

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](#)

2024

Abwang, Walter Ronnie

Supply chain innovations & firm strategy: pathways to manage institutional voids in emerging markets. Case study of manufacturing firms in Uganda

Supervisor: Richard Chivaka

Bowers, Tania

Developing an intersectionality framework for exploring gender dynamics at management level within a state-owned organization in South Africa

Supervisor: Elanca Shelley

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

Maharaj, Nerisha

Leading without greed: a Vedāntic lens on wholeness toward cultivating spiritual intelligence in leadership

Supervisors: Camaren Peter & Walter Baets

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

Sprackett, Derek Slaney (still to be uploaded)

Towards a framework for enhancing dynamic capabilities during a post-merger integration

Supervisor: Kosheek Sewchurran

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 & D. Lovallo

Feront, Cecile

How do privileged insiders become change agents? A study of institutional volition

Supervisors: Ralph Hamann & 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 & Irwin Brown

Kruger, Wikus

Renewable energy auctions in sub-Saharan Africa

Supervisor: Anton Eberhard

Matenge, Tendy

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

Supervisor: Mundia Kabinga & 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

Madji, 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

2020

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 & 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 & 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

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1998

No GSB doctoral students graduated in this year

1997

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

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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