REGENT BUSINESS SCHOOL

Data Base of all Research and Research Presentations and Allied Research Activities conducted by the REGENT Business School's Directorate of Research and Innovation for the period 2002 to December 2016:

A REPOSITORY OF ALL RESEARCH CONDUCTED AND UNDERTAKEN

1. INTRODUCTION

Humble beginnings by REGENT Business School in Respect to Research: Advancing the South African Research Agenda Against all Odds in a Sustained, Coordinated and Professional Manner.

It is our pleasure to document all of the research and allied activities including journal articles published and, undertaken by the REGENT Business School for the period 2002 to December 2016 (A period of 14 Years). It was a difficult task to assemble the data because, this exercise was conducted for the first time and, some of the data was not easily accessible going back to the year 2002, or was not on record within the school. The initial years saw the school finding its feet and, it was a period when research was at a very rudimentary stage and level of development and engagement.

In spite of the difficulties encountered in assembling the data, it was an exercise and, effort that achieved the desired effect of obtaining the maximum data of most of the research conducted by the institution, including allied research activities, over a period of nearly two decades. It was a grueling exercise and we are happy with our efforts of creating a more than adequate data base for scrutiny by management, staff, and outside organizations and formations, including the regulatory authority in the form of the Council on Higher Education (CHE) and the Department of Higher Education. We have also fulfilled the requirement of the Council on Higher Education (CHE) of the Republic of South Africa, in providing the ISSN numbers of the journals that the REGENT Business School has published its research articles in.

The documentation also encompasses publications in international peer reviewed and local journals, articles published in the popular press and on selected websites, including research papers published in the REGENT Business School's Journal of Management Perspectives, the Alumni Journal (Networx), the inaugural Brown Bag Seminar Series and other Brown Bag Seminars, Master Classes held by the School and, the new Daily Insights article series which began in 2016 by Professor Dhiru Soni. These in the main do not have ISSN numbers but published articles in journals reflect ISSN Numbers.

In addition we provide the number of MBA dissertations that were approved for the award of the MBA degree with the name of the student their titles for their research dissertations, in respect for the years 2013 to December 2016. Dissertations prior to this period are not included but are on record within the Research Directorate. It is our intention to document all dissertations from 2002 to 2012, in order to create a composite data base for the MBA dissertations. We also document the number of research projects supervised at the Honours Degree level of study for the BCom Honours and, the Postgraduate Diploma in Educational Management and Leadership for the period 2013 up to December, 2016.

The institution must therefore very seriously consider developing a user friendly data base system that will be in a position, to capture and microfilm all dissertations or put them in a compact disc format, including the articles presented at the Brown Bag Seminars and Master Classes including other research outputs. It is a landmark exercise which can now be uploaded on to the relevant research websites of the institution. The Directorate, in this regard is pursuing discussions with the management of the school and, it is hoped that these discussions will bear fruitful results in the near future.

We wish to place on record our immense gratitude to the manager of post graduate research Mr. Nadeem Cassim and to Mr. Stanton Thomas the dissertation administrator for their untiring efforts in enhancing postgraduate research at the institution. It is also our bounden duty to thank Miss Lee – Ann Inderpal, the Manager of Institutional Research for conducting pertinent and guided Institutional research, on some salient and important topics, in order to enhance our efforts to provide intervention strategies, in areas that require a sustained and coordinated effort, to enhance the image of the institution and, in order to apply remedial measures were required and necessary. It is hoped that Institutional Research will be taken to even greater heights in the New Year by incorporating tracer studies and, other pertinent and in – depth research initiatives.

In addition, it is also our bounden duty to thank Miss Fathima Mohammed for coordinating the Honours Degree programmes research papers submitted by students in an orderly manner. During her long leave of absence the administrative functions were delegated to our secretary Miss Portia Nthetha, who more than ably performed this function. We are indeed grateful to her for the outstanding work and the diligence in which she performed this task.

Last, but not least, our thanks to Senior Manager Fathima Ussuph and Mr. Abdul Rahman Kajee for always assisting us and, affording their unstinting advice on how to deal with the media and, for assisting us in putting together the Master Classes and other important events. In reality, we thank all staff members, including the administrative staff of the REGENT Business School, who assist us in chartering a sustained trajectory, in enhancing the research activities and agenda of the REGENT Business School's Directorate of Research and Innovation.

This documentation is necessary for obvious reasons and will be done on an ongoing basis, in order, to document and enhance, the REGENT Business School's research data base and, other important issues that have a direct relevance to our research agenda, in terms of outputs of the activities that relate to quality research, that enhances the academic programme, coupled with mentoring academic staff and keeping students abreast with topical issues in a globalized, developing and changing Africa and, the contemporary world of complex and most intricate business management challenges, issues and the changing face of the MBA globally, particularly in an age and era of a protracted economic meltdown since 2008.

To this end our gratitude is also extended to all our academic staff and external academics and dissertation supervisors, including administrative staff of the institution, regional representatives, the Registrar Mr. B. Bisnath and our Quality Assurance Unit under the guidance of Mr. Ravi Ketwari for their sustained commitment, diligence advice, and guidance in respect of research issues, and for dealing with the Department of Higher Education and the Council on Higher Education's stringent

but necessary requirements. It is essential to also thank the Operations Manager, Mr. Ridwaan Asvat, who is also in charge of the Executive Learning Programme of the institution, for his guidance and support, as it relates to research initiatives and, in supporting us, as concerns financial issues for the publication of our research together with the Department of Finance. We also register our immense thanks to Miss Farhana Hussein, the Director of Teaching and Learning for her support.

It would be remiss if we do not thank Miss Reshana Bharuth the Academic Administrator of the School and Miss Portia Ntetha, our personal secretary and administrator for their coordinated and sustained efforts, to enhance the activities of our Research Directorate, in terms of their quality professional inputs, that enhances our efforts within the Directorate of Research and Innovation. The both of them are indeed pillars of strength and, a credit to the institution.

This submission and documentation is a comprehensive list of all research undertaken by the School and its academics, including academics from many other countries such as Zambia, Namibia, Malawi, Zimbabwe, Mozambique, Mauritius, Russia, Kazakhstan, China, India, Canada, the United States of America, Poland and, other African and international destinations. From very humble beginnings and against all odds, the school has fostered research with academics from Mauritius, India, Kazakhstan, Russia, Saudi Arabia, Singapore, Malaysia, Nigeria, Iran and, a host of other countries and also, with academics from local South African Universities such as the North West University, the University of South Africa and the University of KwaZulu – Natal. REGENT Business School has relentlessly pursued a group approach in respect of research initiatives with some Management College of Southern Africa's (MANCOSA) academics in publishing articles. It is hoped that the group will pay greater emphasis on the group approach to research and publications, in order to consolidate this necessary approach, in order to take research within the group to greater heights in the years that lie ahead.

In spite of the fact that, the REGENT Business School is not supported in its research endeavours by the government of the Republic of South Africa, the Department of Higher Education and the National Research Foundation, it funds its own research which is a very costly exercise and, is therefore, a credit to the institution attempting to harness and advance the South African Higher Education research agenda. This is a travesty of justice and negates the very essence of research and innovation in democratic South Africa, in spite of the fact that, it is a duly recognized Distance Higher Education Institution that is registered with the Department of Higher Education and, is recognized by the Council on Higher Education of South Africa, as the regulatory authority, for nearly two decades as a provider of Distance Higher Education.

This negates the very boundaries of research and in spite of these unnecessary impediments, it has contributed significantly to the research agenda of the country and, continues to do so in a sustained, coordinated, intellectual and sustainable manner, in producing quality research in relevant fields such as, management, finance, economics, business issues, public administration and management, entrepreneurship, Islamic law and banking, the veterinary sciences, agriculture, extension, education, religion, history, the politics of South Africa and, on governance, including the political economy, ethics, cultural and social issues, outreach programmes, including a host of other areas of research engagement. All of this is necessary for a developing country like South Africa in terms of enhancing and consolidating the realities of a developmental state, within the parameters of social equity and political freedom post 1994, in order to grow the economy and create a better life for all its citizens, given the oppressive legacy of apartheid. To this end the REGENT Business School is a regular contributor on various issues, to local and national newspapers and, provides political and social commentary on various important and topical issues within the South African media and, important business platforms and websites.

The REGENT Business School in its quest for excellence conducts regular Brown Bag Seminars, Master Classes in various important and topical issues. It also produces, its own journal called the International Journal of Management Perspectives, which attracts research articles from an array of local and international academics. It is our desire to produce a high quality journal, in the form of the African Journal of Management Perspectives, which will be an International Journal in collaboration with Zarsmi (Dubai) which has a number of journals within its stable. We also produce the REGENT Business Schools Alumni Networx Journal which gives Alumni of the school and, MBA students the opportunity to produce research articles of high quality. In addition, it produces the online daily insights magazine that covers articles of a topical nature, which is posted to more than 430 alumni, students and staff on a daily basis. This is no mean feat and, is a credit to the institution. In reality most of the articles covered in these inputs are publishable articles. In reality most of its research articles are published in internationally recognized peer reviewed journals. Since 2011 the research inputs and quality of research undertaken by the school has taken a quantum leap into the future and, is improving with each passing year.

We have the singular honour of placing on record that the efforts of this Directorate saw the first successful International Conference that was held by the REGENT Business School, at the Durban City Hall in October of 2013. The Mayor and the Office of the Ethekwini Municipality supported this conference, which attracted a number of overseas guests, local and international academics that presented conference papers of a very high quality. The key note address at the conference was given by the Minister of Public Enterprises of the Republic, the Honourable Malusi Gigaba. Fourteen research papers were selected from the conference proceedings and are published in the

International Journal of Management Perspectives in the 2014 and 2015 volumes of the journal. All of this was achieved post 2011 after Professors Dhiru Soni and Anis Mahomed Karodia in 2013, joined the REGENT Business School as academics and researchers.

The Directorate of Research and Innovation in its ambition to foster research among young academics, diligently mentors young academics and researchers to contribute to its research agenda. The School has advanced MBA student research via their completed dissertations and edits some of these dissertations and publishes them in international peer reviewed journals, at no cost to the student. The school carries the publication costs. This indicates that the REGENT Business School is student centered in its approach and orientation.

It also plays a significant role in shaping and directing post graduate and institutional research at the school and, coordinates in large measure dissertation research towards students fulfilling the dissertation requirements for the award of the MBA degree. All of this has paid immense dividends and, in this regard, we will continue to innovate, consolidate and advance the research outputs of the institution and by implication, the research agenda of a developing and post – apartheid South Africa.

It is our bounden duty to immensely thank the management of the school under the tutelage of our Managing Director Mr. Ahmed Shaikh for having supported our endeavours together with Professor Yusuf Mahomed Karodia, the Chief Executive Officer, in affording us the opportunity of moving forward without let or hindrance, in order to engender research and innovation, as an essential component of the teaching and learning exercise of the REGENT Business School. This enhances the teaching and learning programme of the REGENT Business School, in no uncertain terms. We remain very confident that we will take the research agenda of REGENT Business School to even greater heights in the years that lie ahead.

We also take this opportunity of thanking all researchers and academics, who have joined us in this phenomenal research journey and, sincerely hope that, they will continue to support us in a journey that is most enlightening, rewarding, encouraging and satisfying because, an academic institution is judged in many ways by its outputs, in quality sustained research, which strengthens the academic programme of the institution and, enhances the image of the REGENT Business School, as a quality provider of Higher Distance Education, not only in South Africa but throughout Africa and on the international stage.

Thanking You
For The Director of Research and Innovation and,
The Directorate of Research and Innovation
Signed: Accept as signed hereunder by
Professor (Dr) Anis Mahomed Karodia – Senior Academic and Researcher
December 2016

2. LAY OUT, DESIGN AND EDITORIAL COMMITTEE:

Cover Designed by Professor Dhiru Soni and Mr. Junaid Khan

EDITORIAL COMMITTEE:

1. Professor Anis Mahomed Karodia
2. Professor Dhiru Soni
3. Mr. Junaid Khan
4. Miss Portia Nthetha
5. Mr. Nadeem Cassim
6. Mr. Stanton Thomas

3. MAIN ROLE PLAYERS IN THE COMPILATION OF THIS RESEARCH DATA BASE (REPOSITORY)

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3. Administrative Secretary: Portia Nthetha – Directorate of Research and Innovation – REGENT Business School;
4. Compiled by Professor Anis Mahomed Karodia and Assisted by Miss Portia Nthetha of The Directorate of Research and Innovation – REGENT Business School;

4. ADDRESS OF THE REGENT BUSINESS SCHOOL AND THE DIRECTORATE OF RESEARCH AND INNOVATION:

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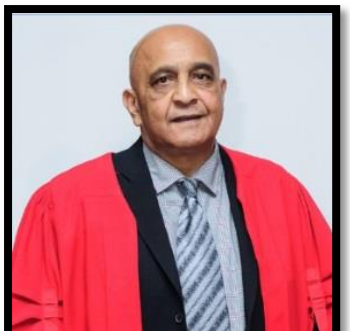
2	Senior Academic and Researcher:	Professor Anis Mahomed Karodia
3	Administrator Research and Secretary	Ms Portia Nthetha
4	Academic Research Administrator:	Ms Reshana Bharuth
5	Manager Postgraduate Research:	Mr Nadeem Cassim
6	Manager Institutional Research:	Ms Lee – Ann Inderpal
7	Coordinator Honours Degree Research:	Ms Fathima Mohammad and Ms Portia Nthetha
8	Dissertation Administrator:	Mr Stanton Thomas
9	Examiners/ Supervisors:	All Academic Staff

Professor Dhiru Soni
Director of Research



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Senior Academic Researcher

Portia Nthetha
Administrator and Secretary

Reshana Bharuth
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Lee – Ann Inderpal
Manager Institutional Research

Nadeem Cassim
Manager Post Graduate Research

Fatima Muhammad
Coordinator Honours Degree Research

Stanton Thomas
Dissertation Administrator

VISION OF REGENT BUSINESS SCHOOL

Our vision is to be a leading provider of entrepreneurial, business and management education and to develop business leaders through research and innovation.

MISSION OF REGENT BUSINESS SCHOOL

Our mission is to provide accessible, affordable, and quality entrepreneurial, business and management education, responsive to the critical needs of South Africa and the African continent within the context of a dynamic global environment.

OUR VALUES

The core values that underpin the vision and mission of regent Business School is encapsulated hereunder as follows:

- Knowledge
- Social Responsibility
- Sustainability
- Ethical Behaviour, and
- Diversity

TABLE OF CONTENTS

No.		Page No.
1.	Introduction	I
2.	Lay out, Design and Editorial Committee	viii
3.	Main Role Players in the compilation of the research data base	viii
4.	Address of the REGENT Business School's, Directorate of Research and Innovation	ix
5.	Staff of the RBS Directorate of Research and Innovation and photographs of staff	Ix
6.	Repository of all Research By Regent Business School's	1
7.	Report on the REGENT Business School International Conference 2013	2
8.	Research Articles and Allied Research Activities	4
9.	Articles Published in 2016 in the RBS Journal of International Management Perspectives, Volume 13 Number 1	51
10.	Articles Published by The Directorate of Research in the Popular Press	53
11.	Articles Published on Websites from January 2016 to December 2016	54
12.	Institutional Research: From 2013 to 2016	61
13.	Post – Graduate Research	64
14.	Post – Graduate Research Continued:	129
15.	A Record of all Papers from 2002 To 2016	148
16.	The Inaugural Brown Bag Seminars - 2013	162
17.	Themes of Seminars	164
18.	Brown Bag Seminars held in 2016	171
19.	Regent Business School: Alumni Networx Journal from 2009 to 2012	172
20.	Regent Business School – Master Classes	182
21	Daily Insights Magazine	186
22	Articles Published in 2016 in the RBS Journal of International Management Perspectives, Volume 13 Number 1.	226
23	Summary: A Statistical Synopsis of all Research Data	228
24	Conclusion	229
	Annexure A & B: Research Policies	233

6. REPOSITORY OF ALL RESEARCH BY REGENT BUSINESS SCHOOL's – DIRECTORATE OF RESEARCH AND INNOVATION

BOOKS AND / OR CHAPTERS IN BOOKS WRITTEN BY ACADEMICS OF THE REGENT BUSINESS SCHOOL, 2013, 2015 and 2016

1. ***George K. Scott and Malcolm Wallis (Editors). (2013)*.** African Association for Public Administration and Management (AAPAM), Nairobi, Kenya; **Malcolm Wallis, Academic REGENT Business School, 35 Samora Machel Street, Durban. Republic of South Africa. Citizen Engagement, Decentralization and Service Delivery in Africa. ISBN 9789966065261.**
2. ***George, K. Scott and Malcolm Wallis (2015) (Editors*). Performance Management for Improving Public Service Delivery in Africa.** African Association for Public Administration and Management (AAPAM). **(George, K. Scott),** Nairobi, Kenya; and **Malcolm Wallis, Academic REGENT Business School, 35 Samora Machel Street. Durban. Republic of South Africa.**
3. Sociology: A South African Perspective, First Edition. ***Miriam Seedat; Zanetta. L. Jansen; Rene Smith (2016). Published by Marinda Louw*.** Carnagage Learning, EMEA. Cheriton House, North Way, Andover, Hampshire, SP10 5Be. United Kingdom. ISBN13:978 -1 -4737 - 0917 – 1. **Chapter 13: Sociology of Work** (Pages: 224 – 240). Authors (Chapter 13). ***Ruggunana, S; and Suveera Singh, Academic REGENT Business School. 35 Samora Machel Street. Durban. Republic of South Africa*.**
4. **A book titled: Sampie Terreblanche (2014) (2016). Western Empires, Christianity, and the Inequalities between the West and the Rest, 1500 – 2010. The book was reviewed by *Professor Malcolm Wallis – Senior Academic, Regent Business School Durban*.** The book was published by Penguin: Johannesburg. Republic of South Africa. Article of Review appeared in the South African Journal of Social Policy, 2nd Quarter. Issue 62. Institute of African Alternatives. Cape Town. Com. Page 44. **No ISSN Number or ISBN Number.**
5. **A book Titled: Muslims in Seychelles – A Historical Appraisal of their Legacy. Author: *Professor Abul Fadl Mohseen Ebrahim*.** Department of Islamic Studies. Regent Business School. Durban. Republic of South Africa. Published 2016 by Media (Seychelles) Limited. P. O. Box 1000, Victoria, Mahe, Seychelles, Indian Ocean Islands. **ISBN 978 – 99931 – 921 – 2 – 1.**

7. REPORT ON THE REGENT BUSINESS SCHOOL'S INTERNATIONAL CONFERENCE HELD IN 2013 AT THE DURBAN CITY HALL – A SYNOPSIS OF THE PROCEEDINGS: POST CONFERENCE REPORT

International Post – Conference Report (2013) *held by the Directorate of Research and Innovation of the REGENT Business School, at the Durban City Hall. Some of the issues covered in the post – conference report:*

i. Opening Address by the Managing Director of RBS ***Mr. Ahmed Shaikh***.

ii. Conference Dignitaries and Key Note Speakers.

iii. Message from the Joint Convenors: ***Professors Dhiru Soni and Anis Karodia*****.**

iv. Business not as usual – Key note address by the **Minister of Public Enterprises the Honourable Malusi Gigaba – The Development State, State Enterprises, Infrastructure Development and Unemployment.**

v. Gala Evening of the Conference in Photographs. (See Conference Brochure that was published separately.

vi. Message from the Deputy Director General: ***International Relations and Cooperation, Ambassador Asia, the Middle East and BRICS Professor (Dr) Anil Sooklal*****.**

vii. Message from the Principal of RBS, ***Professor Marvin Kambuwa*****.**

viii. The Emergence of BRICS: **Prospects and Potentialities in Nurturing a New Global Economy by Dr Udesh Pillay. Deputy CEO Human Sciences Research Council, Pretoria, Republic of South Africa.**

ix. **Say NO to Rhino Horn Trade: The Rhino Question** by ***Dr. Bandile Mkhize, CEO Ezemvelo KZN Wildlife*****.**

x. **Understanding the Levels of Work Complexity:** ***Dr Shireen Bickrum – Independent Consulting Psychologist*****.**

xi. **Profiling Episodic Moments in the Education Sector: Complicated Conversations** by ***Professor Reshma Sookraj. School for Education, UKZN, Edgewood Campus*****.**

xii. **Globalization and Innovation in Emerging Economies** by ***Miss Zanele Monnakgotla. Head of Innovation at the Industrial Development Corporation (IDC)*****.**

xiii. Key Note Address at the Mayoral Reception by ***Councillor James Nxumalo, His Worship, the Mayor of eThekwini*****.**

xiv. Mayoral Reception in Pictures (See Conference Brochure that was published separately).

xv. **Business Unusual: Heritage and the New Frontiers of Business Innovations in the Age of Knowledge/Smart Economies** by ***Dr. Samadoda Fikeni: Consultant to the HSRC and Director of the Eastern Cape Development Cooperation*****.**

xvi. Some Conference Highlights in Pictures (See Conference Brochure that was published separately).

xvii. **Workshop: Problems and Challenges of Municipal Demarcation** by Dr. ***Joseph David: Academic and Researcher (REGENT Business School)*****, Policy Analyst and Administrator – eThekwini Municipality.**

xviii. Press Conference.

xix. Some Notable Paper Presentations: ***Dr Edward Dakora et al*** **–** Strategy for the expansion of South African retailing within Africa: Consequences on operational management; ***Dr. Blessing Karumbidza and Dr. Clever Chisoro*** **–** Zimbabwean Land Question: Lessons for South Africa; ***Miss Claudia Sigamoney*** **–** Debt Collection Merchants: The New Shylocks of the Business Sector; ***Dr. William Kittredge and Dr. Imran Zawaar*** **–** Making Corporate Responsibility and Sustainability Sustainable; ***Professor Dev Tewari and Mr. Olivier Niyitegeka (RBS)*** **–** Volatility clustering at the Johannesburg Stock Exchange: Investigation and Analysis; ***Quraisha Dawood*** – An Emerging Profession: Mechatronic Engineering in South Africa.

xx. Paper Presentation by Skype: **The American University in Cairo; The International Islamic University in Islamabad, Pakistan; Gitam University in Hyderabad, India; REGENT Business School, Durban, Republic of South Africa (*Facilitated by Professor Anis Mahomed Karodia of RBS*).**

xxi. Skype Presentations in Pictures (See Conference Brochure produced separately).

xxii. The Round Table Discussion: Some Post Conference Thoughts about the Future of the Global and Local Economy, Sustainability and Business Education: Global Challenges – Africa Faces. **Panelists were: *Professor Walter Simeoni; Dr. William Kettridge; Professor Narendra Bhana; Professor Malcolm Wallis; Professor Anis Mahomed Karodia; Professor Jairam Reddy; Dr. Somadoda Fikeni*; The Session was Moderated by *Mr. David Canning, former editor of the Sunday Tribune newspaper*.**

xxiii. **Some Post Conference Thoughts: Future of Higher Education and Business Education; Globalization and its Effects on the Global Political Economy; the Global Financial Crisis and its Effects on Emerging Economies.**

xxiv. **BRICS and Africa.**

xxv. The Sustainability of Business and the Business of Sustainability.

xxvi. The Conference Production Team.

xxvii. Post Conference Report Production Team.

xxviii. Future Academic Engagements.

xxix. A Warm and Sincere Thank You.

xxx. Some Testimonials.

xxxi. REGENT Business School Launches New International Research Journal **– International Journal of Management Perspectives.**

xxxii. **Kindly see the 2013 Post – Conference Report of the International Conference of the REGENT Business School (2013) for ease of reference, available from the Directorate of Research and Innovation REGENT Business School.**

8. RESEARCH ARTICLES AND ALLIED RESEARCH ACTIVITIES

Journal Articles and all Research, Brown Bag Seminars, Master Classes and Related Research Issues Including Past Papers and Papers/ Articles Published in the Popular Press and Websites by the Directorate of Research and Innovation of the REGENT Business School For The Years: 2002 To December, 2016.

Published research papers in local and international peer reviewed journals: Kindly note that certain in house journals and papers published prior to academics joining REGENT Business School do not have ISSN Numbers. In the main most research papers are supported by ISSN Numbers. Every effort was made to access ISSN numbers for peer reviewed journal articles published in international journals, as a requirement of the Council on Higher Education (CHE) of the Republic of South Africa.

1. ***Anis Mahomed Karodia; (2012),*** HealthCare Reformation. Alumni Networx Journal. December, pages 39 and 40. REGENT Business School, Durban, South Africa
2. ***Anis Mahomed Karodia; (2012).*** Problems and Challenges of Agricultural Management: lessons from the periphery- The Case Study of the former homeland of Bophuthatswana. Management Perspectives Journal. Volume 9 No. 3 REGENT Business School: Durban South Africa. **ISSN 1996 7187.**
3. ***Anis Mahomed Karodia; (2013).*** "Telehealth' for South Africa: To implement? That is the critical Question: A critical Commentary on Telehealth for South Africa. Unpublished Commentary: REGENT Business School, Durban, South Africa and Alumni Networx Journal.
4. ***Anis Mahomed Karodia; (2013).*** The Debt Crisis and its Impact and Consequences on the Economies and Development Agenda of South Africa and Mauritius: A Critical Analysis. Arabian Journal of Business Management and Research: Singapore Chapter: **ISSN 2301 - 3621.**
5. ***Anis Mahomed Karodia; (2013).*** The Management and Leadership Ferment in South Africa and the Imperative to Professionalize the MBA and other related Management Qualification: A Catalytic idea whose times has not only come but requires serious consideration from both the private and public sectors. REGENT Business School, Durban South Africa:

August/September. Brown/ Walker, BOCA, Florida: USA. Asian Sciences Management Technology. India. **ISSN 0976-3376**

6. ***Anis Mahomed Karodia; Paresh Soni; Saheed Bayat; Anthony Rippon Ridwaan Asvat; Dhiru Soni (2013)*** Comprehending Rising Food Prices: A threat to Global Security and Human Sustainability. Brown Walker Press. Asian Sciences Management Technology. India. Series Journal. August/ September. Brown Walker, Florida, USA. **ISSN 0976-3376**
7. ***Anis Mahomed Karodia; Paresh Soni; Saheed Bayat; Zaheer Hamid; Dhiru Soni; (2013)*.** The Spectre of Rising Food Prices in Africa: A need for Radical Exorcism. Brown Walker Press. August / September. Asian Sciences Management Technology. India ASMT Series Journal. August/ September: Brown Walker, Florida, USA. **ISSN**: **0974-3499**
8. ***Dhiru Soni; Anis Mahomed Karodia; Marvin Kambuwa; Mark Hay; Mahomed Karodia; Paresh Soni; Dharam Sewraj; Richard Cowden; Nadeem Cassim; Ayesha Karodia(Jadwat); Ajith Ramgoon. (2013)*.** Exemplifying Land and Water Grabs in Africa: The Case Studies of Mozambique, Congo- Brazzaville and Ethiopia. Brown Walker Press. Boca, Florida. USA. July / August. Asian Sciences Management Technologies. India. Brown Walker Series Journal. July/August. Brown Walker: Florida, USA. **ISSN**: **0974-3499**
9. ***Anis Mahomed Karodia; Dhiru Soni; Marvin Kambuwa; Shaheen Khan; Paresh Soni; Olivier Niyitegeka; D Dawkinun; Ayesha Karodia; Taurai Sihamba. (2013)***. the Execution of Democracy by Philanthropy: Brown Walker Press. Boca, Florida. USA. Asian Sciences Management Technologies. India. Accepted for Publication. August/ September: Brown Walker, Florida. USA. **ISSN: 0974-3499**
10. ***Anis Mahomed Karodia; David Joseph; Nadeem Cassim; Richard Cowden (2013).*** Unpacking Legitimacy and Recognizing of States: The Historical Case of the Erstwhile Republic of Bophuthatswana. ASMT Series Journal, Accepted for Publication. Brown Walker, Florida, USA. -**ISSN**: **1546-962X**
11. ***Anis Mahomed Karodia; (2013)*.** Implications of Under- Funding Research and Agricultural Research in Erstwhile Bophuthatswana: Some lessons for Agricultural Development in Democratic South Africa. Accepted for Publication in 2013: International Journal for Development and Sustainability, Japan. **ISSN 1741 – 5268.**
12. ***Anis Mahomed Karodia; (2013).*** A Case Study of the Management of Veterinary Animal Health Services in the Erstwhile Bophuthatswana: Relevance to Rural Development in South Africa. International Journal of Development and Sustainability. Japan**. ISSN 1741 – 5268.**
13. ***Anis Mahomed Karodia; Dhiru Soni; Sayed Rehman; Mubeen Seedat; Shaheen Khan; Tarisma Maharaj (2013).*** The Erosion of Constitutional Democracy, The rule of Law, Public Accountability and Governance in South Africa. Arabian Group of Journals. Oman Chapter. **ISSN 2224 – 8358.**

14. ***Shaheen Khan; Anis Mahomed Karodia; Lee Ann Inderpal; Tasneen Kazi (2013).*** A Situational Analysis of Management Approaches to Agricultural and Rural Development, and the Grameen Bank System: Past Experiences From and Within Commonwealth Developing Countries: Lesson for South African Agricultural and Rural Development. Singaporean Journal of Business Economics and Management Studies Vol 2. No.4. **ISSN**: **2301-3621**
15. ***Anis Mahomed Karodia; Dhiru Soni; Tarisma Maharaj; (2013).*** Outlining the Sustainability Index for Agricultural System and Applying the Index for Purposes of Production to End Hunger. International Journal of Accounting Research Vol.1 No. 5. **ISSN**: **1558-8025**
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475. ***Anis Mahomed Karodia; Dhiru Soni; and David, E. Joseph (2016).*** "The Relevance of Socrates and Greek Political Theory of the State to Contemporary Master of Business Administration Studies as Enunciated by Plato: Past History and its Application to the Political Economy of Modern Nation States. Singaporean Journal of Business Economics and Management Studies (JBEM). Singapore. Volume 5 (3). August / September. **ISSN 2301 – 3621.**

476. ***Anis Mahomed Karodia and Dhiru Soni (2016).*** South African Higher Education: Equity, Access and the Case for Free Education. Unpublished Embargoed Document / Research Paper for Circulation to RBS Senior Management and Academics. Regent Business School. Durban. Republic of South Africa.

477. ***Dhiru Soni; Ahmed Shaikh; and Anis Mahomed Karodia (2016).*** Business Education and Relevance of Culture in Global Trade. Biz Community. Johannesburg. September. Regent Business School. Durban. Republic of South Africa.

478. ***Dhiru Soni; Ahmed Shaikh; Ridwaan Asvat; Anis Mahomed Karodia; Lee – Ann Inderpal; Nadeem Cassim; and Junaid Khan.*** Brochure and Articles. BRICS Master Class. Issue 01 / 16 September. Regent Business School. Durban. Republic of South Africa.

9. Articles Published in 2016 in the RBS Journal of International Management Perspectives, Volume 13 Number 1.

479. ***Dhiru Soni; and Anis Mahomed Karodia (2016).*** The New MBA: An Opportunity to Disrobe and Embrace Change: More than an Opinion. Comment by the Editors. International Journal of Management Perspectives. Volume 13 (1). October / November. Regent Business School. Durban. Republic of South Africa. **ISSN 1996 – 7187.**

480. ***Enver Motala (2016).*** Engaged social policy research: Some reflections on the nature of its scholarship. International Journal of Management Perspectives. Volume 13 (1). October / November. Regent Business School. Durban. Republic of South Africa. **ISSN 1996 – 7187.**

481. ***Mir Arzgar, M. S; and Painadani. J. (2016).*** Evaluation of the Relationship between Personality Traits and Mental Resilience. (Paper from the Republic of Iran). International Journal of Management Perspectives. Volume 13 (1). October / November. Durban. Republic of South Africa. **ISSN 1996 – 7187.**

482. ***Mokwena, T. L. L. (2016).*** Investigating the Effects of Corporate Governance on Performance: A Case of the Mpumalanga Economic Growth Agency. International Journal of Management Perspectives. Volume 13 (1). October / November. Durban. Republic of South Africa. **ISSN 1996 – 7187.**

483. ***Kaneesh, M; and Yassine Fakir Saheb, M. (2016).*** Exploring the Prospect for Increased Profitability through Overseas Expansion: A Case Study of the Mauritius Chemical and Fertilizer Industry LTD. (Article from Mauritius). International Journal of Management Perspectives. Volume 13 (1). October / November. Regent Business School. Durban. Republic of South Africa. **ISSN 1996 – 7187.**

484. ***Chinyeaka Justine, I. I; and Kinge, R. F. (2016).*** The Nexus between Corruption and Underdevelopment of Rural Areas in Nigeria. (Article from Nigeria). International Journal of Management Perspectives. Volume 13 (1). October / November. Regent Business School. Durban. Republic of South Africa. **ISSN 1996 – 7187.**

485. ***Bassey, A. I. (2016).*** Public Policy and Sustainable National Development in Nigeria's Fourth Republic: Challenges and Possibilities. (Article from Nigeria). International Journal of Management Perspectives. Volume 13 (1). October / November. Regent Business School. Durban. Republic of South Africa. **ISSN – 1996 – 7187.**

486. ***Jaderi, J; and Payndani, J. (2016).*** Explaining the Management Role in Constraint. (Article from Iran). International Journal of Management Perspectives. Volume 13 (1). October / November. Regent Business School. Durban. Republic of South Africa. **ISSN 1996 – 7187.**

487. ***Afsana R. Krishna; and Rabichand B. Soman (2016).*** Educators' Perceptions of Teaching Life Skills in the Foundation Phase in South African Schools. International Journal of Management Perspectives. Volume 13. Number 1. October / November. Regent Business School. Durban. Republic of South Africa. **ISSN 1996 – 7187.**

488. ***Joseph Edward David (2016).*** Municipal Service Delivery or the Lack of it: Theoretical and Legislative Frameworks; Challenges; and Some Solutions as it relates to the South African Experience Post Democracy. International Journal of Management Perspectives. Volume 13 (1). October / November. Regent Business School. Durban. Republic of South Africa. **ISSN 1996 – 7187.**

489. ***Fuad Cassim (2016).*** The Political Economy, Growth and Reform in South Africa: Lessons from India's Licence Raj System. International Journal of Management Perspectives. Volume 13. Number 1. October / November, Regent Business School. Durban. Republic of South Africa. **ISSN 1996 – 7187.**

10. ARTICLES PUBLISHED BY THE DIRECTORATE OF RESEARCH IN THE POPULAR PRESS: THE EDITOR OF THIS SERIES IS PROFESSOR DHIRU SONI, DIRECTOR OF RESEARCH AND INNOVATION OF THE REGENT BUSINESS SCHOOL

1. ***D. Soni (2016).*** Predatory elite destroying hard – won democracy. The Mercury. November 9. Durban. Republic of South Africa. Regent Business School.
2. ***Lyse Comins (2016).*** Building Links, Brics by Brics. Commentary on the Brics Master Class. Sunday Tribune September 25. Durban. Republic of South Africa. Regent Business School.
3. ***Regent Business School (2016).*** Submitted two articles to the Post Newspaper. Papers will be published according to the Editor in due course. Post. Durban. Republic of South Africa. Regent Business School.
4. ***Zainul Dawood (2016).*** A report on the BRICS Master Class and the Regent Business Schools Sustainability Exhibition on Saving the Rhino in conjunction with the World famous artist Andries Botha – Rhino sketches launch 'art of business.' The Mercury 20 September, 2016. Regent Business School. Durban. Republic of South Africa.
5. ***Ahmed Shaikh; Anis Karodia and Dhiru Soni (2016).*** 'Wake up stop SA from being stolen. Sunday Tribune. August. A Regent Business School Publication. Durban. Republic of South Africa.
6. ***Vawda, F. (2016).*** South Africa must Implement Growth Plans: Economy needs political focus. The Regent Business School held a discussion forum on the state of the economy captioned Business on the Menu. The Seminar discussion was captured and reported in the Mercury on Wednesday, April 6 by Mercury Reporter Colleen Dardagan. Regent Business School. Durban. Republic of South Africa.
7. ***Soni, D (2016).*** Predatory Elite Destroying Hard Won Democracy. Regent Business School. Mercury. November 11. Durban. Republic of South Africa.
8. ***Shaikh, Ahmed; Paresh Soni; Ridwan Asvat; Anis Karodia; and Zaheer Hamid (2016).*** Confronting Poor Governance and Corruption in South Africa. Regent Business School. Mercury. November 11. Durban. Republic of South Africa.
9. ***Ahmed Shaikh (2016).*** Educating youth is key to curbing crime. Is the MD of Regent Business School? Durban. Mercury, November 23. Durban. Republic of South Africa.
10. ***Fred Kockott (The Regent Business School) (2016).*** Regent Business School holds a free Indian concert to bring new life to CBD. (A Sarod and Tabla Recital). Mercury. 23rd November. Durban. Republic of South Africa.
11. ***Anis Mahomed Karodia (2016).*** Mobilising South African Civil Society for Just Governance. Researcher and Academic Regent Business School. Published in the Mercury. November 30th, Page 13. Durban. Republic of South Africa.

12. ***Ridwaan Asvat (2016).*** Educating for Good Governance. Academic and Director. Regent Business School. Published in the Mercury. December. Durban. Republic of South Africa.
13. ***Zaheer Hamid (2016).*** Beyond the business – as – usual mantra. Edited by the Regent Business School. Part of the Op – Ed. article series edited by Professor Soni of the Regent Business School. Published in the Mercury. December 13. Page 7. Durban. Republic of South Africa.
14. ***Paresh Soni (2016).*** The Challenge of negotiating change. Edited by the Regent Business School. Part of the Op – Ed. Article series edited by Professor Soni of the Regent Business School. Published in the Mercury. December 15. Page 9. Durban Republic of South Africa.
15. ***Dhiru Soni (2016).*** Leadership to blame for Poverty. Regent Business School. The Mercury. December 29. Page 7. Durban. Republic of South Africa.
16. ***Yusuf Karodia (2016).*** Putting humanity back into business. Edited by Professor D. Soni of the Regent Business School. Karodia is the CEO of the Regent and Mancosa Higher Education Institutions. The Mercury. January 4. Page 5. Durban. Republic of South Africa.

A total of sixteen (16) articles were published in the popular press. Kindly note that these articles in the popular press are simultaneously placed and published on appropriate websites

11. ARTICLES PUBLISHED ON WEBSITES FROM JANUARY 2016 TO DECEMBER 2016

A total of 45 articles were posted on different websites during this period

The Regent Business School uses different websites for articles written by the Directorate of Research and academics associated with the institution and the marketing directorate. We provide as accurate a figure of the number of website articles published for the period 2016. We also reflect some of the articles published in 2015 and 2015. This is a valuable and important exercise for obvious reasons. We do not reflect the actual articles because they can be accessed from the websites directly. Find hereunder an analysis of our efforts in various directions as concerns this valuable exercise: (Please see below number 8.2).

11.1 EXTERNAL PUBLICATIONS AND PRESS RELEASES INCLUDING WEBSITES AND NEWS PAPER ARTICLES:

We produced publications that are readable and can be accessed from the websites. In addition we published eight press releases in the national press. Find hereunder the Press Releases in BIZCOMMUNITY with other relevant and important data for ease of reference. The BIZCOMMUNITY WEBSITE press releases as a summary are reflected below as follows. It must also be registered that we write in the popular press in Durban, such as Local Tabloids, The Mercury, Sunday Tribune, and The Post, including other national newspapers. In the year under review we wrote some 8 feature articles in the popular press, in addition to the use of recognized websites.

There is no doubt that such exercises play an important role on branding the institution. We register two very good interviews in the press that was conducted and undertaken by the MD. By the same token we register that two articles were published in the Mercury in the month of November, 2016. The first article was written by Professor Soni on State Capture and the predatory elite. The second article was published on November 17th and titled Confronting poor governance and corruption in South Africa, written by Ahmed Shaikh, Paresh Soni, Ridwaan Asvat, Anis Karodia and Zaheer Hamid (See Repository and above, for purposes of viewing the titles of Newspaper Articles).

11.2 Articles posted in total as of end of 2016. This is an on-going exercise on Websites

FROM JANUARY TO JUNE 2016

Governance, corruption and state capture: Portending a slippery slide for South Africa's economy
Regent Business School alumni deems innovative thinking a scarce commodity in the public service sector of Africa
Gordhan's budget speech compels government to (re)define its leadership role
Private-public partnerships can assist in the higher education crisis
Academics recommend an EXIM Bank for South Africa
Regent Business School professor receives prestigious Alumni Award from the North West University
Pray, do say why and how I should do business in Africa
Regent Business School commits to SDGs, encourages others to do same or partner us
The jury is out for African business schools: In search of a new lodestar to guide business education
Regent Business School and Indoni SA host a youth boot camp for social entrepreneurship
Regent Business School to launch an entrepreneurship hub and adopts a new campus habitus in anticipation
The coming annual *Finweek* review and the need for a radical makeover of the MBA in South Africa
Hedge funds and corporate raiders in Africa: Space invaders of the third kind
Turnkey operations key to empowerment of entrepreneurs and SMMEs in South Africa
Private providers can widen access to higher education in South Africa

Portals chosen to disseminate articles

Marketing & Media | South Africa
Marketing & Media | Africa
Retail
IT & Telecommunications
Healthcare
Finance & Insurance
Lifestyle & Entertainment
Human Resources & Recruitment
Tourism, Travel & Hospitality
Education & Training
Building & Construction
Manufacturing
Logistics & Transport
Property & Real Estate
Legal
Agriculture, Horticulture & Forestry
Automotive
Energy & Mining
CSI & Sustainability

Notice that in a shorter period of time there are more reads as compared to previous posts.

February	57
30 Mar 2016	27
14 Mar 2016	54
8 Feb 2016	107

Posts date	No. of Reads to date 2015
23 Oct 2015	22
19 Oct 2015	38
13 Oct 2015	42
6 Oct 2015	26
4 Aug 2015	134
1 Jul 2015	55
8 Jun 2015	36
20 May 2015	165
10 Mar 2015	75
26 Feb 2015	97
3 Feb 2015	94

Release Titles – (18 in Total)	Release Date	Read full release Clicked through and read whole release (No of reads to date)
7 Posts for 2016:		
Spring ushers in a flurry of activities at Regent Business School	26 Sep 2016	53
BRICS Masterclass Breakfast invitation	5 Sep 2016	**149**
Business education and relevance of culture in global trade	26 Jul 2016	57
Governance, corruption and state capture: Portending a slippery slide for South Africa's economy	3 May 2016	**66**
Regent Business School alumni deems innovative thinking a scarce commodity in the public service sector of Africa	30 Mar 2016	42
Gordhan's budget speech compels government to (re)define its leadership role	14 Mar 2016	57
Private-public partnerships can assist in the higher education crisis	18 Feb 2016	**109**
11 Posts for 2016:		
Academics recommend an EXIM Bank for South Africa	23 Oct 2015	22
Regent Business School professor receives prestigious Alumni Award from the North West University	19 Oct 2015	41
Pray, do say why and how I should do business in Africa	13 Oct 2015	43
Regent Business School commits to SDGs, encourages others to do same or partner us	6 Oct 2015	30
The jury is out for African business schools: In search of a new lodestar to guide business education	4 Aug 2015	138

Regent Business School and Indoni SA host a youth boot camp for social entrepreneurship	1 Jul 2015	56
Regent Business School to launch an entrepreneurship hub and adopts a new campus habitus in anticipation	8 Jun 2015	37
The coming annual *Finweek* review and the need for a radical makeover of the MBA in South Africa	20 May 2015	166
Hedge funds and corporate raiders in Africa: Space invaders of the third kind	10 Mar 2015	78
Turnkey operations key to empowerment of entrepreneurs and SMMEs in South Africa	26 Feb 2015	98
Private providers can widen access to higher education in South Africa	3 Feb 2015	94

Twenty Eight (28) articles were published on different websites from July to December 2016 and, in addition fifteen (15) articles were published before this period from January 2016 to June 2016. A total of forty five (45) website articles were published from January 2016 to December 2016. Two Website articles are not captured in this submission because they appeared on the Website, after the collation of the repository. The reflection of articles prepared and posted on Websites may not be totally accurate but is a true reflection and, as accurate as possible.

12. Institutional Research: From 2013 to 2016 The Institutional Research Unit under the Manager Miss. Lee – Ann Inderpal conducted research on 15 research components that are captured hereunder. The Directorate of Research and Innovation directed the said research.

2013

Institutional Evaluation Mechanisms		
Instrument	**Administrator**	**Areas Examined**
Graduate Exit Survey	Institutional Support	This project will seek to provide the institution with a better understanding of its graduates, in terms of their career destinations, their experiences of studying at RBS, and the early-stage impact of the programme.
Evaluation Survey	Institutional Support	An evaluation survey was conducted on the closing day of the International Conference. The purpose of the survey was to assess the proceedings. A report has been complied and submitted.

2014

Institutional Evaluation Mechanisms		
Instrument	**Administrator**	**Areas Examined**
Student enrolment	Institutional Support	Marketing, college selection, student advisors & tuition
Graduate exit	Institutional Support	Academic, Administration, Institutional Support, Facilities & Library
Workshop Evaluation	Institutional Support	Workshop evaluation, facilitator, venue
Module Evaluation	Institutional Support	Module organisation, prescribed textbooks, learning outcomes, teaching outcomes, content of module and the strength of the module
Programme Evaluation	Institutional Support	Programme content, strengths, areas of improvement, additions and deletions of modules, staffing and workloads.

2015

Institutional Evaluation Mechanisms		
Instrument	**Administrator**	**Areas Examined**
Student Enrolment	Institutional Support	Marketing, college selection, student advisors & tuition
Workshop evaluation	Institutional Support	Workshop evaluation, facilitator, venue
Graduate exit survey	Institutional Support	Academic, Administration, Institutional Support, Facilities & Library

2016

Institutional Evaluation Mechanisms		
Instrument	**Administrator**	**Areas Examined**
Student Enrolment	Institutional Support	Marketing, college selection, student advisors & tuition
Workshop evaluation	Institutional Support	Workshop evaluation, facilitator, venue
Graduate exit survey	Institutional Support	Academic, Administration, Institutional Support, Facilities & Library
Work life Balance	Institutional Support	Overall assessment of staff work life balance
Alumni Survey	Institutional Support	This survey will be administered to RBS alumni to gain insights of their current occupations, financial background and further studies.

Institutional Evaluation Mechanisms					
Instrument	**Administrator**	**Frequency**	**Dates**	**Areas Examined**	**Analysis and Reporting**
Work life Balance	Institutional Support	Once	1 February	Overall assessment of staff work - life balance	Institutional Support Ongoing
Student Survey : Mobile Device usage	Institutional Support	Once	22 February	This is a joint project with MANCOSA. The survey aims to assess the usage of mobile devices.	Institutional Support (RBS and MANCOSA) Ongoing
Graduate exit survey	Institutional Support	Once	10 September	Academic, Administration, Institutional Support, Facilities & Library	Institutional Support
Workshop Evaluation	Institutional Support	Ongoing	*Dependent on dates derived from the Workshops Department*	Student's perceptions of the overall workshop, lecturer.	Institutional Support
Career Benefit	Institutional Support		*October*	Derive the benefits of the programme undertaken.	Institutional Support

A total of 16 Institutional Research surveys have thus far been completed since 2013 up to 2016.

13. POST – GRADUATE RESEARCH

MBA Dissertations May 2013

	Surname	Name	Title
1.	Barno	Paul Kipkoch	An Evaluation of Conflict Management Approaches Involving Nurses at a Public Hospital In Windhoek (Windhoek Central Hospital), Namibia
2.	Mothemane	Lindiwe Rose	An Evaluation of Staff Training and Development at a Private Healthcare Company Operating in the Pretoria Region, Gauteng.
3.	Mthombeni	Thulisile	The Establishment of a Customer Complaint Management System at a Health Care Laboratory in Madadeni, KwaZulu Natal
4.	Small	Auryn Elouise	An Investigation of the Motivation Levels Of Educators at Selected Underperforming Secondary Schools in the Johannesburg Area
5.	Letete	Motloang Mohale	An Evaluation of Enterprise Risk Management (ERM) in the Generation and Distribution of Electricity: The Case of Lesotho
6.	Mtshiwane	Dineo Philander	An Evaluation of the Causes of Absenteeism in the Department of Health in South Africa
7.	Mudau	Dzivhuluwani	An Evaluation of Total Quality Management (TQM) at an Automotive Retail Company
8.	Mlambo	Ronnie Gcinumuzi	The Role of Small Businesses in the Growth of the Economy
9.	Sahadeo	Venay	An Evaluation of Marketing Strategies and their Impact on Competitive Advantage of Natal Stainless Steel in KwaZulu-Natal
10.	Zungula	Anele	An Evaluation of the Delivery of Prescribed Medication at a Feeder Clinic in a Public Hospital in the Eastern Cape.
11.	Oyewole	Adedayo Abiddun	Evaluating the Effectiveness of ICT Cluster In Timnet Business Services
12.	Kudakwashe	Zvarevashe	An Investigation of Staff Turnover at a Private Healthcare Provider in the Kavango Region, Namibia

13.	Mwamutsi	Josphat Hanjari	An Evaluation of Financial Management Practices of Small and Medium Enterprises in the Nairobi Region of Kenya.
14.	Rutherford	Emma	The Impact of a Development Intervention Programme on the Operational and Management Functions of Community Based Organizations in the Eastern Cape
15.	Mokoena	Daniel	An Evaluation of Strategic Sourcing at the National Treasury of South Africa
16.	Kekae	Ditshego Isaac	An Investigation into the Turnover of Professional Nurses within the Johannesburg Metropolitan Municipality

MBA Dissertations - December 2013

	Surname	Name	Title
17.	Abu	Ernest Dayon	The Effects of Staff Turnover on Healthcare Delivery at the Benedictine Hospital – Nongoma
18.	Ahmed	Nimmo	An Evaluation of Public Sector Reforms in Somalia Implemented by the United Nations Development Programme (Undp) During the Period 2008-2012
19.	Ailemo	Lukas Petrus	Assessing the Impact of Customer Service on the Namibian Institute of Pathology
20.	Akinola	Akinyele Emmanuel	An Evaluation of the Quality of Service Delivery at a Government Hospital in Lesotho
21.	Barnard	Johan	The Need for Change Management when Implementing It Outsourcing at a Leading MNE Steel and Mining Company in Europe
22.	Barnes	Bronwyn	An Evaluation of South African Consumer Credit Legislation Aimed at the Prevention of Reckless Lending and Over-Indebtedness
23.	Baya	Lazarus	The Impact of Employee Incentive Plans on Business Performance: A Case Study of the Financial Services Division of a Furniture Retailing Company
24.	Bereta	Peter	An Evaluation of the Logistics Management Model for Gaining a Competitive Advantage in the Supply Chain Sector Within Ekurhuleni Region.
25.	Cebekhulu	Mbusi	Assessing the Impact Of Leadership Style In the Shoreline Sales & Distribution (Pty) Ltd, South Africa,

			Kwazulu-Natal (Durban)
26.	Chadya	Makomborero Cecil	An Evaluation of Customer Satisfaction with Pharmaceutical Services Provided at Public Healthcare Facilities
27.	Chani	Kudakwashe	Assessing The Impact of Leadership Style on the Shoreline Sales and Distribution (Pty) Ltd, South Africa, KwaZulu-Natal (Durban)
28.	Chikandiwa	Admire Takuranenhamo	The Impact of the SA Code of Practice for Marketing of Medicines on the Knowledge of and Attitudes Towards Ethical Marketing Among Pharmaceutical Representatives and Private Healthcare Professionals in Johannesburg.
29.	Chilanga	Catherine	An Evaluation of Middle Management Skills in a Private Healthcare Service in the Western Cape Province, South Africa
30.	Chisama	Peter	An Evaluation of the Knowledge and Use of Total Quality Management Tools by Employees in the Public Legal Services Operations Management: A Case Study of Blantyre Legal Aid Department In Malawi
31.	Connolly	Clint	The Case for a Consolidated Far East Procurement Division for an Electrical Equipment Importing Company
32.	Cossa	Erick Lucky	An Evaluation of Management Challenges in Implementing a Business Process System at an Engineering Company Listed on the JSE Securities
33.	Dass	Nashayal	An Evaluation of Organisational Culture and Its Impact on the Motivational Levels of Staff, A Case Study of Dynamic Glazing Services, Durban
34.	Dingela	Vulelwa	An Evaluation of the Success Rate of Small, Micro, and Medium Enterprises Funded by the Government in the Lusikisiki District in the Eastern Cape Province
35.	Dlamini	Vuyisile Nonhlanhla	An Evaluation of Financial Planning and Control in a Swaziland Construction Company

36.	Dube	Ruth Fikelephi	An Evaluation of the Proposed Improved Customer Service Programme at a Savings and Credit Co-Operative in Swaziland
37.	Flanagan	Dean Gregory	Strategic Marketing Management in the South African Recorded Music Industry: an Evaluation of Music Consumption Preferences of Teenagers in East London, Eastern Cape Province.
38.	Fusire	Terence Tinotenda	An Evaluation of the Impact of the Implementation of the Pharmacy Management Information System at Primary Health Care Facilities: A Case of the Kavango Region, Namibia
39.	Ganesh	Shayhana	A Study to Assess the Need for Implementation of a Quality Management System at a KwaZulu-Natal Based Anti-Retro Viral Clinic
40.	Gassiep	Jasmin	An Evaluation of Nurse Educators' Motivation and its Impact on Student Performance at Nursing Colleges in Gauteng
41.	Haruna	Suraj	An Investigation of the Diversification Benefits of Hedge Fund Investments in South Africa at NFB Private Wealth Management
42.	Heita	Naemi	An Evaluation of the Impact of the Global Financial Crisis on Selected Externally Funded Health Sector Ngos in Windhoek, Namibia
43.	Jele	Elliot	An Evaluation of Staff Attitudes Towards The HIV and Aids Workplace Programme at the Baphalali Swaziland Red Cross Society
44.	Jepaul	Joshna Karishma	An Assessment of the Impact of Promotion Communication Mix Strategies on Market Share: The Case of Friedelsheim Ltd
45.	Judy	Marufu	An Assessment of the Impact of Total Quality Management Practices at Parkview Premier Clinical Laboratories
46.	Kadzomba	Stewart	An Investigation of the Factors that Inhibit Access to Finance from Financial Institutions for SME's Operating in the City of Johannesburg

47.	Kamati	Soilkki Katrina	An Evaluation of the Factors Influencing the Performance of Registered Nurses at the National Referral Hospital in Namibia
48.	Kapembe	Tabita	An Evaluation of the Effectiveness of Governance Boards of Selected Not-For-Profit Organizations (Npos) in Namibia
49.	Khathide	Madoda Phumula	An Evaluation of Factors Contributing to the Economic Decline of Selected Medium-Sized Towns in KwaZulu-Natal
50.	Khumalo	Makhosi	An Evaluation of the Business Practices of Entrepreneurs of UMkhanyakude District Municipality
51.	Kusema	Vimbakayi Magnes	An Investigation of Sustainable Strategies for the Management of the Public Debt of Zimbabwe
52.	Kwachenera	Ruth	An Evaluation of the Impact of Training on the Outcomes of Healthcare Projects of Non-Governmental Organisations in Gauteng, South Africa.
53.	Labuschagne	Ronel	An Analysis of the Use of Rewards Management as an Incentive for Staff Retention in Organisations in The Legal Industry such as Dyason Incorporated
54.	Lameck	Kachali	An Evaluation of the Factors Influencing the Establishment of the Domestic Pharmaceutical Manufacturing Industry in Zambia
55.	Ligidima	Azwinndini Daniel	Evaluate the Implementation of Integration of Mental Health into Primary Health Care, in West-Rand District Health.
56.	Lubamba	Serge Kaozi	Strategies to Reduce Customer Complaints at a Telephone Service Provider in the Kinshasa Region, Democratic Republic of Congo
57.	Luntulwandile	Peter	An Investigation into the Consumer Acceptance of Genetically Modified Foods at the Chris Hani District Municipality, Eastern Cape, South Africa
58.	Mabaso	Shadrack	An Evaluation of Factors Leading to Disequilibrium of Electricity Demand and Supply in Gauteng Province.
59.	Machaba	Angel	Management Perceptions of the Occupational Health and Safety System in a Steel Manufacturing Firm in Johannesburg (South Africa)

60.	Madonsela	George Dlozi	An Evaluation of the Relationship Between Supply Chain Management and Competitive Advantage: A Case Study of Aberdare Cables (Pty) Ltd, (A Division of Powertech Group), South Africa
61.	Maharaj	Reshika	An Evaluation of Employee Job Satisfaction and its Impact on Organisational Productivity at a Leading Medical Device Company in South Africa
62.	Mahlangu	William Malinga	Evaluation of Challenges and Opportunities Facing the Small Business Enterprise in Municipality
63.	Mahlati	Zameka	An Evaluation of Educational Infrastructure and its Impact on the Performance of Learners at the Schools in Lusikisiki District, Eastern Cape
64.	Makgakge	Lesego	An Investigation of Electronic Healthcare Readiness in Dialysis Healthcare Providers in Pretoria
65.	Makumbe	Joseph	An Evaluation of World Food Programme Food Aid Delivery Modalities in Zimbabwe
66.	Malebye	Boitshoko Patience	An Evaluation of Knowledge Management and Knowledge Sharing: The Case for a Poverty Eradication Agency
67.	Maleka	Ntombikayise	Assessing the Implementation of a Lean Six-Sigma Improvement Program: A Case Study of a Rail Engineering Organization in Gauteng.
68.	Mandizera	Godfrey	Assessing the Use of Enterprise Risk Management (ERM) to Enhance Business Functions: A Case Study of the St Mary's Hospital, Marianhill-Durban.
69.	Manyathi	Sakhile	Evaluation of Supply Chain Management Systems of the KwaZulu-Natal Department of Provincial Treasury.
70.	Marerwa	Bright	Exploring the Causes of Staff Turnover at ZBC
71.	Mareverwa	Christopher	An Evaluation of Community Development Through Corporate Social Responsibility Programmes: The Case for Small and Medium Enterprises in Bulawayo
72.	Mathebula	Masenyana Joshua	An Assessment of the Impact of Knowledge Management on Productivity in the Finance Branch of the Polokwane Department of Agriculture.

73.	Mavuru	Andrew	An Evaluation of the Motivation and Retention of Healthcare Employees at a Government Hospital in Mbabane Swaziland
74.	Mavuso	Samson Mandlenkhosi	An Evaluation of the Outsourcing of Manual Sugarcane Cutting at a Company Operating in the Sugar Industry in Swaziland
75.	Mazinyo	Matholase Jemina	An Evaluation of Integrated Development Plans for Service Delivery at Selected Medium Capacity Municipalities in the Free State Province
76.	Mbopa	Ngangesizwe	An Evaluation Virtual Debt Collection in the Vehicle Finance Industry, Wesbank
77.	Mkhize	Ivion Velindaba	A Critical Evaluation of the Performance of Co-Operative Enterprises in the UThungulu District of KwaZulu-Natal
78.	Molifi	Seponono John	An Evaluation of the Development and Implementation Of The Information System at a Regional Hospital in the Free State Province
79.	Moshime	Gloria Mpho	An Evaluation of Reliability and Effectiveness of Data Management at Health Care Facilities In Tshwane District, Gauteng Province
80.	Motiang	Patrick Itumeleng	An Evaluation of User Satisfaction with Library Services at The University of Limpopo, Medunsa Campus
81.	Moyo	Edgar Bhekusizi	An Evaluation of Mitek Industries South Africa Operations Strategy - A Case Study
82.	Moyo	Filda M	Evaluation of the Small Business Investment in Human Resources Capacity Development to Enhance Competitiveness And Profit: A Case Study Of Fattis Cleaning Cc, Mpumalanga
83.	Mpondomse	Shadrack	An Evaluation of Human Resource Management at the Department of Water Affairs, National Office Pretoria
84.	Mthombeni	Tiyani Comfort	An Evaluation of the Management of Expired Pharmaceutical and Surgical Stock in Mopani District Public Hospitals, Limpopo Province.
85.	Mudakureva	Paul Jokonia	An Evaluation of Loyalty and Customer Satisfaction of Services Provided to Travel Industry Clients in Harare, Zimbabwe.

86.	Musarapasi	Normusa	An Assessment of Client Satisfaction with the Healthcare Services at a Private Non-Profit Making Clinic in Manzini, Swaziland
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MBA Dissertations 2014

	Surname	Name	Title
119.	Adam	Nelisha	An Evaluation of Operation Management Strategies in a Nail Manufacturing Company: A Case Study of Allan Bros, Pietermaritzburg
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MBA Dissertations - 2015

	Student Surname	Student Name	Title
250.	Abdullah	Zaheer	An Investigation into the Effectiveness of an Enterprise Resource Planning System: A Case Study of the Tropic Plastic and Packaging Industry (Pty) Ltd, Durban
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305.	Kom Nguetcheng	Romuald	In Rural Areas: A Case Study of Bethanie Region– North West
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318.	Magwaza	Sphindile Ntombifikile Kamilla	Assessing the Leadership Skills and Competencies of Employees Supporting the PEPFAR HIV and Aids Program in South Africa

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331.	Mandishaya	Hellen	An Evaluation of the Challenges Faced by Women Owned Small to Medium Enterprises and Their Impact on Organisational Performance: A Case Study of Katutura Incubation Centre, Khomas Region, Namibia
332.	Manyanga	Zanele Cynthia	Evaluating the Impact of SMMES Funding by Provincial Government: Case of Msunduzi Municipality SMMES
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345.	Mbatha	Nokwanda Sithembile	Impact of Leadership Style on Employee Performance in the Forensic Science Laboratory of the South African Police Service in Amanzimtoti
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350.	Mhlanga	Lewis John	Investigating the relationship between work satisfaction and employee turnover at Ntinga OR Tambo Development Agency
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356.	Mkhonta	Morrison Zwelakhe	Assessing Service Quality At The American Embassy Swaziland Information Resource Centre
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MBA Dissertations 2016

	Student Surname	Student Name	Title
473.	Amupala	Fransina Kapenda	Exploring the Causes of Small and Medium Enterprises Failure: A case study of businesses in the Windhoek area -Namibia;
474.	Ayisi	Francis	An Evaluation of the Corporate Payout Policy on the Johannesburg Stock Exchange Listed Companies in Gauteng
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495.	Mokwena	Thandi Lizzie Leah	Investigating the Effects of Corporate Governance on Performance: A Case of Mpumalanga Economic Growth Agency
496.	Moloto	Mmahoko Margaret	An Evaluation of Inventory Management of Pharmaceuticals in Clinics at Nkangala District, Mpumalanga Province
497.	Moodley	Parthiban	The Impact of Supply Chain Management on Organizational Performance: A Case Study of Highpana Projects Cc in Chatsworth
498.	Motala	Zaid Hassen	Investigating the Impact of Management Style on Job Satisfaction: The Case of Emnambithi / Ladysmith Municipality.
499.	Muamba	Chantal Biata	An Evaluation of Microfinance as a Source of Financing Small and Medium Businesses in Johannesburg Central Business District: A case Study of Siza Capital, South Africa
500.	Mwapangasha	Julia Ndapandula	Exploring the Impact of Employee Engagement on Employee Retention: A Case Study of Government Institutions Pension Fund in Windhoek, Namibia
501.	Naidoo	Nerusha	Assessing the relationship between Job Satisfaction and Employee Motivation: A Case Study of the Emnambithi/Ladysmith Municipality

502.	Nakashole	Aino Latungala	An Investigation into the Relationship between Performance Management and Employee Productivity at the Omusati Education Directorate in Namibia
503.	Nangolo	Judite	Assessing the Impact of Procurement Strategies on Service Delivery in Namibia: A Case Study of Ministry of Finance Procurement Guidelines.
504.	Ncube	Bhekimpilo	Factors Influencing Employee Motivation among Educators. A Study of eMaChunwini Secondary Schools uMsinga Circuit
505.	Ngomba	Marthe Nyanguile	An Assessment of Organisational Restructuring and its Impact on Employee Productivity: A case study of McCormick South Africa
506.	Ntuli	Musa Christian	An Investigation into Factors Influencing Job Satisfaction of Lay Counselors at Takalani Nana Home Care Centre, Polokwane
507.	Shonga	Sivumelwano Mandlenkosi	The Factors Affecting the Implementation of a Performance Management and Development System at the South African Social Security Agency in Pietermaritzburg, Kwazulu-Natal Regional Office
508.	Tawane	Goitsemodimo Gorden	Assessing the Factors that Affect Employee Retention Within the Credit Risk Division of a Leading South African bank
509.	Thamahane	Tankiso Cliffort	Factors that Influence Entrepreneurship in University Students: A Case Study of Two Departments at the University of the Western Cape

510.	Tindleni	Nomampondo Thembekile Martha	Assessing Supply Chain Management Compliance within the Eastern Cape Department of Human Settlements, East London Head Office.
511.	Tsaeng	Ramakoloi Tebogo Benjamin	Investigate the Impact of Employee Wellness Programme on Staff Motivation: Case study of South African Social Security Agency (SASSA): Pietermaritzburg district in KwaZulu-Natal Region
512.	Wailesi	Maida Asani	Investigating Factors that Affect Employee Productivity: A Case Study of Zimplats, Ngezi Zimbabwe
513.	Manitshana	Sakiwo	An Assessment of Leadership Style and its impact on Employee Performance and Motivation: A Case Study of selected High Schools in East London

514.	Abdool	Zakiya	An Investigation of the Employee Performance Management and Development System and Its Impact on Employee Performance: A Case Study of Murchison District Hospital
515.	Adedoyin	Olayemi Samuel	The Role of Employee Participation in Management Decision Making and its impact on Organisational Performance: A Case Study of Olabisi Onabanjo University, Nigeria
516.	Alali	Odhiambo Bernard	Assessing the Impact of Strategic Approaches on Organisational Competitiveness: A Case Study of Spar Retail Stores in Mpumalanga Province

517.	Amesho	Kassian Tshithigona Tshiningombwa	Evaluating Customer Perceptions of the Public Transportation System and Its Impact on Service Delivery: A Case Study of Busan Metropolitan City, Korea Republic
518.	Amutenya	Tulimegame no Handiya	Exploring the Role of Computer Assisted Personnel Interview in Business Processes at Namibia Statistics Agency
519.	Baird	Caryn Leigh	Exploring Management Challenges Faced by Non-Profit Organisations: A Case Study of The Caring Network at the Khayelitsha Centre
520.	Bayode	Olasupo Joshua	The Impact of Working Capital Management on Profitability: A Case Study of Seven-Up Bottling Company Plc.
521.	Beaulah	Stanley	Strategy re-evaluation and financial operational excellence: A case study of Action-Aid International, Gauteng, South Africa
522.	Booi	Thando	Investigating the Impact of Governance on Organisational Performance: A Case Study done at Kei Cricket, Mthatha
523.	Boucher	Tommy	An Assessment into the Factors Affecting the Management of a Joint Venture Operation: A Case Study of Pretoria and Alrode Petroleum Depot
524.	Buntsulwana	Nyameka	An Evaluation of the Role of Leadership and the Impact it has on Business Performance. A Case Study of Selected South African Farmers
525.	Buzangu	Tshibanda Peter	Assessing the Impact of Strategic Planning on Organisational Productivity. A case study of Bambanani Shaft at the Aquarius Platinum, South Africa.

526.	Cele	Sinethemba	The Impact of a System to Manage Performance on the Achievement of Strategic Goals: A Case Study of Anglo American Platinum
527.	Chandrabhaon	Sudesh	The Impact of Organisational Culture on Employee Motivation: A Case Study of Rapid Packaging CC in Pinetown, KwaZulu-Natal
528.	Chigova	Arthur Tongai	An Assessment Of The Quality Of Dental Care Delivered At A Selected Health Facility In Ministry Of Health And Social Services, //Karas Region, Namibia
529.	Chishawa	Ophius Chiedzo Tafadzwa	Impact of Quality Management System on Organisational Performance: An Empirical Study of Princess Marina Hospital Laboratory in Gaborone, Botswana.
530.	Cloete	Colene Deidre	Assessing the Effectiveness of Internal Audit in the public sector of Namibia: A Case Study of Ministry of Health, Ministry of Justice and Ministry of Urban and Rural Development
531.	Collins	Alethea Jody	The Impact of Case Management Error on Organisational Performance: A Case Study of a Private Hospital Group
532.	De Jager	Renaldo	An Exploration of the Effect of Business Process Re-engineering on Organisational Performance. A case study of Concord Refrigeration Manufacturers (Pty) Ltd, KwaZulu-Natal
533.	Devapriya	Puvaneswarjasarma	Exploring the Relationship Between International Trends and Local Product Development Strategy, and its Influence on Customer Product Selection: A Case Study of Daymon Worldwide South Africa.

534.	Dhayalam	Veenesh	An Evaluation of the Benefits of Multi-Management: A Case of Investment Solutions Limited, Johannesburg
535.	Dikiza	Nhlanhla Alexius	Exploring the Factors that Affect Student Satisfaction and Retention: A Case Study of the Tshwane University of Technology
536.	Dlamini	Eric Thembinkosi	An Evaluation of the Impact of Employee Retention on Organisational Performance: A Case Study of Swazi Bank
537.	Dlamini	Thobile Nontobeko	The Impact of Corporate Strategy on Organizational Performance: A Case Study of Swaziland National Provident Fund with Specific Focus on the Property Business Unit
538.	Doyoyo	Tshifhiwa Tshifanyiso Triphina	Assessing the Impact of Marketing on Organisational Performance: A Case Study at SABC News
539.	Dyakugha	Theresia Katiku	An Evaluation of Organisational Culture in the Achievement of Organisational Goals: A Case Study Conducted at the Namibian College of Open Learning
540.	Edward	Anna- Marie	Assessing the Impact of Human Resource Management Practices on Employee Commitment: A Case Study for the Office of the Prime Minister, Namibia
541.	Evans	Hasan	Exploring the Effectiveness of the Entrepreneurship Training for Start-Up Micro-Enterprises: A Case Study of the South African National Zakah Fund
542.	Everton	Thomas Mark	Exploring the Impact of the Integration Process on Sales: A Case Study of Volkswagen Truck and Bus South Africa

543.	Faife	Tapera	An evaluation of management-employee engagement and its impact on organisational performance. A case study of Gijima Information Technology Services (Pty) Ltd, Namibia
544.	Frederick	Vanessa Ann Mary	An Exploration into the Role of Lead Time Reduction in Improving Competitiveness at a Textile Mill in Nongoma, Kwa-Zulu Natal
545.	Gama	Sandram Mashumi	The Benefits and Impact of Information Technology Services on Production for Manufacturing Companies at the Matsapha Industrial Area
546.	Govender	Moganaygie	Evaluating the Impact of Paperless Procedures on the Organisational Performance of an International Freight Forwarding and Logistics Company: A Case Study of Turners Shipping (Pty) Ltd.
547.	Gutsa	Cecilia	An Exploration into Perceptions on the Impact of Information Technology on the Newspaper Industry. A case study of the Daily Sun newspaper
548.	Gwamanda	Wellington Thabani	Investigating the Factors Affecting Job Satisfaction of Mathematics Educators in Kranskop, Umzinyathi District.
549.	Hakanyome	Gertrud Ndakumwa	Exploring the Impact of Financial Management on the Successes and Failures of SMEs: A Case Study of Registered SMEs in Katutura, Windhoek
550.	Hamutumua	Nixon Petrus Hafeni	The Effectiveness of the Terminal Benefits Claiming Process: A Case of Government Institutions Pension Fund (GIPF)-Northern Namibia

551.	Hanai	Helvi Nyokoyeni	The Effectiveness of Customer Relations Management in Business Performance and Customer Satisfaction in Oshana Region, Namibia: A Case Study of the Government Institutions Pension Fund
552.	Heymans	Reynhard	Assessing the Challenges Faced in Marketing FLIR Systems Test and Measurement Equipment in South Africa
553.	Hlongwane	Nondumiso Ntombifuthi	Assessing the Impact of Government Policy on Tourism Management: A Case of the Industrial Development Corporation Tourism Department in the Gauteng Province, South Africa
554.	Hlophe	Thandiwe Esmeralda	An Evaluation of Factors that Influence Operational Effectiveness. A Case Study of STANLIB Institutional Operations.
555.	Hoosen	Nasreen	Investigating the Relationship between Leadership Style and Job Satisfaction. A Case Study of Sanlam Health, Gauteng
556.	Ismail	Yasmeen	Evaluating the Impact of Leadership on Employee Motivation and Performance at a Public FET College in KwaZulu-Natal
557.	Jentison	Peter Lance	An Evaluation of Change Management and Its Impact on Employee Motivation: A Case Study of Capitec Bank in East London
558.	Kagola	Leena Ndahafa	The Effect of Talent Management on the Organizational Performance at the Namibian Ports Authority.
559.	Kasonde	Mulenga Adrian	Investigating the Role of Technology in Gaining Competitive Advantage: A Case Study of Cavmont Bank Limited, Zambia.

560.	Kenqu	Unathi Jeannett	Evaluating the Impact of Enterprise Supplier Development on the Emerging Suppliers. A Case Study of Fuma (Pty) Ltd in Gauteng, South Africa.
561.	Keorapetse	Alfred	An Assessment of the Factors Affecting the Retention of the Employees and its Impact on Organisational Effectiveness: A Case Study of the Ministry of Education in the Republic of Botswana
562.	Khanya	Nomfundo Linda	An Investigation Into The Factors Impacting On The Implementation Of Turnaround Strategies At National Maize Corporation (Pty) Ltd.
563.	Khanyile	Sipho Cyprian	Investigating the Effectiveness of the Performance Appraisal System at Transnet Engineering, Durban
564.	Khumalo	Busisiwe Petunia	Assessing the Impact of Buyer-Supplier Relationship Management: A Case Study of Industrial Development Corporation, Gauteng Province, South Africa
565.	Kuhn	Jeanette	An assessment of the Sick Building Syndrome and its impact on Employee Motivation: A case Study of South Africa Gold Coin Exchange, Johannesburg
566.	Kumkaran	Amanlal	An Exploration of the Challenges Faced by Multinational Organisations and the Response Strategies Adopted. A Case Study of Sphinx Industries, South Africa.
567.	Kwatsha	Lindiwe Mapule	The Impact of Succession Planning on Talent Management. A Case Study in an Automotive Original Equipment Manufacturer, Eastern Cape, South Africa

568.	Mafuleka	Sicelo Nduduxzi	An Exploration of Customer Perceptions of Service Quality and its Impact on Business Performance: A Case Study of an Optometric Practice, Melmoth, KwaZulu-Natal
569.	Mafuwane	Hluphi Constance	An Evaluation of Training on Environmental Management Skills: A Case study of South African Biodiversity Institute Invasive Species Programme in Mpumalanga Province
570.	Magubane	Mzobanzi Alpheus	Investigating An Impact Of Workplace Diversity On Organisational Performance. A Case Study Of Joburg Market (Soc) Ltd- City Deep.
571.	Magula	Hlengiwe Premrose	Assessing Job Satisfaction Factors that Affect the Retention of FET Sector Employees in the Eastern Cape Province: A Case Study of Ingwe TVET College
572.	Mahlangu	Nombulelo	Exploring the Impact of a Rewards Management System on Employee Retention and Motivation: A Case study of Basa Tutorial Institute
573.	Mahomed	Anwar Afthab	Investigating the factors that influence employee job satisfaction and organisational culture: A case study of the Asmalls group.
574.	Mahomed	Soraya	An Evaluation of the Governance and Management of the Further Education and Training Sector: A Case Study of Thekwini F.E.T College, Kwa-Zulu Natal.
575.	Makadzange	Fanwell Ziwayi	An Evaluation of the Effectiveness of Metair's Strategy Execution Processes for Sustained Competitive Advantage: A Case of First National Battery South Africa

576.	Makamu	Bishop Charles	The Impact of Motivation on Job Performance at the National Health Laboratory Services: A Case Study of Polokwane Laboratory
577.	Malan	Jeanette Dina	Investigating the Effectiveness of the Strategies Used in Identification and Development of Talented Nurses for Managerial Succession Planning: A case of an Academic Hospital in Riyadh, Saudi Arabia
578.	Mandyu	Thokozile	Assessing the Role and Effectiveness of Non Profit Organisations in Poverty Alleviation at the Thabo Mofutsanyane District Municipality in the Free State
579.	Mans	Billy	An Investigation into the Impact of Mergers and Acquisitions on Organizational Culture and Motivation of Employees: A Case Study of ABSA
580.	Marhwa	Christina Paulina	Factors Affecting Entrepreneur Success: A case of Tholeni of Wasbank Kwa Zulu Natal
581.	Marumolwa	Letlhogonolo Macdonald	The Impact of Business Intelligence on Organisational Efficiency: A Case Study of a Private Higher Education Institution in South Africa
582.	Mashaba	Titus	Assessing the impact of leadership on organizational performance and employee turnover. In case study at Holy Cross Early Learning Centre in the region of Tshwane North in Soshanguve South
583.	Mashabela	Lucy Khutso	An evaluation of the role of Supply Chain Management Practitioners and its impact on the Organisational performance

584.	Mashigoane	Puleng Queen	Assessing the Impact of Employee Engagement on Safety Performance: A Case Study of Sebokeng Fuels Vaal Plant Logistics Department
585.	Maswahu	Mary Dongo	Exploring the Effectiveness of the Performance Management System in Improving Service Delivery: A Case Study on the Ministry of Home Affairs and Immigration
586.	Mathala	Phililе Lindelwe	Explaining the Significance of Managing the Corporate Identity, A Case Study of Lidwala Insurance Company, Swaziland
587.	Matlala	Seboladi Rachel	Exploring factors that impact the planning in Industry Payment's Project delivery: A case study of Rego Bank Industry Payments team
588.	Matlejoane	Matlankane Florence	Exploring the Impact of Enterprise Resource Planning System Implementation on Financial Reporting: A Case Study of Health Professions Council of South Africa
589.	Mberirua	Uejaa Uejakojao	Assessing the Challenges of Employee Turnover and Absenteeism within First National Bank, Windhoek
590.	Mbewe	Constancia Chisanga	Exploring the Impact of Performance Appraisals on Employee Motivation: A Case of Investrust Bank PLC, Zambia
591.	Mbiko	Lethukuthula	An Assessment of Factors that Affect Employee Motivation and its Impact on Employee Productivity at Associated Spinners (Pty) Ltd
592.	Mbuthu	Bongane Simon	Evaluating the service provided by Prince Mshiyeni Hospital Laboratories to satellite laboratories. A case of four satellite laboratories in KwaZulu-Natal, South Africa

593.	Mbuyah	Michael	An Evaluation Of The Impact Of Organisational Culture On Employee Motivation: A Case Study Of Selected Hotels In Cape Town
594.	Mjila	Nolubabalo	The Impact of Succession Planning on Employee Retention: A Case Study of the Lewis Group, Transkei Division.
595.	Mntambo	Novocillin Nomvula Netty	Exploring Factors Affecting the Implementation of a Corporate Strategy: A Case study of Gert Sibande District Municipality
596.	Moasi	Napo Nurse	An Exploration of the effectiveness of employee retention strategies on retaining staff and maintaining the quality of teaching and learning support services: A case study of Pupri Global Training Consulting PTY (Ltd)
597.	Mogano	Patricia Ngwanamogoga	Exploring the Nature of Operational Efficiency: A Case Study of Boundary Crossing, Gauteng Province, South Africa.
598.	Molebatsi	Mositakgang	The impact of staff turnover on organisational performance. A case study of Botswana Brigade centres in Kanye region.
599.	Mollo	Nontokozo Daisy	Assessing the Impact of Employee Motivation on Organisational Performance: A Case Study at Johannesburg Water
600.	Mollo	Sello Wanderboy	Investigate the Impact of Cost Cutting on Employee Motivation at the National Petroleum Refiners of South Africa (Pty) LTD.
601.	Moloi	Mphana Amos	Assessing the Impact of Brand Marketing Strategies on Organisational Performance in the Pharmaceutical Sector: A Case Study of Novartis Pharmaceuticals in Gauteng Province, South Africa

602.	Moloisi	Vivian Matjie	An Evaluation of The Marketing Strategy Used In Implementing The Rea Vaya Buses System By Management: A Case Study Of Soweto Region Johannesburg
603.	Mongalo	Joyce Kobosana	Evaluating the Challenges Facing Young Entrepreneurs and Small Business Owners in Johannesburg: A Case of Uptick Business Consultancy.
604.	Moodley	Jugnathan Soobramoney	Investigating the Impact of Human Resource Management Information Systems on Service Delivery: A Case Study of EThekwini Municipality
605.	Moshoati	Thabang Godfrey	The Relationship between Employee Perceptions of Human Resource Policy and Job Satisfaction: An Empirical Study of Radiographers at Kimberley Hospital Complex
606.	Motshabi	Anelistah Florence	Factors Affecting the Growth of Small and Medium Enterprises in the City of Tshwane
607.	Mpondo	Kundwani Doctor	An Investigation of the Effects of E-Toll System on South African National Road Agency SOC Limited Bond Rating
608.	Mpulu	Thando Ursmond	An Assessment of Performance Management and Development System and Its Impact on Employee Motivation. The Case Study of the Eastern Cape Provincial Legislature
609.	Msibi	Priscilla Gcinile	Assessing the Effectiveness of Wellness Programmes on Employees: A Case Study of the Swaziland Revenue Authority
610.	Msomi	Sibongile Octavia	Investigating Factors Impacting on Gender Equity in the workplace: A case study of Eskom Westville KwaZulu Natal

611.	Mthembu	Lungile	An evaluation of traditional marketing strategies and their impact on organisational performance: A case study of Spar in The Reeds, Centurion, Pretoria
612.	Mubiana	Austin Kamwi	Investigating the Impact of Service Delivery on Customer Satisfaction: A Case Study of Luderitz Town Council, Namibia
613.	Mucheto	Samson Tauyanargwo	An Assessment of the Challenges Faced in Biomedical Waste Management: A Case Study of the Namibia Institute of Pathology's Northern Region Laboratories
614.	Mudavanhu	Jocyphina	An Investigation into the Factors Influencing Entrepreneurship among Female Entrepreneurs in the Grootfontein District of Namibia
615.	Mudefi	Ernest	Investigating The Impact Of Redeployment On School Management: A Case Study Of Five Selected High Schools In The East London District
616.	Mukheli	Takalani	Exploring the Impact of Motivation on Employee Performance: A Case Study of Ekurhuleni Health District Rehabilitation
617.	Mulaisho	Irene Mundana Chatta	The Effects of Capacity Building and Training Interventions on Performance Challenges: Case Study of Family Health Trust, Zambia
618.	Mulenga	Bright	Exploring The Relevance Of The E-Learning Training Model At The Zambia National Blood Transfusion Service (ZNBTS
619.	Murabi	Avhashoni Iris	An Investigation into the Challenges Faced by Registered Nurses and Healthcare Service Delivery Impacts: A Case Study of King Abdulaziz Medical City, Riyadh, Saudi Arabia

620.	Muradzikwa	Valentine	An evaluation of customer satisfaction and its impact on business performance: A study of Spar Group of Stores, Benoni
621.	Murindamombe	Yorani Gervas	Assessing the Factors Impacting Student Retention at Thekwini City College, Durban
622.	Mwenze	Jacklyn Zetamunua	An Assessment Of The Role Of Occupational Health And Safety And Its Impact On Business Performance Within The Rio Tinto Group
623.	Naidoo	Pravashnee	Investigating the Impact of an Enterprise Content Management System (ECMS) on Employee Performance – A Case Study of Illovo Sugar Limited
624.	Naidoo	Samantha	Evaluating the Implementation of the Lean Manufacturing Principle of Quality and its Impact on Organizational Performance at Amalgamated Beverage Industry, Gauteng Inland.
625.	Naidoo	Natasha	Investigating the Impact of Leadership and Culture on the Change Implementation Process- A Case Study of Mr Price Group Distribution Centre-Durban
626.	Naidoo	Prashnee	The Impact of Cultural Diversity on Employee Performance: A Case Study of Kung Thai Restaurants in Kwa-Zulu Natal.
627.	Naidu	Devkrishna Erajasakran	An Investigation into the Impact of Absenteeism on Organisational Performance. A Case Study of Bronjo Clothing in Verulam, KwaZulu-Natal
628.	Nakapunda	Simon Omega	An evaluation of employee performance and its impact on organisational performance: A Case Study of Blue Financial Services PTY LTD, Windhoek, Namibia.)

629.	Nayager	Rubeshan	Investigating the Effectiveness of Brand Touch Points by Private Higher Education Providers: A Case Study of AAA School of Advertising (Pty) Ltd Cape Town Campus
630.	Ncokazi	Ayanda	The Impact of Market Access on the Sustainability of Small and Medium Sized Community Business Initiatives. A Case Study for some Community Cooperatives in Whittlesea
631.	Ncube	Sithandazile	The Impact of Brand Image on Organisational Sustainability. A Case Study of Africa Medical Centre
632.	Ndaikile	Ndinelao Elizabeth	The Impact of Diversity on Organisational Management and Performance: A Case Study of a Namibian Bank
633.	Nel	Elzaan	Exploring the Factors that Influence the Success of MRP Implementation in SME's. A Case Study of WALTONS Namibia
634.	Ngcobo	Emmelda Nomathemba	The Impact of the Organisational Culture on Employee Performance and Motivation: A Case Study of the UMhlosinga Development Agency
635.	Nghiwewelekwa	Elizabeth Noah	Employee Perceptions on the Implementation of Performance Management System: A Case Study of Water Engineering Africa (PTY) LTD, Namibia
636.	Ngoma	Mguabu	Assessing the Impact of Supply-Chain Management on Organisational Productivity at African Regional Ministries
637.	Nhira	Leopold	Investigating the effectiveness of Active Portfolio Management in Risk Management. A case study of Khula Nathi Investments (East London-South Africa)

638.	Nightingale	Ntombekhaya	An Evaluation of Financial Management and Governance in Selected General Education and Training Schools in the Ngqamakhwe Sub-District of Butterworth
639.	Nkambule	Mlungisi	Exploring the Impact of Information and Telecommunications Technology on Service Delivery: A Case Study of SwaziBank
640.	Nkwanyana	Iglet Poppie	Investing the Impact of Employee Motivation on Organisational Performance: A Case Study of Dedangifunde High School in Newcastle in KwaZulu- Natal
641.	Nomvela	Jonas Ralefatane	An Evaluation of the Impact of Motivation on Employee Performance at the South African Mint Company: A Case Study of the Processing Department
642.	Noorbhai	Anees	Exploring the Impact of Total Quality Management on Organisational Performance: A Case Study of Selected Physiotherapy Private Practices in the South Gauteng Region
643.	Ntombini	Oscar Dazuka	Assessing the Impact of Expanded Public Works Programme on the Development of Small Medium and Micro Enterprises (Smmes) In Amathole District Municipality
644.	Ntontela	Patrick Fumani	The Impact of Leadership on the Implementation of the Effective Clinic Model. A Case Study of Selected Clinics in Ngcobo, Eastern Cape
645.	Nxumalo	Lindani	Assessing The Impact Of Multinational Corporation Projects On Small And Medium Enterprises: A Case Study Of A Selection Of Small Micro And Medium Enterprises In The Gauteng Province, South Africa

646.	Oluwatosin	Ayo	The Impact of Trade Unions on the Strategic Goals of a Telecommunications Company: A Study of Telkom SA
647.	Pandarum	Jermaine Francis	Exploring the Effectiveness of Business Strategy at Training Force (Pty) Ltd in Relation to the Development of a Blue Ocean
648.	Pasiya	Sithembile Suneta	Exploring Factors Affecting Employee Motivation: A Case Study of Springs Parks Depot
649.	Pegg	Clark John Stephenson	Assessing the Factors Affecting the Implementation of Tank Container Logistics within Current Operational Framework. A Case Study of GAC Laser International Logistics Pty Ltd.
650.	Perumalsami	Magdalene	Investigating the Relationship between Skills Development and Strategic Goals: A Case Study of Madadeni Nursing Campus
651.	Pillay	Kevindran	An Evaluation of Factors affecting the Implementation of Energy's Universal Electrification Access Programme: A Case Study of Matatiele Local Municipality
652.	Pillay	Logandren	An Investigation into the Effects of Different Management Styles on Employee Effectiveness: A Case Study of The South African Film Institute
653.	Pinto	Gregory Ralph	Exploring the impact of management on the success of Performing Arts: A case study on the Music Performing Arts of Johannesburg and Pretoria
654.	Potgieter	Marius	Assessing the Impact of the Utilisation Rate Performance Management To ol on Employee Performance at a South African Consulting Engineering Organisation

655.	Putu	Isaac Mpho	Assessing Leadership and Management Role Played by Women in the Development of Community Nutrition and Development Centres (CNDC's) in the North West Province: A Case Study of Four Selected Community Nutrition and Development Centres in Bojanala District Municipality
656.	Ramdhani	Ashen	Investigating the Impact of Service Delivery on Consumer Satisfaction: A Case Study of Ford, Gauteng
657.	Ramkumar	Mookesh	An Evaluation of Employee Motivation and its Impact on Organisational Performance: A Case Study of Cataler South Africa (Pty) Ltd, Durban, KwaZulu Natal
658.	Redhi	Ravestha	An Investigation on the Impact of Job Satisfaction on Organisational Performance: A Case Study of the Out of Home Food Services Business Unit in Tiger Brands, Bryanston
659.	Samudzi	Rudo Ruth	Information Needs Assessment of Managers in Two Tertiary Hospitals towards the Implementation of an Occupational Health and Safety Information System in Gauteng, South Africa
660.	Schenk	Craig Alan	The Impact of Employees Costs on Financial Sustainability in Local Municipalities: A Case Study of Baviaans Municipality
661.	Sebola	Munyadziwa Jeremiah	An Exploration of Employee Perceptions of Performance Appraisals Used in the Petrochemical Industry. A Case Study of Sasol

662.	Shatumbu	Josephina	An Evaluation of Factors Affecting Capital Projects Implementation in the Namibian Public Sector: A Case Study of Oshakati Regional Council
663.	Shipefi	Sem Laudika	Challenges Affecting the Collection of Close Corporations' Value Added Tax and Income Tax at Namibian Ministry of Finance
664.	Sibanda	Davidson	The Challenges Faced by Small, Micro and Medium Enterprises and their Impact on Business Performance: A Case of Selected Small, Micro and Medium Enterprises in Klerksdorp
665.	Sifanele	Nonzwakazi Ntombekaya	Evaluating the Impact of the Tourism Service Excellence Programme on Employee Performance: A Case Study of Selected Hotels in Cape Town
666.	Sikiti	Afika Belinda	An Investigation of Employee Perceptions in the Implementation of a Quality Management System: A Case Study in Eastern Cape Veterinary Laboratories.
667.	Singh	Manogarie	The Impact of Gender and Organisational Culture on Leadership Styles at Alexander Forbes
668.	Singh	Sahil	The Impact of Training and Development on Employee Performance: A Case Study of New Generation Networks Solutions cc Durban, Kwa-Zulu Natal
669.	Sithara	Satiyadev	An Assessment of the International Statistical Classification of Diseases and Related Health Problems, Tenth Revision Coding and Its Impact on Hospital Service Delivery- A Case Study of a Private Hospital Group in South Africa

670.	Sithole	Bongani	Investigating the Impact of Evidence Based Management on Organisational Performance within the City of Cape Town Electricity Generation
671.	Tauzen	Kenworth	Evaluating Services Marketing Strategies and their impact on Organisational Performances: A Case Study at Botton Armature Winding, Zimbabwe
672.	Teffo	Lesiba	Investigating the Impact of Gender on Customer Expectations of Service Quality. A Case Study of Protea Hotel.
673.	Tindleni	Simphiwe Seam-seam	Assessing Supply Chain Management Compliance at the South African Police Service in Bisho, Eastern Cape
674.	Tonje	Samson	Exploring the Challenges Faced by the Mobile Communications Industry. A Case of NetOne Cellular (Private) Limited, Zimbabwe
675.	Tshehla	Sekgeu Lawrence	Succession Planning as a Strategy for Future Management Development: A Case Study Involving Two Automotive Retail Organisations in Vereeniging, Gauteng
676.	Uugulu	Elina Nelago Panduleni	An Exploration of the Factors Affecting Female Entrepreneurship in Oshakati, Namibia
677.	Zulu	Kuyalunga	The Impact of Staff Turnover on Organisational Performance: A Case of the Three Non-profit Organisations in Verulam
678.	Zuma	Lucky	Assessing the Effectiveness of the Induction Processes at Department of Cooperative Governance and Traditional Affairs

679.	Zunga	Anele	An Evaluation of Employees' Motivational Level and its Impact on Organisational Performance- A Case Study of a Fast Moving Consumer Goods Company in Zimbabwe
680.	Zwane	Siniketiwe Edith Galadriel	Investigating The Role of Management and its Impact on Service Delivery. A Case Study of Mbabane Government Hospital

KINDLY NOTE A TOTAL OF 680 MBA DISSERTATIONS ARE RECORDED ABOVE FOR THE PERIOD 2013 TO DECEMBER 2016.

14. POST – GRADUATE RESEARCH CONTINUED:

ALL HONOURS PROJECTS (AS DISSERATIONS) BCOM HONOURS AND POST GRADUATE DIPLOMA IN EDUCATIONAL MANAGEMENT AND LEADERSHIP (PGDEML) ARE RECORDED HEREUNDER FOR THE PERIOD 2013 TO DECEMBER 2016

No	Surname	Name	Year	Title of Project
1	Madziwo	Collin Paul	2016	Investigating the Relationship between Organisational Change and Employee Stress at Namibia Breweries Limited.
2	Katsande	Gatsemane	2016	Investigating the Impact of Outsourcing on Service Quality and Cost at Boarding Schools: A Case Study of Falgold College, Zimbabwe
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35	Arendorff	Marlene Magdalene	2015	The Implementation of Strategic Planning by Small and Micro Businesses in Langhampark, Wellington.
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37	Josef	Herta Hishi	2015	An Evaluation of Customer Satisfaction at a Printing Company in Okahandja, Namibia.

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42	Magwala	Olani	2015	An Investigation into the Factors Influencing the Success of Small Businesses in Louis Trichardt.
43	Maluka	Norma Sandy	2015	Exploring the Effectiveness of Strategic Training and Development: A Case Study of Swaziland Revenue Authority.
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45	Jabar	Raeesa	2015	Exploring the Use of Social Media as a Marketing Tool: A Case Study of Albaraka Bank, Durban
46	Mzimela	Khulani Mthembeni Brian	2015	An Investigation to Determine Service Delivery and Customer Satisfaction: A Case Study of Ingwe Municipality Infrastructure Department
47	Kaela	Eric Masule	2015	Investigating the Factors Affecting Development of Small, Medium and Micro Enterprises in Windhoek, Khomas Region.

48	Dube	Sithembile	2015	Investigating the Impact of the Retrenchment Programme on Employee Performance at Sasol Head Office, Rosebank.
49	Singh	Arisha	2015	Employee Perceptions of Training as a Driver of Performance at Eskom, South Africa.
50	Simelane	Njabulo Mthokozisi	2015	An Evaluation of Customer Satisfaction at Builders Discount Centre in Matsapha, Swaziland.
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66	Dlamini	Zamashenge Cebile	2014	Factors Contributing to Learner Dropout in Public Schools: A Focus on Two Schools in Durban

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84	Moropane	Makgophola Elias	2014	Managing disciplines in Schools: An evaluation of the challenges facing teachers at a secondary school in Moroke Circuit
85	Naidoo	Sushiel	2014	Managing cultural diversity at the workplace: A Case Study of a Logistics Company in KwaZulu-Natal

86	Mensah	Alex	2014	An Evaluation of the Use of Information Communication Technology in South African High Schools: A Case Study of Brettonwood High
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88	Chetty	Lyneshri	2013	The Impact of the Performance Management System on Productivity in a Gauteng Bank
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93	Fakduze	Thembinkosi Nicholas	2013	Factors Affecting Employee Resistance: A Case Study of Metal Investments (Pty) Ltd
94	Duvenhage	Nathan Cheyne	2013	An Investigation into the Project Control Management as TWP Projects for EPCM Platinum Mining Projects in the North West Province
95	Ahir	Ashona Premnath	2013	An Evaluation of Labour Resource Challenges Experiecned by Manufacturing SME's: A Case Study of a Furniture Manufacturing Company in Ladysmith
96	Singh	Chiktrekha Preathlall	2013	An Evaluation of the Factors Affecting Consumer Behaviour at the Ethekwini Hospital Heart Centre Pharmacy

No	Surname	Name	Year	Title of Project
97.	Alli	Muhammed Javed	2016	Assessing the Role of Technology on Improved Service Delivery and Customer Satisfaction at First National Bank, Durban
98.	Arjoon	Karishma	2016	The effects of Talent Management on Employee Retention within Organisations: A Case Study of Lancet Laboratories
99.	Bennideen	Veenay	2016	An investigation into the quality assurance of distance education providers at the GEFET Level
100.	Bisson	Thereshnee	2016	A Qualitative Analysis of Employee Development Program: A case study of Ocean Basket North Beach, Durban.
101.	Biyana	Lusapho Abednigo	2016	Exploring the Use of 'Mother Tongue' as the Medium of Instruction in Schools
102.	Carvalho	Joao	2016	Evaluation of Factors affecting the Establishment and Expansion of Small, Medium and Micro enterprises (SMMEs) in Sunnyside – Pretoria
103.	Cokoto Cikizwa	Joyce	2016	Assessing the impact of the incentives on employee motivation: A case study of Silicon Engineering and IBM
104.	Cola	Lezani Shandriette	2016	An Investigation into the factors which impact on small businesses. A case study of Primat Construction cc, Gauteng.
105.	Dlamini	Ntombikayise P.	2016	Exploring Customer Perceptions on the Introduction of Agency Banking at Swazi Bank
106.	Fotolela	Petrus	2016	Exploring Management Strategies to Improve Poor Academic Performance of Learners at Tsumkwe Secondary School in Otjozondjupa Region, Namibia

107.	Gamedze	Sakhile	2016	An Evaluation of Effectiveness of Credit Management Systems and its Impact on Organisational Performance: A Case Study of the Institute of Development Management in Matsapa Swaziland
108.	Gaweseb	Glenn Gary	2016	The Impact of Employee Engagement in the Business Environment Case Study of Kraatz Engineering Company In Namibia
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110.	Gumede	Ndumiso M.	2016	An Evaluation of Healthcare Services Management at Emmaus Hospital, UKhahlamba District
111.	Hailonga	Victor Shivute	2016	Investigating the Relationship Between Compensation and Employee Satisfaction and Retention at RioTinto Rossing Uranium Ltd.
112.	Hlangu	Micheal	2016	An evaluation of small businesses in Durban and surrounding townships and identification of challenges that impact on their performance.
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114.	Iyambula	Isai	2016	The Status or Worker Motivation at Epupa Investment Technologies PTY (LTD).
115.	Iyyavu	Jeanine	2016	An Overview of Franchising and Quality Service Delivery: A Case of Fast Food Outlets in Durban, South Africa.
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117.	Jones	Robert Pryce	2016	Investigating the Factors Essential for the Successful Implementation of a Customer Relationship Management Programme
118.	Kambinda	Josefina	2016	Investigating the factors impacting on employee motivation. A case study of Vision Africa
119.	Kandan	Natisha	2016	An Investigation Of the Recruitment and Selection Process of Luiz and Associates and its Impact on Employee Performance
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124.	Laljith	Shwaitha	2016	The Impact of Employee Accountability on Organisational Success
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126.	Maboe	Sylvia Makhazase	2016	To investigate the cost implication for the implementation and maintenance of governance and compliance
127.	Majola	Brenda Nandi	2016	Impact of the new consumer protection act on consumers
128.	Mamba	Ntombiyenkosi Thozane	2016	Impact of Motivation on Employee Productivity: A Case of Swaziland Railway

129.	Mamba	Simise	2016	Exploring the Relationship between Organizational Commitment and Employability at Dolphin Logistics (Pty) Ltd
130.	Manikus	Razael Josy	2016	Investigating the impact of career development opportunities at an organisation on employee retention: A case study within corporate law firms
131.	Manyatsi	Memezile Myaliwe	2016	An Evaluation of the Effectiveness of Financial and Budgetary Controls on Sole Traders in Manzini Region
132.	Manyatsi	Phumlile Felicia	2016	Investigating the Impact of Pre-owned Import Cars on Motor Industry Sales in Swaziland.
133.	Maphanga	Jimmy Mokomonisie	2016	Evaluating the Impact of Training on Performance: A Case Study of Great North Transport
134.	Masau	Willard	2016	An investigation into factors influencing international out-shopping of Botswana consumers
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136.	Matengu	Julia C.	2016	Investigating the Factors Impacting on Employee Turnover and Retention:" A Case Study of the Namibia University of Science and Technology (NUST)"
137.	Matengu	Patrick S.	2016	Investigating Factors Impacting on Employees Morale at Onankali South Combined School
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139.	Mdhletshe	Thabiso Leon	2016	An Investigation Into the Factors Affecting the Resistance to Change by Employees and its Impact on Organizational Performance. A Case Study of Barloworld Logistics, Isando.

140.	Mhlambi	Hopewell	2016	Investigating the Cost Benefit Feasibility of the Existing Products at Orica Mining Service Central Africa, Zambia
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142.	Mlotshwa	Lebohang Sbongile	2016	The impact of Internal Controls on the Financial Performance of Umtshezi Municipality
143.	Mogwane	Lefale Vincent	2016	An evaluation of Telkom's marketing communications aimed at the prepaid mobile market.
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148.	Munyai	Avhatakali	2016	An evaluation of the challenges experienced by small to medium enterprises and its impact on Business Performance: A Case study of the Thulamela Municipality, Limpopo
149.	Muradzikwa	Sinikiwe	2016	An Investigation into the Challenges Faced by School Principals in Managing Schools, in Johannesburg

150.	Mwaala	Phillemon Amukwa	2016	An Assessment of Financial Sustainability of Non- Governmental Organisations in Namibia: A Case Study of Integrated Rural Development and Nature Conservation, Windhoek, Namibia.
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168.	Nyakenye	Peter Mfusi	2016	Exploring the challenges facing young entrepreneurs in entering small business sector in the King Sabata Dalindyebo Local Municipality

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172.	Phoshoko	Mmanoko	2016	An investigation of the impact of performance appraisal on business operation: A case study of the Transport Education and Training Authority, Randburg.
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175.	Shaningwa	Erastus Angula	2016	Stakeholders' Response to the Abolishment of Corporal Punishment in Namibian Schools.
176.	Shixungileni	Isaskar	2016	Investigating the Human Resource strategies and their implementation at the Human Resource Department within the City of Windhoek, Namibia
177.	Shoopala	Klaudia	2016	Exploring Corporate Governance Structures at a High School in Namibia
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186.	Vani	Phumelelo	2016	Investigating the Factors Contributing to Absenteeism at the Workplace: A Case Study of Pioneer Bus Service, Queenstown.
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THE TOTAL NUMBER OF BCOM HONOURS AND HONOURS IN EDUCATIONAL MANAGEMENT AND LEADERSHIP (PROGECTS) STANDS AT 190 FOR THE PERIOD 2013 UP TO DECEMBER 2016.

PRIOR TO THIS PERIOD THE DATA BASE HAS TO BE UPDATED MANUALLY AND WILL BE UNDERTAKEN IN THE YEARS AHEAD.

15. A RECORD OF ALL PAPERS PUBLISHED IN THE RBS JOURNAL OF MANAGEMENT PERSPECTIVES INCLUDING PAPERS OF THE INTERNATIONAL CONFERENCE FROM 2002 TO 2016

2013 Conference Papers REGENT Business School - Papers as follows: 14 papers. International Conference held at the Durban City Hall in October 2013 - Published in the REGENT Business School's Journal of International Perspectives: A Journal of Global Management Studies. Published in 2014 and 2015 as reflected below:

2014 - (International Conference Papers, 2013). The International Conference was held in the year 2013.

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437. ***Gigaba, M. (2014).*** (Minister of Public Enterprises South Africa) Contextualizing the Development Trajectory in South Africa within the Rubric of the Development State and State – Owned Enterprises: Trekking Back to the Future. Journal of International Perspectives. Volume. Number. REGENT Business School. Durban. Republic of South Africa. ISSN 1996 -7187.

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442. ***Ali Shah, S.Z; Ali Butt, S; and Bhutta, N. T. (2014).*** IFRS Implementation Mechanism in Pakistan: Opportunities and Challenges. Journal of International Perspectives. Volume. Number . REGENT Business School. Durban. Republic of South Africa. ISSN 1996 – 7187.

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444. ***Taurayi, S. and Edward, C. (2014).*** Determinants of Financial Leverage: A Case of the South African Listed Firms. Journal of International Perspectives. Volume 12. No1. Number. REGENT Business School. Durban. Republic of South Africa. ISSN 1996 – 7187.

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VOLUME13. NUMBER 1

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FOR THE YEARS 2014, 2015, AND 2016 SEE ABOVE

16. THE INAUGRAL BROWN BAG SEMINARS - 2013

THE INAUGRAL BROWM BAG SEMINAR SERIES: PAPERS RESEARCHED AND PRESENTED BY REGENT BUSINESS SCHOOL ACADEMICS TOOK PLACE FROM JUNE 14 TO DECEMBER 4th 2013. THE TOPICS ARE REFLECTED HERUNDER FROM OUR RECORDS INCLUDING THE PRESENTERS WHO RESEARCHED AND PRESENTED THE SAID TOPICS. THE TOPICS WERE ASSEMBLED BY PROFESSOR ANIS MAHOMED KARODIA IN ORDER TO ALLOW REGENT BUSINESS SCHOOL ACADEMICS TO ACQUAINT THEMSELVES WITH THE RIGOUR INVOLVED IN RESEARCH.

CORDINATORS: PROFESSOR DHIRU SONI AND PROFESSOR ANIS MAHOMED KARODIA. SECRETARY OF THE BROWN BAG SEMINAR SERIES MISS TARISMA MAHARAJ (MAHESAN). FOR EACH PRESENTATION AN INDEPENDENT FACILITATOR WAS SELECTED FROM REGENT BUSINESS SCHOOLS ACADEMICS, IN ORDER TO COORDINATE THE TOPIC AND LEAD DISCUSSION AFTER THE PRESENTATION OF THE TOPIC.

TOPICS AND PRESENTERS WITH DATES ARE REFLECTED HEREUNDER AS FOLLOWS:

526. ***Maharaj, T. (2013).*** Aryans and Dravidians. Brown Bag Seminar Series. 14 June. REGENT Business School. Durban. Republic of South Africa.

536. ***Indermun, V. (2013).*** Todas and Matriarchal and Patriarchal Societies. Brown Bag Seminar Series. 21 June. REGENT Business School. Durban. Republic of South Africa.

537. ***Kazi, T. (2013).*** The Manasse Report. Brown Bag Seminar Series. 28 June. REGENT Business School. Durban. Republic of South Africa.

538. ***Dlamini, N. (2013).*** Differences between Swati's/ Ndebele and Zulus. 5th July. REGENT Business School. Durban. Republic of South Africa.

539. ***Maharaj, T. (2013).*** Robert Sobukwe and Steve Biko. Brown Bag Seminar Series. 12th July. REGENT Business School. Durban. Republic of South Africa.

540. ***Rehman, S. (2013).*** Monotheistic Religions. Brown Bag Seminar Series. 19th July. REGENT Business School. Durban. Republic of South Africa.

541. ***Dawkinun, D. (2013).*** Philosophies of Gandhi. Brown Bag Seminar Series. 26th July. REGENT Business School. Durban. Republic of South Africa.

542. ***Naidoo, N. (2013)*****.** Gandhi and Martin Luther King. Brown Bag Seminar Series. 2nd August. REGENT Business School. Durban. Republic of South Africa.

543. ***Ramnarain, A. (2013).*** Marikana Massacre. Brown Bag Seminar Series. 16th August. REGENT Business School, Durban. Republic of South Africa.

544. ***Mohamed, F. (2013).*** Circle of Courage. Brown Bag Seminar Series. 23rd August. REGENT Business School. Durban. Republic of South Africa.

545. ***Cowden, R. (2013).*** The Influence of John Lennon the Beatles Musician on the Affairs and Politics of the World. Brown Bag Seminar Series. 23rd August. REGENT Business School. Durban. Republic of South Africa.

546. ***Cassim, N. (2013).*** Theories of Development. Brown Bag Seminar Series. 30th August. REGENT Business School. Durban. Republic of South Africa.

547. ***Lee – Ann Inderpal (2013).*** A Historical Analysis of the Durban Indian Market. Brown Bag Seminar Series. 13 September. REGENT Business School. Durban. Republic of South Africa.

548. ***Khan, S. (2013).*** The Grameen Bank System. Brown Bag Seminar Series. 20th September. REGENT Business School. Durban. Republic of South Africa.

549. ***Nitiyekga, O; and Chisoro, C. (2013).*** Religions in Africa and Asia/ Heritage Day. Brown Bag Seminar Series. 04th October. REGENT Business School. Durban. Republic of South Africa.

550. ***Naidoo, E. (2013).*** British Colonialism in South Africa. Brown Bag Seminar Series. 11th October. REGENT Business School. Durban. Republic of South Africa.

551. ***Cowden, R. (2013).*** Vietnam War. Brown Bag Seminar Series. 18th October. REGENT Business School. Durban. Republic of South Africa.

552. ***Wallis, M. (2013).*** The Zanzibarians. Brown Bag Seminar Series. 25th October, REGENT Business School. Durban. Republic of South Africa.

553. ***Mokwane, S. (2013).*** South African Politics in Context. Brown Bag Seminar Series. 1 November. REGENT Business School. Durban. Republic of South Africa.

554. ***Ramgoon, A. (2013).*** South African Sport: The Journey from “Separate but Equal” to One Nation and One Culture. Brown Bag Seminar Series. 29th November. REGENT Business School. Durban. Republic of South Africa.

555. ***Thomas, S. (2013).*** Egyptology. Brown Bag Seminar Series. 4th December. REGENT Business School. Durban. Republic of South Africa.

NOTE: ALL OF THESE PRESENTATIONS ARE ON RECORD AND RESERCH METHODOLOGY WAS FOLLOWED IN THE PREPARATON OF EACH TOPIC AND TECHNICALLY IS PUBLISHABLE RESEARCH ARTICLES.

THE SERIES OF LECTURERS CULMINATED IN A LUNCHEON AND CERTIFICATES AND INSCRIPTED COFFEE MUGS WITH THE REGENT LOGO WAS HANDED OUT TO EACH PARTICIPANT INCLUDING MANAGEMENT AS APPRECIATION FOR PARTICIPATION AND FOR THE SUPPORT OF MANAGEMENT FOR ALLOWING THIS LANDMARK SERIES OF THE BROWN BAG INITIATIVE.

SOME BROWN BAG SEMINARS AND PRESENTATIONS CONTINUED
NOTE: ALL PRESENTATIONS AND THE RESEARCH INTO THESE TOPICS ARE DOCUMENTED AND KEPT ON RECORD AND ARE PUBHLISHABLE PRESENTATIONS.

17. THEMES OF SEMINARS

556. ***THEME / SEMINAR ONE: (28th March, 2014). CRITICAL ISSUES OF GOVERNANCE IN THE PUBLIC SECTOR: THE BROWN BAG SEMINAR SERIES 2014. REGENT BUSINESS SCHOOK – CENTRE FOR PUBLIC SECTOR MANAGEMENT***

Introduction by the ***MD Ahmed Shaikh***

Introduction of the Brown Bag Seminar Series for 2014: ***Professor Anis Mahomed Karodia***

Convener**:** ***Anis Mahomed Karodia***

557. Panel**:** ***Anis Mahomed Karodia*****;** ***Malcolm Wallis*****;** ***Job Mokgoro*****; and** ***Dhiru Soni (2014).*** The Historical and Theoretical Nexus between the Nation State, Globalization and Governance

Introduction to Seminar One: ***Professor Marvin Kambuwa as Moderator***

The Panelists outlined: The Nation State: ***Professor Dhiru Soni*****;**

Governance: ***Professor Anis Mahomed Karodia*** **and**

Globalization: ***Professor Malcolm Wallis***

558. ***THEME/ SEMINAR TWO – 4th April, 2014. STATE LEGITIMACY, DEMOCRACY AND THE PROBLEMS AND CHALLENGES OF THE NATION STATE***

Panelists: ***Dr Rama Naidu (DDP)*** **–** An outside NGO; Dr Joseph E. David (eThekwini Municipality and Professor Sarah Bracking of the University of KwaZulu – Natal.

559. ***THEME 3/ SEMINAR 3. THE ANTITHESIS BETWEEN CORPORATE GOVERNANCE AND COMPLIANCE: A CRITICAL ANALYSIS OF MAJOR PROBLEMS AND CHALLENGES OF GOVERNANCE***

MODERATOR: ***Professor Malcolm Wallis***

PANELISTS: ***Olivier Nyitegeka; Shaheen Khan; Fathima Mohamed; and Anil Sangham.***

Introduction to Corporate Governance: Fathima Mohammed; An Overview of the Kings Report on Corporate Governance: ***Oliver Niyitejeka*****;** Challenges and Issues of Compliance in the Private Sector: ***Shaheen Khan; Anil Sangham*****:** ***Corporate Governance in the Public Sector.***

560. ***THEME FOUR/ SEMINAR 25 APRIL, 2014: GOVERNANCE THROUGH THE GENDER LENS: NEED FOR URGENT REFRACTION AND REFLECTION***

MODERATOR: ***MISS QUARAISHA DAWOOD***

PANELISTS: ***DR LUBNA NADVI – UKZN; DR SUZANNE FRANCIS – UKZN; ZAKHELE NDLOVU – UKZN***

561. ***THEME FIVE /SEMINAR 9th MAY, 2014. GOVERNANCE IN THE PRIVATE AND PUBLIC SECTORS: IS IT SIMPLY A CASE OF ONE AND A HALF A DOZEN OF THE OTHER***

MODERATOR: ***PROFESSOR MARVIN KAMBUWA***

PANELISTS: ***Taurai Sihambe; Devina Dawkinun; Pranisha Salikram; and Alishka Rabinarain (ALL REGENT BUSINESS SCHOOL ACADEMICS)***

562. ***Theme / Seminar Five 16th May, 2014: Critical Issues of Governance in the Public Sector of South Africa.***

Sub – Theme: The Inextricable Relationship between Governance and Service Delivery.

Discussion Topic: Governance and Service Delivery in the South African Context.

Panelists: ***Miss Xolelwa Linganiso; Nadeem Cassim – Solutions to Poor Service Delivery (RBS ACASDEMICS).***

563. ***Theme / Seminar 6 – 23 MAY, 2014: HIGHER EDUCATION GOVERNANCE IN THE PUBLIC SECTOR***

MODERATOR: ***PROFESSOR NARENDRA BHANA***

PANELISTS**:** ***Professor MALCOLM WALLIS AND PROFESSOR JAIRAM REDDY (MEMBER OF THE SENATE OF RBS)***

564. ***THEME / SEMINAR 7 – 30th MAY, 2014: THE RESULTS OF INDIA'S 2014 GENERAL ELECTION: A CRITICAL REVIEW FROM A PANEL OF SPEAKERS AT THE BROOKINGSW INSTITUTE - VIDEO PRESENTATION***

MODERATOR AND PRESENTATION ***PROFESSOR ANIS MAHOMED KARODIA***

PANELIST PRESENTATION: ***PROFESSOR TANVI MADAN; PROFESSOR RICHARD ROSSOW; PROFESSOR MILAN VAISHNAV; AND PROFESSOR DHRUVA JAISHANKAR (IN VIDEO BROOKINGS INSTITUTE).***

565. ***THEME/ SEMINAR 8 – 6th June 2014: PUBLIC ADMINISTRATION AND GOVERNANCE FOR THE 21st CENTURY: PARADIGM SHIFTS***

MODERATOR: ***PROFESSOR MALCOLM WALLIS***

PRESENTER: ***PROFESSOR ANIS MAHOMED KARODIA***

THIS PAPER WAS PUBLISHED IN THE INTERNATIONAL JOURNAL OF PUBLIC ADMINISTRATION – NIGERIA.

566. ***THEME / SEMINAR 8 – 20th JUNE, 2014: GOVERNANCE: A CORE CURRICULUM ISSUE FOR THE MBA***

MODERATOR: ***PROFESSOR DHIRU SONI***

Panelists**:** ***Osman Seedat; Dr Kogie Archary; Sayed Rehman; Tarisma Mahesan***

Tarisma Mahesan**:** Importance of Governance in the Recirculation of the MBA

Osman Seedat**:** Governance: A Core Curriculum Issue for the MBA

Dr Kogie Archary**:** Gender as a Core Curriculum Issue for the MBA

Sayed Rehman**:** The Financial Crisis

567. ***Theme / Seminar 9 – I August, 2014: Business and Ethics***

Moderator: ***Professor Anis Mahomed Karodia***

Panelist: ***Professor Mark Hay***

568. ***Theme / Seminar 10 – 8 August, 2014: Redefining Entrepreneurship***

Moderator: ***Professor Malcolm Wallis***

Panelists: ***Osman Seedat; Avinash Singh***

569. ***Theme / Seminar 11 – 15 August, 2014: Interrogating Proposals for Doctoral Studies***

Moderator: ***Professor Dhiru Soni***

Panelists: ***Ahmed Shaikh; Ridwaan Asvat; Richard Cowden***

570. ***Theme 12 – 22 August, 2014: Islamic Banking***

Moderator: ***Osman Seedat***

Panelists: ***Professor Mohsin Ebrahim and Advocate Mahomed Vahed***

571. ***Theme / Seminar 13 – 29 August, 2014: Social Entrepreneurship and Social Innovation***

Moderator: ***Professor Marvin Kambuwa***

Panelists: ***Nadeem Cassim; Stanton Thomas; Xolelwa Linganiso***

572. ***Theme / Seminar 14 - 5 September, 2014: Management and Leadership: Mutually Inclusive Bedfellows***

Moderator: ***Dr Joseph E. David***

Panelists: ***Dr Clever Chisoro; Miss Fathima Mohammed***

573. ***Theme / Seminar 14 – 12 September, 2014: Leadership Reconceptualised – Back to the Future***

Moderator: ***Professor Anis Mahomed Karodia***

Panelists: ***Olivier Niyitegeka; Tauri Sihambe***

574. ***Theme / Seminar 15 – 19 September, 2014: Work Life Balance***

Moderator: ***Dr Kogie Archary***

Panelist: ***Miss Maxine Grimmet***

575. ***Theme / Seminar 16 – 26 September, 2014: Commodification of Nature***

Moderator: ***Professor Dhiru Soni***

Panelist: ***Professor Sarah Bracking (UKZN)***

576. ***Theme / Seminar 17 - 3 October, 2014: Change Management***

This Seminar was cancelled.

577. ***Theme / Seminar 18 – 10 October, 2014: Sustainability***

Moderator: ***Professor Malcolm Wallis***

Panelists: ***Sayed Rehman; Alishka Rabinarain***

478. ***Theme / Seminar 19 – 17 October, 2014: Nuancing the Narrative of Africa Rising***

Moderator: ***Professor Mark Hay***

Panelist: ***Ahmed Shaikh***

This Seminar was cancelled

579. ***Theme / Seminar 20 – 24 October, 2014: Confronting the Janus – Faced Approach to Sustainability in Business Education***

Moderator: ***Professor Marvin Kambuwa***

Panelists: ***Tarisma Mahesan; Tasnim Kazi***

This Seminar was cancelled

580. ***Theme / Seminar 21 – 31 October, 2014: Private Sector Involvement in Poverty Reduction***

Moderator: ***Professor Anis Mahomed Karodia***

A general discussion was undertaken with participation from the floor

581. ***Theme / Seminar 22 - 7 November, 2014: Investments and Land Grabs*****.**

Moderator**:** ***Osman Seedat***

This seminar was cancelled

582. ***Theme / Seminar 23 – 14 November, 2014: Leadership – Women and the Glass Ceiling***

Moderator: ***Maxine Grimmet***

Panelists: ***Dr Kogie Archary and Dr Roshini Bob (UKZN)***

583. ***Theme / Seminar 24 – 28 November, 2014: Food Security***

Moderator: ***Professor Dhiru Soni***

This seminar was cancelled

BROWN BAG SEMINARS 2015:

584. ***Theme / Seminar 1 – 6 March, 2015: Africa Rising: An Historical Background to the Narrative of Africa Rising***

Video Presentation

Presenters: ***Various Presenters and Discussion***

585. ***Theme / Seminar 2 – 13 March, 2015: Entrepreneurship: The Meaning and Dynamics of Entrepreneurship***

Video Presentation

Presenters: ***Various Presenters and Discussion***

586. ***Theme / Seminar 3 – 20 March, 2015: Africa Rising: A Political Economy and Scenario Plans for the Future***

Presenters: ***Professor Sarah Bracking and Dr Imran Baccus (UKZN).*** Followed by Discussion

587. ***Theme / Seminar 4 – 27 March, 2015: Entrepreneurship: Institutionalizing Entrepreneurship as the Habitus of RBS***

Roundtable Discussion – ***Academic Staff and Researchers***

Facilitators: ***Ahmed Shaikh and Farhana Hussein***

588. ***Theme /Seminar 5 – 24 April, 2015: Africa Rising: Problems and Challenges of Development in Africa***

General Discussion facilitated by ***Professor Dhiru Soni***

589. ***Theme / Seminar 6 – 8 May, 2015: Entrepreneurship: Socializing Entrepreneurship and Innovation***

Panel Discussion **Facilitated by Academics REGENT Business School**

590. ***Theme / Seminar 7 – 15 May, 2015: Africa Rising: You be the Judge Is Africa Rising – Pros and Cons***

Presenter: ***Professor Anis Mahomed Karodia***

Discussion with those who attended the Seminar

591. ***Seminar / Theme 8 – 29 May, 2015: Entrepreneurship: Small Business Development: Problems and Challenges***

Facilitated by ***Professor Dhiru Soni***

General Discussion with attendees

BROWN BAG SEMINARS 2016

592. ***Seminar / Theme 1 – 4 February, 2016: The Gender Impact of the 4th Industrial Revolution***

Presenters: ***Dr Preeya Daya and Dr Kogie Archary***

General Discussion by attendees after the presentation

593. ***Seminar / Theme 2 – 17 March, 2016: Small Business Development in South Africa***

Presenter: ***Jay Soma from an NGO based in Durban***

The Positive outcome is that students are beginning to attend these Seminars.

Facilitator: ***Professor Dhiru Soni***

General Discussion after the presentation

594. ***Seminar / Theme 3 – 8 April, 2016: Is Voting in the Upcoming Local Elections An Imperative?***

Presenter: ***Dr Imran Baccus (UKZN)***

Facilitator: ***Professor Dhiru Soni***

General Discussion

595. ***Seminar on the 2008 Economic Crisis was discussed by the screening of the movie the BIG SHORT***

Facilitators: ***Professor N. Bhana and Professor M. Wallis***

General Discussion

596. ***Seminar on: To Vote or not to Vote in South Africa's 2016 Local Elections.***

Presenter**:** ***Dr Imran Bacchus of UKZN***

Facilitator: ***Professor Dhiru Soni***

General Discussion

597. ***Seminar on: Is voting the only means of accessing democratic rights.***

Presenter**:** ***Mr. Rama Naidoo of the NGO DPP based in Durban***

Facilitator: ***Professor Anis Mahomed Karodia***

General Discussion

598. ***Seminar on: The Future of Entrepreneurship in South Africa***

Presenter: ***Mr. Andrew Fenwick of Saddles Belts – Durban***

Facilitator: ***Dr. Kogie Archary***

599. ***Seminar on: Problems and Challenges of Doing Business in Africa***

This Seminar was cancelled and rescheduled for the 9th of June, 2016.

Presenter: ***Mr. Graham Pitt of Freshly Ground Insights – Sandton – Johannesburg***

Facilitator: ***Shaheen Khan***

General Discussion

18. BROWN BAG SEMINARS HELD IN 2016

600. TOPIC: The Millennial Dream: A Vision which is about to Change you're World (The issue was raised in the context of the Critical Conversations in Sustainability being organized in a series of presentations and lectures. Students, staff and outside formations attended and it was a success with many people attending.

DATE: Thursday, 6 October 2016

VENUE: RBS's New Entrepreneurial Centre Auditorium

GUEST SPEAKER: Andries Botha

Facilitators: Professor Dhiru Soni and Professor Anis Karodia and other RBS staff. Individuals who attended were also given a view of the Rhino Exhibition assembled by Andries Botha and his assistant Jessica Bothma. The Media covered the event and there were many articles in the press.

601. TOPIC: Conscious Leadership

DATE: Thursday, 27 October 2016

VENUE: RBS's New Entrepreneurial Centre Auditorium

GUEST SPEKAER: Greame Bouchart (Painter, Life Coach and Researcher)

Held in Conjunction with Nedbank – Organized by Mr A.R. Kajee Manager Marketing RBS

Facilitators: Mr Sayed Rehman and Professor D. Soni

602. TOPIC and Presentation of Indian Classical Music with Special Emphasis on the Recital of the Sarod and Tabla

DATE: 23rd November, 2016

VENUE: RBS Entrepreneurial Centre Auditorium

The Sarod was played by Iqbal Naroth who is also an architect.

The Thubla was played by Vishen Kemraj

The recital was organized by the Directorate of Research in conjunction with Yusuf Patel, the architect of the new RBS Entrepreneurial Centre. It was a relaxation recital and event introducing the audience to these two classical Indian instruments. The history of the instruments were outlined b7y the artists. Both the artists are local musicians and hail from the port city of Durban.

19. *REGENT BUSINESS SCHOOL: ALUMNI NETWORX JOURNAL: A JOURNAL FOR REGENT BUSINESS SCHOOL'S ALUMNI ASSOCIATION AND EXECUTIVE LEARNING. ARTICLES PUBLISHED AS FOLLOWS FOR THE PERIOD 2009 TO 2012 (WAS DISCONTINUED AND REPLACED BY THE DAILY INSIGHTS MAGAZINE IN 2016*

2009 EDITION 1: ALUMNI NETWORX JOURNAL

603. ***REGENT Business School (2009).*** Profile. Alumni Networx Journal. REGENT Business School. Durban. Republic of South Africa.

604. ***REGENT Business School (2009).*** International Accreditation and Awards: Eduniversal – International Recognition. REGENT Business School. Durban. Republic of South Africa.

605. ***REGENT Business School (2009).*** RBS International Partnerships: RBS hos Russian Academics in South Africa; Meetings with MBA NOVA in Novosibirsk (Siberia, Russia); Meetings with the OMSK Institute of Economics and Management Russia; Meetings with the Almaty Academy of Economics and Statistics (Almaty, Kazakhstan). Alumni Networx Journal. REGENT Business School. Durban. Republic of South Africa.

606. ***REGENT Business School (2009).*** RBS Research Journal Incorporates International Researchers and Editorial Board. Alumni Networx Journal. REGENT Business School. Durban. Republic of South Africa.

607. ***REGENT Business School (2009).*** Zanzibar Conference (September 2009); Association of Private Providers of Education, Training and Development (APPETD) (August, Johannesburg). Alumni Networx Journal. REGENT Business School. Durban. Republic of South Africa.

608. ***REGENT Business School (2009).*** Corporate Social Responsibility: Grade 12 Accounting Tuition Programme. Alumni Networx Journal. REGENT Business School. Durban. Republic of South Africa.

609. ***REGENT Business School (2009).*** Child Line Empowers Students. Alumni Networx Journal. REGENT Business School. Durban. Republic of South Africa.

610. ***REGENT Business School (2009).*** SAICA Addresses RBS Students. Alumni Networx Journal. REGENT Business School. Durban. Republic of South Africa.

611. ***REGENT Business School (2009/ 2010).*** Staff Development: Women's Empowerment Programme. REGENT Business School. Durban. Republic of South Africa. Team Building. Staff Bursaries. Alumni Networx Journal. REGENT Business School. Durban. Republic of South Africa.

612. ***Kalkwarf, M. (2009).*** Finance and accounting curriculum development workshop. REGENT Business School. Durban. Republic of South Africa.

613. ***REGENT Business School (2009).*** Rich Distance Class: MBA Fulltime Study Option – Saturday Classes. REGENT Business School. Durban. Republic of South Africa.

614. ***Moray Smit (2009).*** King Three (III) unpacked for the MBA class. REGENT Business School. Durban. Republic of South Africa.

615. ***REGENT Business School (2009).*** Local Government (LG) SETA; City of Johannesburg; Limpopo Department of Education; MERSETA – Management Development Programme. REGENT Business School. Durban. Republic of South Africa.

616. ***REGENT Business School (2009).*** Alumni on the move and doctoral studies by Alumni. REGENT Business School. Durban. Republic of South Africa.

2010 ALUMNI NETWORX JOURNAL: EDITION 1

617. ***Hamid, Z; Kambuwa, M; and Alumni Chairperson (2010).*** Message from the Managing Director; Message from the Principal and Message from the Chairperson of the Alumni Association. REGENT. Business School. Durban. Republic of South Africa.

618. ***REGENT Business School (2010).*** 2010 at a glance. REGENT Business School. Durban. Republic of South Africa.

619. ***REGENT Business School (2010).*** International Partnerships: Hong Kong, Pakistan, UK, USA, Saudi Arabia, Oman, Australia, Kenya, Namibia, and Botswana. MBA NOVA (Siberia); OMSK Institute of Economics and Management (Russia); Almaty Academy of Economics and Statistics (Kazakhstan); Novokuznetsk University (Russia); Barnaul University (Barnaul); Siberian Industrial University (Siberia); Shanghai Institute of Foreign Trade (China).

620. ***REGENT Business School (2010).*** Profiling Professor Bhana, N. as an outstanding researcher and academic. REGENT Business School. Durban. Republic of South Africa.

621. ***REGENT Business School (2010).*** 2010 Social Responsibility. REGENT Business School. Durban. Republic of South Africa.

622 ***REGENT Business School (2010).*** RBS Alumni Association hosts Canadian expert on climate change and green Management. (J.M. Parmar). REGENT Business School. Durban. Republic of South Africa.

623. ***REGENT Business School (2010),*** Alumni on the move and Alumni on PhD Studies. REGENT Business School. Durban. Republic of South Africa.

624. ***REGENT Business School (2010).*** Wall of Support; Congratulations to the Class of 2010; Alumni Association Benefit Card. REGENT Business School. Durban. Republic of South Africa.

625. ***REGENT Business School (2010).*** Alumni Association hosts Justice Edwin Cameron: Breakfast Talk. REGENT Business School. Durban. Republic of South Africa. January 1.

626. ***REGENT Business School (2010).*** Delegation led by RBS Alumni Executive member the Deputy Chief Whip of ANC to the Shanghai Institute of Foreign Trade China. May 2nd.

2011 EDITION 1: ALUMNI NETWORX JOURNAL

627. ***REGENT Business School (2011).*** News: Introducing the newly elected office bearers for RBSAA Regional Committee – Johannesburg. REGENT Business School. Durban. Republic of South Africa.

628. ***REGENT Business School (2011).*** Looking Back on 2011: RBS Is Moving Up. REGENT Business School. Durban, Republic of South Africa.

629. ***REGENT Business School (2011).*** Grand Opening on the 25th June, 2011: Opening Ceremony held for the new “Beach Campus.” REGENT Business School. Durban. Republic of South Africa.

630. ***REGENT Business School (2011).*** Supervisors Workshop: Shereen Bejai; Nuzreen Vawda. Supervisors Forum. REGENT Business School. Durban. Republic of South Africa.

631. ***REGENT Business School (2011).*** Introducing RBS Student Liaison Officer: Shaheen Khan. REGENT Business School. Durban. Republic of South Africa.

632. ***REGENT Business School (2011).*** Professor Bhana presents paper to SAFA 2011. 12 – 14 January, the Stock Exchange Reaction to Board Changes: The South African Experience. REGENT Business School. Durban. Republic of South Africa.

633. ***REGENT Business School (2011).*** New July 2011 Enrollment Period Established; Women's Day; New Partners; Looking Back on 2011 – RBS New Partnerships. REGENT Business School. Durban. Republic of South Africa.

634. ***REGENT Business School (2011).*** Study Skills and Motivation for SANZAF Bursary Recipients; Partnership with Nelson Mandela Children's Fund; Schools Project; RBS an Al – Ansaar Bursary Initiative; Lucky Winner of Radio Competition. REGENT Business School. Durban. Republic of South Africa.

635. ***REGENT Business School (2011).*** Alumni Events: MERSETA Bursary Project; Annual Alumni Event and Awards Evening. Alumni Corporate Breakfast; RBS Alumni Executive Breakfast – Johannesburg; Sharing Ideas; Sharing Strategies. REGENT Business School. Durban. Republic of South Africa.

636. ***REGENT Business School (2011).*** Management Forum. REGENT Business School. Durban. Republic of South Africa.

637. ***REGENT Business School (2011).*** Sol Motsepe: Royal Bafokeng Administration. REGENT Business School. Durban. Republic of South Africa.

638. ***REGENT Business School (2011).*** RBS Colloquium 2011: Thuli Nxumalo. REGENT Business School. Durban. Republic of South Africa.

639. ***REGENT Business School (2011).*** Feature: Roy Henderson. CEO Green Cell Technologies 2008 – 2011. Strategic Planning Consultant. REGENT Business School. Durban. Republic of South Africa.

640. ***Tshuma, N. (2011).*** Articles of Interest: Determining Change Management Strategies of Integrating Nutrition, HIV and AIDS in Programmes. REGENT Business School. Durban. Republic of South Africa.

641. ***Carol White (2011).*** Articles of Interest: How to Use Linkedin and social networking to Grow SMME'S REGENT Business School. Durban. Republic of South Africa.

642. ***REGENT Business School (2011).*** Alumni in Service Fabius Kavera. Namibian Ministry of Defense. Attended a Training Programme on 17 January at Kalahari Sands Hotel, Windhoek. Namibia; David Gachuri – Two Open Days in Kenya; Vusi Silindza Obtained a B Degree in Economics, Swaziland; Sheetal Galal – Participated 25 January at Southern Sun Conference; Magwanishe, B. Raising Funds for RBSAA – a proposal. REGENT Business School. Durban. Republic of South Africa.

643. ***REGENT Business School (2011).*** Alumni PhD Studies: Sol Motsepe; Ngocobo, A. B. and Chetty, M. REGENT Business School. Durban. Republic of South Africa.

644. ***REGENT Business School (2011).*** Alumni on the Move: Bruce Sheppy; Mannya, K; Sayed Mohaned; Jones, D; Wasilewski, M; and Mashaba, M. REGENT Business School. Durban. Republic of South Africa.

645. ***REGENT Business School (2011)*****.** RBSAA Members' Global Presence: Kaapanda, L. N; Pillay, N; Githendu, P; Bloem, S. Namibia – Department of Educational Foundation; Director DNA Test United States; Global Fund, Geneva, Switzerland; Product Manager of OBEX Medical – New Zealand. REGENT Business School, Durban. Republic of South Africa.

646. ***REGENT Business School (2011).*** F. J. Herbst of Stellenbosch is Associate Professor: Colloquium: Management Perspectives in a Global Economy 2011. REGENT Business School. Durban. Republic of South Africa.

647. ***REGENT Business School (2011).*** Executive Education: Short Courses and Executive Education. REGENT Business School. Durban. Republic of South Africa.

648. ***REGENT Business School (2011).*** Alumni Events Calendar 2012. REGENT Business School Faculty and Staff Photograph. REGENT Business School. Durban. Republic of South Africa.

549. ***REGENT Business School (2011).*** Programme in Islamic Finance and Law. REGENT Business School. Durban. Republic of South Africa.

2012 EDITION 1: ALUMNI NETWORX JOURNAL

650. ***Whitney Johnson (2012).*** Throw your life a curve ball: How to successfully navigate and harness the successive cycles of learning and maxing out. Printed by permission from the author. Alumni Networx Journal. December, 2012. REGENT Business School. Durban. Republic of South Africa.

651. ***Samahiya, J.S. (2012).*** Namibia's growing economy: Evaluating the role of Bridging Finance in the Sustainability of SME's in Namibia. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

652. ***REGENT Business School (2012).*** Going Green: Three Stories of Innovation in Environmental Sustainability _ _ _ of Special Relevance to Africa? Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

653. ***Madziwa, C. (2012).*** 'Flagging' the Role of Employees in Service Delivery. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

654. ***Belinda de Jager (2012).*** Motivating creativity, enhancing innovation: A Critical Assessment of the Roles of Innovation and Creativity in Strategy Formulation and Implementation. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

655. ***REGENT Business School (2012).*** What is Social Entrepreneurship: Fascinated by Social Entrepreneurs? Your Chance to Find out all About Social Entrepreneurship and what it entails. Alumni Networx Journal. Source of Article: The New Heroes (2005) is a production of Oregon Public Broadcasting and Malone – Grove Productions Inc. December 2012. REGENT Business School. Durban. Republic of South Africa.

656. ***REGENT Business School (2012).*** Mexico Fights Global Warming with Roof Gardens: Wither African Cities? Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

657. ***Ivan David (2012).*** Keeping up with the Consumers: Strategies to Retain Consumers: The Case of Spar Distribution Centres – Kwa Zulu Natal. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

658. ***Thekaekara, M. M. (2012).*** A global dream gone sour: Business, Corruption, Greed and Unethical Behaviour. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

659. ***REGENT Business School (2012).*** The YK All African Grand Challenge in Environmental Sustainability. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

660. ***REGENT Business School (2012).*** Redefining traditional business education: REGENT Business School to launch its Revised MBA Programme in 2013 – Attuned to the Demands of an Emerging Africa and Global Imperatives. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

661. ***Sandy Dutkowsky (2012).*** The rapidly evolving global economy: Globalization, the New Economy and the Need for Multi – Skilling. New Economy Training in the US. See ahref=//careers.stateuniversity.com/pages/852/Trends – in Training – development. REGENT Business School. December 2012. Durban. Republic of South Africa.

662. ***REGENT Business School (2012).*** Girl power: The Power Girls: A Story of Hope – the Pro Poor Organization. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

663. ***Ramdass, S. (2012).*** Safety at the work place: Evaluating the Behavioural Safety Programme of a Fast Moving Consumable Goods Company. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

664. ***REGENT Business School (2012).*** Committed to Research: REGENT Business School Initiates New Research Strategy. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

665. ***Chinniah. K (2012).*** Evaluating employee motivation: An Evaluation of Employee Motivation at a Vertically Integrated Textile Manufacturer in Botswana. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

666. ***Wayne Barr (2012).*** Health care and the need to downsize costs: Wither Sub – Acute Care Facilities in South Africa. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

667. ***Anis Mahomed Karodia (2012).*** Health Care Reformation. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

668. ***REGENT Business School (2012).*** Giving back to the community: Take a look at some of REGENT Business School's Corporate Social Responsibility Projects. Alumni Networx Journal. December 2012. Regent Business School. Durban. Republic of South Africa.

669. ***Regent Business School (2012).*** REGENT Business School's executive education programmes: Empowering the Nation. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

670. ***REGENT Business School (2012).*** Alumni PhD Studies and Alumni on the move. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

671. ***REGENT Business School (2012).*** Alumni follow up and REGENT Business School's Alumni Associations Global Presence. Alumni Networx Journal. December 2012. REGENT Business School. Durban. Republic of South Africa.

NOTE: FOR THE YEARS 2013 AND 2014 THE ALUMNI NETWORX JOURNAL WAS NOT PRODUCED. THE JOURNAL WAS REPLACED BY TWO JOURNALS OF THE JOURNAL OF MANAGEMENT PERSPECTIVES. THESE JOURNALS COVERED 14 RESEARCH PAPERS DRAWN FROM THE PROCEEDINGS OF THE 2013 INTERNATIONAL CONFERENCE HELD BY THE REGENT BUSINESS SCHOOL AND ORGANIZED BY THE DIRECTORATE OF RESEARCH AND INNOVATION.

2015 EDITION 1: ALUMNI NETWORX JOURNAL.

672. ***REGENT Business School (2015)*** Messages from the Principal Marvin Kambuwa; the Managing Director Ahmed Shaikh and the Alumni Officer of the Association Miss Portia Nthetha. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

673. ***REGENT Business School (2015).*** Introducing the new MBA – The new MBA curriculum – MBA access pathways. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

674. ***Preeya Daya (2015).*** Authentic Leadership and the MBA. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

675. ***REGENT Business School (2015).*** REGENT Business School Engages with the Youth from Indoni South Africa in a Social Entrepreneurial Boot Camp. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

676. ***REGENT Business School (2015).*** Student Research: Our Reporters. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

677. ***Shinners B. B. (2015).*** An Evaluation on the Satisfaction of Patients' Experiences in a Private Hospital in Kwa – Zulu Natal. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

678. ***Apolus, O. (2015).*** An Evaluation of the Impact of Emotional Intelligence on Team Effectiveness among IT Professionals at Bytes Systems Integration. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

679. ***Paresh Soni (2015).*** Investigating the Characteristics and Challenges of SMME's in the Ethekwini Metropolitan Municipality. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

680. ***Anthony Diesel (2015).*** A Comparative Analysis of the Business Strategies implemented in Developing Sustainable Community Projects: A study Involving an Agricultural Project and a Sewing Project in the Province of the Eastern Cape, South Africa. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

681. ***Thomas K. Lindji (2015).*** Presented a Paper at the Global Entrepreneurship Summit in Nairobi, Kenya Hosted by President Barrack Obama. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

682. ***Bhazana, N. (2015)*****.** An Evaluation of Contact Centre System and Service Agents Competency Levels at ABC in the Eastern Cape, South Africa. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

683. ***Dhiru Soni (2015)*****.** A Brief Report on an Academic Tour to India. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

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685. ***REGENT Business School (2015)*****.** Hosts a Master Class with TIKZ on Africa Export Rising – Myth or Reality. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

686. ***REGENT Business School (2015)*****.** Presented a Master Class with TIKZN on the EXIM Bank – A Concept too Significant for South Africa to Ignore (Held on the 27 of October). Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

687. ***Abdul Rahman, Y. (2015).*** World Renowned Scholar Presents a Master Class on Islamic Banking and the Sharia. Held at REGENT Business School. Alumni Networx Journal. REGENT Business School. Durban. Republic of South Africa.

688. ***Russian Study Tour Delegation*** of Staff and Students from Novosibirsk State University Visit REGENT Business School (2015). Friday 24 October. Business Education Development in Siberia: Issues in Critical Management Studies by Professor Petukhova, S. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

689. ***Olivier Niyitegeka (2015)***. Presents a Paper at the African Journal of Finance Conference. Alumni Networx Journal. September 2015. REGENT Business School. Durban. Republic of South Africa.

690. ***REGENT Business School (2015). Professor Anis Mahomed Karodia of the REGENT Business School Receives Distinguished Alumni Award for 2015 from the North West University***, Republic of South Africa. Alumni Networx Journal. REGENT Business School and the Rising Sun Tabloid. Durban. Republic of South Africa.

691. ***REGENT Business School (2015). Shanghai*** – *China* Study Tour by Staff and Students of the REGENT Business School. Alumni Networx Journal. September 2015. REGENT Business School, Durban. Republic of South Africa.

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NOTE: FOR THE YEAR 2016 NO ALUMNI NETWORX JOURNAL WAS PRODUCED: THE ALUMNI NETWORX JOURNAL HAS BEEN REPLACED BY THE DAILY INSIGHTS MAGAZINE SINCE JANUARY 2016

20. REGENT BUSINESS SCHOOL – MASTER CLASSES ORGANIZED BY THE SCHOOL AND THE DIRECTORATE OF RESEARCH AND INNOVATION: PRINCIPAL ORGANIZER PROFESSOR D. SONI ASSISTED BY PROFESSOR ANIS MAHOMED KARODIA

MASTER CLASSES HELD:

MASTER CLASS ONE

693. **A Master Class was held on the Concept of Africa Rising and doing business in Africa: The Topic was On Africa Export Rising – Myth or Reality**

The Master Class was held in conjunction with TIKZ who hosted an export week between the 17th and 20th November 2014. The Master Class was held at the REGENT Business School. The Panelists included:

1. **The MEC for Economic Affairs and Tourism KZN Mr. Michael Mabuyakhulu**
2. **Mr. Zama Gwala – CEO of Trade and Investment KZN**
3. **Mr. Jean Michael Marnoto – CEO Bureau Veritas**
4. **Mr. Andrew Layman – CEO Durban Chamber of Commerce**
5. **Professor Anis Mahomed Karodia of the REGENT Business School**
6. **Mr. Riaz Haffejee – CEO Sumitumo Rubber South Africa**
7. **Miss Ina Cronje – Chairperson of the Board of TIKZN**

The Master Class was moderated by **Miss Hannah Edinger** of Frontier Advisory and **Professor Dhiru Soni** of the REGENT Business School was the Rapporteur.

MASTER CLASS TWO

694. A second Master Class was held with TIKZN at the Sun Coast Resort Hotel in Durban on the 27th October 2015.

The Topic was EXIM BANK (Export – Import): A Concept too Significant for South Africa to Ignore.

The Introduction was conducted by Dr Preeya Daya of the REGENT Business School whilst an overview of the concept was undertaken by **Professor Dhiru Soni** of the REGENT Business School.

Professor Anis Mahomed Karodia was amongst the panelists.

There was a write up in the Mercury by its reporter who was present at the Master Class.

MASTER CLASS THREE

695. REGENT Business School proudly presented with its Islamic Banking and Finance Department a Master Class on Interest Free "Riba Free" Islamic Finance and Banking. The Speaker was the **World Renowned Scholar, Author and Islamic Banker Dr. Yahia Abdul – Rahman who is the CEO and Chairman of the Bank of Whittier, as well as the founder and Chairmen of American Finance House. He has sourjoned many countries and has launched his book "The Art of Riba Free Islamic Banking and Finance (2nd Edition).**

The Conference and Master Class focused on applying a moral framework in the discipline of finance and banking.

The Master Class was coordinated by **Professor Mohsin Ebrahim and Advocate Muhammad Vahed of the REGENT Business School.**

Academically and intellectually, it was a singular honour for the REGENT Business School to host this famous and internationally acclaimed author and giant as concerns Islamic Banking.

MASTER CLASS FOUR

696. **The fourth master class will be held in July, 2016 in conjunction with the Durban Chamber of Commerce and the Department of International Cooperation of the Republic of South Africa.**

The topic will be: **Trading with BRICS.** This will be followed by the launch of the BRICS and Emerging Markets Business Schools Association. The idea of this association was tabled and accepted at the BRICS meeting in UFA (Russia) in 2015.

The Master Class will be addressed by The BRICS Ambassador and DDG of the Department of International Cooperation. Other Speakers will be announced at a later stage.

Business representatives and BRICS representatives will attend the Master Class.

This Master Class is a breakthrough for REGENT Business School and the school is in the forefront of the formation of the BRICS and Emerging Markets Business Schools Association.

In all of these Master Classes the Directorate of Research and Innovation has been in the forefront of their organization and preparations.

MASTER CLASS FIVE

697. BRICS Master – class (Brazil, Russia, India, China, and South Africa and the Launch of the BRICS and Emerging Business and Business Schools Association

Organized by the Directorate of Research and Innovation of the Regent Business School and Chaired and Coordinated by Professor Dhiru Soni and other Staff Members. Kindly see BRICS Brochure produced by the Directorate of Research and Innovation – Regent Business School.

Date: 16 September, 2016

Venue: RBS's New Entrepreneurial Centre Auditorium.

Subject Title and Topic: **The Launch of the BRICS and Emerging Markets Business and Business Schools Association**

Panel Discussion by BRICS AMBASSADORS AND THE SOUTH AFRICAN BRICS AMBASSADOR PROFESSOR ANIL SOOKLAL

INTRODUCTION BY PROFESSOR YUSUF KARODIA OF MANCOSA

FACILITATOR: Mr Osman Seedat.

This was a landmark Master – Class which was well attended and put together primarily by Professor Soni and the Management of RBS, including many staff members with particular reference to Mr A. R, Rehman of the Marketing Unit of RBS. There was more than adequate media coverage and the event was well covered by the press.

MASTER CLASS SIX

698. TOPIC: ORAL HISTORY OF SOUTH AFRICA

Date: 23rd September 2016

Venue: Regent Business School 8th Floor

Facilitator: Dr Kogie Archary

Guest Speaker: Retired Justice Zac Yakoob

This master class has been held for the second year and organized by Regent Business School Academic Dr Kogie Archary who sits on the Oral History Committed of South Africa (OHASA). The Master Class is held and organized by the Oral History Association of South Africa, facilitated by Dr Archary in conjunction with the Regent Business School's Directorate of Research and Innovation. It is a breakfast seminar and generally well attended by academics and guests from civil society and government departments from KZN and Pretoria.

21. DAILY INSIGHTS MAGAZINE

THE MAGAZINE BECAME OPERATIONAL IN 2016 AND IS EDITED AND ASSEMBLED BY PROFESSOR DHIRU SONI AND IS PUBLISHED DAILY AND, IS DISTRIBUTED TO MBA STUDENTS, 430 ALUMNI MEMBERS OF THE SCHOOL AND OTHERS, ACADEMICS AND STAFF ON LINE ON A DAILY BASIS. IT IS PUBLISHED FROM FEBRUARY TO NOVEMBER. THE DAILY INSIGHTS ATTEMPTS TO PLACE CONTEMPORARY ISSUES OF THE WORLD IN TERMS OF MANAGEMENT, POLITICS, ECONOMICS, ENTREPRENEURSHIP AND OTHER SALIENT ISSUES RELEVANT TO TEACHING AND FOR PURPOSES OF ENGENDERING CRITICAL THOUGHT AND DEBATE AMONG POSTGRADUATE MBA STUDENTS AND ALUMNI WITHIN THE WORK ENVIRONMENT AND, IS A USEFUL TOOL FOR UNDERGRADUATE TEACHING AND LEARNING ALSO.

THE AUTHORS OF ARTICLES ARE DULY RECOGNIZED AND IS THEREFORE NOT THE WORK OF THE REGENT BUSINESS SCHOOL BARRING A FEW ARTICLES PRODUCED BY THE SCHOOL.

DAILY INSIGHTS ARTICLES:

699. ***Bedurftig, M; Hieronimus, S; and Klier, J. (2016).*** How Business and Government can Bring Young People into Work. Daily Insights on Line. REGENT Business School. Durban. Republic of South Africa.

700. ***Darragh, L; Bayrasli, E; Galan, N.; and Porges, S. (2016).*** How to Foster Entrepreneurship in Emerging Markets – Based on Insights. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

701. ***Murra, S. (2016).*** The Hottest MBA Career Path in Finance – From Block Chain to Artificial Intelligence. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

702. www.uneca.org (2016). Measuring corruption in Africa: The international dimension matters –Web. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

703. ***Oxfam GB for Oxfam International under ISBN 978 -0-85598-695-7 in March (2016).*** Improving Global Governance through Engagement with Civil Society: The Case of BRICS. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

704. ***Maria Gonzalez des Asis (2016).*** Reducing Corruption at the Local Government Level. World Bank Institute. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

705. ***Schreiber, L. (2016).*** South Africans Need to Fight for Change on the Streets, and through the Ballot. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

706. ***Makwama, R. (2016).*** The Global Refugee Crisis: Humanity's Last Call for a Culture of Sharing and Cooperation. Daily Insights. Durban. Republic of South Africa.

707. ***Horoszowki, M. (2016).*** You can help us reach the Sustainable Development Goals. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

708. ***Anon (2016).*** She Begged on the Streets so She Could Feed Every Orphan She Saw. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

709. ***Dobbs, R; Koller, T; and Huyett, B. (2016).*** The CEO's Guide to Corporate Finance. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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712. ***Bateng, Y.A; Armer, R. B; and Russo, B. (2016).*** Winning in Africa's Consumer Market. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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715. ***Steinbock, D. (2016).*** Brazil's Narrative Looks Worse than Originally Perceived. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

716. ***Houtart, F. (2016).*** The Global South isn't challenging the Economics of the North, but replicating it. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

717. ***Daily Insights (2016).*** The Hottest MBA Career Path in Finance – From Blockchain to Artificial Intelligence. Anonymous. REGENT Business School. Durban. Republic of South Africa.

718. ***Harding, L. (2016).*** What are the Panama Papers? A Guide to the Biggest Data Leak in History. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

719. ***Brooks, S; and Roberts, E. (2016).*** What can we learn from distance learners? Daily Insights. REGENT Business School. Durban. Republic of South Africa.

720. ***Brasseur, B. L. (2016).*** If education is the cure for poverty, then how do we make the antidote? Daily Insights. REGENT Business School. Durban. Republic of South Africa.

721. ***Rorke, R; and Wing, C. (2016).*** Making youth aware of power of the ballot box. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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723. ***REGENT Business School (2016).*** World Economic and Social Survey – 2014/2015. Daily Insights. REGENT Business School. Durban. Republic of South Africa

724. ***REGENT Business School (2016).*** Learning from national policies supporting MDG implementation. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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726. ***Karsten, J. (2016).*** Alternative Perspectives on the Internet of Things. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

727. ***Page, J. (2016).*** Commodities, industry, and the African Growth Miracle. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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729. ***Coy, P. (2016).*** An Inconvenient Truth about Free Trade. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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731. ***Soni, D; Ahmed Shaikh; and Anis Mahomed Karodia (2016).*** (REGENT Academics). Bad Governance, Corruption and State Capture. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

732. ***Mashegoane, P. (2016).*** Africa Declining or Rising. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

733. ***Mirkin, B; and Chamie, J. (2016).*** Failing States: Many Problems, Few Solutions. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

734. ***Juma, C. (2016).*** How can Africa master the digital revolution? Daily Insights. REGENT Business School. Durban. Republic of South Africa.

735 ***Van Shalkwyk, W. (2016).*** The state of start – up entrepreneurship for Africa in the 21st century. Daily Insights, REGENT Business School. Durban. Republic of South Africa.

736. ***Spooner, S (2016).*** Africa's future? Where food and fodder will be grown in air, using 98% less water. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

737. ***Hobbes, M. (2016).*** The Untouchables: Role of Multinationals in Land Grabs in Africa. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

738. ***Anna Paton (2016).*** Africa's Petro states are Imploding. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

739. ***REGENT Business School (2016).*** Selling entrepreneurship to a million students. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

740. ***Malchik, A. (2016).*** Who owns the earth? Daily Insights. REGENT Business School. Durban. Republic of South Africa.

741. ***Zaidi, B. (2016).*** 10 Financial risks you will regret at the age of 50. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

742. ***Basford, T; and Schaninger, B. (2016).*** Winning the Hearts and Minds of Employees in the 21st Century. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

743. ***Fitzgerald, S. (2016).*** Who really controls your Brand Image or Reputation? Daily Insights. REGENT Business School. Durban. Republic of South Africa.

744. ***Durham, T; and Kinch, M. (2016),*** unlock Your Most Powerful Reputation Asset: You're Employees. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

745. ***Grossman, S. (2016).*** How Global Problems that Feel Overwhelming could actually be Solvable. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

746. ***REGENT Business School (2016).*** How the Elite Hide their Funds. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

747. ***Tsiko, S. (2016).*** Inclusive development critical for preventing conflict in Africa. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

748. ***Tom, T. Abeles (2016).*** Artificial intelligence will change higher education. Daily Insights. REGENT Business School. Durban. Republic o0f South Africa.

749. ***Hulgard, L. (2016).*** Is there a future for a social democracy? Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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751. ***Kochar, R. (2016).*** How Entrepreneurship and Education can go together. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

752. ***Sam Jones (2016).*** Gender inequality 'an insurmountable obstacle for many women. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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755. ***Eric Parnell (2016).*** Commodities: The Long Road Ahead. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

756. ***John Maynard (2016).*** BRICS GDP compared: Lessons from China – SA needs to reduce commodity dependence. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

757. ***Max Siollun (2016).*** David Cameron is right that Nigeria is "fantastically corrupt." He just forgot to mention that Britain is making it worse. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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759. ***Patric Bond (2016).*** Protests rise against World Economic Forums implausible "Africa Keeps Rising" meme. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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762. ***Radcliff, B. (2016).*** BRICS may set up Ratings Agency for Emerging Markets Soon – A Happy State: Why is the Welfare State under Attack? Daily Insights. REGENT Business School. Durban. Republic of South Africa.

763. ***Tarek Sultan Al Essa (2016).*** 6 Reasons to Invest in Africa. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

764. ***Samira Thomas (2016).*** In praise of patience. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

765. ***Fitzsimons, D. (2016).*** How Shared Leadership Changes our Relationships at Work. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

766. ***Amithaba Basu (2016).*** The women whose voices we seek to stifle, but can't. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

767. ***Noam Chomsky (2016).*** Who Rules the World? Daily Insights. REGENT Business School. Durban. Republic of South Africa.

768. ***Kennard, M; and Provost, C. (2016).*** How Aid Became Big Business. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

769. ***Floridi, L. (2016).*** Should we be Afraid of Artificial Intelligence? Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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773. ***Biswas, A. K. Tortajada, C; and Boey, A. (2016).*** Corruption, Economic Development and Poverty Alleviation. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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775. ***Chutel, L. (2016).*** You are a girl 'undo the obstacles to being an entrepreneur in South Africa. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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789. ***Venture Burn (2016).*** How Can South Africa Drive Youth Innovation and Entrepreneurship. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

790. ***Kokut, B. (2016).*** Tips for Social Entrepreneurship from a Top Business Strategist. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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795. ***Chatfield, T. (2016).*** The Attention Economy. It costs nothing to click and respect. But what Price do we pay for peace of mind. Daily Insights. REGENT Business School. Durban. Republic of South Africa.

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NOTE: To access the above articles which appeared in the International Journal of Management Perspectives see Volume 13 Number 1, 2016 October / November or access the articles through the Regent Business Schools Research Website directly?

The year 2016 saw a total of 51 research articles produced by the Regent Business School's academics and submissions received 5 papers for publication from academics stationed in Iran, Nigeria and, Mauritius for the International Journal of Management Perspectives. The RBS produced 40 research papers independently and the Journal printed 11 research papers. The total research papers for 2016 were therefore 50 published papers.

RESEARCH ARTICLES PUBLISHED BY REGENT BUSINESS SCHOOL IN ITS JOURNAL CALLED THE JOURNAL OF MANAGEMENT PERSPECTIVES FOR THE YEARS 2002/ 2003/2004/2005/2006/ 2007/ 2008/ 2009/2010/2011/2012/2013/2014/ 2015 (For 2014 and 2015 see Conference Papers of the REGENT International conference held in 2013 above) AND BEFORE THE CHANGE OF THE JOURNAL TO THE JOURNAL OF INTERNATIONAL PERSPECTIVES

23. SUMMARY: A STATISTICAL SYNOPSIS OF ALL RESEARCH DATA IN THE FORM OF PUBLISHED ARTICLES, ARTICLES IN THE POPULAR PRESS, POSTGRADUATE RESEARCH AND ALL ALLIED RESEARCH ACTIVITIES OF THE REGENT BUSINESS SCHOOL FOR THE PERIOD 2002 – DECEMBER 2016 (A PERIOD OF 14 YEARS) IS REFLECTED HERUNDER IN TABLE 1 AS FOLLOWS:

TABLE 1:

Title	No
1. Number of Research Papers Published In International Peer Reviewed Journals, and Local Journals (As Accurate as Possible)	**489**
2. No of Books / Chapters written by RBS Academics.	**5**
3. No of Published Papers from the October 2013 International Conference held by the REGENT Business School and organized by the Directorate of Research and Innovation.	**14**
4. No of Research Papers Published and written in the Popular Press / Media in 2016	**16**
5. No of Published Research Articles in the REGENT Business School Journal of Management Perspectives and the International Journal of Management Perspectives:	**86**
6. Number of Articles Produced in all Alumni Networx Journals: (Discontinued).	**89**
7. No of Institutional Research Topics Undertaken:	**16**
8. No of MBA Dissertations for the Period 2013 to December 2016:	**680**
9. No of Honours Research Projects for the Period 2013 to December 2016:	**190**
10. Number of Research Papers Presented by REGENT Business School Academics at the Inaugural Brown Bag Seminars:	**20**
11. No of Seminar Presentations at other Brown Bag Seminars:	**68**
12. No of Master Classes Held by the REGENT Business School:	**6**
13. No of Articles Produced for the Daily Insights Magazine from January 2016 up to December 2016	**539**
14. Total number of papers researched, written published and presented and discussed by RBS via the Directorate of Research and Innovation for the Period 2002 to December in all of the above categories	**2218**

NOTE: THE FIGURES CAPTURED ABOVE ARE AS ACCURATE AS POSSIBLE AND, IS A TRUE REFLECTION OF ALL RESEARCH AND ALLIED RESEARCH ACTIVITIES UNDERTAKEN FOR THE PERIOD 2002 – 2016 (A PERIOD OF 14 YEARS) BY THE DIRECTORATE OF RESEARCH AND INNOVATION OF THE REGENT BUSINESS SCHOOL. .

24. CONCLUSION

The task of recording all research publications undertaken at the REGENT Business School has been an important and necessary exercise for the school. It records, for the first time the research and other issues that encapsulates research activities for the period 2002 to December, 2016, including research papers published in international peer reviewed journals, books and chapters written by REGENT Business School academics. It also includes articles published in the School's Journal of Management Perspectives and its International Journal of Management Perspectives. In reality it covers a host of other salient issues that has a direct bearing and relevance to the REGENT Business School's research agenda and these other allied research activities have been captured above more than adequately.

In this sense it is a comprehensive data base and although we were unable to perhaps record all issues, it nevertheless is a substantial record of research publications and, other important issues and variables directly related to our research agenda. We regret not being in a position to perhaps record all the issues, but seek solace in the all - embracing reality that, it serves the distinct purpose of recording and highlighting the work being undertaken by the Directorate of Research and Innovation within the REGENT Business School as an institution of Higher Education.

There is no doubt in our minds that our research track record within the REGENT Business School is second to none in the Higher Education Sector of the Republic of South Africa and, contributes more than significantly to the research trajectory of the school, the country and to the continent of Africa with, particular reference to Southern Africa. REGENT Business School therefore, aims to become a leading Private Distance Higher Education Institution in South Africa and on the continent as exemplified in this research re[positron. In this regard, we have no doubt that our research track record enhances the teaching and

learning exercise at the school, and, therefore, we categorically state without apology that, we compete more than sizably and professionally, with all the other business schools in South Africa in both postgraduate and undergraduate offerings and research initiatives. The REGENT Business School is therefore, making a significant contribution to Higher Education in the Republic of South Africa and, on the continent of Africa and also, on the global stage in respect of academic advancement and, within the milieu of necessary research imperatives.

The idea would now be to consolidate this data base on an ongoing basis and, to feed it into the new Management Information System (MIS) being developed by the school. By the same token, it would now be an easier task to load the research data, on to the REGENT Business School's research website, which will allow easy access to outside formations, students and indeed academics throughout the country and internationally.

We take this opportunity of thanking all academics, staff and the management of the school for their support in allowing us to assemble, this comprehensive, necessary and, required research data base of our research publications and related research activities. It was a grueling exercise that took much time but all the same, it was a satisfying task that resulted in achieving the desired output.

We have no doubt that we will enhance and consolidate this effort and take it to even greater heights in the years that lie ahead because, research is the "life blood" and heart of the academic, teaching and learning exercises of any Higher Education Institution. It plays a pivotal and cardinal role, in enhancing the professional lives of both students and academic staff and, allows them to develop their intellectual abilities, capabilities, and professional approaches that, they are required to enhance and develop while they are associated with the REGENT Business School and, particularly in their teaching endeavours and, thus apply it to the teaching and learning environment. This will hold them in good stead as professional academics and, researchers, irrespective as to where they would continue their careers in the future and, this will assist the School in various directions but, most importantly to become, a seat of excellence within the Higher Education landscape of South Africa, Southern Africa, within continental Africa and, last but not least within the global arena of Business Schools and within the milieu of Higher Education at large.

The Research Repository of all Research and allied research activities of the Regent Business School is contained in one Volume and covers the period 2002 to December 2016 (A Period of 14 years). The research repository of the Regent Business School has been compiled by the Directorate of Research and Innovation. This is a landmark and important research volume, put together, in order to profile the work of the institution, as it relates to classical research, allied research activities, debate and discussion on important social, political, economic, business, and management issues within the realm of public discourse, by use of the public media and, through social discussions through various platforms, that is undertaken by the Regent Business School and, captures other important research activities undertaken during the years 2002 up to 2016.

We remain confident that, this exercise will prove to be a very useful exercise and effort and, will assist in further profiling and branding the institution, as one of the premier higher education distance institutions in the Republic of South Africa and progressively in Southern Africa, Africa and globally. We also remain confident that this research volume will be useful to the institution, its students, the regulatory authorities, the Department of Higher Education, students, alumni of the school, interested parties, international audiences and, all other role – players that interact with the school.

Finally, the research and allied research activities, undertaken by the Regent Business School, indicates in no uncertain terms and, leaves no doubt that, the School makes a significant contribution to academia, to critical debate, to education discourse, enhances student participation, assists alumni members to keep up and abreast, with a host of management issues, financial imperatives, political, social and economic trends, the issues that permeate BRICS imperatives, healthcare management generally, entrepreneurship, SMME development and entrepreneurship issues, the nuances of the sustainability equation, the political economy of the country, including global discourse in various directions, management and business debate and, enhances the image of brand RBS but above all brand South Africa.

We are pleased with our efforts and, have come a long way in just under two decades of our existence as a recognized and, accredited higher education institution duly, recognized by the regulatory authority of South Africa, the Council on Higher Education (CHE) and, registered by the South African Department of Higher Education, as a provider of distance higher education within the Republic and, by some regulatory authorities in Southern Africa.

We are very mindful of the education challenges that confront our emerging democracy. In this regard, we hope to further consolidate our efforts in contributing to the further development and, success of the country's higher education landscape, through expanding our efforts, as it relates to infrastructure development, technology enhancement and indeed, enhancing other pertinent and relevant issues that, are important to education as a whole, for purposes of providing access to students and, above all, providing quality education through the mechanisms of access and affordability, to all, within the ambit of the imperatives of a developmental state, given the historical negative legacy of apartheid and colonialism.

We remain most confident that, we will be joined in this necessary, important and outstanding journey, in order to contribute meaningfully and, professionally to all education in South Africa (in particular), to Southern Africa and indeed to Africa as a whole. It is hoped that members of civil society, the government, the Department of Higher Education, the Council on Higher Education (CHE), Provincial and Local Governments, Non – Governmental Organizations, Public Higher Education Universities and Institutions, the private sector, alumni members, academia in general, the international community and, all stake holders involved in education, including students and parents, will support and consolidate our efforts, in order to contribute significantly to higher education in very troubled times and circumstances, as it relates to Higher Education in South Africa.

Thus far, it has been a magnificent journey, against all odds and, we hope to consolidate and enhance our brand as Regent Business School by expanding our foot print in even more meaningful ways, in order to contribute significantly to the higher education landscape in Africa as a whole.

We firmly believe that a significant contribution is being made to the South African higher education landscape by this Directorate and, overall by the Regent Business School, to South African higher education and within the context of the African continent.

Professor Anis Mahomed Karodia
Senior Academic and Researcher for
The Director of Research and Innovation
Professor Dhiru Soni
Regent Business School – January 2016
Compiled in the year 2016.

ANNEXURE A and B.

REGENT Business School : Research Policy and Strategy	
Document number:	001
Policy name:	Research Policy and Strategy
Date approved:	August 2002
Approved by:	EXCO
Date last amended:	August 2012
Date of next review:	September 2014
Title of person responsible for policy review:	Academic Dean
Related policies and documents:	

NOTE:

KINDLY NOTE THAT AS OF THE 1st of June, 2016 SOME CHANGES WERE MADE TO THIS POLICY BY PROFESSORS DHIRU SONI AND ANIS MAHOMED KARODIA. THESE CHANGES ARE REFLECTED IN THIS DOCUMENT. THE RESEARCH POLICY DOCUMENT OF THE REGENT BUSINESS SCHOOL WOULD HAVE TO BE REWORKED AND AMMENDED AND THEN DISCUSSED WITHIN THE EXECUTIVE COMMITTEE AND SUBSEQUENTLY RATIFIED FOR ACCEPTANCE.

TABLE OF CONTENTS

No.		Page
	FOREWARD	**235**
1.	**INTRODUCTION**	**V**
1.1	The Role of Research in RBS as a Higher Education Institution	
1.2	Definition of Research	
2.	**ORGANISATIONAL STRUCTURE**	**Vi**
3.	**POSTGRADUATE RESEARCH POLICY**	**vii**
4.	**OBJECTIVES OF THE POSTGRADUATE RESEARCH DEPARTMENT**	**vii**
5.	**SUPPORT FOR POSTGRADUATE RESEARCH AT RBS**	**viii**
6.	**POSTGRADUATE RESEARCH MANAGEMENT**	**viii**
7.	**INSTITUTIONAL RESEARCH**	**xi**
8.	**ORGANISATIONAL STRUCTURE OF THE RESEARCH COMMITTEE**	**xi**
9.	**REMUNERATION**	**xiii**
9.1	Postgraduate Research Strategic Goals	
9.2	Strategies to facilitate postgraduate development	
9.3	Expectations of postgraduate students at the Institution	
9.4	Postgraduate students expectations of RBS	
9.5	Assessment procedure	
9.6	Newly Defined Issues as amended in this updated document	**Throughout the document**
10.	**POSTGRADUATE RESEARCH STRATEGY**	**xiii**
10.1	Annexure A	**xvi**
10.2	Annexure B	**xvii**
11	**REGENT BUSINESS SCHOOL'S PROMOTION OF RESEARCH AND ITS RESEARCH INCENTIVE POLICY FOR RESEARCHERS WITHIN THE SCHOOL**	**xvi**

FOREWORD

As higher education institutions confront their mandated responsibilities of teaching, research and community service, they should seize the opportunity offered to undertake research as a stimulating intellectual pursuit. Yet research is more than just a mere intellectual exercise. It adds to the sum total of knowledge available, it allows humankind to cross the barriers into the unknown and provides insights for resolving formidable problems. But more importantly, research today is indispensable for South Africa, especially given that we are part of a global economy in which knowledge has become an indispensible commodity. We need to contribute to the knowledge society and assist in preparing our younger population to become knowledge workers and critical thinkers of the present and the future.

Apart from the fact that research enriches teaching, REGENT Business School's Research Strategic Plan commits the institution to Scholarship and Research as a core strategic goal. To ensure South Africa becomes a competitive player in the global arena, this commitment to research is in concert with the national imperatives to increase the production of research with a view to contribute to knowledge production.

Towards this end, REGENT Business School has developed a Research Framework to guide research endeavour at the institution. The purpose of this document is twofold:

- To present a Policy Framework for the management, support and development at REGENT Business School; and
- To provide a Strategy on how to achieve the research goals.

Internally within the Institution, there are many principles and procedural issues suggested. The Strategy calls for a fundamental shift in the mindset of researchers from solitary single-discipline, one-person, narrowly focused research, to team efforts addressing the multidisciplinary nature in which many problems exist. In reality, issues arise as a complex interaction of multifaceted factors. Research that will produce meaningful results will need to be conducted in realism of these issues, and this is one of the key thrust approaches of this Strategy. Conducting research in groups, allows senior researchers to pass skills to other new researchers, affords cross fertilization of ideas, and allows areas of research excellence to emerge within the Institution.

This Strategy also addresses several issues that experience has shown to be good practice which should be held with tenacity, in order to encourage academic enquiry leading to innovative results and innovations. REGENT Business School needs to guard the principles of academic freedom, and should encourage openness in research, including honesty and integrity as valued hallmarks to all researchers.

Sincerely

Mr. Ahmed Shaikh
Managing Director
1 June, 2016

Professor Dhiru Soni
Director Research and Innovation
1 June, 2016

1. INTRODUCTION

1.1 The Role of Research in RBS as a Higher Education Institution

Developing the South Africa depends, in part, on the creativity and innovation of unique knowledge in conjunction with the ability to utilize knowledge developed by others. South Africa experiences a deficiency of high-level skills which has become a barrier for innovation and technology absorption in the country (Green Paper, 2012). Higher education institutions (HEIs) are responsibilities for teaching and it is imperative that HEI's work timeously to improve the performance of these three main areas.

According to the Council of Higher Education (CHE), there is an emphasis "on the need to develop research capacity and increase research productivity to ensure both open-ended intellectual inquiry and the application of research activities to social development" (Higher Education Quality Committee, 2004: 16). Therefore, the aim of RBS research is to increase high quality research output that has potential relevance to national and societal development objectives.

RBS, as an HEI, continuously prides itself in the quality and excellence of research, fostering a culture of academic enquiry and innovation. In order for research activities at RBS to be meaningful, there is need to maintain a focused approach in core research disciplines, by increasing and facilitating a more collaborative and inter-disciplinary approach to research initiatives. Therefore, the RBS research agenda aims at producing a new generation of researchers. There is an embedded culture at RBS that fully embraces knowledge transfer alongside research, teaching, and learning.

South Africa's transformation aims to develop a knowledge-based economy, in which the production and dissemination of knowledge leads to economic benefits and enriches all fields of human endeavour (Green Paper, 2012). Increasing the number of masters and doctoral graduates is essential to producing the next generation of academics and researchers and ensuring that the qualifications of academics are upgraded where necessary (Green Paper, 2012). RBS acknowledges the need to increase and enhance the skills of South Africans and has positioned itself as a modern HEI committed to being a leading provider of business management and education and to develop business leaders through research and innovation.

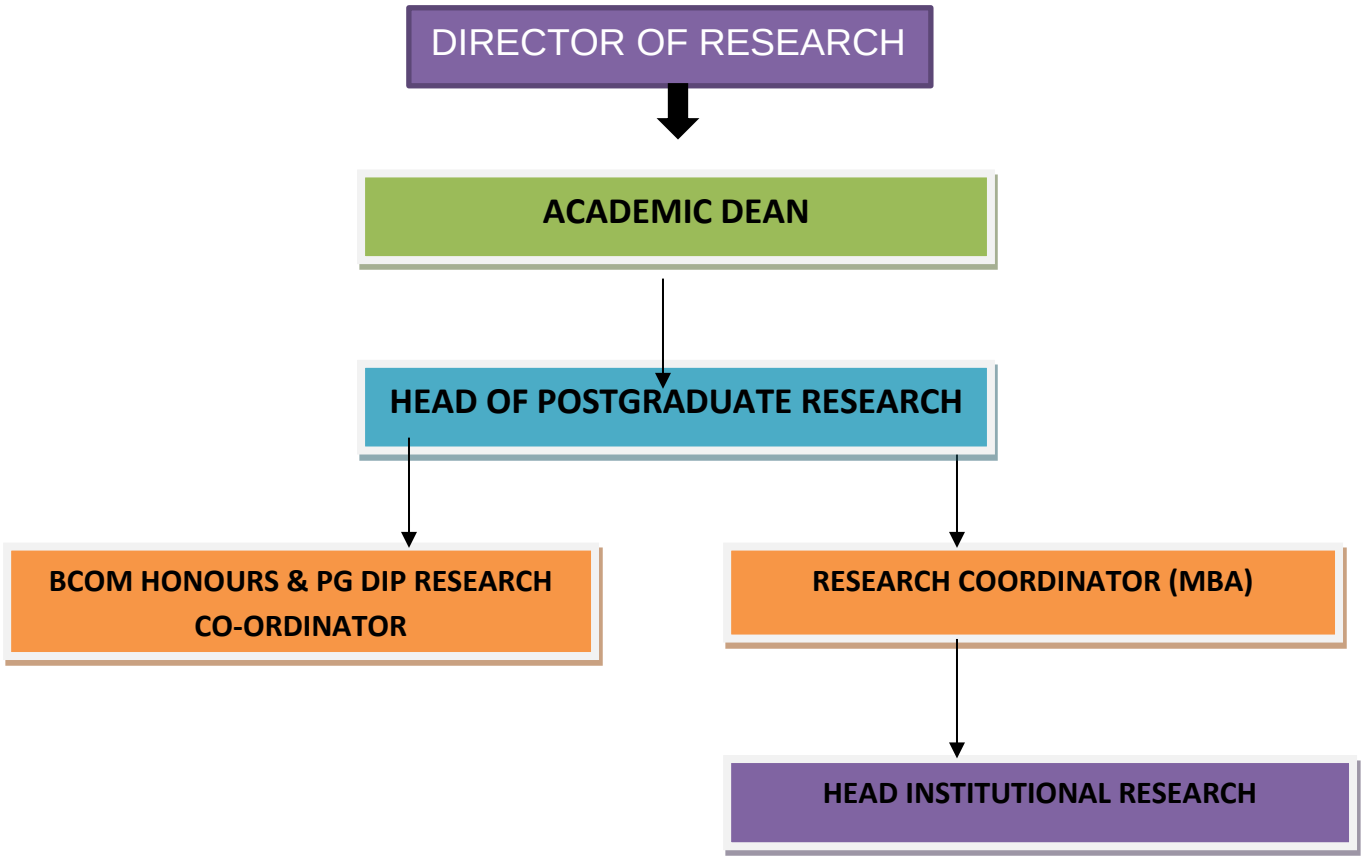
1.2 Definition of Research

According to the Organisation for Economic Cooperation and Development, research can be defined as follows: Research within higher education comprises creative work undertaken on a systematic basis in order to increase the stock of knowledge of humankind, culture and society, and the use of this stock of knowledge to devise new applications (Good Practice Guide, 2005:8).

2. ORGANISATIONAL STRUCTURE

To deliver its functions and responsibilities, the postgraduate research program is under the leadership of the: Head of Department: Postgraduate Research.

KINDLY NOTE THAT THE DIRECTOR OF RESERCH WITHIN THE REGENT BUSINESS SCHOOL'S DIRECTORATE OF RESEARCH AND INNOVATION IS THE OVERALL HEAD OF ALL RESEARCH UNDERAKEN BY THE SCHOOL



3. POSTGRADUATE RESEARCH POLICY

The purpose of the policy is to:

3.1 provide a framework for the governance of postgraduate research and research development;

3.2 provide effective arrangements for the development and monitoring of postgraduate research functions;

3.3 provide an effective research information system for the support and development of postgraduate research;

3.4 encourage quality research and provide an enabling environment in which students can flourish in their research;

3.5 ensure and increase postgraduate research and productivity;

3.6 ensure the equitable treatment of all students, supervisors, and examiners;

3.7 ensure effective communication (internally and externally) about the principles and policies associated with the relevant stakeholders on which postgraduate research activities are founded;

3.8 Clarify roles and functions within the postgraduate research system.

4. OBJECTIVES OF THE POSTGRADUATE RESEARCH DEPARTMENT

The following are the objectives of the postgraduate research program at RBS:

4.1 To enhance the institution's standing as a research institute;

4.2 To enhance the effectiveness of arrangements of quality assurance, development, and monitoring of postgraduate research programs;

4.3 To facilitate an effectiveness information system;

4.4 To encourage and support an enabling environment for all postgraduate research;

4.5 To increase the productivity of postgraduate research;

4.6 encourage the equitable treatment of all relevant stakeholders.

4.7 To encourage effective internal and external communication between students, supervisors, and examiners;

4.8 To specifically elucidate the roles and functions within the postgraduate research system.

5. SUPPORT FOR POSTGRADUATE RESEARCH AT RBS

In order to achieve the objectives set out above, the institution provides the following support for postgraduate students, supervisors, and examiners:

5.1 RBS provides an enabling environment for postgraduate research;

5.2 RBS provides the infrastructure for postgraduate research. This includes library facilities, e-resources and other related common services and software, and supervision support;

5.3 RBS provides regular training, workshops, and seminars.

5.4 RBS provides guidelines for supervisors and students during the dissertation process to ensure quality and timeous completion.

6. POSTGRADUATE RESEARCH MANAGEMENT

6.1 The postgraduate research management at RBS is undertaken within the framework provided by the good practice for quality management of research issued by the Higher Education Quality Committee (HEQC, July 2005).

6.2 The overall responsibility for quality management of postgraduate research policy at RBS rests with the RBS Senate. The Senate shall conduct postgraduate research audits at regular intervals.

6.3 The postgraduate research management is responsible for the research plans and implementation, thereof.

6.4 A MBA, BCom Honours or PG Dip degree is awarded on the basis of the required coursework and a specific dissertation.

6.5 The brief topic for the dissertation, outlining the research problem, the aim of the proposed study, and the title must be submitted to the Postgraduate Research Committee and Postgraduate Research Ethics Committee for approval. The topic motivation is reviewed by the Research Committee, and feedback is provided to the student of changes that are required, or whether it is approved (allowing the student to move on to submitting a research proposal). [Refer to Annexures A and B]

6.6 The topic of the dissertation is approved for a period of two years.

6.7 RBS reserves the right to store dissertations for a period of 5 years following completion.

6.8 Final assessment scores will be made available upon successful completion and submission of hard-bound copies of dissertations.

6.9 Students who have failed the dissertation component of the postgraduate program will have the opportunity to resubmit based on the findings and recommendations outlined by the external examiner.

6.10 A change in supervisor may occur:

6.10.1 If the student is having difficulty understanding, communicating, interacting, or obtaining appropriate feedback from the supervisor. Final decisions assigning a student an alternative supervisor lies with the Research Committee.

6.10.2 If a supervisor's services or employment arrangement with RBS have ended.

6.11 The Head of Department of Research shall be responsible for the administration and co-ordination of the dissertation/ research component of MBA/ BCom Honours/ PG Dip students of RBS. The specific functions of the postgraduate research are:

6.11.1 To administer all aspects of the research stage of the MBA / BCom Honours/ PG Dip programme;

6.11.2 To receive a brief proposal from students and maintain a

Record of the date of receipt and the topic and proposal of the proposed study;

6.11.3 To liaise with the Research Committee, Research Ethics

Committee, on giving the student a prompt response on the acceptance/rejection of the topic motivation and proposal and giving reasons for the response suggesting the next stage in the process;

6.11.4 To be fully familiar with all aspects of the Research process

In the field of business studies and providing students with the sound academic advice on the problems they may be facing in identifying a suitable research topic;

6.11.5 To oversee, in consultation with the Research Committee and Research Ethics Committee, the selection and appointment of research supervisors;

6.11.6 To allocate specific supervisors to students whose proposals have been approved?

And to oversee the productive interaction between students and their supervisors;

6.11.7 To maintain a record of topics, supervisors, and the progress of individual student's Work;

6.11.8 To act, with the Research Committee and the Research

Ethics Committee, as a neutral referee in all the disputes and/or disagreements between student and supervisor;

6.11.9 To administer, with the Research Committee and Assessments, Examinations and Certification Committee, the appointment of external examiners for all completed dissertations and co-ordinate the receipt of external examiners' reports;

6.11.10 to follow-up periodically on all students whose proposals have been approved to Establish progress with work and possible obstacles to successful completion of the research task;

6.11.11 to supervise a minimum of six dissertations per intake to identify broad trends and General student difficulties and to develop relevant support programmes for both supervisors and students.

6.12 A dissertation monitoring process occurs once the student has been appointed a supervisor by the postgraduate research department.

6.13 The supervisor shall be responsible for guiding the student on
Technical issues relating to the study and providing sound academic advice.

6.14 The supervisor shall advise the Head of Department on the
Student's progress with his/her works and alert RBS on any suspected irregularity in the student's completion of the research process.

6.15 Together with his/her dissertation, the candidate must submit a Written statement from the supervisor stating that the latter approves of the submission of the dissertation. In cases where a co-supervisor has been appointed, the supervisor must ensure that the co-supervisor agrees to the submission of the dissertation before he/she gives written permission for its submission.

6.16 The candidate for the Master's degree must sign the following
Statement in the submission of his dissertation: **I declare that the dissertation hereby submitted by me for the degree….. At RBS has not been submitted for a degree at this or any other institution and that it is my own work in design and in execution and that all reference material contained therein has been duly acknowledged.**

6.17 The candidate must submit to the Head of Department two typed,
Duplicated or printed copies of his/her dissertation in a form acceptable to the Assessments, Examinations and Certification Committee for examination purposes

(two hard-bound copies).

6.18 The Research Committee, on the recommendations of the Supervisor shall appoint two examiners, the supervisor and one external examiner.

6.19 The supervisor must compile a summarized report for submission To the Assessments, Examinations and Certification Committee.

6.20 If a dissertation is accepted and the Committee finds that the candidate has to make certain changes, the degree shall not be awarded until such changes have been made in all the copies.

6.21 Except with the special permission of the Research Committee, no dissertation may be handed in unless it is accompanied by a written declaration from the supervisor in which permission is granted for the examination of the dissertation. Such a declaration does not imply that he/she considers the dissertation acceptable.

7. INSTITUTIONAL RESEARCH

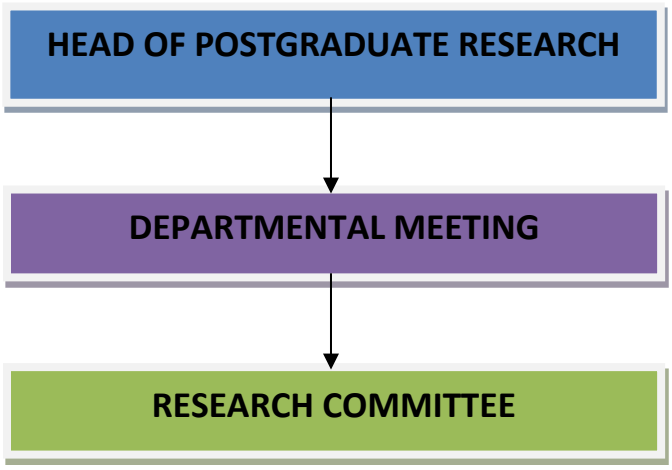
7.1 This necessary component of research within the school is coordinated by the Head of Institutional Research under the supervision of the Director of Research and Innovation.

7.2. The School together with the Director of Research, the Managing Director, the Registrar, the Head of Quality Assurance and Senior Academics and Researchers define the type of Institutional Research to be undertaken and sets the agenda for research engagement by the Head of Institutional Research.

7.3. The necessity of this research determines what remedial actions for improvement by the REGENT Business School must be undertaken.

8. ORGANISATIONAL STRUCTURE OF THE RESEARCH COMMITTEE

The organizational structure of the respective committees within the department is as follows:



Kindly Note that the Institutional Research Section follows the same committee structure as for the Head of Post Graduate Research

8.1 Composition of the Research Committees

These committees are comprised of:

- The Managing Director (Ex – Officio)
- The Principal (Ex – Officio)
- The Director for Research (Chair)
- The Head of Post-graduate Research (Deputy Chair)
- The Head of Institutional Research
- The Head of Academics
- Senior Researchers
- The Head of Quality Assurance
- The Heads of RBS Research Centres (To be formed if necessary)
- Two Academics
- Two Research Coordinators
- Two Senior Academics
- The Secretary

8. 2 Functions of the Research Committee

The committee will be responsible for:

8 .2.1 Promote, encourage, and sustain postgraduate research;

8.2.2 Formulating the postgraduate research policy, strategy, and improvement plan;

8.2.3 The approval/disapproval of postgraduate topic motivation and research proposals;

8.2.4 The appointment of internal and external superiors as well as external examiners;

8.2.5 The approval/disapproval of postgraduate dissertations for external examination; and the assessment score of postgraduate research dissertations

8.2.5 Evaluate and approve projects in relation to research;

8.2.6 Co-ordinate planning, reporting, and quality assurance activities of the Postgraduate Research and Ethics Committee;

8.2.7 All aspects of quality assurance of the Postgraduate Research Committee;

8.2.8 Evaluate staff development with respect to levels subject to knowledge and professionalism within the subject field.

8.2.9 Create and implement reporting structures for implementation and evaluation of postgraduate research at the Institution.

8.2.10 Monitor and evaluate the progress of postgraduate student research.

8.2.11 Advise on policies and issues related to the development of postgraduate research.

9. REMUNERATION

The following incentives are paid to the relevant stakeholders:

9.1 External examiner: R1000

9.2 External supervisor: R2500

In the event of a change in supervision:

9.3 The new supervisor will be awarded: R1000

9.4 The initial supervisor will not be remunerated.

In the event of a student failing the dissertation component of the postgraduate program, the supervisor will not be remunerated.

Kindly note that these tariffs may change from time to time if necessitated

10. POSTGRADUATE RESEARCH STRATEGY

The postgraduate research strategy identifies the strategic goals and the resources as well as actions that are required to achieve the goals.

10.1. Postgraduate Research Strategic Goals

10.1.1 Maintain as well as enhance the quality of postgraduate research;

10.1.2 Enhance the institutional postgraduate research profile;

10.1.3 Enhancing the postgraduate research development experience at all levels;

10.1.4 To regularly review the postgraduate research monitoring process;

10.1.5 Increase the number of postgraduate research;

10.1.6 To monitor supervision of postgraduate research;

10.1.7 Enhancing staff development.

10. 2. Strategies to facilitate postgraduate research development

The following strategies are intended on facilitating research development:

10.2.1 The promotion of postgraduate research development by supervising dissertations to enhance the skills of students;

10.2.2. Staff should be given the opportunity to study and develop skills in research;

10.2.3 Enhancing the research techniques of postgraduate research students through seminars and workshops;

10.2.4 The collaborative work with industry partners, identifying postgraduate research Development areas;

10.2.5 Continually reviewing and updating postgraduate research materials and guides;

10.2.6 The Postgraduate Research Committee will enhance quality of dissertations and student research skills.

10.3. Expectations of Postgraduate Students at the Institution

The following are expected of the postgraduate student:

10.3.1 To attend research workshops and seminars to facilitate development of research skills;

10.3.2 The requirements which the institution places upon the student expects that he/she adheres to the submission guidelines outlined by the relevant authorities;

10.3.3 The onus is upon the student to take responsibility to verify registration with the institution;

10.3.4 The onus is upon the student to submit relevant work within the stipulated timelines outlined by supervisors;

10.3.5 The onus is upon the student to take the initiative and seek guidance and support when needed;

10.3.6 A student registered for a postgraduate dissertation component should endeavour to complete the programme within 6 months;

10.3.7 In the event of the student failing to meet the requirements stipulated in 10.3.6, the student will have to re-register.

10. 4. Postgraduate Students Expectations of RBS

10.4.1 Postgraduate students may expect the following from RBS:

10.4.2 Sufficient capacity to support postgraduate research students;

10.4.3 A context for high quality research;

10.4.4 Appointing supervisors who have demonstrable research achievement/output;

10.4.5 Taking the necessary steps for supervisors to ensure that the student has an identifiable point of contact (i.e., telephonic, electronic, and face-to-face with appointment) at all times;

10.4.6 Implementation of seminars and workshops to provide guidance during all phases of the postgraduate dissertation process;

10.4.7 Ensuring that postgraduate students are allocated to supervisors equitably;

10.4.8 Requiring all supervisors to attend compulsory training sessions, which include orientation for first-time supervisors;

10. 5. Assessment Procedure

The assessment procedures for a postgraduate dissertation student are as follows:

10.5.1 Assessment of postgraduate dissertation student will be clear, rigorous, fair, and consistent, and will include input from two examiners of which at least one is internal to RBS and the other an external examiner;

10.5.2 External examiners must be recognized experts in their fields;

10.5.3 10.5.3 All supervisors are recommended by the Head of Postgraduate Research or any member of the Research Department, and their names are forwarded to the Postgraduate Research Committee;

10.5.4 All external appointments (supervisors and examiners) are made upon receipt of a comprehensive curriculum vitae and are maintained on a comprehensive database;

10.5.5 A supervisor may not be a member of the examining panel, but is required to submit a supervisor report on the postgraduate student after the dissertation has been submitted for examination.

11. THE REGENT BUSINESS SCHOOL'S PROMOTION OF RESEARCH AND ITS RESEARCH INCENTIVE POLICY FOR RESEARCHERS WITHIN THE SCHOOL

11.1 The REGENT Business School makes every effort to promote individual and group research amongst its academics in various fields and topics of research, in order to promote its research agenda and also emphasizes research in business management as its priority.

11.2 Research is not limited to business management alone and academics are encouraged to engage political, economic, cultural, historical issues and issues that encompass South Africa, Southern Africa, Regional issues within Africa and issues that permeate the international and global arena as concerns important and topical issues that can impact upon the teaching and learning exercises of the academic prograame of the school.

11.3 The school may define areas of research in the form of themes that researchers and academics must take into consideration when engaging in research.

11.4 Such research must be published in local academic journals, its Journal of Management Perspectives and, in peer reviewed international journals.

11.5 The school reserves the right not to publish articles produced by REGENT Business School academics if it so decides.

11.6 The publication fee will be carried by the school and is dependent upon cost.

11.7 It also encourages the publication of some MBA dissertations but, this is not a priority.

11.8 Research with outside academics attached to Higher Education Institutions in South Africa, Africa and globally is also encouraged to foster academic infusion and, such research is conducted under the name of the REGENT Business School with full copyright to such research belonging to the REGENT Business School as owner of such research.

11.9 The REGENT Business School reserves the right to publish or not to publish research that has been undertaken by academics within the school or outside formations.

11.10 Incentives for individual research and group research by academics are determined by the approved incentive policy, as has been determined by the School and the Director of Research, as approved by the Executive Committee of the School.

Annexure A: Research Process

Annexure B: Timeline

Submission	*Student Deadline*	*Departments Deadline*
Topic Submission and Approval	1 Week	2 weeks
Proposal Submission and Approval	3 weeks	4 weeks
Introduction (Chapter 1)	1 week	2 weeks
Lit Review (Chapter 2)	3 weeks	4 weeks
Methodology & Questionnaire (Chapter 3)	2 weeks	3 weeks
Findings/ Analysis	3 weeks	4 weeks
Conclusion and Recommendations	2 weeks	2 weeks
Internal Review and Resubmit		2 weeks
Internal examination		1 week
External Examination		1 week
TOTAL		**25 weeks (+- 5.5 months)**

Kindly Note *that these Timelines and the research process can change accordingly with the change in regulations and with policy changes when necessary and as determined by the REGENT Business School, the Managing Director or the Director of Research or his designated nominee*

Important **Note*****:*** *The Post graduate Research Policy of the Directorate of Research and Innovation of the Regent Business School has been updated as of December 2016 and January 2017. The document encompasses and encapsulates the following research issues:*

RBS 001.1: RBS Research Code of Ethics

RBS 001.2: Research Ethical Clearance Application (Form)

RBS 002 : Postgraduate Education Research Policy

RBS 003 : Policy for the appointment of Supervisors

RBS 004 : Policy for the appointment of External Examiners

RBS 005 : Plagiarism Policy

RBS 006 : Policy for Supervision of Research

RBS 007 : Policy for Research Publication, Rewards, and Incentives.

In addition the policy on Postgraduate Supervisor Contract Agreement between the School and the Supervisor is encapsulated within a separate policy.

The Postgraduate Examiner Contract Agreement between the School and the Examiner is also encapsulated within a separate policy