacturing and transport (ranked according to employment size) can be regarded as “pre-emergent” industries in the Mpumalanga, Gauteng and KwaZulu Natal Provinces. In terms of shift share analysis, employment changes due to regional competitiveness were similar to changes due to industrial mix factors experienced in the mining, construction, transport and finance in the Mpumalanga and Gauteng and KwaZulu Natal Provinces.

Conclusion/- and Recommendations:
Overall, the results suggest that policy makers should speed up the construction of large and medium sized industrial enterprises, promoting the development of secondary industry and actively enhance development of the tertiary industry in South Africa.

Keywords:
competitiveness, location quotient, comparative advantage, Shift-share Analysis
THE ROLE OF HIGHER EDUCATION INSTITUTIONS IN THE DEVELOPMENT OF SMES IN ZIMBABWE

Dr M Bomani – Botswana International University of Science and Technology,
Prof Z Field, Dr E Derera – University of KwaZulu-Natal

Introduction:
Higher education institutions (HEIs) play a key role in meeting the socio-economic needs of a country. Besides being centres of research and the impartation of knowledge required in any country, they have a critical role to play in the development of the SME sector that catalyses economic development. The purpose of this study is to examine the role of HEIs in promoting the development of SMEs in Zimbabwe. Higher Education Institutions (HEIs), in the form of universities, constitute the government’s grand strategy of promoting the development of SMEs.

Methodology:
Interpretivism was adopted as a guiding philosophy of the study. Methodologically, the study adopted a qualitative approach in which data collection was conducted through in-depth interviews. Respondents were drawn from six state universities. The qualitative data generated by the in-depth interviews were analysed through content analysis.

Results:
The results of the study indicated the HEIs have promoted the growth of the SME sector through technology transfer, provision of skilled personnel, conducting training programmes, establishment of incubation centres and research. Small scale farmers have been provided with the latest technologies that promote sustainable crop and animal production. As part of community engagement, universities have been involved in information-sharing sessions that benefited SMEs.

Conclusion/- and Recommendations:
The study recommends the establishment of centres of entrepreneurship at universities, setting up more incubation centres, inclusion of entrepreneurship in every degree programme to create graduates with an entrepreneurial mindest. Furthermore, sector-specific training programmes should be established. In addition to that, university-SME linkages have to be in place to further enhance the development of the sector.

Keywords:
Higher education institutions, development of SMEs, universities, training, technology transfer.
CHALLENGES TO GENDER EQUALITY IN MALE DOMINATED SPACES: A CASE STUDY OF A MINING ORGANISATION IN KWAZULU-NATAL, SOUTH AFRICA

Ms NC Khwela, Dr E Derera, Mr E Chibwe – University of KwaZulu-Natal

Introduction:
The mining industry plays a critical role in the South African economy. However, this sector is still male-dominated as previous acts prohibited women from participating in the core activities of the mining sector. Further, patriarchy and gender stereotyping has also perpetuated the marginalisation of women in the sector. As a result, most governments have introduced acts that promote the participation of women in mining. Despite all these efforts, women are still experiencing many challenges in the sector. This study investigates the challenges facing women in mining, and the strategies they are using to overcome some of the challenges they encounter in their everyday lives in the sector.

Methodology:
The study adopted a qualitative case study research approach. Due to the fact that women are underrepresented in mining, the study utilised a census approach where all ten women employed by the selected mining organisation were included in the sample. Data was collected using in-depth interviews. Only seven women participated in the study. The remaining three women were on leave during the time of data collection. Data was analysed using content analysis and themes were identified from the raw data.

Results:
The empirical findings revealed that women in the mining industry encounter a multiplicity of challenges which include lack of career development and growth, inappropriate ablution facilities, and gender discrimination. Strategies used by women to overcome some of the challenges include avoidance of confrontation, assertiveness and determination.

Conclusion/- and Recommendations:
The findings confirm that women in the mining require more support from the management of the organisation for them to contribute meaningfully to the company as well as the sector. The support should come in form of improved working conditions and workshops that sensitise males in mining about gender discrimination. Importantly, the government should continue to monitor the working conditions of women in mining to ensure that they are favourable and gender sensitive.

Keywords:
Women, mining industry, gender inequality, challenges, South Africa
Introduction:
Corporate Social Responsibility (CSR) has been adopted by large organisations as a strategy to enhance business performance. Globally, organisations utilise CSR to link business and the society through engaging in initiatives which promote local community development. Studies show that the concept of CSR is under researched in developing countries, yet companies engaging in CSR activities play a pivotal role in addressing some of the challenges facing poor communities. These challenges include inadequate health facilities and under-resourced schools often arise as a result of the government’s failure to provide basic needs for its people, particularly in poor communities. In most developing nations including Zimbabwe, the participation of organisations in CSR activities is negatively affected by unfavourable economic conditions which generally exert pressure on organisational resources. The purpose of this study is to (1) investigate how a selected manufacturing organisation is promoting community development through CSR initiatives; (2) analyse the challenges facing the manufacturing organisation in implementing CSR activities and to (3) determine the extent to which the CSR initiatives are relevant to the needs of the local community in Zimbabwe.

Methodology:
The study adopted a qualitative case study research approach. Data was collected using in-depth interviews from a sample of 14 managers employed by the selected manufacturing organisation. The study adopted a census research approach due to the fact that the organisation employ few managers. Thus, all managers were included in the sample. Only five managers participated in the study as a result of the nature of their busy schedules. Content analysis was used for data analysis and various themes were extracted from the raw data.

Results:
The empirical findings revealed that the manufacturing organisation participates in a number of CSR activities which promote community development in Zimbabwe. These CSR initiatives include supporting under-resourced rural schools, and vulnerable individuals who are often marginalised in communities. However, the participation of the manufacturing organisation in CSR initiatives is hampered by lack of adequate resources such as financial, and manpower to implement the activities. The findings also revealed that the CSR initiatives adopted by the manufacturing company are relevant to the needs of local communities as communities are consulted on identification and implementation of projects. Community engagement in CSR initiatives leads to community development.

Conclusion/-and Recommendations:
The selected manufacturing organisation is engaging in CSR initiatives which promote community development despite the challenges facing the organisation in fulfilling these obligations. Importantly, local communities are consulted during the formulation of the CSR initiatives. The implication of the results is that the manufacturing organisation should find more innovative ways of promoting community development with using limited resources.
Keywords:
Corporate social responsibility, manufacturing organisations, challenges, community development
Introduction:
Sexual harassment is widespread among university students in Nigeria. However, unlike other sexual violent crimes, incidences of sexual harassment in Nigerian universities are underreported. While it is challenging to assess the extent of such abuse, its impacts on victims are far-reaching. This study evaluates institutional efforts in combating sexual harassment in institutions of higher learning in Nigeria.

Methodology:
Data for this study was collected using the descriptive qualitative approach comprising both the semi-structured interview and document analysis.

Results:
Findings (among others) indicate that the absence of a comprehensive law that criminalises sexual harassment institutions of higher learning in Nigeria is a major setback to campaigns against sexual harassment in Nigerian Universities. The study also found that while asymmetric power-relations exist between students and lecturers, sexual harassment also thrives on transactional basis. Moreover, there are structural factors within the university system that engender the sexual harassment.

Conclusion/- and Recommendations:
From the findings of the study, it is evident that measures at combating sexual harassment in institutions of higher learning have not been successful. Moreover, the academic setting itself poses discrete challenges and threats to learners who challenge the menace in the ivory tower. Therefore, combating this phenomenon will necessitate an all-inclusive approach that transcends the enactment of law.

Keywords:
Sexual harassment, female learners, higher institution, Nigeria.
Introduction:
Public trust in the police is an important indicator of effective policing in a democratic system. While this assertion holds true for most police research, hardly had any of these studies explored students’ perception of the police.

Objective:
The current study seeks to assess students’ perception of the South African Police Service.

Methodology:
A quantitative approach was adopted for the study. A sample of (n=682) participants was drawn from a cross-sectional survey of students in one of the largest universities in South Africa. The goal was to specifically assess whether students’ perceptions of the police shape their trust in the police.

Results:
Findings indicate that students have less favourable disposition towards the police, and such disposition affect their trust in the police. Finding also indicate that male students perception of the police differ a great deal from the female students. These findings corroborate broader assertions that the relationship between the police and the public in South Africa is poor and that police brutality, corruption, and a range of other police misconducts erode public trust in the South African Police Service.

Conclusion / Recommendations:
The findings from this study indicate that university students’ view the police as unfair and corrupt, and such mistrusts have consistently engendered a reduction in their trust in the police. From the study it is clear that to enhance students’ perceptions, besides addressing the contributory factors to police misconducts, programs that will aid and sustain positive student–police relationship should be introduced and encouraged.

Keywords:
Students, perception, trust, police, South Africa
DEVELOPING A STRATEGIC FRAMEWORK FOR STIMULATING RURAL ENTREPRENEURSHIP IN SOUTH AFRICA: A CASE STUDY OF THREE MUNICIPALITIES

Dr M Bomani – Botswana International University of Science and Technology,
Dr E Derera – University of KwaZulu-Natal

Introduction:
Rural entrepreneurship is critical for poverty alleviation, food security, employment creation and the overall development of rural communities. The growth of SMEs in rural areas is stifled by a multiplicity of challenges. Rural municipalities have responded to these challenges by crafting strategies aimed at stimulating the growth and development of this sector. However, the pace of rural SME development has generally been slow. Therefore, this study seeks to promote the development of rural entrepreneurship through investigating the challenges facing rural entrepreneurs and analysing the current initiatives for rural entrepreneurship in South Africa with the objective of developing a strategic framework that stimulates the growth and development of rural entrepreneurship.

Methodology:
Purposive sampling was used in identifying research participants. Data was collected through document analysis and in-depth interviews with ten municipal officials and twenty SMEs operating in three rural municipalities of Amajuba District in Kwazulu-Natal. A thematic approach was employed in the analysis of data.

Results:
The results indicate that rural SMEs face challenges such as lack of access to land, limited access to capital, difficulties in registering businesses, lack of market knowledge and access, and high levels of poverty that compromise demand for their products. Current initiatives to promote rural entrepreneurship include; incentives to SMEs, training, enabling access to markets and access to capital. Although progress has been made towards the promotion of rural entrepreneurship in South Africa, more efforts are required to further stimulate the growth and development of this sector by ensuring effective implementation of relevant initiatives.

Conclusion/- and Recommendations:
The study recommends that the municipalities should distribute land to local SMEs, cluster SMEs to enhance skills development through training and technology transfer and conducting business exhibitions. Importantly, continuous mentorship and monitoring of the progress of SMEs after the provision of training and financial resources is critical for the growth of rural entrepreneurship.

Keywords:
Rural Small and Medium Enterprises, rural entrepreneurship, municipalities, strategic framework, rural development
THE INFLUENCE OF CONSUMER BASED BRAND EQUITY ON CUSTOMER SATISFACTION AND BRAND LOYALTY: EVIDENCE FROM SOUTH AFRICAN MOBILE TELECOMMUNICATIONS INDUSTRY

Mr M Mudanganyi, Dr A Muphoshi, Mr RM Shamhuyenhanzva – Vaal University of Technology

Introduction:
The South African mobile telecommunications environment has become increasingly competitive, with non-traditional players like FNB and Mr Price joining the fold. Therefore, to succeed and ensure survival in such an industry, it is imperative for mobile operators to build brand equity as it ensures customer retention, repeat purchase patronage and safeguard the customer base from competitive activity. In this regard, this study examined the influence of consumer based brand equity on customer satisfaction and brand loyalty in South Africa’s mobile cellular services. To this end, the influence of perceived quality, brand awareness, brand associations on customer satisfaction and brand loyalty in the South African mobile telecommunications industry was investigated.

Methodology:
A quantitative approach was undertaken with data collected by a survey from 240 Generation Y respondents through a structured self-administered questionnaire. Reliability and validity tests were performed to validate the scales used in the study. Correlation analysis and multiple regression analysis were performed to ascertain the influence and nature of relationships between the dimensions of brand equity and customer satisfaction as well as between customer satisfaction and brand loyalty.

Results:
Significant positive relationships were established between perceived quality, brand awareness, brand associations and customer satisfaction as well as brand loyalty. Perceived quality had the strongest influence on customer satisfaction, followed by brand awareness and brand association respectively. Results also showed a significant positive relationship between customer satisfaction and brand loyalty.

Conclusion/- and Recommendations:
The implication from the findings was that management of mobile telecommunications firms in South Africa should focus on customer satisfaction and its antecedents to develop a cadre of loyal customers. Brand managers should place significant effort primarily on building brand equity and brand equity dimensions, which have high importance towards customer satisfaction and ultimately brand loyalty.

Keywords:
Branding, Consumer-based brand equity, Brand loyalty, Mobile telecommunications services and Generation Y
Introduction:
The purpose of this study is to investigate rural household’s satisfaction with access to basic services in the Lepelle Nkumpi municipality, Limpopo province. This study emphasises on access to basic services, coping mechanisms adopted by rural households, and the extent of satisfaction with access to basic services.

Methodology:
Descriptive survey research design was used for this study. A total of 80 rural households were selected for the study using a non-probability convenient sampling technique. Semi-structured questionnaire was used together with examination of existing documents. Data was analysed using descriptive statistics and thematic content analysis methods.

Results:
The finding shows that 61.2% the households reported their dissatisfaction with water delivery by the municipality due to frequent water cut-off, aged water taps, and stolen water pipes. Despite the fact that 64% of households are experiencing electricity cut-off due to electrical faults from the transformer, overload and broken transformer, it was evident that most of the households show their satisfaction with the municipal electric provision. Another finding shows that 65.1% of households have access to sanitation services. However, most households expressed their dissatisfaction with the current provision of sanitation services. Likewise, all households reported their dissatisfaction with refuse removal service. Overall, the municipality is still struggling with service delivery backlogs due to corruption, shortage of resources, lack of capacity and improper targeting.

Conclusion and recommendations:
The municipality has extended its provision of basic services to the rural households. However, most households reported their dissatisfaction with water, sanitation and refuse removal services. It is recommended that the municipality should enhance its capacity to accelerate delivery of basic services to the rural households.

Keywords:
Basic Service, Access, Satisfaction, Municipality.
Introduction:
Commodities have commonly been used as safe-haven assets due to their low correlation with equities. However, recent studies have found that assets traditionally considered as safe-havens have become increasingly correlated with risky equity markets, hence minimizing their diversification benefit in a portfolio. This study examines the effects of economic, financial and political components of country risk on the integration between the South African equity market and commodity markets.

Methodology:
The study investigates the integration between stock and commodity markets following changes in country risk ratings using a quantile-based Nonlinear Auto Regressive Distributed Lags (NARDL) approach. This approach allows us to examine the long and short run asymmetry changes in country risk ratings and their impact on stock and commodity markets at various market conditions. The sample period consists of monthly data over the period January 1995 to December 2015.

Results:
The results indicate a non-linear relationship between stocks and commodities, which implies that stocks and commodities react differently depending on the state of the market. This result is similar to previous studies (Boako and Alagidede, 2016; Peltomaki et al., 2017) which showed that South African equity markets tend to be integrated with commodity markets. In addition, the results indicate heterogeneous effects of each country risk component on the integration between stock and commodity markets.

Conclusion/- and Recommendations:
These results suggest that different components of country risk should be carefully considered by international investors when seeking diversification opportunities.

Keywords:
Country risk, commodities, stock market, market integration, South Africa
Introduction:
Electronic waste (e-waste) is a complex threat to the environment and human health. Currently there is no single solution to the problem of e-waste. Regulation is one of the available options in managing electronic waste in a friendly manner to the environment.

Methodology:
The data for this review paper included journal papers, newspaper articles and the grey literature. The information was added by its relevance to the topic under study and the time frame. The time frame was from 2013 to 2018. The search string included the keywords with the logical operator. The data search process involved multiple search engines.

Results:
In most regions where e-waste regulation is absent or not enforced there is a mushrooming of unsafe disposal activities such as informal recycling and open dumping. These unsafe activities had caused air, water and soil pollutions that eventually contaminated the food chain. Another problem is the increased level of illegal movement of e-waste from places where regulation is tight to less regulated or unregulated territories. Problem with illegal movement of e-waste is that it encouraged imported e-waste of no value. E-waste of no value includes unwanted electronic products that are disguised as donation to the receiving end. Often these donated units are often not in working conditions. Imported e-waste often land in places or regions that are not ready yet to manage e-waste in environmentally friendly manner. Absence of readiness is mostly caused by the political unwillingness, lack of infrastructure and capital.

Conclusion/- and Recommendations:
Regulation is not a panacea to e-waste problem but can only mitigate it. Regulation benefits included and not limited to the controlled illegal movement of imported e-waste, protection of rights of e-waste workers, protection of those that are indirectly affected by e-waste such as family members of e-waste workers and the entire community, stop unsafe recycling activities and open dumping. It is therefore recommended by this study for governments to implement and enforce regulation of e-waste.

Keywords:
Regulation of e-waste, electronic waste, recycling and open dumping, health and the environment
Introduction:
Entrepreneurial ventures are key to economic growth and stimulating employment opportunities in both developed and emerging economies. Internationally, female participation in entrepreneurial ventures is viewed as offering particular potential for stimulating such growth. This is especially true amongst the female Generation Y (females born between 1986 and 2005) who, along with their male counterparts, face rising levels of youth unemployment, even amongst university graduates. The literature suggests that there is a slow growth in the number of female entrepreneurs in emerging economies compared to those in developed economies. Gaining insights into what motivates female Generation Y students towards entrepreneurship from both an emerging and developed economy perspective will contribute towards implementing initiatives to encourage young females in becoming active individuals in economic growth through entrepreneurial pursuits.

Methodology:
The purpose of this study was to compare female Generation Y university students’ motivation towards entrepreneurship in the South African and the Netherland’s context.

Following a descriptive research design, self-administered questionnaires were distributed to a convenience sample of 400 South African and 400 Netherland’s female university students. The data were analysed using reliability and validity analysis, and a two independent-samples t-test.

Results:
The findings indicate statistically significant differences between the South African and Netherland’s sample on each of the motives included in the study, with the South African sample scoring higher means on all of the motives.

Conclusion/- and Recommendations:
These findings infer that South African female Generation Y students are more motivated than their Netherland’s counterparts to follow the entrepreneurial career path. However, anecdotal evidence indicates a slow growth in the number of female entrepreneurs in South Africa – a dichotomy that suggests that potential South African female entrepreneurs face several barriers that need to be addressed by government and society.

Keywords:
Motivation, entrepreneurship, females, Generation Y, South Africa, Netherlands
VALIDATION OF A HEDONIC SHOPPING MOTIVATION MODEL IN THE SOUTH AFRICAN CONTEXT

Dr RC Dalziel, Prof AL Bevan-Dye – North-West University

Introduction:
The purpose of this paper is to report on the validation of hedonic shopping motivations as a five-factor model in the South African context. While utilitarian shopping motives are grounded in rational consumption behaviour, hedonic shopping motives refer to the emotional aspects of shopping, including pleasure, enjoyment and fun. These hedonic motives are widely viewed as important shopping drivers. Over the years several different models have been proposed for measuring hedonic shopping motives. In this study, the model developed by Arnold and Reynolds (2003) and tested by Cardoso and Pinto (2010) is validated in the South African context. The Cardoso and Pinto (2010) model comprises the five factors of pleasure and gratification shopping, social shopping, idea shopping, role shopping and value shopping.

Methodology:
Following the descriptive research design approach, data were collected using a self-administered questionnaire from a convenience sample of 404 students registered at two selected higher education institutions (HEIs) in the Gauteng province. The captured data were analysed using Pearson’s Product-Moment correlation, confirmatory factor analysis, internal-consistency reliability, composite reliability, construct validity and fit indices.

Results:
According to the findings, hedonic shopping motivations is a five-factor model comprising pleasure and gratification shopping, social shopping, idea shopping, role shopping and value shopping. The model exhibits internal-consistency reliability, composite reliability and construct validity, in terms of nomological, convergent and discriminant validity. Furthermore, the goodness-of-fit indices produced by AMOS suggested a well-fitting model.

Conclusion/- and Recommendations:
This empirically-validated model provides a useful research instrument for measuring and explaining consumers’ hedonic shopping motivations in the South African context.

Keywords:
Scale validation, structural equation modelling, hedonic shopping motivations, South Africa
Introduction:
Beauty products, or cosmetics, form part of the fashion industry, which, with an estimated annual value of 1.2 trillion USD, represents a significant portion of the global economy. Beauty products consist of any product used to care for, clean and enhance the beauty of the human body and include skin-care, lotions, creams, perfumes, nail polish, eye and facial makeup, lipsticks, hair colours, permanent waves, deodorants, mouthwashes and bath oils. The cosmetic industry is also highly lucrative in South Africa, estimated to be worth R27.35 billion at the retail level and R19.69 billion at the manufacturing level in 2017. The Youth, currently classified as members of the Generation Y cohort (individuals born between 1986 and 2005), represent an important current and future market segment for a variety of industries, including the cosmetic industry, and understanding their attitude towards beauty products is likely to be crucial in ensuring the sustained success and growth of this industry. As such, the purpose of this study was to determine the relationship between variety-seeking, status consumption, media influence and female Generation Y students’ attitude towards beauty products.

Methodology:
Self-administered questionnaires were used to collect the data from a convenience sample of 610 students registered at the campuses of three higher education institutions (HEIs) in the Gauteng province. The data were analysed using principle component factor analysis, descriptive statistics and Pearson’s Product-Moment correlation analysis.

Results:
The findings indicate a significant positive relationship between variety-seeking, status consumption, media influence and South African female Generation Y students’ attitude towards beauty products.

Conclusion/-and Recommendations:
These findings suggest that mass media advertising remains an important avenue for influencing this generation of female consumers and that cosmetic brands need to focus on their status appeal. Furthermore, product lines need to be wide enough to accommodate variety-seeking behaviour and mitigate brand-switching behaviour.

Keywords:
fashion, beauty products, attitude, female Generation Y, South Africa
FUNCTION SHIFT MANAGEMENT AT A TECHNICAL - AND VOCATIONAL EDUCATION AND TRAINING COLLEGE IN SOUTH AFRICA

Mr W La Cock – Majuba TVET College, Prof T Netshitangani – University of South Africa

Introduction:
The higher education sector in South Africa, saw the need to transform, together with the post 1994 democratisation of the country, when the first democratic elections were held. In line with this, Technical Colleges had to form part of the higher education sector. At the time, both technical colleges and schools were administered by the Department of Education (DoE). Technical Colleges used to be one of the mechanisms utilised to provide vocational education from the side of the public sector. The change also saw the eventual introduction of a new program namely the National Certificate Vocational (NCV) presented from levels 2 to 4 at these colleges. Because of this function shift, this study was conducted in order to answer the question “What are the experiences of managers regarding the management of the function shift of the said TVET College from the DBE to DHET?”

Methodology:
A qualitative research design was chosen for doing the study and purposive sampling was used. The aim of the research was to find out what the experiences of managers were during the migration of Majuba TVET College from Department of Basic Education to the Department of Higher Education and Training. The research took place in a TVET college in Kwazulu-Natal, South Africa. The interviewees were current and former employees of the same TVET College. The TVET College sampled has five different campuses. Data was collected through individual interviews, focus group interviews and a document review. Data was analysed thematically. Recorded interviews were transcribed verbatim and researcher then went about identifying themes that emanated from the collected data.

Results:
Findings suggest that the DHET communicated the unfolding of the entire migration process by means of circulars and roadshows. It appears that staff did not pay the necessary attention to the vitally important communication that they were supposed to, and as such, they missed information that affected their personal circumstances. Thus, the lack of information displayed by staff, resulted in their own financial suffering after the function shift was executed.

Conclusion/- and Recommendations:
Better communication between management and unions on the one side and staff on the other side, regarding the effective and efficient dissemination of information regarding decisions that affect them, needs to be pursued vigorously. Further, change management refreshment training, for all role players in a function shift, must be conducted timeously before the actual function shift is initiated.

Keywords:
Migration process; Educational Management; Turnaround Strategy; Change management; transformational leadership
INVESTIGATING STEINHOFF INTERNATIONAL HOLDINGS’ RESULTS: APPLICATION OF INTEGRATED FINANCIAL DECISION-MAKING MODEL AND LEAN ACCOUNTING PRINCIPLES

MJ Swanepoel – North-West University

Introduction:
The business environment has drastically changed since the start of the new millennium. Over the years, owners of businesses have been side lined from the daily operations of companies by managers and directors. This phenomenon is known as the agency theory whereby the managers and directors are driven, like shareholders and investors, by wealth creation, which sometimes culminates in greed. This greed usually ends with financial losses to the shareholders and investors. Investors use traditional financial decision-making models to determine the best investment possibilities. However, these models have failed shareholders and investors time and time again. Shareholders and investors are looking towards the accounting profession for answers. The integration of lean accounting principles in decision-making models could be a possible solution. The purpose of this study is to investigate if an integrated financial decision-making model using lean accounting principles could provide the shareholders and investors of the ill stricken Steinhoff International Holdings with results, which could have led to different decisions.

Methodology:
A qualitative research approach using document analysis was employed in the study. The document analysis was deemed to be appropriate as it’s a systematic procedure for reviewing and evaluating documents. The annual financial statements of Steinhoff International Holdings for the five years ending 30 September 2016 were analysed and applied to the integrated financial decision-making model using lean accounting principles.

Results:
The results of the analysis revealed that using the integrated financial decision-making model more conservative results were obtained, on key financial ratios, compared to traditional financial decision-making models. These more conservative results could have changed shareholders and investors’ decision regarding Steinhoff International Holdings, long before its 52 week share price range fell from 7401c to 201c. The recommendation of this study is to integrate financial decision-making models with lean accounting principles. This study could impact shareholders and investors’ decision-making, providing an alternative and more conservative financial decision-making model.

Conclusion/- and Recommendations:
The recommendation of this study is to integrate financial decision-making models with lean accounting principles. This study could impact shareholders and investors’ decision-making, providing an alternative and more conservative financial decision-making model.

Keywords:
Financial ratios, analysis, impact, decision models, financial models
THE PRIMACY OF ACCOUNTABILITY IN COMBATING RAMPANT CORRUPTION AND PROMOTION OF GOVERNANCE IN SOUTH AFRICA?

Mr MJ Masenya – University of Limpopo

Abstract
The purpose of this paper is to show that corruption which is equally a symptom and cause of bad governance, discourages private investment and, more generally, that the quality of governance, and the importance of holding accountable public officials who occupy positions of power for self-enrichment. South Africa is society is filled with stories of wrong practices such as stories of ghost workers on the pay roll of Ministries, Extra-ministerial Departments and Parastatals, frauds, embezzlements and setting ablaze of offices housing sensitive documents and corruption are found everywhere in the country. Corruption is a widespread in most of the agencies and has no doubt contributes to the severity of public dissatisfaction. Corruption is a problem for the poor too, with a third among them having to pay a bribe to get a service or to solve a service related problem. Institutions can have formal rules, such as a country's constitution, its laws and regulations, contracts, and internal procedures. They can also have informal rules, such as the values and norms that drive bureaucratic behavior. However, if there is poor lack transparency, accountability and quality, the poor and the disadvantaged are particularly vulnerable as they rely completely on the state. Accountability must be enforced so that a reduction in the level of corruption, improving public sector accounting and auditing standards, legislators as champions of accountability and restructure the public accounts committees and the value of money must be applied in the conduct of government business.

Key words: Accountability, Corruption, Governance and South Africa
THE FINANCIAL EFFECT OF #FEESMUSTFALL ON INDIVIDUAL TAXPAYERS

Mrs AM Moolman, Mrs L Jacobs – North-West University

Introduction:
#FeesMustFall evolved to fee free education in merely two years, necessitating extensive reconsideration of the state budget. In addition, several tax increases have been felt by South African taxpayers.

Methodology:
An exploratory document analysis was performed to determine the extent to which the financial burden of the #FeesMustFall campaign has been shifted to the individual taxpayer between the 2016 and 2019 years of assessment to facilitate the funding thereof.

Results:
Our findings indicate that the demand for increased financial support of students has a direct relationship with the recent VAT, dividend tax and marginal tax rate increases.

Conclusion/- and Recommendations:
The present study provides taxpayers with further detail on the reasons for recent tax liability increases.

Keywords:
#FeesMustFall; tax rate increases; VAT increase; state budget; free education
RAWLS’ SOCIAL JUSTICE THEORY AND THE INVOLVEMENT OF TEACHER UNIONS DURING THE IMPLEMENTATION OF THE INTEGRATED QUALITY MANAGEMENT SYSTEM

Dr L Khani, Prof T Zengele – University of South Africa

Introduction:
The need to provide quality teacher performance for the benefit of learners has raised concerns that the Integrated Quality Management System may not be successfully implemented if unions do not fully participate in policy implementation. This research paper explores the role of teacher unions in the implementation of this quality management system. This system was aimed at setting up acceptable standards for curriculum delivery that would assist the country as an emerging economic resource to have the educated and skilled workforce as required by the BRICS member countries. As teacher unions are failing to support this plan at school level, it is becoming a concern, given that they have a powerful influence on their members. In this paper, we argue that if South Africa as a emerging economic resource is to meet the set National Development Plan 2030 goals, unions have to support the implementation of this evaluation system.

Methodology:
We used focus group interviews with unionists from two major unions to collect data.

Results:
Findings show a deficiency in advocacy, which is the main determinant of policy implementation.

Conclusion/- and Recommendations:
Using Rawls’s Social Justice Theory and the National Development Plan 2030 document, we provide recommendations for the successful implementation of this quality measurement system.

Keywords:
Collective Agreement Number 8; Integrated Quality Management System; leadership; Teacher Unions; Emerging Economic Resource
THE RELATIONSHIP BETWEEN BLUE COLLAR EMPLOYEE FATIGUE, LEVEL OF SUBSTANCE USE, ABSENTEEISM AND THE DEMOGRAPHICAL INFORMATION OF EMPLOYEES

Ms R Fourie – Serce Australia Pty Ltd, Dr E Keyser – North-West University

Introduction:
A major concern for and challenge to the mining industry are the increasing perceptions of employee fatigue at all levels of the organisational structure. There is no debating the fact that the South African economy is dependent on the mining industry. It is compulsory, by legislation that mines in South Africa report yearly on employee fatigue. The emergence of fatigue in South African mines has become inevitable with the current legislation for the mining industry. Furthermore, employees with high levels of alcohol consumption is problematic, and these employees might use short-term absenteeism as a coping mechanism to escape their issues with alcohol. The primary objective of this research was to determine the relationship between employee fatigue, level of substance use, absenteeism and the demographical information of employees. In order to prevent employee fatigue, it is important that the relationship between employee fatigue and accompanying demographical information of these employees be understood. The study also focuses on which group of employees, white- or blue-collar employees, have a higher level of substance use, and which group of employees have a higher level of human fatigue in the mining industry.

Key words: employee fatigue, substance use, absenteeism, blue-collar, white-collar, mining industry

Methodology:
A cross-sectional survey design was used. The total sample size consists of 235 employees of a mining company in South Africa. This study included the following type of blue-collar employees: semi-skilled blue-collar (support worker, engineering assistant, security guard, change house cleaner) and skilled blue-collar (multi-operators, senior engineering operation, storeman, training clerk). The lowest level employees have a level of literacy adequate for a valid completion of the questionnaires. The data were analysed using the Statistical Program for Social Sciences (SPSS) 24.0. Pearson’s correlations were utilised to analyse the relationship between employee fatigue, level of substance use, absenteeism and the demographical information of participants. A t-test was conducted to compare which group of employees, white- or blue-collar employees, have a higher level of substance use and also to determine which group of employees have a higher level of human fatigue.

Results:
This study found that a relationship between employee fatigue, the level of substance use, absenteeism, and the demographical information of employees, exists. Furthermore, it was found that no significant difference exists between blue-collar employees and level of substance use.

Conclusion/- and Recommendations:
There is no debating the fact that the South African economy is dependent on the mining industry. Further studies must be done to start to fill the lack in the current literature relating to the relationship between employee fatigue, substance use and absenteeism. This research will allow the much-needed information to reach both the organisation and the employees that need assistance.
Keywords: (maximum 5 words)
Employee fatigue, substance use, absenteeism, blue-collar employees, mining industry
Introduction:
Family responsibility has been identified as a potential unique female entrepreneur challenge. Although some females may willingly enter into entrepreneurial activity when having children as it may provide more work-life flexibility, some may be challenged by time restrictions especially when children are still young. However, empirical data shows that females who decide to become self-employed may in many cases do so to enjoy higher flexibility but may be restricted regarding growth and other factors. The purpose of this study is to identify differences between two groups of South African female entrepreneurs: those with and those without children. Differences were compared between groups considering several factors such as, motivation, financial constraints, intention to grow the business and socio-cultural barriers to name a few.

Methodology:
The study followed a descriptive research design using self-administered questionnaires. The questionnaires were distributed to a convenience sample of female entrepreneurs from all nine South African provinces resulting in a final sample of 510. Data were analysed using reliability and validity analysis and Analysis of variance (ANOVA).

Results:
Results indicated that the only entrepreneurial factors that were influenced by having children or not were financial constraints, government support and socio-cultural barriers. Factors such as intention to remain in business, intention to grow the business and motivation returned non-statistically significant results for the said groups.

Conclusion/- and Recommendations:
The results from this study links to previous findings indicating that differences were observed between female entrepreneurs with children and those without. Further studies indicate that fewer differences were observed between male entrepreneurs with children and those without children, thus implying that the presence of children amongst female entrepreneurs could be considered a unique challenge.

Keywords:
South Africa, female entrepreneurs, challenges, children
INTRODUCTION: THE CHALLENGES (LIMITATIONS) OF THE PROGRAMME LOGIC FRAME (LOGFRAME) AS A TOOL FOR POLICY, PROGRAMME AND PROJECT IMPLEMENTATION AND EVALUATION

Dr DE Uwizeyimana – University of Johannesburg

Abstract:
The logical framework approach or (logframe as is popularly known) to policy, programme and projects has gained popularity in the monitoring and evaluation (M&E) scholarly works in the recent years. The logframe is often used to demonstrate the links between the inputs, processes (actions), outputs, outcomes and impact of policy, programmes and project. But, how logical can the logframe be in an ever changing, complex and chaotic environment in which public policies are implemented?

The purpose of this article is to demonstrate that the implementation of government interventions rarely, if ever, follow a predictable logic order and that the process of implementation is always adjusted as and when the environment in which the interventions are implemented requires to do so.

Methodology:
Methodologically, this research analyses the existing literature on the use of the logframe in monitoring and evaluation (M&E) and contextualise them within the theory of chaos and complexity which, in practice (or real life), are the hallmarks of policies programme and project implementation and evaluation.

Results:
The analysis in this paper shows that the implementation of government interventions does not follow a predictable logic order. It also found that the process of implementation is always adjusted in order to accommodate changes in the environment in which the interventions are implemented. These changes are not linear - but follow chaotic and unpredictable patterns.

Conclusion/- and Recommendations:
Hence the ability to adapt to the prevailing environmental factors is key to the success or failure to achieve policy, programmes and projects’ objectives and these environmental factors are forever changing, the article recommends that the logframe be adjusted to accommodate these changes that take place throughout the implementation life cycle. The article provides practical recommendations for how the logframe can be better utilised to improve M&E outcomes.

Keywords:
Uwizeyimana, logframe, policy implementation, programme implementation, project implementation, chaos and complexity
INTENTIONS IN A PUBLIC SERVICE IN SOUTH AFRICA

Prof M Dhurup, Ms AM Nomalinge – Vaal University of Technology

Abstract:
In current global competitive environments, organisations often miss the mark due to the lack of proper succession planning. This is also true for public sector ecosystems and their strategic planning. Literature has consistently demonstrated that in most public services, little is done to transfer employee skills before they leave the organisation; primarily attributed to the lack of proper succession planning. This study examined succession planning current practices and the relationship with intentions to leave within a public service organisation in South Africa. The study is located within a post-positive quantitative research paradigm using a structured questionnaire. Data is analysed using the Statistical Package for Social Sciences (SPSS), through which descriptive analysis, internal consistency (Cronbach alpha), exploratory factor analysis, correlations and regression analysis were computed. The study was conducted on a sample of 243 public service employees using a probability sampling method. Two factors of succession planning namely, replacement planning and grooming (employee development) were extracted using exploratory factor analysis. Pearson correlation coefficient showed a significant negative association between the current replacement planning and grooming practices with turnover intentions. Moreover, the regression analysis shows that the current replacement planning and employee grooming practices are significant predictors of turnover intention. Findings suggest that if succession planning is implemented appropriately and factors such as replacement planning and grooming (employee development) are taken into consideration, employees’ turnover intentions may be reduced. It is recommended that clear, transparent and objective criteria should be set that will enable the public organisation to improve succession planning practices and counter turnover intentions.

Keywords:
Succession planning, internal succession barriers, turnover intentions
LANGUAGE AS A VEHICLE FOR PROMOTING MALE SUPERIORITY OVER WOMEN

Dr R Lenz – Vaal University of Technology

Introduction:
This paper aims to illustrate that subtly sexist and benign-sounding words about women and girls have as much a deleterious or disadvantaged effect as blatantly sexist words. Nuanced sexism and euphemistic terms for women send exclusionary messages and reinforce gender inequalities. In terms of the Sapir-Whorl hypothesis, language, by tolerating and encouraging certain thoughts and discouraging others, helps shape perception, cognition and behavioural patterns. Sexist language by its existence reinforces and socialises sexist thinking and practices and contributes to a culture that undervalues women and turns them into objects to be denigrated and abused. Allowing sexist language to go unchallenged is one of the ways that we allow inequality to continue in the workplace.

Methodology:
Using the research paradigm of constructivism and the methodology of feminist standpoint research, this qualitative study will argue that reality is created by individuals in groups, examine the connection between language, thought and behaviour, and define what constitutes sexist language by making specific reference to benign-sounding sexist words and expressions.

Conclusion/- and Recommendations:
Because we can use language to maintain the status quo or to think in new ways, the paper will also provide suggestions on how to eradicate linguistic imbalances from our speech as a step toward reducing real-world imbalances and inequities such as gender bias and discrimination against women. It is argued that the use of non-sexist language can play a part in achieving social equality.

Keywords:
Language and culture, Sexist language: definition and types, Consequences of using / hearing sexist language
EFFECTS OF ENTERPRISE RISK MANAGEMENT (ERM) ON THE PERFORMANCE OF SMALL AND MEDIUM TEXTILE ENTERPRISES IN SOUTH AFRICA

Prof J Duvihlwla, Ms AG Sineke – Cape Peninsula University of Technology

Introduction:
Textile industry sector is a recognisable contributor to economic growth and development for emerging markets, prefigured by a remarkable history of employment creation and poverty reduction in Sub-Saharan Africa, and particularly South Africa. It is known that most of the textile SMEs have failed in their first 5 years of existence due to limited understanding of, or non-existent effective risk management strategies. Proclaiming the existence of a risk management strategy is not enough to ensure that an enterprise achieves its objectives. The implementation of a holistic enterprise-wide risk management framework is required in order to execute strategies and achieve objectives effectively and efficiently. ERM is acknowledged as significant for the better performance of small and medium textile enterprise by managing risks effectively and efficiently. The paper examines the two main aspects of ERM which is the operational and financial risks. In doing so, it is expected that ERM will convey value creation to small and medium textile enterprises’ sustainability and performance.

Methodology:
The study uses a qualitative research methodology to investigate 13 small and medium textile enterprises in Cape Town, South Africa. A schedule of interview questions was designed and handed during in-depth interview meetings with identified Risk Managers, in some enterprises by Finance Managers.

Results:
The results showed that more understanding of ERM is required among the employees of textile SMEs to enhance their risk management efforts let alone the implementation of ERM. The risk managers profess limited knowledge of the importance of ERM and are unaware of its possible effect on their organisational sustainability. The results also revealed lack of support from senior managers/owners on the use of risk registers at various levels. Respondents indicated that there were no systematic ways of dealing with risk exposure, no action plans for identifiable risks; rather that brain storm approaches were common culture. It was also identified that those that understood some aspects of ERM had a fairer chance of improved business performance.

Conclusion:
Textile SMEs must be encouraged to develop risk registers as part of their ERM strategy to mitigate possible operational and financial risks. It is recommended that staff training on ERM could be essential in improving the risk performance of textile SMEs. The study contributes to an existence ERM knowledge, by brining to light textile SMEs’ apathetic approach to risk management, ERM adoption and effects on overall business performance.

Keywords:
Enterprise risk management, business performance, small and medium textile enterprises, South Africa
THE ECONOMIC GROWTH AND FOOD AND NUTRITION SECURITY NEXUS IN ZIMBABWE: A THREE DECADE PERSPECTIVE

Mr J Tinarwo – University of Johannesburg,  
Ma B Mutsambwa – Ministry of Economic Planning and Investment Promotion, Harare, Zimbabwe, Dr DE Uwizeyimana Prof S Vyas-Doorgaspersad – University of Johannesburg

Introduction:
The causal relationship between food and nutrition security and economic growth has been a hotly contested debate over many decades. The main contestation in the literature has always been whether food and nutrition security results in economic growth or whether economic growth results in food and nutrition security. This article seeks to determine whether there has been a relationship between economic growth and food and nutrition security in Zimbabwe during the last three decades (between 1990 and 2018). The first decade (1990-2000) was characterized by structural adjustment programs (SAPs) due to economic challenges bedevilling the country and this was worsened by the drought in the year 1992. In the second decade (2000-2010) Zimbabwe made world history due to its highest inflation rate coupled with food shortages in the markets. The third decade (2010-Present) was primarily characterized by liquidity problems that led to raft of measures by government including a temporary ban on imports, issuance of bond notes and introduction of a command agriculture system.

Methodology:
This article analyses the literature on the economic growth and food and nutrition security nexus in order to answer this question: What has been the nexus between economic growth and food and nutrition security in Zimbabwe over that last three decades?

Results:
Research findings suggest that that food and nutrition security generally reflects the trajectories of the socio-political and economic environment that prevailed in each of the three decades. The research findings contribute to an understanding of the factors that promote enhanced food and nutrition security in Zimbabwe.

Conclusion/- and Recommendations:
Based on the evidence provided in this paper, it is clear that food and nutrition insecurity in Zimbabwe is not due to the lack of economic growth but it is due to the fact that the country has struggled to address its longstanding socio-economic and political woes. Zimbabwe will continue to experience food insecurities unless it addresses first the debt crisis, budget deficits, land reform problems, climate change and post-harvest loses problems. These problems must be addressed in order for the country to be able to deal with the food crisis satisfactorily.

Keywords:
Uwizeyimana, Economic Growth, Food and Nutrition Security, Zimbabwe crisis
ANALYSIS OF A DYNAMIC RELATIONSHIP BETWEEN EMPLOYMENT, CORPORATE INCOME TAXATION AND REAL WAGES IN THE SOUTH AFRICAN ECONOMY

Mr T Habanabakize – North-West University

Introduction:
Unemployment growth is one of the numerous challenges in South Africa. Various policies and strategies have been put in place to deal with the issue but still unemployment rate in South Africa remains high. While job creation and corporate tax are declining, people who are employed fight for an increase of their wages. With this dilemma, it is important to analyse how the two economic indicators (corporate income tax and real wages) affect employment level into the South African economy. The importance of this study is to analyses the effect of the two indicators (corporate income tax and real wages) on employment. The study provides answers to some questions such as how employment growth responds to high or low real wages and what is the responsiveness of employment to changes in corporate income taxes.

Methodology:
Quarterly data was employed with the aim of analysing the effect of corporate income taxation and real wages on non-agricultural employment. This study used a sample size of 86 observation, starting from 1995q1 to 2016q2. The data was acquired from the South African Reserve Bank (SARB) and the Statistic South Africa (Stats SA). To analyse this data, different econometric approaches such as unit root test, ARDL model, ECM, Granger causality and diagnostic tests were employed.

Results:
Findings of the study revealed the presence of long and short run relationships among variables. With regard to the long run relationship, it was found that high rate of corporate tax and real wages leads to jobless in the South African non-agricultural sectors. Additionally, in the short run, an inverse relationship between corporate income taxation, real wages and employment was found. In using Granger causality model, findings suggested employment not to be an indicator of short run corporate income taxation and real wages dynamisms.

Conclusion/- and Recommendations:
The study analysed the dynamic relationship between employment, corporate income tax and real wages. The study found that in some instances, the level of employment depends on the rate of real wages and tax paid by corporates. Since employment growth is more sensitive towards corporate income tax, government should wisely act on the trade-off between employment and the corporate income tax. Moreover, eradication of growing inflation rate can assist in solving the issue discrepancy between real wages and employment growth.

Keywords:
Corporate income taxation, employment, real wages, South Africa
ANALYSING THE RELATIONSHIPS BETWEEN BUSINESS CONFIDENCE, INVESTMENT AND ECONOMIC GROWTH IN POST-APARTHEID SOUTH AFRICA: AN ARDL APPROACH

Mr JJ de Jongh, Ms NP Mncayi – North-West University

Introduction:
Over the last decade the South African economy has endured a lacklustre growth performance and slow economic expansion. Prevailing economic conditions have been characterised by a weak level of consumer demand, persistently falling business investment and a significant amount of policy uncertainty. Although various factors have an underlining effect on this environment, the significance and impact of low business confidence has recently come to the fore. Nevertheless, analyses regarding the impact of business sentiment on economic activity has proven controversial, mainly due to the difficulties in measuring its importance empirically. Hence, the primary objective of the study was to analyse the relationships between business confidence, investment and economic growth in the South African economy.

Methodology:
A quantitative research approach using quarterly time series data from 1994Q1 to 2016Q4 was used. An autoregressive distributed lag (ARDL) model was employed in order to determine the long- and short run effects of business confidence and investment on economic growth in the country.

Results:
The results of the study reveal a significant long run relationship between economic growth levels in the South African economy and the independent variables that were used. A one percent increase in confidence levels could lead to a 0.03 percent increase in growth whilst a one percent increase in investment could contribute 0.21 percent towards economic expansion. In the short run both current business confidence levels and lagged investment levels are significant predictors of economic growth. Results from the Toda-Yamamoto (T-Y) approach of Granger causality further confirmed that the BCI acts as a key leading indicator for investment and growth in the economy.

Conclusion / Recommendations:
Based on the findings, key strategies directed towards the promotion of growth and the expansion of investment must revolve around the creation of an enabling environment for both firms and investors alike. In this regard, policymakers must consider adopting a multidimensional approach, focusing on identifying additional factors that could drive economic expansion such as effective employment policies and the promotion of domestic savings.

Keywords:
Economic growth, business cycles, business confidence; investment, South Africa
ANALYSIS OF LOCAL GOVERNMENT ROLE IN PROMOTING LOCAL ECONOMIC DEVELOPMENT IN SOUTH AFRICAN LOCAL MUNICIPALITIES

Mr KA Mashamaite, Prof MX Lethoko – University of Limpopo

Introduction:
Currently, local municipalities are characterised by and faced with mammoth challenges of high poverty and unemployment rates, poor or lack services, stagnant local economies, shortage of skills required to propel local economic development, lack of administrative capacity and ineffective implementation of policies. Local governments, local municipalities in particular, in South Africa have constitutional obligation to play a critical role in promoting social and economic development in terms of section 152 of the Constitution of the Republic of South Africa of 1996 and the White Paper on Local Government of 1998, which clearly entrenches developmental duties of municipalities. Clearly, the Constitution and the White Paper encourage municipalities, through local economic development (LED), to play a leading role in as far as creating job opportunities and poverty reduction are concerned. Thus, viable LED strategies are necessary to unfurl local economies with a view of addressing societal problems of high unemployment, high poverty levels and lack of access to basic services in many local communities across the country. The paper argues that in order for local municipalities to accelerate the creation of jobs, reduction of poverty, effective service delivery and improve quality of life of local people, LED strategy should be coherently, well formulated and effectively implemented, and local government need to assume an active role in this process. It is in this regard that the paper seeks to examine the role that sphere of local government is playing in the planning and promotion of LED in South Africa’s local municipalities.

Methodology:
This is a conceptual paper to determine the nature and extent of the role that local government play in planning and promoting LED. The paper rely on synthesizing and analysing literature (literature review) to describe or explain the phenomena under study. To achieve this, the paper will use thematic analysis.

Results:
The paper reveals the following: 1) there are major challenges that exists such as inadequate capacity and weak institutional structures for LED promotion in local governments; 2) Ineffective national and local policy frameworks affects the focus of local governments in LED promotion; 3) Convoluted development mandate and inappropriate or elusive integration of LED strategies affects local governments in LED promotion.

Conclusion/- and Recommendations:
The paper conclude that local governments in South African local municipalities have a critical and potential role to play in enhancing the economic viability of their communities thereby improving quality of life for all. Local governments in South Africa are constitutionally mandated to assume developmental duties in order to promote socio-economic development of their local communities through LED. In order for local governments to achieve their developmental mandates, the paper recommends that LED strategies should be coherently, well formulated and effectively implemented. Challenges impeding LED promotion should be effectively addressed and given utmost attention. There is a need to effectively enforce and foster national and local frameworks for LED promotion.
Keywords: local economic development, developmental local government, service delivery, poverty, inequalities
Introduction:
The importance of regional economic development has come to the fore in recent years in predicting global economic development, and regions have been identified as drivers of growth. From this perspective, regional development is important to improve wealth and the standard of living. Nevertheless, quantifying economic development progress has proven to be difficult in the past as measurement of regional development is a multi-dimensional concept. Previous attempts to measure economic development made use of single and composite indices, such as the Human Development Index (HDI) and other index variations. Those indexes were limited in extent and do not address all aspects/dimensions of development. Hence, the primary objective of this study was to construct a composite regional development index that successfully measures most of the dimensions of development in a quantitative manner.

Methodology:
The research methodology is based on the functionalist theoretical paradigm within the Development Economics theoretical framework. It included a comprehensive literature analysis of regional economic development, subsequently identifying the factors that contribute to development, as well as the most important existing indexes. As such, an innovative regional development index was developed with 17 quantifiable socio-economic variables, consisting of four dimensions namely demographic, social, labour and economic. Quantitative data used from the IHS Global Insight data base were applied. Weights were also allocated to all variables as well as priority rankings using the participative methodology. A total of 30 specialists in the field of regional economic development were included with the purpose of ensuring validity in the weighting process. The analysis also provides a developmental classification of all regions. The index was designed to be able to assess regions on a national, regional and local level. The index was applied in South Africa where provinces were analysed and compared.

Results:
The main findings of the research were that regions are at different stages of development and development occurs at different pace if regions are compared over time. It was also possible to classify the regions into various levels of development. The findings of the study provide researchers and policy makers with detail insight of the socio-economic strengths and weaknesses of the provinces in South Africa and where interventions are required through strategy implementation.

Conclusion/- and Recommendations:
The implications of this new index is that it could be utilised as a tool for future analysis in measuring regional efforts and progress, as well as being used to compare different economic regions regarding the level of socio-economic development on a global scale. The index could assist development practitioners in assessment and policy formulation for regional economic development.

Keywords:
Economic development, index, provincial analysis, regional economic development, South Africa
AGRICULTURAL PRODUCTION IN SOUTH AFRICA: INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) SPILLOVER

Dr OO David, Prof WCJ Grobler – North-West University

Abstract:
The positive spillover impact of the efficiency of information and communication technology (ICT) as factor input to agricultural productivity is well documented in the literature. Furthermore, input-output efficiency as a measurement of factors contributing towards gross production is no exception in this regard. There are scanty studies with mix results on agricultural production and ICT at the household level in South Africa. This study investigates the effect of information and communication technology (ICT) on household food production in South Africa. Household engagement in agricultural activities is the proxy for agricultural production, farm land size is a proxy for land accessibility, telephone and internet use are proxies for ICT in this study. Household cross-section data of twenty-one thousand, six hundred and one (21,601) households on agricultural activities and ICTs were generated from the existing survey data of General household survey, 2016 by Statistics South Africa. Larger portion of the households are not engaging in agricultural activities as a result of no access to land for farming, but 96 percent of the households have access to mobile telephony. The logit regression shows that internet connection in the household has positive and significant to household agricultural production but land accessibility is indirectly related but significant to household food production in South Africa. Therefore, land accessibility may be a barrier to agricultural activity involvement in South Africa. The study shows that the positive spillover impacts of ICT may not be possible due to lack of access to land for agriculture. Land for farming, fixed/CDMA telephony and internet are highly required for agricultural activities in order to promote food production, reduce cost of telecommunications, promoting agricultural research and development via internet accessibility.

Keywords:
Agricultural production, Information and communication technology (ICT), General household survey, Binary logit regression, South Africa
Introduction:
The provision of education is a prerequisite for unlocking potential for modern national development and participation in the global knowledge economy. The former is currently focussed more on the 21st century pedagogic technological transformations that are necessary for the implementation of blended learning. That is, planning and governance of infrastructure that is evenly and justly distributed across the country is a significant requirement for the successful implementation of blended learning for national development and participation in the global knowledge economy. In South Africa, the provision of education is a national priority whose success heavily depends on the production of the labour force with the 21st century skills which allows the country to participate in the global knowledge economy. The provision of education in the country that currently promotes the implementation of blended learning is driven by the reliance on the national blue print planning which however, continues to exacerbate the spatial inequalities. Seemingly, the national blueprint planning leaves rural areas vulnerable to spatial disparities in favour of the urban areas.

Methodology and Results:
Therefore, this paper theoretically argues that the provision of blended learning in a developing country such as South Africa will only be effective if the local government is the key role player in planning and governance of necessary pedagogic technological transformations.

Conclusion/- and Recommendations:
The paper concludes that, unlike the national blueprint planning that is currently adopted in the country for the implementation of blended learning, local governance and planning of 21st century pedagogic transformations is required to address the spatial disparities mostly associated with the provision of infrastructure necessary for modern national development and participation in the global knowledge economy.

Keywords:
Planning, Governance, Infrastructure, Spatiality, Blended Learning
Introduction:
This study was inspired by a concern about substance abuse among adolescents as well as the fact that despite efforts to combat substance abuse, the substance abuse problem is on the rise. The study explored adolescents’ perceptions regarding substance abuse prevention programmes implemented in the Ramotshere Moiloa Municipality, in the North West Province of South Africa focussing on substances abused, reasons for substance abuse, prevention programmes employed, target group, stakeholders involved, and reflections on the substance abuse prevention programmes.

Methodology:
Social constructivism research paradigm, and qualitative research approach were considered relevant to addressing the aim of this study. A sample consisted of 35 African black participants; that is 24 male and female adolescents, 4 educators, 2 parents, mental health worker, clinical psychologist, social worker, traditional healer, as well as a traditional leader. Purposive and snowball sampling was employed to recruit participants. Eligibility criteria entailed 3 years’ experience in substance abuse prevention programmes. Data collection methods consisted of interviews and documents reviews. Thematic analysis was employed to analyze data.

Results:
The findings revealed that adolescents find it difficult to access substance abuse treatment facilities due to waiting period before approval is granted, high costs of treatment, as well as distance they need to travel to access treatment facilities. In addition, those who are able to access treatment, find it difficult to obtain after care support due to limited number of social workers allocated to their rural areas and lack of transport funds to attend follow up sessions in rehabilitation centres.

Conclusion/- and Recommendations:
The following activities are recommended for substance abuse prevention programmes: challenges facing adolescents, information sessions, speeches and debates, sports activities, entrepreneurship opportunities. Furthermore, the study recommends that substance abuse treatment centres should be established in previously disadvantaged rural communities.

Keywords:
Challenges, Substance abuse, substance abuse treatment, after care support
THE IMPACT OF ECONOMIC SECTORS ON LOCAL ECONOMIC DEVELOPMENT: THE CASE OF THE CAPRICORN REGION, LIMPOPO PROVINCE SOUTH AFRICA

Dr R Garidzirai – University of Limpopo, Prof DF Meyer – North-West University

Introduction:
The saga encompassing the economy of South Africa during the apartheid era finally came to an end after an expansive series of negotiations among political parties which led to the first democratic elections in the Republic in 1994. Thus, the birth to democracy in South Africa lead the introduction of local economic development (LED) to improve local and regional economies. Accordingly, this study analysed the impact of key economic sectors on LED in the Capricorn District Municipality over the period of 1996 to 2016. The purpose of this study was to develop a LED index for measurement that could contribute to the diverse literature on economic development and Development Economics.

Methodology:
The methodology included the development of an index to measure LED and also an econometric analysis of the impact of economic sectors on the LED index. To analyse the contribution of key economic sectors on LED in the Capricorn District, the study employed a panel autoregressive distributed lag (ARDL) model. Of importance is that the LED index was composed of economic growth, employment and poverty alleviation.

Results:
The results show how the productivity of key sectors influence economic growth, employment and poverty alleviation combined (LEDI). Noteworthy is that community service sector, trade sector, construction sector, the finance sector, electricity sector are positively related to LED. Main economic base sectors such as agriculture and manufacturing surprisingly had less of a positive impact on the local economy. Specific aspects have a negative impact on economic sectors, and should be minimized.

Conclusion/- and Recommendations:
Thus, the study formulated a strategy for policy implications such as restructuring of the agricultural, manufacturing and infrastructure development sectors, ensuring capacity of all essential services, improving production methods, prioritising important projects, investing in skill development and technical skills. It can therefore be safely concluded that local economic development is the process of improving local economic growth, employment and poverty alleviation. In that light, to improve local economic growth and employment, and alleviate poverty, key sectors need to play a significant role.

Keywords:
ARDL, Economic sectors, LED, Index
DEVELOPMENT AND VALIDATION OF CONTENT MANAGEMENT SYSTEMS: USERS EXPERIENCES

Dr PM Makgato-Khunou, Prof SP Mokoena – University of South Africa

Introduction:
A digital content management system (CMS) was introduced in the e-Learning unit of Gauteng Department of Education districts (GDE) to manage e-Learning unit’s content. A content management system is ubiquitous and trouble-free in managing accurate, up-to-date, easily accessible and systematically organised information. The study aimed to explore the perceptions of the e-Learning officials regarding the quality of content populated in the content management system (CMS) for the e-Learning unit and how user satisfaction and behavioural intention to use were affected. The study used Engeström’s (1987) Activity Theory to employ activities in the design and development of a CMS and evaluation by the e-Learning officials. The design of the system used the ADDIE model and the evaluation used the ISSM and TAM.

Methodology:
This study employed design experiments also known as educational design research as well as a mixed methods approach to explore the perceptions of the e-Learning officials regarding the quality of the content in the e-Learning CMS and how user satisfaction, behavioural intention to use and benefits were affected. A sample consisted of 15 e-Learning managers (Deputy Chief Education Specialists) and 30 e-Learning subordinates (Senior Education Specialists). Purposeful and convenience sampling was used to select the participants. Qualitative data was collected by means of journal recordings, focus group interviews and non-participant observation whereas quantitative data on the perceptions of e-Learning officials about the quality of the content on the e-Learning CMS was collected by means of questionnaires. Data was analysed through Tesch’s technique for qualitative data analysis and Statistical Package of Social Sciences (SPSS) version 17.0.

Results:
The findings revealed the two activity systems that involved the design and evaluation of a content management system. In terms of system quality, some participants disagreed with the quality of the system due to the challenges they experienced. Remarkably, participants were satisfied with the use of the e-Learning CMS. Lastly, e-Learning officials indicated that they had benefited from using the CMS.

Conclusion/- and Recommendations:
In terms of exploring the perceptions of the e-Learning officials regarding the quality of content in the e-Learning CMS and how user satisfaction and behavioural intention to use were affected, the recommendations are as follows: proper evaluation of the e-Learning systems prior usage, the role of IT support services in supporting users and continuous evaluation of user satisfaction.

Keywords:
e-Learning, content management system, activity theory, Information System Success Model, Technology Acceptance Model
AN ASSESSMENT OF THE VALUE OF CPI, PMI, AND CHANGES IN THE
MANUFACTURING SECTOR IN PREDICTING ECONOMIC GROWTH IN
SOUTH AFRICA

Mr T Habanabakize, Prof DF Meyer – North-West University

Introduction:
Macro-economic indexes are useful tools in forecasting long and short-run changes in the
economy. The purpose of this study is to assess the usefulness of the Purchasing Managers’
Index (PMI), the Consumer Price Index (CPI) and changes in the manufacturing sector as
predictors of economic growth.

Methodology:
This study is quantitative in nature and employed an ARDL econometric model to test for
cointegration, vector error correction (VEC) and granger causality approaches to determine the
short and long run relationships amongst the variables. The ARDL method was used as the
variables had a mixture of stationarity at levels and first difference. The model used economic
growth as the dependent variable, while PMI and CPI and output in the manufacturing sector
were independent variables. Quarterly data sets were obtained from Statistics South Africa and
the Buro of Economic Research for the period 2000 to 2017 for all variables.

Results:
Findings of the ARDL estimation revealed that the variables cointegrate in the long run and
output in the manufacturing sector and changes in manufacturing output had the highest impact
on long-run economic growth. In the short run, all independent variables had a significant impact
on economic growth. Granger causality tests indicate that output in the manufacturing sector,
CPI and PMI causes changes in economic growth, while economic growth and CPI caused
changes in output in the manufacturing sector. Lastly, a bi-directional causality was found
between GDP and the manufacturing sector and between GDP and PMI.

Conclusion/- and Recommendations:
The study analysed the effectiveness of macro-economic indexes as predictors of economic
growth in the South African economy. The outcome of the study is that all of the indexes are
significant predictors of economic growth. The implications of the research is the confirmation of
the importance of economic indexes as leading indicators for changes in the economy on a
macro level.

Keywords:
Cointegration analysis, CPI, PMI, South Africa
AN ANALYSIS OF THE GUIDELINES FOR TESTIFYING IN COURT

Ms SN Molefe – Vaal University of Technology

Introduction:
This study focuses on investigation and giving evidence (testifying) in court by police. The police are expected to investigate and give evidence in court since the product of the total investigation process is the trial, and the manner in which evidence is given in court – and which evidence, from a judicial point of view, can be regarded as “all relevant information which, if admissible in court, is presented” This means that the competency of the police official is finally judged in court when illogical reasoning or poor judgement is revealed. Having attended the six months basic police course at the SAPS and having worked for the SAPS, the researcher became aware of the fact that the guidelines for testifying in court had not been extensively deliberated on in the police course she had attended. Even an advanced police training, such as the Resolving of Crime (RoC) course and which partly focuses on presenting evidence in court, is offered for only detectives in the SAPS and not the uniformed members who are also expected to give evidence in court. Therefore, without a doubt, uniformed members are bound to make mistakes during cross examinations in court as they lack an ability to handle a crime scene properly, which affects their testimony in court. The aim of this research is to critically analyse the guidelines for uniformed members and detectives of the SAPS for testifying in court. The researcher intends to evaluate the manner in which uniformed members of SAPS and detectives testify in court.

Methodology:
In an attempt to deal with the aforementioned research problem, the researcher opted for a qualitative research approach with direct observation schedule. The direct observer pulls out all the stops not to make any remark to avoid bias the observations (that is bracketing). In qualitative research the researcher gathers material in order to derive explanations from those data. An in-depth interview will be conducted.

Qualitative research is imperative in helping the researcher to gather the narrative in a logical order, gain an in-depth understanding on the South African Police testimony in court. The aim of this research is to hear views and beliefs from the group members themselves and how they create their realities. Data will be collected, explained, interpreted and understood according to the situation being researched (data analysis). The research conducted in the Sebokeng Cluster and is limited to the uniformed and the detectives any other specialised unit are not included in this study.

Results:
The Constitution of the Republic of South Africa Act 108 of 1996 mandates the police to undertake their duties. The study inter-alia makes the following findings, (i) witnesses can help the court to recreate the crime scene, (ii) to convince the court with their testimony about the incident that took place.

The five questions:
The first question: What did you see when you arrive at the crime scene? The witness will have to state exactly what he/she saw either verbally or in writing. The second question: Who is the suspect? Did you get his or her statement? Answer this question pointing or describing the suspect.
The third question: How did you link the suspect to the crime that took place or how did you elicit the information you got from the informant, complaint, victim and witness?
The police depend on the complainant/victim/witness to identify the suspect and give the pointing out statement (complainant lie under oath)
The fourth question: When did the incident take place?
Give date, time, day and year
The fifth question: Why did the crime take place?
Provide the motive behind the crime that took place

The above question will be used to establish criterion for proof and three important criteria for proof.

Further the researcher choose to observe two reported cases: S v Dewani (CC15/2014) [2014] ZAWCHC 188 (8 December 2014) and the case of S v Pistorius (CC113/2013) [2014] ZAGPPHC 793 (12 September 2014).

**Recommendations:**
The police must be cautious and meticulous with the material they gather
The researcher ascertained that there is a problem with the way the police testify in court the recommendation is the SAPS to have two detectives for each sector working with the uniformed members to response to complaints when there is a crime scene and response time important. These will alleviate contamination of a crime scene. The police statement will be in sync with the five questions what, who, how, when and how. The burden of proof will be well established and conviction will be inevitable.

The police must educate the community about the crime scene preservation and the importance of the crime scene.

The witness must take a centre stage in the lawyer’s office or in the conference room to be grilled by the lawyers before trial.

**Conclusion:**
The guidelines for testifying in court will be analysed, the police testimony in court will enhance. The five questions will help this research to establish the burden for prove. The police will carry value and crime scene evidence will be maintained.

**Key terms:**
Analysis, Evidence; Police, Testifying, Burden for proof
TALENT – AN ASSET OR LIABILITY? EXPLORING THE BUSINESS RISKS ASSOCIATED WITH TALENT IN HIGH PERFORMANCE ORGANISATIONS

Prof EN Barkhuizen – North-West University, Mr JC Barkhuizen - ABSA

Introduction:
The importance of talented employees for any organisation is well known. Worldwide managers, practitioners and scholars advocate that talent is the key ingredient for the success, competitiveness and sustainability of organisations and on a larger scale the economic growth of a country. These are all the positive notions about talent. The question however remains: What if talent becomes a risk for the organisation? For example: What if talent skills become redundant? What if talent becomes unaffordable? What if an organisation’s top talent becomes disengaged? This research paper aims to explore business risks associated with talent in high performance organisations.

Methodology:
This research followed a qualitative research approach whereby data was gathered by using semi-structured interviews with selected managers (N=8) from top performing businesses in the Gauteng area of South Africa. The managers were identified based on their wealth of experience of talent management in their respective organisations. The managers were therefore selected on a purposive convenience basis as they could provide the best possible information on the topic at hand. The research were subjected to ethical clearance prior to the execution thereof. All responses were treated anonymously. The data was analysed using theme/content analyses to elicit the themes.

Results:
The results of the study showed that managers rarely think of talent as a risk for organisations. Consequently there is a disjunction between talent risk management and business risk management. The managers were of the opinion that risks relating to the high turnover of staff can be detrimental in terms of loss of productivity and replacement costs. In this case managers highlighted the need of a talent risk tracking system that can be used as a preventative measure to detect turnover intentions of key and competent staff in advance and take corrective actions where necessary. Management also realised the need to develop a more meaningful workplace that will reward talented employees appropriately for performance. The need also exist to provide tailor made rewards for different generations in the workplace.

Conclusion/- and Recommendations:
This research highlighted the importance of adopting a more holistic approach towards talent risk management by incorporating it with broader business risk management practices. Furthermore this research also emphasises the need to develop innovative formulas that can qualify and quantify the consequences of talent risks for organisations. This research also calls for the development of creative interventions that can mitigate talent risks en ensure the sustainability of organisations.

Keywords:
Business risks, High Performance, Retention, Talent, Talent Risk Management
SOUTH AFRICAN GENERATION Y STUDENTS’ CONFLICT-RESOLUTION STYLES

Prof AL Bevan-Dye, Mrs N Meyer – North-West University

Introduction:
Conflict between individuals or groups of individuals is typically the product of differences in values, attitudes and expectations, together with clashes over resources and power. These factors are often also used to explain conflict between different generations. With more and more members of Generation Y (individuals born between 1986 and 2005) entering the workforce and working alongside members of Generation X (individuals born between 1966 and 1985) and the younger cohort of the Baby Boomer generation (individuals born between 1946 and 1965), so it is becoming increasingly important to understand their conflict-resolution styles. The purpose of this study was to discern South African Generation Y university students' predominant conflict-resolution approach and to test if male and female students differed in their approach to handling conflict.

Methodology:
A self-reporting questionnaire was used to collect data from a convenience sample of 279 Generation Y students registered at two South African higher education institutions situated in the Gauteng Province - one campus from a traditional university and one from a university of technology. The questionnaire included the five-component Dutch Test for Conflict Handling (DUTCH), as tested by De Dreu et al. (2001). Data analysis involved principle component analysis, measures of reliability and validity, descriptive statistics and an independent-samples t-test.

Results:
Principle component analysis yielded a five-component solution in accordance with the literature, which explained 61.5 percent of the variance. The Cronbach alpha values for the five components ranged between 0.69 and 0.81, thereby suggesting internal-consistency reliability, while the average inter-item correlations ranged from 0.36 to 0.51, which suggests that convergent and discriminant validity may be assumed. The findings indicate that Generation Y students’ predominant conflict-resolution style is the problem-solving approach, whilst their least favoured approach is yielding to others. In terms of gender differences, the only statistically significant difference (p ≤ 0.05) between male and female participants was on the forcing conflict-resolution approach, with males scoring a higher mean.

Conclusion/-and Recommendations:
South African Generation Y students' preference towards the problem-solving conflict-resolution approach suggests that they have a high concern for both themselves and others, and that, as much as a situation allows, they will seek to create a win-win agreement, whereby both their own and the aspirations of others are met. This implies that Generation Y may be part of the solution rather than the problem in conflict situations.

Keywords:
Conflict-resolution styles, Generation Y students, gender differences
EXPLORING THE DISPOSITIONAL EMPLOYABILITY OF TALENTED NURSES IN THE NORTH-WEST PROVINCE

Prof EN Barkhuizen, Dr MA Molefi – North-West University

Introduction:
South Africa currently experiences a great exodus of qualified professional nurses. Many reasons are attributed to this phenomenon such as poor compensation, poor infrastructure and work resources, workplace safety and long working hours, poor working relationships with management, poor living conditions in rural areas and a lack of professional career development opportunities. If employers are not able to offer job security then clearly employees will need to find other ways to navigate career paths to ensure an on-going employability. The main objective of this research was to investigate the dispositional employability of talented nurses in public hospitals in the North West Province of South Africa. Fugate and Kinicki (2008) define dispositional employability as “a constellation of individual differences that predispose employees to proactively adapt to their work environments and career aspirations”. If conceived this way, employability is a disposition that captures individual characteristics that foster adaptive behaviours and positive employment outcomes. Few studies concerning dispositional employability of nurses in South Africa exist, hence the importance of this study.

Methodology:
A quantitative research approach was followed using a cross-sectional survey design to collect the data at one point in time. The target population for this study was registered professional nurses in public hospitals in the North West Province. A thousand questionnaires were distributed to the nurses with 433 questionnaires returned. The respondents in this research are primarily female (88.2%), married (55.4%), have Setswana as their home language (75.5%), are representative of the African ethnic group (96.5%) and are aged between 40 years and 49 years (41.8%). Most of the respondents were in possession of a Diploma (54.5%), permanently employed (92.4%) and employed at the lower management level (51.3%). The respondents in this study had more than 63% of work experience, did not had any opportunities for promotion during the past five years (79.9%) and were working between 31-40 hours in a work week (64.9%).

A dispositional employability measure developed by Fugate and Kinicki (2008) was used to measure the respondents’ orientation towards their work and their employability. The data was analysed using SPSS. Exploratory factor analyses were used to determine the factor structure of the cross-sectional questionnaire. The reliability and validity of the measurements was determined by means of Cronbach Alpha Coefficients (Field, 2018). Multivariate analysis of variance (MANOVA) was used to determine the significance of differences in the dispositional employability of nurses based on their demographic characteristics.

Results:
The results show that nurses experience average levels of dispositional employability relating to openness to change, resilience and career proactivity. The results further showed that employees working between 41 to 50 hours a week were more proactive in their work compared to those working 11 to 20 hours in a week. Nurses with fewer opportunities for promotion were less open to change compared to those with more chances for promotion.
Conclusion/- and Recommendations:
In conclusion, this research adds to the limited body of knowledge on the extent to which professional nurses adopt positive work related emotions to manage and improve their careers. Recommendations for the management of hospitals are to take cognisance that it is important to invest in the career of nurses in the form of on the job training, courses or any other form of development. These investments involve both the creation of a supportive environment for developing skills and stimulating individual nurses to actively make use of the opportunities for skills development present within the department or hospitals. The benefit for the department relates to enhanced skills that are, generally, considered as critical for effective service delivery.

Keywords:
Career Proactivity, Dispositional Employability, Nurses, Resilience, Work Identity
EXPLORING THE BUILDING BLOCKS OF AN EMPLOYEE VALUE PROPOSITION FOR GRADUATE INTERNS

Mrs KM Paadi, Prof EN Barkhuizen, Prof S Swanepoel – North-West University

Introduction:
Most employees today are looking for organisations that offer or have the potential to offer access to growth opportunities, work life balance and sometimes even international exposure. Prospective employees evaluate employee value propositions (i.e. brand promises of organisations) by considering aspects such as “what’s in it for me to work here?” (Erickson, 2009) or “Why do I want to work here?” (Conner: 2015). The rapid influx of graduate interns into the workplace challenges organisations to develop tailor made employee value propositions complemented by sound talent management practices that will meet the increased demands of graduates. This research aimed to determine the building blocks of a compelling employee value proposition that will attract graduate interns to potential employers.

Methodology:
A qualitative research approach was used. This study applied a case study research strategy, which allowed the researchers to describe phenomena such as recent events, important issues or programs and how people interact with them (Lapan, Quartaroli & Riemer: 2012). The sample for this study included HR practitioners, mentors and supervisors (N = 25) and graduate interns (N=10) who participated in an internship programme for Human Resource Management graduates in the North West Province of South Africa. Semi-structured interviews were used to obtain the data from the HR practitioners, mentors and supervisors. The researchers used a focus group session with the graduate interns to elicit the data. The sample size was based on data saturation. This research falls within the constructivist paradigm which accepts reality as a construct of the human mind. The data was analysed by applying theme/ content analyses. The themes derived from the data was supplemented by direct quotes from the participants.

Results:
The results of the study showed that a properly assembled employee value proposition for graduate interns should include the following: Functional components (i.e. Training and development, Leave and insurance, Mentorship guidance); Financial components (i.e. Stipend, travel allowance, overtime) and Psychological components (Interpersonal relationships with mentors, wellness). The participants viewed stipends and opportunities for training and development as important factors that will attract and retain graduate interns to organisations.

Conclusion/- and Recommendations:
This research highlights the importance of a compelling employee value proposition to attract and retain graduates to the workplace. Based on the results of the study it is evident that the focus of graduate internship programmes must change. There are many elements that should be included to create a more valuable experience that will not only improve workplace skills but also produce well rounded citizens who want to contribute to the country’s economy by utilising their knowledge and skills.

Keywords:
Employee value proposition, Graduate interns, Remuneration, Talent management, Training and development
MANAGEMENT PERSPECTIVES ON THE OCCUPATIONAL TALENT RISKS ASSOCIATED WITH ACADEMIC STAFF IN A SELECTED PUBLIC HIGHER EDUCATION INSTITUTION

Mrs DM Mokgojwa, Prof EN Barkhuizen, Prof NE Schutte – North-West University

Introduction:
South African public higher education institutions have been exposed to many changes over the past two decades as a result of post-apartheid initiatives and rapid globalisation. Owing to these changes academics are currently confronted with various occupational challenges such as increased teaching loads without accommodating infrastructures, a rapid decline in research funding, non-competitive compensation and benefit packages and unsafe work environments. Higher education institutions should realise that the superiority of their resources, services and value margins is largely an outcome of the quality of academics staff. Unfortunately continuous career obstacles may have a negative impact on the well-being and productivity of academics. The aim of this research was therefore to explore the management perspectives of the occupational talent management risks of academics in a selected South African higher education institution.

Methodology:
A qualitative research approach was followed. Data was gathered using semi-structured interviews with management from a selected South African higher education institution (N=10). Data was analysed using content/ theme analyses.

Results:
The findings of the study revealed five main occupational talent risks for academics: Talent Attraction, Compensation, Career Development, Performance Management and Talent Retention. Career development and Talent attraction practices appeared to be the greatest risks for academic staff from a management point of view.

Conclusion/- and Recommendations:
This research paper provides valuable insights into the occupational talent risks that higher education management need to attend to if they are to manage academic talent effectively. This research further highlights the factors that will guide management of HEIs to establish a talent culture that will allow academics to flourish. The study’s findings challenge traditional knowledge and practices of organisational risks regarding culture in HEIs. Therefore, it is advisable that HEI management redevelop talent management practices, to ensure that the best quality academics are retained in support of the sustainability and competitiveness of South African HEIs. In particular higher educational institutions need to develop risk management policies and practices to mitigate the adverse impact of academic staff turnover intentions on the institution itself, students and the broader society.

Keywords:
Academics, Career Development, Compensation, Performance Management, Talent Risk Management,
MONETARY POLICY SHOCKS AND STOCK MARKET VOLATILITY IN SOUTH AFRICA: APPLICATION OF GARCH TIME SERIES APPROACH

Prof BHM Tchereni – North-West University, Mr S Mpini – South Africa Reserve Bank

Introduction:
This study assesses the impact of monetary policy shocks on the South African stock market volatility for the period 1994Q1 to 2016Q4. This paper aims to examine the impact that monetary policy has towards stock market volatility. Ioannidis and Kontonikas (2008), Jensen et al. (1996) and (Ibrahim & Alagidede, 2017) are of the view that monetary policy shocks have an impact on the stock performance. Further, monetary policy shocks usually result to changes in stock prices and returns. In recent times, there is evidence to show that monetary policy shocks affect the performance and returns of the JSE (Balbuena, 2014). Thorbecke (1997) and Conover et al. (1999) report a solid positive relationship between expansionary monetary policies on the one hand and securities exchange returns on the other hand. Similarly, Sousa (2010) observed that, there is a negative relationship between contractionary monetary policy and securities exchange execution. The main objective of this study is to identify, measure and analyse the role played by monetary policy shocks on South African stock market volatility. Specifically, the study sets out to first examine dynamic individual relationships between money supply, interest rates, gross domestic products, and inflation on the one hand, and stock market performance on the other hand using South Africa as test centre. Secondly, the study measures and analyse trends and the extent of variations on stock prices and returns for which each monetary policy shock is responsible.

Methodology:
Time series data from 1970 to 2010 obtained from the International Monetary Fund, the South African Reserve Bank and the World Bank was employed. The relationship among the regressors money supply, repo rate, GDP, inflation and the dependent variable JSE Volatility is estimated using GARCH(1,2) Model. To determine the impact of monetary policy shocks on JSE volatility the paper uses Vector Error Correction Model.

Results:
The paper points out that about 5.2% of the variations in JSE volatility are due to monetary policy shocks. The overall results show a negative relationship between money supply (M2) and JSE volatility. However, there was a positive relationship between Repo rate and JSE volatility. The VECM Variance Decomposition showed that atleast 0.53% of JSE Volatility variations was due to shocks in repo rate. However the GARCH(1,2) model showed that the repo rate is statistically insignificant and positively related to JSE Volatility. A negative and significant relationship between Repo Rate and JSE Volatility is much preferable. When a decrease in repo rate increases the JSE volatility makes the JSE and the economy at large better off because it will encourage borrowing and participants will have money. It is the increase in effective demand for the shares which increases prices thereby improving capital gains for investors. A decrease in interest rate will decrease the cost of borrowing for commercial banks and individuals in the economy, there will be an increase in borrowing which will increase JSE volatility because the public will now be able to exchange securities and receive dividends.

Conclusion/- and Recommendations:
Monetary policy has an important effect on the volatility of the stock market through its influence on fundamental macroeconomic variables such as money supply, interest rates and share prices. The in turn have an effect on economic growth rates of the country. The study
recommends that holding other things constant, the Monetary Policy Committee (MPC) should review its repo rate and keep it lower in order to increase borrowing that makes the public to have money to trade in securities at the JSE, this is expansionary monetary policy

**Keywords:**
Monetary Policy, Volatility, Johannesburg Stock Exchange, GARCH, South Africa
Introduction:
The importance of foreign direct investment (FDI) in influencing economic growth has been well documented by several scholars around the world. Many multilateral institutions such as the World Bank, International Monetary Fund, United Nations Industrial Development Organisation and the World Trade Organisation have identified the important role FDI plays in changing the economic structure of hosting countries. Allowing foreign investors who followed enabling macroeconomic climate with investment incentives to commit their resources accelerated the tremendous growth of the Asian Tigers, such as Malaysia, South Korea and China. This study is an attempt to fill this gap by investigating the relationship and role of foreign direct investment on economic growth in Sub-Saharan Africa. The study has been conducted in a number of countries using time series methodologies in some cases and longitudinal data analysis methods in others. This particular study interrogated the questions by aggregating the data for the sub-Saharan African region and employed time series analysis by considering the SSA region as an economic block.

The main objective of this study was to critically evaluate the impact of foreign direct investment on economic growth in the sub-Saharan African region. Specifically, the study seeks to:

- Review the state of foreign direct investment levels and policies in the SSA region;
- Determine the impact of foreign direct investment on economic growth;
- Analyse the impact of population growth on economic growth in the SSA region;
- Evaluate the relationship between economic growth and net exports in the SSA region;
- Establish the direction of causation among the macroeconomic variables; and;
- Recommend policy on foreign direct investment in the SSA region.

Methodology:
Time series data from 1970 to 2010 obtained from the International Monetary Fund. Ordinary least squares method was used to address objectives and answer the research questions. The variables of concern were real GDP growth as dependent variable and gross FDI inflows as a percentage of GDP as key explanatory variable.

Results:
The results were a mixed bag. There was a negative relationship between foreign direct investment and economic growth. There was also the expected negative relationship between economic growth and interest rates. The relationship between net exports, population and exports on the one hand and economic growth on the other hand was positive. In general, using descriptive statistics analysis, the study observed that most of the variables did not display volatility and wide dispersions from the mean with relatively small values of the standard deviation. Economic growth rates were relatively stable averaging almost 3% per annum. Foreign direct investment was relatively stable and constant also. The importance of foreign direct investment on economic growth was further tested using the Granger causality test. The direction of causality was however from economic growth to foreign direct investment.
Conclusion/- and Recommendations:
This result to aspects of ownership and control whereby the FDI arrangements in the SSA mainly do not benefit the local governments and the local people. It is observable that for the SSA region, FDI is focused on extractive industries for raw materials. Many of the foreign companies investing in a host country are happy to use their home country banking facilities and they only negotiate deals in the host economy, which do not favour the local people. Foreign Direct Investment in developing countries such as China has been clearly defined in terms of ownership structures where local ownership and control is clear. However, the finding that economic growth Granger causes FDI is again striking implying that for FDI to be attracted to the SSA region, governments must adopt growth-accelerating policies.

Another recommendation for policy is that corruption must be rooted out without mercy. Transparency in all FDI deals and full participation of the citizens in the making of the deals must be encouraged. In such a way, FDI will bring more benefits.

Keywords:
Economic growth, FDI, SSA, Econometrics
Introduction:
Due to the ever-evolving markets, consumers and technology, the phenomenon of stability has become a luxury for organisations today. Conventional organisations are required to be more embracing of the constantly changing facets of the environment in which they operate, thus they need to be highly adaptable if they are to keep abreast. For these reasons, among many other, it is important that organisations are led not by individuals or small teams, or in silo-type-of leadership, but by larger teams led by executives who are able to lobby the participation and involvement of every team player through inclusivity, towards the realisation of the organisation’s greater vision. This study sought to determine the leadership styles that prevail in companies in the wine industry in Canada and Japan, and how these leadership styles affect the overall organisational effectiveness.

Methodology:
A qualitative research approach was followed. Individuals, from Canada and Japan (N= 20) were video interviewed to create an innovative Web hosted collection of multimedia cases. The interviews were semi-structured in nature and conducted in the mother-tongue of the participants. The captured data were transcribed and verified with the participants to ensure accuracy and scientific rigour. The data was analyses applying theme (content) analyses. The themes are supplemented with direct quotes.

Results:
This study uncovered approachability, inclusivity, involvement and collaboration to be some of the main prevailing styles of leadership in both Canada and Japan. Other sub-themes that emerged were goal-driven, employee satisfaction oriented, and talent driven, which were unique to each country in their emergence.

Conclusion/- and Recommendations:
This research provides some valuable insights into the leadership styles adopted by different cultures across the globe and how these leadership styles enhance organisational performance. This research therefore provides important cross-cultural insights that can be of value for expatriation as well as trade initiatives.

Keywords:
Leadership, employee satisfaction, organisational effectiveness, wine industry
THE IMPACT OF MUNICIPAL INFRASTRUCTURE GRANT ON BASIC SERVICE DELIVERY: CASE STUDY OF ELIAS MOTSOALEDI LOCAL MUNICIPALITY, LIMPOPO PROVINCE

Dr A Asha – University of Limpopo, Ms GS Matabane – Limpopo Cooperative Governance

Introduction:
The Municipal Infrastructural Grant (MIG) is a conditional grant to municipalities to support infrastructural service delivery to the poor. The purpose of this study is to examine the impact of MIG on basic service delivery in Elias Motsoaledi Local Municipality in Limpopo Province.

Methodology:
Qualitative research design was used for this study. 28 municipal officials and community representatives were selected for the study. The study used non-probability purposive sampling technique to select the key informants. Semi-structured interview guideline was used together with the examination of existing documents. Thematic content analysis was done to examine the impact of MIG on basic service delivery.

Results:
The finding reveals that the municipality is rendering basic services to its residents using the MIG. However, the municipality is struggling to address the backlog because of the mushrooming of new settlements and the limited MIG funds. Municipal officials indicated that there is a backlog in roads infrastructure and that the municipality needs more funding to address the backlog. Likewise, community representatives revealed that residents are not satisfied with the services rendered by the municipality.

Conclusion and recommendations:
MIG programme has contributed towards enhancing basic service delivery in Elias Motsoaledi Local Municipality. MIG is the main source of funding for delivery of basic service to its communities. Local community members have benefited from different types of projects delivered by the municipality in their wards such as: water, sanitation, electricity, high mast lights, roads and storm water, community halls, crèches, sports facilities, parks, low level bridges and schools. However, infrastructural projects implemented are not properly maintained. Specific recommendations is that the municipality should have a vivid maintenance action in pace considering budget allocation for operation and maintenance which can help municipal infrastructure assets to reach their life span. Preventative maintenance is advised than responsive maintenance. In addition, the municipality should explore other avenues likes the Public Private Partnership (PPP) to speed up the reduction of service delivery backlogs.

Keywords:
Municipal Infrastructure Grant, Service delivery, Impact, Municipality.
A CRITICAL SYSTEMS THINKING APPROACH TOWARDS THE DESIGN OF
ONLINE COMPUTER SCIENCE COURSES IN HIGHER EDUCATION –
RESEARCH IN PROGRESS

Me MJ Zeeman – North-West University

Introduction:
Since the Massive Open Online Course phenomenon hit the world by storm in the early 2000s, higher education institutions worldwide invested a tremendous amount of time and effort in the development of online courses. However, high attrition rates force these education institutions to critically reflect on design methodologies followed when online courses are planned, designed and delivered. A holistic approach in design could ensure that the views and requirements of all stakeholders are taken into account to ensure improved levels of commitment and success in offering online courses. The aim of this research is to apply a critical systems thinking approach to identify and obtain the views and requirements of all the stakeholders involved in the design, development and delivery of online courses in the Computer Science Department at the North-West University.

Methodology:
Action research was conducted within a critical systems thinking paradigm. An interpretive study was conducted which resulted the collection of quantitative data by conducting interviews and recording observations. An adapted set of critical systems heuristics questions was used in order to encourage all stakeholders to articulate their views and requirements in the design, development and delivery of an online course in Computer Science.

Results:
During the interviews additional stakeholders were identified who were not involved before and who should be more actively involved and frequently consulted during the design and delivery of Computer Science courses. Aspects such as lack of communication amongst stakeholders were identified. Although many different views were expressed, common goals were listed and an improved sense of awareness of views and requirements were observed amongst stakeholders.

Conclusion/- and Recommendations:
This research was the first iteration in the process of action research. The aim is to make stakeholders aware of views and requirements of all the actors involved in the design, development and delivery of the online course. During the first round that this research reports on, stakeholders became aware of many requirements and views that they were not aware of before. As the research progresses it is anticipated that views and requirements will be articulated and communicated more frequently which could lead to an improve design process, product and user experience. With each iteration improved design methodologies and results will be recorded and implemented.

Keywords:
Online course, Computer Science, Action research, Critical systems thinking, Critical systems heuristics
SPECIAL LEAVE OR SUSPENSION? CLEARING THE CONFUSION

Ms LD Japtha – Vaal University of Technology

Introduction:
South African courts have been required on many occasions over the past few years to consider the matter of arbitrary suspensions and whether the conduct of an employer in relation to precautionary suspensions were consistent with the principles of natural justice as codified by the Labour Relations Act.

Although suspensions happen frequently in the workplace, this issue has only recently received much attention by the South African courts. Despite active judicial interference in this regard, a much more “favoured feature” has lately escalated in practice. In the last few years, employers misconstrued and misused their powers for a purpose not authorised in law and continue to do so despite applications to the courts, alerting it to the illegality of their practice in respect of placing an employee on special leave for discipline.

This practice mostly led by public sector employers, has escalated into an uncontrolled and unlawful landscape. A number of recent media reports relating to this issue tinted how more employers continue to resort to special leave with the aim of side stepping the procedural requirements laid down by our courts in respect of precautionary suspensions. The workplace has undoubtedly become the “warzone for ulterior purpose” with grave consequences for both the employee and the taxpayer. It is for this reason that the Labour Court in Heyneke v Umhlatuze Municipality 2010 LC and SA Municipal Workers Union obo Matola v Mbombela Local Municipality [2015] 36 ILJ 1341 (LC) vehemently criticised this practice. This article will therefore examine whether the granting of special leave on full pay for purposes of investigation into misconduct is correct, lawful and rational.

Research design and methodology:
This research outlines the legal framework regulating the lawfulness, rationality and correctness of placing an employee on special leave for the purposes of misconduct. The arguments that flows from this study is based on a broad theoretical legal approach. In other words, this article mainly examines the issue in question from a broad legal perspective.

➢ Location of the study
The location of this study will be in Gauteng Province. Various government departments will be identified.

➢ Methodology
For the purposes of this study, a qualitative approach will be used. Lapan, Quarraroli and Riemer (2012:69) outlined that qualitative research is an approach that enables researchers to explore in detail social and organisational characteristics and individual behaviours and their meaning. To obtain this information, face to face data collection through observations and in-depth interviews will to be used.

Qualitative research can be carried out through case studies, interviews with people who have relevant experiences, and observations in the places where study participants live, work or engage in leisure time activities. Qualitative research is always theoretically guided. The degree to which theory specifies or initiates and guides the process of data collection varies depending on which scientific paradigm used.

The main qualitative paradigmatic choices are positivist (driven by theory), and interpretivist (driven by the views of those in the study setting). Participatory and collaborative approaches that involve stakeholders in research decisions and activities can be chosen.
Study population
Study population refers to the people who are the focus of the study. In a qualitative study there may be several study populations, the study population are always chosen in relation to the study topic. The ideal population of this study consists of members of Public Service Commission responsible for data analysis and investigations in respect of arbitrary practices in the government arena, Commissioners from CCMA, various heads of departments from various government institutions and Human Resource Practitioners from Municipalities.

Data collection methods

Interviews
The researcher will use the interviews to collect data. The interviews are gathered from more than one person.

Literature Study

The researcher will conduct literature study. It is noted that there is comparatively little research about this topic in the South African context, hence this study will fill in the research gap. However, the views of different authors which relate to suspensions and the legal requirements for it to be operative will be researched and discussed to place the current research project within a conceptual and theoretical context. Information sources will comprise of additional, recent academic books, academic journal articles, newspaper articles, legislation, policy documents, national instructions, and information available on the Internet, relating to the study topic. Information obtained through the literature research will be collected, and also integrated with the data to be obtained during interviews and questionnaires. The documentary sources will be compared with data already gathered by other researchers, and, then, added as new information to the present study, wherever relevant.

For the orientation of the study subject, the researcher will read whatever published that appeared relevant to the study topic. In light of this, herewith the selection of primary and secondary sources that will be consulted by the researcher:

Also, to be consulted will be:
- Text Books on the research subject;
- Journals articles
- Internet sources
- Dissertations and theses

Data analysis

De Vos, et al. (2005:333) suggests that data analysis involves reducing the volume of raw information, sifting significance from trivia, identifying significant patterns, and constructing a framework for communicating the essence of what the data reveal. Therefore, the collected data would be analysed, so that structured, reliable, and valid conclusions are reached. According to Welman and Kruger (2000) (in Pitout, 2005:9), the analysis of information gathered by means of unstructured interviews is based on the interviewer's record. During this record-taking process, the interviewer took notes, with a view to writing a more detailed, and complete, report afterwards. Voice recorder will be used when interviews are conducted, with the view to transcribing the information gathered at a later stage. The researcher then organised the data by categorising it on the basis of themes, concepts, or similar features. This is further argued by Leedy, et al. (2005:150) who stated that data analysis takes place whenever theory and data are compared.

In the light of the above, the researcher will organise the obtained data from the interview schedule while ensuring that the elicited data answer the original research objectives, question and the problem statement. The researcher read the data several times to grasp the perspective of the participants and take down the note as expressed.
Ethical Considerations

The researcher understands the ethical and legal responsibilities of conducting research. With that view the participants were treated with respect as objects of study within the social science context. In support to this statement, De Vos, et al. (2005: 56) state that researchers have two basic categories of ethical responsibilities, the responsibility to those both human and non–human who participate in the research project or study and the responsibility to the discipline, to be accurate and honest in the reporting of their research.

In light of the above; the researcher further advocates that research ethics are a set of moral principles which are suggested by any individual or any group, subsequently widely accepted and which offer rules and behavioural expectations about the most correct conduct toward experimental subjects and participants, employers, sponsors, other researchers, assistants and students. Therefore, the researcher will abide by the ethical code of conduct in the social sciences research and also exercised the ethical obligations to the participants to be involved in this study.

The researcher will apply for all necessary and needed permission sought. For the purpose of this study, the following known ethical principles will be honoured by the researcher:

• The researcher understands that she is not supposed to harm (i.e. protection from harm) the experimental subjects or participants – the participants should be given the assurance that they will be indemnified against any physical and emotional harm;
• The researcher must seek informed consent from institutions prior to the conducting of the research and the necessary permission from the participants should be obtained as well after they were thoroughly and truthfully informed about the purpose of the interview and the investigation;
• In no way is the researcher supposed or allowed to deceive respondents;
• The researcher should not at any moment violate the privacy of participants, this should be ensured at all costs (i.e. right to their privacy) – informing the participants that their identity will remain anonymous;
• Involvement of the researcher – Researchers should guard against manipulating participants or treating them as objects or numbers rather than individual human beings. They should not use unethical tactics and techniques of interviewing; and
• The researcher is not supposed nor allowed to release or publish the findings and restorations of the subjects and participants without their consent (Fontana & Frey, 1994) (in Welman, et al. 2005:201)]

In connection of this statement: most importantly; the participants will be approached and informed about the purpose and subject of the study. Their permission to serve as research participants will be sought for their consent.

Results:

• Examine the rationality, lawfulness and correctness of placing an employee on special leave for the purposes of a disciplinary investigation.
• Examine whether the relevant case law and specific legislative provisions succeeds in bringing certainty thus giving guidance in respect of this area.
• Examine whether the relevant judgments had a discouraging effect on the prevalent practice.
• To determine whether there is a need for legislative reform.

This study will therefore contribute to a broader understanding of the law regulating suspensions and policies regulating special leave in South Africa. The study will create awareness amongst
officials in the government sector with regards to the consequences of resorting to illegal practices in respect of disciplinary investigations. This study will suggest a need for legislative reform in respect of the practice of precautionary suspensions.

Conclusions and recommendations:
Both judgments in Heyneke v Umhlatuze Municipality supra and SA Municipal Workers Union obo Matola v Mbombela Local Municipality supra illustrates that the purpose of special leave is at most found in a contract of employment or is regulated by a collective agreement in the workplace.

It further illustrates that no provision in the Labour Relations Act justifies the practice of special leave for the purposes of misconduct. If the special leave is without any request from the employee or without his or her consent or without authorisation by legislation, the contract of employment or the policy; the special leave is a breach of the employment contract. It is also important to note that where the purpose of the special leave is to conclude an investigation, the special leave is manifestly unfair.

The courts bestowed upon themselves an important supervisory role in ensuring that individuals who acted maliciously in the mentioned cases are brought to task. It is however my submission that the legal reasoning leads only to a temporarily solution to the current prevalent practice.

There is a need for the development of long term employee relations strategies rather than a short term reactive tactics such as illustrated by the courts. The question is how long will the courts be able to play ombudsman in this regard? Is it time for legislative intervention? Most definitely one would argue that considering the above there is a need for a Code of Good Practice on Unfair labour Practices.

KEYWORDS:
Keywords: Special Leave, Precautionary Suspensions, Unlawfulness, Procedural equirements, Illegality, Rationality
HEALTH AND SAFETY IN SOUTH AFRICAN SCHOOLS: MORE STILL NEEDS TO BE DONE

Mr MS Mabadzhabadzha – Vaal University of Technology

Introduction:
Just like any other public institution, South African schools must comply with safety standards outlined in the Occupational Health and Safety Act 85 of 1993 to maintain the health and safety of the learners at schools. It is however disturbing to note that there is more that still needs to be done in this regard.

The purpose of this paper is to highlight the gaps that exist in ensuring the health and safety of the learners at schools. The paper will address those gaps on issues such as fires at school, injuries and drowning related incidents, infectious diseases and lack of regulations catering specifically for the health and safety of learners at South African Schools.

Methodology:
The methodology that I am going to use is qualitative research. Qualitative research is a type of scientific research. It is characterised by its aims, which relate to understanding some aspect of social life, and its methods which (in general) generate words, rather than numbers, as data for analysis. It is used to gain an understanding of underlying reasons, opinions, and motivations. It provides insights into the problem or helps to develop ideas or hypotheses for potential quantitative research.

Quantitative research methods that will be used are: participant observation and in-depth interviews. The type of sampling that will be used is purposeful sampling.

The use of qualitative research is important in this research because qualitative research is aimed at gaining a deep understanding of a specific organization (in this case South African schools), rather than surface description of a large sample of a population. It aims to understand how the participants derive meaning from their surroundings, and how their meaning influences their behaviour.

Results:
The results of the research were that though the schools are required to comply with the Occupational Health and Safety Act 85 of 1993, there are no specific regulations that schools can comply with to ensure the health and safety of learners at schools. The available general regulations are also not enforced and monitored, hence schools are not complying to those regulations. It was found that only major incidents/accidents are reported and investigated for example, the young girl who drowned in a pit toilet at Mbizana in Eastern Cape. Minor incident/accidents are not reported, and that often leads to recurrence.

Conclusion/- and Recommendations:
In conclusion, the following are the recommendations that will help to address the current and future state of health and safety of the learners at South African Schools:

- The current relevant regulations should be enforced and monitored to ensure the health and safety of learners at South African schools.
- Specific Health and Safety School regulations should be written, implemented and complied with by all South African schools.
The department of Labour in partnership with the Department of Education should appoint Health and Safety inspectors whose role will be to oversee and monitor the implementation and compliance to Health and Safety Regulations at all South African schools.

Keywords:
Health and Safety, Compliance, Legislation, School, Learners
THE SEXUAL EXPERIENCES OF RELIGIOUSLY AFFILIATED ADOLESCENT FEMALES IN FORT BEAUFORT, SOUTH AFRICA ”

Mr A Mili, Prof JG Kheswa – University of Fort Hare

Introduction:
Despite religiosity being seen as a protective factor against various physical and mental health issues, it lacks the sensitivity to equip adolescent females in the area of sexual behaviour. Research indicates that the failure of religious parents to engage their children to sex education due to church doctrines puts them at heightened risk of teenage pregnancy and sexually transmitted infections. This paper is underpinned by social control theory, which assumes that social institutions such as family, school, and church promote values that are consistent with conventional behaviour because they socialize members to adopt the norms and values of the group. The purpose of this study was to explore the factors and effects of religion on adolescent females’ sexual behaviour.

Methodology:
The study employed a descriptive qualitative study on fifteen Xhosa-speaking adolescent females, aged 15-19 years, from four Christian churches based in Fort Beaufort, Eastern Cape, South Africa. The participants were purposively sampled and agreed to be tape recorded during the focus group interview. The researchers adopted Lincoln and Guba’s principles to measure the trustworthiness of the study, namely; credibility, dependability, confirmability and transferability. For data analysis, the researchers followed axial, open and selective coding.

Results:
The findings revealed that poor communication at home and lack of engagement of youth during church services in discussions about sexuality, resulted in teenage motherhood and low self-esteem, and reliance on social media and peers as the only source of sex-education. However, some participants highlighted that the church programmes contributed to their internal locus of control and preservation of virginity.

Conclusion/- and Recommendations:
A more liberal approach among churches is recommended to prepare adolescent females to know about sexual values.

Keywords:
Adolescent females, Communication, Self-esteem, Social media
THE PERFORMANCE AND MANAGEMENT OF SMALL-ENTERPRISES TOWARDS EMPLOYMENT CREATION IN THE 21ST CENTURY IN SOUTH AFRICA

Mr MG Makgamatha – University of Limpopo

Abstract:
The aim of this paper is to investigate the performance and management approaches of small-enterprises towards employment creation in the 21st century in South Africa. Small-enterprises have been regarded as solutions towards poverty reduction through the provision of employment opportunities. When people are employed in small-enterprises it increases their purchasing power to afford basic needs and wants to improve their standard of living. Employment creation, it is crucial for increasing people’s financial security to promote higher standard of living which will stimulate the economic activity. Many small-enterprises in the 21st century are collapsing and people get lower wages of which it is not adequate to uplift them out of the poverty cycle completely. Small-enterprises have been playing a huge positive role in the economy but they encounter numerous challenges daily that limit them to create more employment opportunities. The performance of small-enterprises in the 21st century, have been affected by online shopping and number of people that buy directly from stores has reduced. When people purchase products online from other countries that empower the businesses outside South Africa and collapse the ones that exist within the country.

In terms of methodology the qualitative approach will be used to get information through literature review. The secondary data will be useful to find textual information regarding challenges, debates, management approaches, developments related to the contribution of small-enterprises on employment creation. Small-enterprises such as supermarkets are still making profit even though at a small-scale due to competition from medium-enterprises that employ more people and pay them better wages as compared to small-enterprises. The recommendation is that the South Africa government should focus on strengthening the existing small-enterprises that exist in both rural and urban areas. The government should monitor small-enterprises in ensuring that they are being managed properly. The government should allow companies to buy products online in bulk from other countries unlike individuals purchasing few products for personal use online, that collapse small-enterprises. South Africa is affected by rampant unemployment and poverty in the presence small-enterprises, this is what this paper seeks to investigate.

Keywords:
Small-enterprises, employment creation, management approaches of small-enterprises and online shopping
AN EVALUATION OF PERPETRATORS MODUS OPERANDI ON HUMAN TRAFFICKING IN THE THREE SELECTED AREAS OF GAUTENG PROVINCE, SOUTH AFRICA

Mr MM Motseki, Prof JT Mofokeng – Tshwane University of Technology

Abstract:
Despite increased media coverage regarding the prevalence of human trafficking, the means and methods used by organised criminal groups, the evidence base regarding adequate responses relevant stakeholders within the Criminal Justice System (CJS) in their efforts to adequately detect trafficking, identify victims, investigate offences based on the Modus Operandi (MO) and contribute to the successful prosecution of offenders, remains underdeveloped. The glaring knowledge gaps confronting the policy makers, as well as relevant law enforcement agencies, amongst others, are the lack of empirical studies into the extent of the challenges on addressing this practice. This article therefore, attempts to explain the MO of perpetrators on human trafficking in the three selected areas of Gauteng Province. This article begins with an examination of the extent of this challenge and the response by relevant stakeholders within the CJS. This research was carried out utilising a qualitative approach. The authors seek to understand the range of views and approaches of MO utilised by perpetrators of human trafficking based on media portrays, however, dearth of research on the scale, dynamics, and impacts of trafficking in South Africa remains scarce. This exploratory research involved desktop review and 37 Key Informant Interviews (KIIs), using purposive and sequential referral sampling. The reason for this choice was to identify key participants with rich information on human trafficking, as deployed in the Directorate for Priority Crime Investigation (DPCI), the South African Police Service (SAPS), the Department of Home Affairs (DHA), the Department of Social Development (DSD), the Gauteng Provincial Office, as well as the affected victims. This was done by soliciting their views and experiences on MO organised crime groups utilise to lure victims. The interviews were analysed according to the phenomenographic approach to identify the participants’ responses.

The key findings indicated that the MO of perpetrators is becoming so organised that many victims are not even aware that they have been trafficked in such interactions, owing to the nature of MO currently utilised by the organised crime groups, including drugging and binding of victims as they are transported across the provinces. The findings also highlighted that MO applied to lure victims included but not limited to the use of various social media platforms to recruit vulnerable victims; targeting of vulnerable and poor victims with the promise of employment, scholarships, and modelling careers. The findings further indicated that average age of victims are those between the ages of 16-30 years and are attracted mostly from rural areas of South Africa such as Limpopo, Eastern Cape and Kwazulu-Natal Provinces, the Southern African Development Community (SADC) regions as well as South America. Based on the findings, the authors provided with possible recommendations such as; possible strategies which involves improved modernised methods, technological advancement, advanced training and better education including improved awareness strategies; and the strengthening of enforcement responses and reporting techniques.

Keywords:
Evaluation, Human trafficking, Modus Operandi, Policing, South Africa, Victims
GENDER DYNAMICS IN EMPLOYMENT AND LABOUR FORCE TRENDS IN SOUTH AFRICA

Dr R Nishimwe-Niyimbanira, Dr TP Sabela – University of Mpumalanga

Introduction:
Culture, tradition, norms and stereotypes have always contributed to the gender division of labour. Women often assume much more of the household and care responsibilities which inhibit their ability and opportunity to participate in labour market. The fact that career and family decisions coincide in terms of timing calls for systems which would allow a concordant time investment in both market work and nonmarket activities. These facts also contribute to occupational gender discrimination both in terms of the number and the quality of jobs. The aim of this paper is to provide facts through a gender based comparative analysis of the information on labour force, employment, and unemployment trends in South Africa covering the period from 2010 to 2016. It further seeks to establish the progress of women compared to their male counterparts in the world of employment.

Methodology:
The paper analyses secondary data selected from the South African Quarterly Labour Force Survey covering the period from 2010 to 2016. The QLFS is a household-based sample survey conducted by Statistics South Africa. Year 2010 has marked the recovery of international crisis and during economic crises women lose more employment in percentage terms than men. Hence, the inclusion of year 2008 and 2009 would have an impact on analysis and results of the paper. The analysis of data will be descriptive in nature. Quantitative data gathered will be summarised and described using figures and tables.

Results:
The labour force participation of both females and males has slightly increased from 2010 to 2016. Both females and males employment rate has decreased, however, women were more likely than men to be unemployed or underemployed. Women’s share of the total informal workforce is higher than men’s share and they are more likely to do unpaid household than men. The major source of employment for women that housed more than a half of the employed females includes elementary occupations, clerical, and domestic work. Females remain to be poorly represented in decision-making positions with males continuing to lead management positions. The gender gap in employment, occupation and sector translate into limited access to employment-related social protection among females. Women are still lagging behind men in terms of pension/retirement fund benefits, access to any paid leave, UIF contribution and medical aid access. Women were more likely than men to have verbal agreement for their employment than men.

Conclusion/- and Recommendations:
Numerous government policies that address discrimination and promote women’s economic empowerment are in action. However, efforts need to be made in enabling environment towards
women’s economic empowerment, through the expansion and improvement of the infrastructure for care services, like child care facilities, both publicly-provided and in the workplace. National Health Insurance needs to kick-start to ensure the universal health coverage. Terms and conditions of maternity/paternity leave including the benefits around it need to be revised and the benefits need to be extended to all workers in all sectors including domestic workers.

Keywords:
unemployment, underemployment, labour market, South Africa, Gender dynamics
Improving health service delivery within iLembe Health District: A Batho Pele Perspective

Ms R Shadeo, Prof M Subban – University of KwaZulu-Natal

Introduction:
Everything associated with wealth, happiness and long life depends on good health. Adept policy-makers must understand linkages between Government priorities and interface with the public. Health policy initiatives ought to be implemented effectively, efficiently and economically within local communities’ proximity demonstrating results. Contextually, mobile health services are extensions of primary health care and deemed integral to public sector health care systems. The Department of Health and iLembe Health District are required to ensure Batho Pele (People First) Principles maintain service standards. Purpose of this study was to analyse the impact of mobile health services operationalising these principles to the District.

Methodology:
Methodological approach included administration of questionnaires to management, health care workers and clients within Maphumulo sub-district in iLembe. Quantitative approach through administration of questionnaires via random sampling complemented 286 respondents. Data was interpreted for statistical significance of relationships amongst key variables through Factor Analysis and Cronbach’s Alpha for score reliability.

Results:
Data analysis illustrated health care workers (HCW) are courteous and provide necessary information to clients despite resource and infrastructure constraints. Empirically, managers, HCW and clients agreed mobile health services are delivered in relation to some Batho Pele Principles. However, challenges exist. Study revealed efficient, economic and effective delivery of health services warrants multi-disciplinary and co-ordinate approaches involving clients’ participation and feedback, including health service management and health care workers. Causal factors in health services improvement and mobile health clinics of existing PHC system were noted.

Conclusion/Recommendations:
Study revealed whilst health services are available, there is need for further improvements meeting service delivery demands. Emphasis was instilling a spirit of diakonia and culture of ensuring high quality service delivery meeting mandates of Health and Government Departments. Authors concluded necessary health care policies be implemented properly; and monitoring and evaluation deliver quality services to citizens in an equitable manner through all possible means.

Keywords:
Batho Pele, Health service delivery, Public service, Primary health care