

## PhD List of Theses

We are currently working on this list of all PhD theses that have been done through the GSB since the School's inception. The earlier years are still in the process of being researched, so this list is not yet comprehensive.

To access all UCT dissertations and theses across Departments, please go to [OpenUCT](#)

### 2023

#### **Botha, Cornelis Johannes**

**Exploring the disharmony between the temporary and permanent organising forms in a parastatal**

Supervisors: Sean Gossel & Dirk Kruger

#### **Kadakure, Arther**

**The influence of informal power structures on corporate strategy of a selected mining organisations in the Northern Cape province, South Africa**

Supervisors: M Tshiyoyo & Sean Gossel

#### **Maharaj, Ishara**

**Building and breaking identities: how adversity shapes entrepreneurial motivation**

Supervisors: Ralph Hamann, Ted Baker & EE Powell

#### **Matsoso, Mamorena Lucia**

**Linking entrepreneurial motivation, attitude, behaviour and sustainable supply chain performance measurement in South African manufacturing small and medium enterprises**

Supervisors: Richard Chivaka & Mikael Samuelsson

#### **Shameema Ebrahim Raja**

**Customer experience as an antecedent to market orientation: A mixed methods study of postgraduate students**

Supervisor: Geoff Bick

#### **Watson, Candice Bronwynn Helen**

**Understanding the underrepresentation of women in senior management in Africa in the context of perpetual practices of exclusion**

Supervisor: Kurt April

### 2022

#### **Bhogal, Nishana**

**Towards a grounded theory of how and why founders vary in their scaling approaches: Alleviating period poverty**

Supervisor: Ralph Hamann

#### **Kallarakkal, Sheejan**

**Role modelling for organisational citizenship behaviours in not-for-profit organisations: a phenomenological investigation in Tanzania**

Supervisor: Kurt April

**Meyer, Karl Zeeman (embargoed)****The logic of corruption: Tensions between structure and agency**

Supervisor: John Luiz

**Mkhize, Nonhlanhla Patience****Toward relevant measures of performance to manage complexity in inclusive development projects**

Supervisor: Kosheek Sewchurran

**Oldenboom, Erna Hildegard Florence****The healthy organisation: Is it meaningful?**

Supervisor: Kosheek Sewchurran

**Sehgal, Sarita Danute****Stepping in, aside or away? A micro-level study of commitment in cross sector partnerships**

Supervisor: Ralph Hamann

**Sihela, Jacobs Jakobo****The lived experiences of Black managers in accessing top management positions within Namibian private sector organisations**

Supervisor: Kurt April

**2021****Botha, Lindie****Making a grand challenge: The social-symbolic work of conserving nature**

Supervisor: Ralph Hamann

**Borchardt, Wayne (embargoed until the end of 2023)****The impact of overconfidence bias on firm performance: an empirical analysis of S&P 1500 firms**

Supervisor: Mikael Samuelsson &amp; D. Lovallo

**Feront, Cecile****How do privileged insiders become change agents? A study of institutional volition**

Supervisors: Ralph Hamann &amp; Stephanie Bertels

**Harry, Ricardo****Towards a multifaceted understanding of the evolution of an Information System ecosystem in hybrid economic conditions: The case of a mobile payment systems implementation and its impact on the as-lived context in South Africa**

Supervisor: Kosheek Sewchurran &amp; Irwin Brown

**Kruger, Wikus****Renewable energy auctions in sub-Saharan Africa**

Supervisor: Anton Eberhard

**Matenge, Tandy****Adoption of foreign institutional practices and industrial development: Understanding the cross-level foreign practice acquisition variables' moderation effects**

Supervisor: Mundia Kabinga &amp; Baniyelme D. Zoogah

**Myeza, Angel**

**A conceptualisation of the self-perceptions of black professionals in relation to business leadership in South Africa**

Supervisor: Kurt April

**Philipp, Felix**

**Shared values as organising principles in complexity**

Supervisor: Kosheek Sewchurran

**Steyn, Jonathan**

**Authenticity framing and market creation for meta-organisations: The case of the Swartland Independent Producers in the South African wine field**

Supervisor: Stephanie Giamporcaro

**Twesigye, Peter**

**Understanding structural, governance and regulatory incentives for improved utility performance: A comparative analysis of electricity utilities in Tanzania, Kenya and Uganda**

Supervisor: Anton Eberhard

**2020****Delichte, Jody**

**When identities collide: Becoming founders in pastoralist Kenya**

Supervisor: Ralph Hamann

**Faccer, Kristie**

**Shifting the frame: How internal change agents contextualise and co-construct strategic responses to grand challenge issues within and beyond the firm**

Supervisor: Ralph Hamann

**Madjdi, Farsan**

**The role of founder identity in the evaluation of entrepreneurial opportunities**

Supervisor: Badri Zolfaghari & Camille Meyer

**Steyn, Francois**

**Executive Wisdom: A Study of Phronesis in Modern Management Practice**

Supervisor: Kosheek Sewchurran

**Van Niekerk, Cordi**

**Building a model to improve front end project conceptualisation: Introducing the Project Conceptualisation Canvas**

Supervisor: Kosheek Sewchurran

**Zhou, Ying**

**A tale of two countries: Adapting Chinese leadership styles to a South African context**

Supervisor: Kurt April

2019

**Banyen, Kannyiri Thadious**

**Financial integration, bank performance and economic growth in Africa**

Supervisor: Nicholas Biekpe

**Dharani, Babar**

**Organisational life cycle and happiness at work: Investigating best-fit for employees based on their locus of control expectancy**

Supervisor: Kurt April

**Kantor, Linda Sara**

**Mindfulness training for individuals in organisations: Application, adaptation and perceived value**

Supervisor: Warren Nilsson

**Maitland, Roger**

**Exploring emergence in corporate sustainability**

Supervisor: Walter Baets

**Mucheka, Rufaro**

**An exploration of strategies used by South African companies to expand into other African markets**

Supervisor: Richard Chivaka

**Mutodi, Energy**

**The impact of the multiple currency system on the performance of the stock market in Zimbabwe**

Supervisor: Dr Kutlwano Ramaboa

**Price, Kariema**

**Entrepreneurship education courses across multidisciplinary programmes at a South African university of technology: Educator and student perspectives**

Supervisor: Linda Ronnie

**Shrand, Bev**

**Academics' organisational identification and commitment: Influences of perceptions of organisational support and reputation**

Supervisor: Linda Ronnie

**Sibanda, Pearson**

**Risk perception: How previous experiences influence the assessment of risk by immigrants in South Africa**

Supervisor: Kosheek Sewchurran

2019

**2018****Bam, Armand****Embodying virtue in employment: Exploring the employment experiences of people with disabilities**

Supervisor: Linda Ronnie

**Banya, Rowland Mwesigwa****Competitiveness and efficiency of commercial banks and economic growth in the frontier economies of Africa**

Supervisor: Nicholas Biekpe

**Chunnett, Wanda****A model for the utilisation of networks and leveraging of the economic benefits of migration capital in emerging markets**

Supervisor: Elanca Shelley

**Davidian, Kenneth****Accumulation model processes of human suborbital space transportation industry emergence**

Supervisor: Richard Chivaka

**Ferry, Andrea****Understanding the antecedents of employee sustainability behaviours: Measuring and theorising self- and collective efficacy for sustainability**

Supervisor: Ralph Hamann

**Hind, Colene****Organisational practices and individual innovation behaviour: A non-linear approach to modelling the emergence of Corporate Entrepreneurship**

Supervisors: Walter Baets &amp; Sanchen Henning

**Kasse-Kengne, Sophie Claude Annick****Securitisation of mortgage loans, regulatory capital arbitrage and bank stability in South Africa: Econometric and theoretic analyses**

Supervisor: Janine Mukkudem-Petersen

**Molele, Mashukudu****Foreign exchange risk exposure, hedging behaviour, and corporate valuations: Evidence from South Africa**

Supervisor: Janine Mukkudem-Petersen

**Mutize, Misheck****The impact of sovereign credit rating changes on financial market returns in Africa**

Supervisor: Sean Gossel

**Schulschenk, Jess****Effecting strategic change: The work of strategic champions in shaping narrative infrastructure**

Supervisor: Ralph Hamann

**Walters, Cyril****Design and validation of a leadership model for South African higher education**

Supervisor: Walter Baets

**Waweru, Gabriel**

**An assessment of the financial sustainability of savings and credit cooperative societies in Kenya**

Supervisor: Kutlwano Ramaboa

**2017****Makhoalibe, Puleng**

**Towards design principles for project artistry in exploratory sandpit projects: A design-based research perspective**

Supervisor: Kosheek Sewchurran

**Mugabira, Michael**

**Value chain competitiveness analysis: Entrepreneurial behavioural practices determining business success in Uganda's commercial sugar and forestry industries**

Supervisor: Richard Chivaka

**Phiroz, Zal**

**Hierarchical decision making patterns for the placement of physical supply chain entities**

Supervisor: Richard Chivaka

**2016****Addero-Radier, Betty**

**Investigating entrepreneurship as the nexus to mainstreaming the micro enterprise informal sector: A case study of blue chip companies in the Nairobi Securities Exchange and government organizations tasked with mainstreaming the micro enterprise jua kali sector in Kenya**

Supervisor: Martin Hall

**Alhassan, Abdul Latif**

**Efficiency, competition and risk-taking behaviour in the short-term insurance market in South Africa**

Supervisor: Nicholas Biekpe

**Fiador, Vera Ogeh Lassey**

**Monetary policy and economic performance - evidence from selected African countries**

Supervisor: Nicholas Biekpe

**Matanga, Cecilia Rudo**

**Unravelling the role of parliament in developing network industries: Comparative case of ICT sector reform in Kenya and South Africa**

Supervisor: Alison Gillwald

**Mayers, Nadine**

**Bringing them together: Integrating economic and social-ecological dimensions in corporate decision-making**

Supervisor: Ralph Hamann

**Mwagiru, Njeri****Women's knowledge systems and their potential contribution to leadership and socio-political transformation**

Supervisor: Kurt April

**Mwagiru, Nyambura****An inquiry into the nature of effective dialogue and discourse and peacebuilding through leadership**

Supervisor: Kurt April

**Swart-Opperman, Christina****Innovation team members: Emotive outlook and profiles comparisons**

Supervisor: Kurt April

**2015****Calandro, Enrico Simone****Governing regional telecommunication networks in a developing region: The SADC case**

Supervisor: Alison Gillwald

**Chimanga, Artwell Shingirai****The evolution and dynamics of stocks on the Johannesburg Securities Exchange and their implications for equity investment management**

Supervisor: Nicholas Biekpe

**Noruwana, Nimrod****Factors relating to and impacting eGovernment readiness in South Africa: A case of the Western Cape Government**

Supervisors: Kosheek Sewchurran &amp; Twum-Darko

**Train, Katherine Judith****Compassion in organizations: Sensemaking and embodied experience in emergent relational capability. A phenomenological study in South African human service organizations**

Supervisor: Kurt April

**2014****Kapfudzaruwa, Farai****Investigating business' contribution to climate change governance in areas of limited statehood: The case of South Africa and Kenya**

Supervisor: Ralph Hamann

**Motelle, Sephoko Ignatius****Competitiveness of the banking industry in the Southern African development community**

Supervisor: Nicholas Biekpe

**Shelley, Elanca****The role that courage plays in an Experiential Learning Process**

Supervisor: Tom Ryan

**2013****Fay, John G.**

**The Role of Market-Based Incentives in Promoting Low Carbon Development in Developing Countries**

Supervisor: Ralph Hamann

**Gordon, Adam Victor**

**Adaptive vs. visionary-advocacy approaches in scenario planning: Implications of contrasting purposes and constraint conditions**

Supervisor: Mills Soko

**Kabinga, Mundia**

**Governance, Capabilities and Performance in State Owned Enterprises: The Case of South Africa's Electricity Sector (embargoed)**

Supervisor: Anton Eberhard and Hagen Worch

**McKinney, Emma**

**The experiences of people with disabilities during their integration and retention into employment in South Africa**

Supervisors: Seyi Ladele Amosun and Linda Ronnie

**2012****Basardien, Fawzy**

**The Impact of Action Strategies on Entrepreneurial Success of Emerging/Start-up Entrepreneurs in the Western Cape**

Supervisor: Hamieda Parker

**Brafu-Insaidoo, William**

**Determinants and macro-volatility impact of international capital flows in selected sub-saharan African countries**

Supervisor: Nicholas Biekpe

**Brey, Zameer**

**Towards building a theory of Lean implementation in healthcare**

Supervisor: Norman Faull

**Esemu, Timothy**

**Innovation and value creation in the fish and cut-flower export sectors in Uganda**

Supervisor: Eric Wood

**Gossel, Sean J.**

**A macroeconometric analysis of South Africa's post-liberalisation capital inflow components**

Supervisor: Nicholas Biekpe

**Katoma, Victor**

**A framework for discretionary effort based on performance expectancies in integrated work environment**

Supervisor: Kurt April

**Jaquet, Jean-Michel**

**A non-linear approach to modelling motivation in the workplace using artificial neural networks**  
 Supervisor: Walter Baets

**Reddy, Colin David**

**Entrepreneurship, institutions and economic development a configurational approach**  
 Supervisors: Ralph Hamann and Boris Urban

**2011****Jere, Mlenga**

**Advertising to low-income consumers: Portrayals of women in Drum magazine advertisements 1981-2010**  
 Supervisor: Steven Michael Burgess

**Mutowo, Maurice**

**A resource-based view of the firm: A path dependency investigation into the sources of sustainable competitive advantage: An empirical study of the University of Rhodesia, 1945-1980**  
 Supervisor: Kurt April

**Siddle, Andrew McCalman**

**Decentralisation in South African local government: A critical evaluation**  
 Supervisor: Thomas Koelble

**2010****Daya, Preeya**

**An investigation into the relationship between diversity, inclusion and performance: An empirical study in a corporate South African organisation**  
 Supervisor: Kurt April

**Magoola, Isaac Wanzige**

**Contextual quality, performance management practice and member outcomes favourability: Evidence from a study of South African and Uganda**  
 Supervisor: Frank Horwitz

**Peter, Camaren**

**Bayesian participatory-based decision analysis: An evolutionary, adaptive formalism for integrated analysis of complex challenges to social-ecological system sustainability**  
 Supervisors: Kurt April & Anet Potgieter

**2009****Golestaneh, Maha**

**Market orientation, donor relations, and performance of South African HIV/AIDS care providers**  
 Supervisor: Steven Michael Burgess

**Gress, Tobias****On the nomological relations of culture and market orientation: The case of the German and South African automotive industries**

Supervisor: Steven Michael Burgess

**Heyns-Nell, Charlene****What mediates the effects of market orientation on performance? The case of high technology companies in South Africa**

Supervisor: Steven Michael Burgess

**Makgoba, Thabo Cecil****African workplace spirituality in South African mines**

Supervisor: Kurt April

**Malgas, Isaac****Power sector reform in Africa: The paradox of hybrid markets**

Supervisor: Anton Eberhard

**Simayi, Siyabonga****Application of lean management in the provisioning of textbooks to Eastern Cape public schools**

Supervisor: Thomas Koelble

**2008**

No GSB doctoral students graduated in this year

**2007****Gratwick, Katharine****Independent power projects in Africa: Balancing development and investment outcomes**

Supervisor: Anton Eberhard

**Mbabane, Loyiso Mzisi****Broad-based Black Economic Empowerment: A human capital development approach**

Supervisor: Frank Horwitz

**2006**

No GSB doctoral students graduated in this year

**2005**

No GSB doctoral students graduated in this year

**2004****Parker, Hamieda****Collaborative new product development: A study of governance and outcomes**

Supervisors: Norman Faull and Amy Marks

**Snyman, Anton Morkel****A strategic focus on the structuring of business combinations**

Supervisor: Piet Human

**2003****Bowerbank, Pat****The strategic development of a health care organisation: A longitudinal study of the South African physiotherapy profession, 1971 to 2000**

Supervisor: Frank Horwitz

**Pillay, Rubin****The effect of organisational structure and managerial practices on the clinical behaviour and job satisfaction of primary health care doctors, as knowledge workers, in the managed health care industry in South Africa.**

Supervisor: Frank Horwitz

**2002**

No GSB doctoral students graduated in this year

**2001****Menda, Rafael****Manufacturing strategy formulation: A process for the identification of market qualifying and order-winning criteria in manufacturing firms**

Supervisor: Norman Faull

**2000**

No GSB doctoral students graduated in this year

**1999**

No GSB doctoral students graduated in this year

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No GSB doctoral students graduated in this year

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No GSB doctoral students graduated in this year

**1996**

No GSB doctoral students graduated in this year

**1995**

**Broome, John Richard Napier**

**Stress management and organisation development: Effects of transcendental meditation on psychological, physiological, and organisational variables at the worksite**

Supervisor: Piet Human

**1994**

No GSB doctoral students graduated in this year

**1993**

**Page, Michael J. to confirm**

**The Arbitrage pricing theory: An assessment of the robustness of empirical techniques employed under conditions of thin trading and in the presence of non-normalities**

Supervisor:

Hardcopy only – BUT 650 PAGE

**1992**

No GSB doctoral students graduated in this year

**1991**

No GSB doctoral students graduated in this year

**1990**

No GSB doctoral students graduated in this year

**1989**

No GSB doctoral students graduated in this year

**1987**

No GSB doctoral students graduated in this year

**1986**

**Faull, Norman**

**A key factors approach to productivity improvement**

Supervisors: J V Leatt & A H Money

Hardcopy only – BUT 650 FAU

**1985**

No GSB doctoral students graduated in this year

**1984**

No GSB doctoral students graduated in this year

**1983****Jacobs, Michael Kalman**

**Linear regression techniques for identifying influential data and applications in commercial data analysis**

Hardcopy only – BUT 650 JAC

**1982**

No GSB doctoral students graduated in this year

**1981**

No GSB doctoral students graduated in this year

**1980**

No GSB doctoral students graduated in this year

**1979****Andrews, Grenville Stafford**

**Strategy and financial performance of South African industrial companies**

Supervisor: John Simpson

**1978**

No GSB doctoral students graduated in this year

**1977**

No GSB doctoral students graduated in this year

**1976****Wright, David Shawe – not sure if this was GSB or just UCT**

**A model of the diffusion of management science in South African business**

Supervisor: Meyer Feldberg