



VIRTUAL INTERNATIONAL CONFERENCE

MBALI

Programme



Beyond Covid-19

REJUVENATION, REBIRTH, A NEW WORLD ORDER

Date: 01 – 03 December 2021

Time: 08:00 - 16:00 | **Venue:** Richards Bay Campus

LIVE  **WEBINAR** <https://zoom.us/j/95516058230>

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VIRTUAL INTERNATIONAL CONFERENCE



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LIVE  **WEBINAR** <https://zoom.us/j/95516058230>

DAY 1: WEDNESDAY, 1 DECEMBER 2021

08:00 – 08:45 Registration / Coffee and Tea

08:45 – 09:15

MC: **Mr Christo Van Heerden**
Opening Address by Executive Management, **Prof NW Kunene**, and Address by the Dean, **Prof L Greyling @ A1-38**

09:15 – 10:00

Keynote Presentation @ A1-38; **Mrs Tarwireyi**
International Finance Corporation, World Bank Group, Washington DC; **Dr Z Chinzara**

THE DETERMINANTS OF PRIVATE PARTICIPATION IN INFRASTRUCTURE (PPI) AND ESTIMATE SSA POTENTIAL TO ATTRACT PPI

10:00 – 10:20

Morning Break @ Boardroom

SESSION 1
Chair:

Session 1 @A1-11
Breakout Room 1
Prof MF Vezi-Magigaba

Session 1 @A1-37 Breakout
Room 2
Prof D Iyer

Session 1 @A1-38
Breakout Room 3
Prof R Mthethwa

Session 1 @A1-10
Breakout Room 4
Prof M Livingstone

10:20 – 10:40

Ms H Zwane and Dr S Zhou, University of Zululand

Entrepreneurial challenges facing female entrepreneurs in informal micro businesses: A case study of uMhlatuze

Dr M Dywili and Dr B Ntunzi, University of Fort Hare

An investigation on the impact of Coping Strategies on Occupational Stress amongst Police Officers in the Eastern Cape Province of South Africa

Dr V Adonis, Central University of Technology

Political hegemony and power relations as toxic chemistry for a developmental local government in South Africa: Corporate Governance Approach

Mr M Phesa, Ms QP Khumalo and Prof M Sibanda, Walter Sisulu University and University of KwaZulu-Natal

Impression management examination in chairman's statements in top 40 JSE listed companies

10:40 – 11:00

Mr M Dengetsha, University of Zululand

Contextual factors and their impact on entrepreneurship intention

Mr SD Nkonde, University of Zululand

Perceived challenges faced by informal entrepreneurs in townships: A case of street trading at Esikhaleni, South Africa

Dr D Xaba, University of KwaZulu-Natal

Leading organizations through VUCA world: A model for surviving through the COVID-19 turbulences

Mrs A Soldat and Dr ACG Weyers, University of Zululand

Unlocking the value in accredited professional academic development programmes through a process of academic reflection

11:00 – 11:20

Prof W Chinyamurindi, University of Fort Hare

Can we decolonise the management science? - Narratives of students on the possibility

Dr J Mitchell, Dr LC Janse van Rensburg-Welling and Ms S Jooste, NID Training NPC

Employing people with disabilities makes good business sense

Ms N Kubheka, University of Zululand

Assessing Local Government Policy responses to graduate unemployment in the North of KwaZulu-Natal

Prof J Akande, Walter Sisulu University

SA business resilience to COVID-19; lessons from Latent Class Analysis of World Bank Enterprise Survey

11:20 – 11:40

Ms J Mhlanga, University of Johannesburg

Transport Management Within Supply Chain

Dr A Beharry-Ramraj, University of KwaZulu-Natal

Evaluating The Impacts of COVID-19 On Youth Entrepreneurship In South Africa

Dr A Oladejo, Institute for Social and Health Sciences, UNISA & SA MRC-UNISA Masculinity and Health Research Unit

The Politics of Things and a Safe Energy Transition for the Energy-Poor

Prof CG Iwu, Prof R Tengeh and Ms Z Magoda, Cape Peninsula University of Technology

Motivational factors for taking on postgraduate studies

11:40 – 12:00	<p>Mr M Thasi, Central University of Technology</p> <p>Job Satisfaction and Work Stress of Engineers and Artisans Working In The South African Gold Mines</p>	<p>Mr TT Radzilani, MANCOSA and Dr AO Ayandibu, University of Zuland</p> <p>An Investigation Into The Influence Of Negative Attitudes Toward People With Disability In The Workplace, On Employment Equity</p>	<p>Mr LM Sibiyi, University of Zuland</p> <p>Challenges of building a capable and developmental state</p>	<p>Mr N Ndaba University of KwaZulu-Natal</p> <p>News asymmetry and mean reversion rate of sequentially combined multi-factor portfolio: Evidence from Johannesburg Stock Exchange</p>
12:00 – 12:20	<p>Prof W Chinyamurindi, University of Fort Hare</p> <p>Framing career wellbeing amongst expatriate knowledge workers: A Narrative analysis</p>	<p>Dr M Dywili, University of Fort Hare</p> <p>Workplace bullying and psychological well-being. The mediating role of perceived social support at a selected government department</p>	<p>Mr BM Hlalele and Ms GM Molefe, Central University of Technology</p> <p>A regression analysis application to agriculture insurable project risk vulnerability assessment: Eastern Free State, South Africa</p>	<p>Mr I Maposa, Prof M Sibanda and Dr B Nomlala , University of KwaZulu-Natal</p> <p>Dynamic switching and structural breaks: An analysis of Russia, China, U.S and the WTI oil indices</p>
12:30 – 13:20 LUNCH @ Dining Hall (ground floor)				
SESSION 2 Chair:	<p>Session 2@A1-11 Breakout Room 1 Dr NN Jili</p>	<p>Session 2 @A1-37 Breakout Room 2 Dr KD Ilesanmi</p>	<p>Session 2 @A1-38 Breakout Room 3 Dr B Mazorodze</p>	<p>Session 2 @A1-10 Breakout Room 4 Mr NC Ndebele</p>
13:20 – 13:40	<p>Dr M Mathibe, Dr T Muchenje and Dr M Masonta, Gordon Institute of Business Science, University of Pretoria</p> <p>Assessing The Effectiveness of 4IR Strategy On South African Township Economy: Smart Township Perspective</p>	<p>Mrs Victoria Mntambo and Mrs Nhlanhla Koenane, University of Zuland</p> <p>Career choice, guidance and preparedness for high school learners: A case study of a rural school at Mhlathuze Municipality</p>	<p>Mr NT Zondo and Prof RM Mthethwa, University of Zuland</p> <p>The assessment of public participation challenges at Jozini Local Municipality</p>	<p>Ms N Nxumalo, University of Zuland</p> <p>Exploring the extent in which inter-organizational networks promote female owned cooperatives</p>
13:40 – 14:00	<p>Prof CG Iwu, Cape Peninsula University of Technology</p> <p>A socio-anthropological understanding of the reasons for female entrepreneurs' attraction to social media</p>	<p>Prof IK Habdul-Hamid, University of Professional Studies, Accra, Ghana</p> <p>Incorporating Sustainable Development in Marketing Theory: Revisiting the Sustainability Marketing Mix</p>	<p>Mr AR Tewari, University of KwaZulu-Natal</p> <p>Experiential Learning In Analysing The Lessons Of 9th Grade English In Haldwani, Uttarakhand: A Reflection And Case Study</p>	<p>Mr MC Madwe, University of Zuland</p> <p>Assessing the Level of Financial Literacy among Vulindlela Community Members, KwaZulu-Natal, South Africa</p>
14:00 – 14:20	<p>Mr NR Mofokeng and Ms BT Sibizo, University of Zuland and University of Johannesburg</p> <p>A Discourse Analysis of Mbeki's and Bolsonaro's Pandemic Denialism</p>	<p>Dr T Chimucheka, University of Fort Hare</p> <p>Self-efficacy, family background and entrepreneurial intention of university students</p>	<p>Dr D Xaba, University of KwaZulu-Natal</p> <p>Can state institutions be regarded as Complex Adaptive Systems? An examination of the South African government adaptation to lockdown restrictions</p>	<p>Ms Z Dlaza, University of Fort Hare</p> <p>Students Intentions and Attitudes Towards Using Information and Communication Technology (ICT) for the Purpose of Counselling</p>

<p>14:20 – 14:40</p>	<p>Mr OE Ajayi, Ajayi Crowther University, Oyo, Nigeria</p> <p>Microblogging marketing: a product of the fourth industrial revolution</p>	<p>Ms N Zanele, University of Zululand</p> <p>Assessing the potentials of rural tourism in the communities around Hluhluwe iMfolozi Park</p>	<p>Ms RU Sishawu and Dr NN Jili, University of Zululand</p> <p>Investigating the effects of poor service delivery on women in rural regions</p>	<p>Prof O Oni, University of Fort Hare</p> <p>The Influence Of Inventory Management Practices On The Growth Of Small Medium Enterprises In East London, Eastern Cape Province, South Africa</p>
<p>14:40 – 15:00</p>	<p>Dr M Ramchander and Prof MM Nadar, Durban University of Technology</p> <p>An integrated Safety, Health, Environment and Quality Management System for a multi-business packaging organisation in South Africa</p>	<p>Ms NC Dlomo, University of Zululand</p> <p>Motivation for domestic leisure tourism in Mtubatuba Local Municipality, KwaZulu-Natal</p>	<p>Dr A Adams and Prof I Kaseeram, SD Dombo University of Business and Integrated Development Studies, Ghana, University of Zululand</p> <p>Urban Agriculture and Farmers Willingness-to-Pay for Treated Wastewater: Insights from Vegetable Producers in the Greater Accra Metropolis of Ghana</p>	<p>Mrs A Soldat, University of Zululand</p> <p>Analysing The Need For Financial Literacy In Micro-Enterprises In The City Of Umhlatuze, Kwazulu-Natal</p>
<p>15:00 – 15:20</p>	<p>Mr B Mthethwa, University of Zululand</p> <p>Enhancing Youth Entrepreneurial Development through Social Entrepreneurship</p>	<p>Prof GV Nani, National University of Science and Technology, Zimbabwe</p> <p>Survival of the fittest. How Small and Medium Enterprises (SMEs) in the Bulawayo Metropolitan Province, Zimbabwe, experienced the COVID-19 pandemic</p>	<p>Dr B Mazorodze, University of Zululand</p> <p>A Post-Pandemic Economic Outlook for uMhlatuze Municipality in South Africa</p>	<p>Mr NDM Hlongwa and Dr NN Jili, University of Zululand</p> <p>Public participation and enhancement of service delivery in the Zululand District Municipality, KwaZulu-Natal Province</p>
<p>15:20 – 15:30</p>	<p>Mr SK Mdhuli, Dr NN Jili and Dr TC Adetiba, University of Zululand</p> <p>An evaluation of the practice of basic values and principles of Public Administration in the Zululand District</p>	<p>Ms TL Khambule and Dr S Zhou, University of Zululand</p> <p>Identifying Risks Management Strategies of SMMES in Retail and Manufacturing Industries in Umhlatuze Municipality</p>	<p>Ms MP Jeza, Prof L Greyling and Dr KD Ilesanmi, University of Zululand</p> <p>Inflation and Unemployment in the South African Democratic Era: Is There Any Trade-off?</p>	<p>Mr Khulekani Ignatius and Prof Irrshad Kaseeram, University of Zululand</p> <p>The Determinants of Unemployment and the Discouraged Worker Effect in the rural and peri-urban areas of uMhlatuze Local Municipality</p>

15:30 – 16:00 NETWORKING

DAY 2: THURSDAY, 2 DECEMBER 2021

08:30 – 09:00 Coffee and Tea @ Dining room

09:00 – 09:45

MC: **Mr Shalen Heeralal**
Keynote Presentation @ A1-38; **Prof DD Tewari**
Indira Gandhi National Tribal University Amarkantak, Madhya Pradesh, India; **Prof SK Baral**
Social Entrepreneurship for Development

09:45 – 10:15

Keynote Presentation @ A1-38; **Prof Vezi-Magigaba**
Chair of the School of Business & Finance, University of the Western Cape; **Prof R Shambare**
Mindset A Way Forward

10:30 – 11:00 Morning Break

SESSION 1
Chair:

Session 1 @A1-11
Breakout Room 1
Mr S Nkonde

Session 1 @A1-37 Breakout
Room 2
Dr S Zhou

Session 1 @A1-38
Breakout Room 3
Prof DD Tewari

Session 1 @A1-10
Breakout Room 4
Prof I Kaseeram

11:00 – 11:20

Mr F Okornoe,
University of Professional
Studies, Accra, Ghana

The Effects of COVID-19
Pandemic On the Education
Service Sector in Ghana

Mr BB Angenu,
University of Professional
Studies, Accra, Ghana

Corporate Social Initiatives
and Customer Loyalty in the
Telecommunication Industry

Prof DD Tewari and
Prof L Greyling,
University of Zululand

Moral Capital and Economic
Progress: An Historical
Examination

Dr B Makhoba,
University of Zululand

Investigating Asymmetric
Effects of Public Debt on
Economic Growth: Evidence
from Emerging and Frontier
SADC Economies

11:20 – 11:40

Ms N Qumbisa, University
of KwaZulu-Natal

The attributes of informal
financial mechanisms
(IFMs) "Umholiswano",
a potential model for
social entrepreneurship
intervention targeting societal
transformation of rural
communities

Ms BS Beatrice, University
of
the Free State

Exploring the challenges of
single-owner Airbnb in Durban,
South Africa

Mr NR Sing, University
of Zululand

Moral Capital Perspective
from Sanathan Dharma
(Hinduism)

Ms M Lekoa,
Prof U Kolanisi,
S Nzama,
A Mthembu,
University of Zululand

Waste management
characterisation for social
transformation in Northern
KwaZulu-Natal

11:40 – 12:00

Mr E Tayviah, University
of Professional Studies,
Accra, Ghana

The COVID-19 Pandemic and
Food Supply Chain: A New
World Order

Mr AO Omotosho and Dr
AO Ayandibu, University of
Zululand

Pathway to Digital
Transformation of South African
SME's: An Ecosystemic Network
Framework

Prof SK Baral, Indira
Gandhi National Tribal
University, Amarkantak,
Madhya Pradesh, India

The Conceptual Framework
of Moral Capital as an
Intellectual Property: A
Perspective Study

Mr MM Mlangeni,
University of Zululand

Estimating the contribution of
the government sector to the
clothing and textiles industry
in SA

12:00 – 12:20

A Mthembu,
Ms T Kheswa and
Prof U Kolanisi,
University of Zululand

The effect of COVID-19 on
human economy of rural
women led 'umholiswano'
in the northern region of
KwaZulu-Natal

Ms N Tshabalala,
University of Fort Hare

(Re)- Imagining Disability
Inclusive Workplaces and
Human Development in the New
Normal

Dr KD Ilesanmi and
Prof DD Tewari,
University of Zululand

Roles of banks in times of
crisis: More regulation or
Moral capital?

Prof I Choga, North West
University

The Impact Of Technological
Advancement On The South
African Labour Market

<p>12:20 – 12:40</p>	<p>Dr VN Ndou, Mangosuthu University of Technology</p> <p>Effect of using different levels of Nitrogen doses on plant growth and yield under rain-fed monocropped maize and maize-bean intercropping system</p>	<p>Mrs ST Jembere and Prof P Moodley, Durban University of Technology and University of Johannesburg</p> <p>Consumer acceptance of AI devices, a millennial's perspective</p>	<p>Dr I Mthembu, University of Zululand</p> <p>Are auditors moral capital agents for corporates?</p>	<p>Prof H Ngalawa, University of KwaZulu-Natal</p> <p>Inflation Dynamics, Output, and Monetary Policy in Malawi: Is the countrys Phillips Curve Symmetric?</p>
<p>12:40 – 13:00</p>	<p>Mr M Thasi, Central University of Technology</p> <p>Influence Of Talent Management Practices On Employee Retention In The South African Mining Industry</p>	<p>Mrs BM Moyo, University of Zululand</p> <p>The role of Leadership in family-owned business: A South African perspective</p>	<p>Ms Idah Zwane, KZN Treasury</p> <p>Educating Public servants on Moral Capital</p>	<p>Dr A Adams and Prof DD Tewari, SD Dombro University of Business and Integrated Development Studies, Ghana, University of Zululnd</p> <p>Integrating Add-on Activities into Microfinance: A Systematic Review of the Evidence of impacts</p>
<p>13:00 – 13:40 LUNCH @ Dining Hall (ground floor)</p>				
<p>14:00 – 14:45</p>	<p>Keynote Presentation @ A1-38; Prof L Greyling Creativity and Innovativeness leads to originality in Research Conceptualisation; Dr A Wentzel</p>			
<p>SESSION 2 Chair:</p>	<p>Session 2 @A1-11 Breakout Room 1 Dr K Naidoo</p>	<p>Session 2 @A1-11 Breakout Room 2 Dr A Ayandibu</p>	<p>Session 2 @A1-11 Breakout Room 3 Dr S Zhou</p>	<p>Session 2 @A1-11 Breakout Room 4 Dr B Makhoba</p>
<p>14:45 – 15:05</p>	<p>Dr EC Rungani, University of Fort Hare</p> <p>The effectiveness of SMME support on business survival: A retrospective analysis of the COVID 19 era</p>	<p>Ms J Du Preez, The Da Vinci Institute</p> <p>A Sensemaking Framework to Improve Stakeholder Engagement in the Context of Wicked Problems</p>	<p>Ms T Nene, Dr KD Ilesanmi and Mr MS Sekome, University of Zululand</p> <p>The effect of inflation targeting policy on the inflation uncertainty and economic growth in developing countries</p>	<p>Mr ET Jumpah and Dr A Adams, CSIR-Science and Technology Policy Research Institute, Cantonments, Accra, Ghana</p> <p>More or Less: Sustainable Intensification Practices Adoption and Farm Households' Labour Demand in Ghana</p>
<p>15:05 – 15:25</p>	<p>Dr H Shava, Walter Sisulu University</p> <p>Service Quality and Customer Satisfaction Experience Among South African Mobile Telecommunications Consumers</p>	<p>Dr BT Gamede, University of Zululand</p> <p>Entrepreneurship as a tool for Job creation and Economic growth</p>	<p>Dr K Ndwandwe, University of Zululand</p> <p>Benefits of self-care- self-paced strategy to promote healthy living through life-style modification in people with type-2 diabetes mellitus</p>	<p>Mr Z Maseko and Dr I Moyo, University of Zululand</p> <p>Understanding the socio-economic influence of iSimangaliso Wetland Park on the community of KwaNibela, KwaZulu, Natal, South Africa</p>

<p>15:25 – 15:45</p>	<p>Mr M Ndasana, University of Fort Hare</p> <p>An analysis of performance management and organizational success in local government administration in South Africa: a case study of Buffalo City Metropolitan Municipality (BCMM)</p>	<p>Mr SG Ndlovu and Mr S Heeralal, North-West University & University of Zululand</p> <p>Investigating marketing activities role on the purchase of private label brands: A systematic review of trends in literature</p>	<p>Ms N Mqolombeni, Prof DD Tewari and Dr KD Ilesanmi, University of Zululand</p> <p>The impact of government debt on economic growth of heavily indebted African countries</p>	<p>Mr LT Zungu and Prof L Greyling, University of Zululand</p> <p>The impact of macroprudential policies on the income and wealth inequality: A comparative study of emerging economics</p>
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16:05 – 16:30 NETWORKING

DAY 3: FRIDAY, 3 DECEMBER 2021

08:30 – 9:00 Coffee and Tea @ dining room

<p>09:00 – 09:30</p>	<p>MC: Dr Lizelle Calvino Keynote Presentation @ A1-38; Prof D Iyer Head of the South African Human Rights Commissions, KwaZulu-Natal Provincial Office; Advocate L Lotz Human Rights Commission Challenges and Achievements</p>
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<p>09:45 – 10:15</p>	<p>Morning Break @ Boardroom</p>
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<p>SESSION 1 Chair:</p>	<p>Session 1 @A1-11 Breakout Room 1 Mr S Heeralal</p>	<p>Session 1 @A1-37 Breakout Room 2 Dr NN Jili</p>	<p>Session 1 @A1-38 Breakout Room 3 Dr L Calvino</p>	<p>Session 12 @A1-10 Breakout Room 4 Dr T Matadi</p>
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<p>10:20 – 10:40</p>	<p>Ms Ade Shola Osunsanmi, and Mr S Heeralal, University of Zululand</p> <p>Consumer Perceptions Towards the Marketing of Functional Foods in Umhlathuze Municipality, South Africa</p>	<p>Mr M Matyana and Prof RM Mthethwa, University of Zululand</p> <p>The conundrum of Community Participation in Integrated Development Plan at Winnie Madikizela Mandela Local Municipality: Exploring a better future</p>	<p>Dr L Ramaccio Calvino, University of Zululand</p> <p>Higher Education Pedagogy Amid COVID-19: Evaluating the Contextual Issues Impeding Transformation of the Traditional Education System from a South African Perspective</p>	<p>Ms S Khanyile, University of Zululand</p> <p>An analytical study focusing on negligence under context of criminal law</p>
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<p>10:40 – 11:00</p>	<p>Mrs NC Ngxito, University of Zululand</p> <p>Compensation structure and employee commitment: the case of academics at a comprehensive tertiary institution</p>	<p>Mr PBM Ndlovu, University of Zululand</p> <p>A Comparison of body composition, physical activity status of urban and rural primary School u12 learners in King Cetshwayo District Municipality</p>	<p>Prof D Iyer, University of Zululand</p> <p>The Legalities Of Mandatory COVID-19 Vaccination At Universities: Lessons To Be Learnt From Klaasen V Trustees Of Indiana University</p>	<p>Dr L Barit, Advocate of the High Court of South Africa</p> <p>Beyond COVID 19: A Rejuvenation of the Auction Industry. An Ethical Aspect</p>
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<p>11:00 – 11:20</p>	<p>Ms J Mhlanga, University of Johannesburg</p> <p>Product And Process Design Of Sanitary Pads</p>	<p>Ms MP Ngema, University of Zululand</p> <p>Exploring perceptions on the causes, consequences and maintenance of student vandalism of public secondary schools in South Africa</p>	<p>Adv H Schoeman, University of Zululand</p> <p>Are South African law schools ready for the Fourth Industrial Revolution?</p>	<p>Ms S Mbatha, University of Zululand</p> <p>Sexual harassment policies in South African Higher Education Institutions: Knowledge and perceptions of Students</p>
<p>11:20 – 11:40</p>	<p>Mrs Y Nkomo, University of Zululand</p> <p>Racial differences in smoking and reproductive health in South Africa</p>	<p>Mr JM Mbuya, University of Johannesburg</p> <p>Investigating Poor Performance of Staff in a Local Government Legislature</p>	<p>Dr MZ Shamase, University of Zululand</p> <p>The Rule Of Law Across The Brics: An Overview</p>	<p>Mr MC Buthelezi, University of Zululand</p> <p>Action for Wrongful Arrest, Detention, Malicious Prosecution in South African Law of Delict – Are Complainants Delictually Liable? Unravelling GC v JC and Others (Case No. 205/2019) ZASCA 012 (3 February 2021)</p>
<p>11:40 – 12:00</p>	<p>Ms S Nkosi, University of Zululand</p> <p>The essence of Local Economic Development in South African Communities</p>	<p>Mr TT Radzilani, University of Zululand</p> <p>Strategic Intent Investigation of Motto in The Hierarchy Together with Vision and Mission in Public Sector of National Departments in South Africa</p>	<p>Prof A Nicolaides, University of Zululand</p> <p>Ethical Leadership in African Business</p>	<p>Mr S Sibiyi, University of Zululand</p> <p>Mandatory COVID-19 Vaccination in the South African Workplace: A lesson from the United States</p>
<p>12:00 – 12:20</p>	<p>Ms T Mpungose and Prof RM Mthethwa, University of Zululand</p> <p>Investigating The Effectiveness of South African Monitoring and Evaluation Tools in Sustainable Development Policies</p>	<p>Dr V Adonis, Central University of Technology</p> <p>Reflections on leadership in a developmental local government in South Africa: The Case of Local Government in the Free State province</p>	<p>Dr LR Ngwenyama, University of KwaZulu-Natal</p> <p>The Constitutional Implication For Tenants Who Are Unable To Pay Rent Or Utility Bills During The COVID-19 Pandemic</p>	<p>Dr O Oke-Samuel, Adekunle Ajasin University, Akungba -Akoko, Nigeria</p> <p>Realising SDG Goal 15 through Effective Control of Wildlife Crimes and Implementation of Global Mandate on Sustainability in South Africa and Nigeria</p>
<p>12:20 – 12:40</p>	<p>Ms B Essah, Office of the Attorney-General & Ministry of Justice, Ghana</p> <p>Bureaucratic Public Organizations and Women's Transformational Leadership: A Case Study On Senior Female Managers in Ghana's Civil Service</p>	<p>Ms H Mathonsi, University of Zululand</p> <p>Violent student protests at the South African Universities: Possible deterring solutions</p>	<p>Dr T Matadi and Dr K Naidoo, University of Zululand</p> <p>Possibilities and challenges for designing and reviewing the LLB curriculum in South Africa. What is the appropriate remedy?</p>	<p>PMR LT Zungu and Prof L Greyling, University of Zululand</p> <p>Nonlinear dynamics of the development-inequality nexus in emerging countries: The case of a prudential policy regime</p>

12:00 – 13:30 CLOSING OF CONFERENCE AND LUNCH



VIRTUAL INTERNATIONAL CONFERENCE



Prof. (Dr.) SK Baral

Prof. (Dr.) SK Baral has did his M. Com, PGDBA, LL. B, MBA and Ph.D. (Awarded in the year 1999) from Utkal University, Bhubaneswar, Orissa and as an active academician, he has been closely associated with several Indian and foreign Universities. He is a Visiting Professor to the Southampton Solent University, UK and University of Washington, Bothell, USA. He is an Accredited Management Teacher (AMT) recognised by All India Management Association (AIMA), New Delhi, India in the year 2009. QIP in 'Professional Ethics' from IIT-KGP, India, under C E P in the year 2011. He has been professionally trained from Reed B-School, London, UK and the London Community College, London, UK in 'Motivational Techniques' and 'Management – Leadership' respectively in the year 2009. He is also been recognized as a CEGR Certified Academic Leader and to his credit he has earned 06 copyrights in his favour (from Government of India). He has served 07 years in corporate in the capacity of a Senior Executive and 26 years rich experience in teaching which included Marketing Management, Strategic Management, Financial Management, Rural Management, Leadership & Entrepreneurship Development. He has authored the fourteen and edited six books which are most current, comprehensive and state-of-art analysis to fulfil the need of Commerce & Management students, professionals and executives working in related fields, Moreover, he has been awarded with about 20 different national and international awards by Government and research-academic institutions for the immense contributions his studies have made to society.



VIRTUAL INTERNATIONAL CONFERENCE



Dr. Ziv Chinzara

Ziv Chinzara is an Economist and Strategist in the Economics and Country Engagement Department of the International Finance Corporation (IFC) in Washington D.C. As part of a team of Economists and Strategists, his work focusses on (i) macroeconomic advisory to IFC investment teams, (ii) preparing Private Sector Diagnostics and IFC Country Strategies, (iii) supporting the preparation of project concepts and Project Board Paper, (iv) preparing updates for Senior Management. His work primarily covers Bahrain, Iran, Iraq, Kuwait, Libya, Oman, Qatar, Saudi Arabia, Palestine, United Arab Emirates and Yemen, but has also been involved in Private Sector Diagnostics for Madagascar, Uganda, and most recently Eswatini where he is leading a team to prepare the diagnostic. Before joining the IFC, he was an Economist in the Macroeconomics, Trade and Investment Global Practice (MTI GP) of the World Bank for four years, covering Zambia and Lesotho. In this capacity, he led MTI GP's macroeconomic monitoring, analytics, and diagnostics covering

these countries, as well as leading World Bank's macro-fiscal dialogue with these countries' Ministries of Finance, National Planning, central banks, parliament, civil society, etc. He also worked with the IMF, to prepare these countries' debt sustainability reports.

Before joining the World Bank Group, he worked at the Macroeconomic Policy Division of the United Nations Economic Commission for Africa (UNECA) in Addis Ababa, where he contributed to flagship reports and policy documents, such as the UN's World Economic Situation and Prospects (WESP), UNECA's Economic Report on Africa, Macroeconomic Framework for Africa's Structural Transformation, Africa's Financing Gap for SDGs, the Millennium Development Goals report, and Africa's Position of Sustainable Development Goals. Previously, he was a Lecturer in at Rhodes University (South Africa); and teaching assistant at Queensland University of Technology (Australia). He has a PhD in Economics from the Queensland University of Technology, Masters in Financial Markets from Rhodes University, and undergraduate degree in Economics from the University of Fort Hare. He has published several reviewed journal articles, working papers and reports.



VIRTUAL INTERNATIONAL CONFERENCE



Advocate Lloyd Lotz

Advocate Lloyd Lotz, BA (Law), LLB, LLM (UKZN), is an advocate of the High Court of South Africa. He is the provincial Head of the South African Human Rights Commission's KwaZulu-Natal Provincial Office, where he spearheads the protection, promotion and monitoring mandates of the Commission. Spent over 12 years as a lecturer and senior lecturer at the University of KwaZulu-Natal and the University of Zululand respectively, mainly lecturing and researching in Human Rights (street law and human rights education), Medical Law and Bioethics, Delict and Intellectual Property Law. Has numerous publications on law and human rights issues and has presented numerous papers at national and international conferences. Has also done research projects on the Audit of Human Rights in Southern Africa and on Police Oversight Mechanisms in the Southern African Region for the Human Rights Trust of Southern Africa (SAHRIT) and for the Southern African Police Accountability Network (SAPAN). Served as an Associate on the African Scholars for Knowledge Justice at UCT (2015-2017), a project that explores the nexus between intellectual property and human rights. Serves on the boards Street Law South Africa, Centre for Economic Governance and Accountability in Africa, and Digitan (Pty) Ltd.





Prof. Richardson Shambare

Prof. Richardson Shambare is an Associate Professor and Chair of the School of Business & Finance (SBF) at the University of the Western Cape in Cape Town, where he teaches in numerous modules in management. In addition, Prof. Shambare supervises postgraduate students at the Masters and PhD levels. To date, he has supervised more than 40 master's students and 10 PhD students from TUT, Univen, Universite Libre de Bruxels (Belgium). In terms of teaching experience, Prof. Shambare has taught at the Tshwane University of Technology in Pretoria and the University of Venda in Thohoyandou, Limpopo. Prof. Shambare is passionate about entrepreneurship, having studied entrepreneurship in his undergraduate studies at Reinhardt College (now Reinhardt University), where he was, in 1996, the founding Vice President of the Students in Free Enterprises (SIFE), now re-branded to Enactus. He also served as the Faculty Advisor of SIFE (Enactus) at Tshwane University of Technology and University of Venda. Prof. Shambare also sits on the Community of Practice of the Entrepreneurship Development in Higher Education (EDHE), a consultative body on entrepreneurship education in South Africa that is constituted by the

Department of Higher Education & Training (DHET). Prof. Shambare has held various guest professorship positions; the latest being at the Institut für Mittelstandsforschung (Institute for SME Research), University of Mannheim (Mannheim, Germany); The Department of Economic Sociology, University of Vienna (Vienna, Austria); Faculty of Business Engineering & Entrepreneurship, Saxion University. Prof. Shambare's research interests are in the areas of entrepreneurship and marketing, where he specialises in research into the entrepreneurship-marketing interface (EMI). In this regard, he researches into the psychology of entrepreneurs, which spans topics such as adoption of innovations and technologies among entrepreneurs, how these technologies are used in the marketing functions of a business. In particular, the application of mobile phones and social media in developing small businesses are his passion. He has published in DHET accredited and presented his research at several national and international conferences.



VIRTUAL INTERNATIONAL CONFERENCE



Dr Arnold Wentzel

Dr Arnold Wentzel is a trained Economist who completed his PhD in Economics from the University of Johannesburg that focused on the analysis of creative reasoning in economics. He has worked both within the private sector in the field of insurance and within a number of University environments which includes his current institution Universidad Antonio Narino, Bogota, Columbia, University of Pretoria, University of Johannesburg and the Midrand University. He is a specialist in the field of innovations, innovations management inclusive of issues around patent formulation and management that extends into industrial engineering patents. Furthermore, his specialist interest has spilled over into interdisciplinary domains including entrepreneurship, innovations and patent, risk management for patents and into researching and writing the theoretical papers behind patents. Dr Wentzel is a versatile and multitalented academic who spent many years teaching core and applied Economics, Finance and Investment Management subjects but also advanced into training staff and postgraduate students in research writing across many different disciplines.



Incorporating Sustainable Development in Marketing Theory: Revisiting the Sustainability Marketing Mix

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Abstract

The concept of sustainable development over the years has influenced the understanding of several twigs of sustainability like sustainability marketing. Given that, sustainability marketing like most twigs adopts the economic, social and ecological (ESE) dimensions of sustainability in its conceptualization or operationalization. Marketing strategy twirls on managerial controllable factors like price, product, promotion, place, people, physical evidence, and process (7ps). Thus, most marketing activities fall in at least one of the Ps or a combination of the Ps. The current view of sustainability marketing seems not to fully integrate all the 7Ps of marketing. Consequently, the definition and conceptualization of sustainability marketing from the ESE perceptive might limit the comprehensiveness of sustainability marketing. Therefore, this investigation aims to revisit the concept of sustainability marketing focusing on both the ESE and 7ps perspectives. The paper will contribute to the emerging discussion on marketing and sustainability by exploring and providing a holistic view of sustainability marketing.

VIRTUAL INTERNATIONAL CONFERENCE



Integrating Add-on Activities into Microfinance: A Systematic Review of the Evidence of Impacts

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Abstract

The impact created by microfinance has long been a running debate in the microfinance literature especially, between the welfarists and institutionalists though the consensus that some trade-offs exist has emerged in recent times. Evidently, microfinance is a useful tool for fighting poverty and improving the welfare and entrepreneurial skills of people especially women. A number of additional activities (add-ons) have been introduced and integrated into microfinance activities in recent times with the view to meeting the social needs of various groups and sustaining microfinance intervention in communities. However, no comprehensive assessment has yet been done to ascertain the nature of integration, impacts created, and value addition of these activities. Using the inclusion and exclusion criteria, a comprehensive and critical review of the existing literature on microfinance add-on activities (integrated) is provided with a focus on Africa and Asia. The main impact areas revealed are enterprise development, improved health and educational outcomes, facilitate information dissemination in communities, and increased accessibility of both financial and non-financial services delivery to the poor. The study recommends that programme implementers, policymakers, financiers, and governments should pay more attention to integrating other developmental activities into microfinance taken into account the geographical location and cultural values of clients for greater impact.

Keywords: Add-ons, Integration, Microfinance, Village Savings and Loans Associations.

Urban Agriculture and Farmers Willingness-to-Pay for Treated Wastewater: Insights from Vegetable Producers in the Greater Accra Metropolis of Ghana

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Abstract

Urbanization and water scarcity poses a challenge to urban vegetable production and livelihoods in major cities across the world. At the same time, increasing demand for fresh vegetables coupled with the high profitability of the vegetable production enterprises has made it attractive and indispensable as it creates jobs along the entire crop value chain. This study analysed the efficiency performance of urban vegetable producer's and their willingness-to-pay for treated wastewater using data collected from 214 farmers. By applying the Data Envelopment Analysis (DEA) and logistic models, the results show that the current production system is technically inefficient as 33% more output could have been produced using the existing resources. The mean amount that farmers are willing-to-pay for treated wastewater to be delivered on their farms is GH¢35 per month but the amount varies from GH¢30 to GH¢50 per month. Cost of pesticides, farmer experience in production, market demand, type of irrigation practised and the prevailing market price are the main factors that significantly influence farmers' willingness-to-pay for the treated wastewater. Strengthening public-private partnerships in the treatment and utilization of water resources and providing technical training to urban producers could enhance the efficient use of treated wastewater in agriculture.

Keywords: Treated wastewater, efficiency, willingness-to-pay, vegetable production, Ghana.

Political hegemony and power relations as toxic chemistry for a developmental local government in South Africa: Corporate Governance Approach

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Abstract

The strategic objectives of the developmental local government are, in the main, socio-economic development and democracy for local communities in South Africa. The architecture of local government as presented in different municipalities in the country in the form of political and administrative leadership, strategy and structure, and organisational culture, have proven to be products of political hegemony and power relations of and by dominant and political party or parties and alliances governing the specific and affected municipalities. The paper argues that the political hegemony and power relations are toxic for the successful attainment of the strategic objectives of the developmental local government. The paper employs extant conceptual and theoretical studies through content analysis to provide a more concrete understanding of the developmental local government concept and philosophy for their effective application. The paper will describe the defining features of the developmental local government and how political hegemony and power relations interact in the sphere of local government. The paper recommends new public governance, public value, new public management, strategic leadership, and good governance as the appropriate theories that should underpin developmental local government. This paper contributes to a better understanding of the phenomenon, that is devoid of political hegemony and power relations, and its practical applicability for greater impact towards a successful attainment of its strategic objectives.

Keywords: Political hegemony, power relations, developmental local government, new public governance, public value, new public management, strategic leadership, good governance and corporate governance.

Reflections on leadership in a developmental local government in South Africa: The Case of Local Government in the Free State province

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Abstract

The South African Constitution enjoins local government with the responsibility of building local democracy and promoting socio-economic development in their respective communities. The developmental local government that came into effect in 2000, further accentuates this strategic objective by committing to working with local communities to find sustainable ways to meet their needs and improve the quality of their lives. Recent reports, and in particular, the 2019/2020 Auditor-General's Report reveals a gloomy picture of a developmental local government that is wasteful, corrupt, and unethical. These disturbing developments take place under the watchful eye of, both political and administrative leadership of the adopted developmental local government. The failure to play an oversight role by political leadership and the rampant inefficiencies in local government administrative leadership, continue unabated with impunity and no consequence management. The paper argues that poor performance and dysfunctional state of local government are perpetuated and nourished by poor, ineffective, inefficient, incompetent, and unethical leadership in local government. In other words, both political and administrative leadership in local government are not fit for purpose. The paper will reflect on challenges of both political and administrative leadership in developmental local government and provide recommendations. This qualitative study will focus on local government in the Free State province as a case study.

Keywords: Leadership, developmental local government, socio-economic development, strategic objective, local communities.

Microblogging marketing: a product of the fourth industrial revolution

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Abstract

Microblogging is a new and socialized media that is a product of the fourth industrial revolution. Aggressive development has far-reaching consequences for humans in every way. There is also an increase in the number of market methods and studies all over the world. Internet marketing is also a hot topic among stockholders, non-profit organizations, state and non-state actors. Recently, a large number of social websites such as Twitter, Tumblr, Plurk, and so on have become popular among regular internet users. In this paper, I attempted to explain how microblogging has forced the market to grow with the help of the fourth industrial revolution and how microblogging has formed strategies in such a time. Further studies should look into how Corporate microblogging would help employees at work.

Keywords: Marketing, Microblogging, internet, Fourth industrial revolution.

SA business resilience to COVID-19; lessons from Latent Class Analysis of World Bank Enterprise Survey

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Abstract

The impact of COVID-19 on businesses have manifested in different degrees across the globe. Yet, literature has not classified businesses in terms of their resilience to the pandemic. We applied latent class analysis (LCA) to the 2020 World Bank Enterprise Survey of the Gauteng province in South Africa (SA) to categorise the businesses resilience to COVID-19 impacts in terms of their operations and short-term finances. We found evidence to suggest that 79% and 13% of businesses suffered operational and short-term financial constraints, respectively. We concluded that many SA did not show resilience to the pandemic evident in the surge in the latest bankruptcy filing. The study has implications for targeted intervention application.

Corporate Social Initiatives and Customer Loyalty in the Telecommunication Industry

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Abstract

There is increasing interest in how firms practice corporate social responsibility and sustainability. This has led to the development of various models or frameworks to guide firms and institutions in being responsible. Some of these globally accepted frameworks are Sustainable Development Goals, GRI, and Corporate Social Initiatives. These frameworks have inspired various contributions to the existing literature. This paper joins the conversation on corporate social initiatives (CSI). More profound is the attempt of this paper to link corporate social initiatives to having loyal customers. The paper presents a literature review to develop hypotheses suggesting a linkage between the constructs.

The Conceptual Framework of Moral Capital as an Intellectual Property: A Perspective Study

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Abstract

Intellectual property rights have become increasingly serious as the information age has progressed, with digital recording, storage, and transmission becoming the standard. Computer programmes that cost tens of thousands of dollars in study are duplicated in a matter of seconds. Almost all musical artist's digital bootleg copies are accessible at rock-bottom costs. Furthermore, there is a basic imbalance in people's views toward physical and intellectual property. One of the most notable characteristics of the information era is that these problems take on a global perspective when analysing IPR in depth. It goes without saying that generating hypotheses to these difficulties is conceptually demanding in this paper. This anthology has been put together so that a number of significant papers on intellectual property ownership and digital information can be accessible in one place. It is hoped that this will aid teaching and study in this rapidly developing subject. In addition to vehicles, computers, land, and other tangible goods, intellectual property law permits individuals to obtain ownership rights to works of literature, musical compositions, manufacturing techniques, computer software, and other intangible things. Setting aside the difficulties about justifying intellectual property rights, which is the major topic of this study, a quick definition of intellectual property would be useful under the umbrella of moral capital.

Keywords: Moral Capital, Intellectual Property, Digital Recording, Copy Rights and Patents, Trademarks.

Beyond COVID 19: A Rejuvenation of the Auction Industry. An Ethical Aspect

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Abstract

The after effects of Covid 19 are wide. Certain industries have collapsed. However a few were revitalised. One of them being the auctioneering industry. This has resulted in the establishment of numerous new auction houses. Also, older auction firms which were in decline suddenly experiencing a growth spurt. A factor is said to be the attempt by many to have a quick and effective disposal of assets. Serious questions have however been expressed with respect to certain happenings at auctions. A concern is with respect to what is known as shill bidding. This is the practice of the auctioneer or the seller (sometimes both) inflating the hammer price for the auctioned items by means of a planted bidder (sometimes bidders) being present on the auction floor. The sole purpose of shill bidding is to deceive genuine buyers into bidding higher and higher, whilst the shill bidder has not the slightest intention of making a purchase. Decided court cases indicate that such a practice is illegal. This paper does not delve into the legal aspect but rather looks at the ethical question with respect to shill bidding. Two ethical theoretical concepts will be analysed. This will place shill bidding into an ethical context. The first is the Deontological Ethical Perspective and the second the Utilitarian Ethical Theory. Against this, the researcher will switch focus to business ethics theories. Moral aspects, coupled to the auction system, will allow us to decide as to whether the practice of shill bidding has any ethical justification in the business world.

Keywords: Shill bidding; Ethics; Deontological Ethical Perspective; Utilitarian Ethical Theory.

Exploring the challenges of single-owner Airbnb in Durban, South Africa

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Abstract

Airbnbs have increased in popularity and have grown rapidly over the last nine years. The growth of this sector within small, medium, and micro enterprises (SMMEs) has significantly boosted the economy and provided revenue for owners and communities. While the Airbnb business model provides numerous advantages, it also presents numerous challenges. The COVID-19 pandemic, which was unlike any other, resulted in a major shift in the way businesses like Airbnbs operate. The primary objective of the study, therefore, was to understand the survival strategies employed by single-owner Airbnbs in Durban, South Africa, following the dramatic change in the operating environment due to the COVID-19 pandemic. The study employed a qualitative research methodology and data were gathered through semi-structured interviews from participants in the form of notes and recordings. The data were analysed, and broken down into themes in order to draw meaning and understand the events under research. The study found that challenges faced by single-owner Airbnbs include cash flow problems, attracting guests or customers, lack of an adequate market for Airbnbs, and inadequate business infrastructure and unpreparedness of the business for the Covid-19 pandemic. The study identified three themes on strategies employed to mitigate the impact of the aforementioned challenges. These themes are innovation, adequate and proper use of capital, and exit.

Evaluating The Impacts of COVID-19 On Youth Entrepreneurship in South Africa

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Abstract

Youth entrepreneurship is an act of starting a new venture undertaking all the associated risks and responsibilities. In the recent years' youth entrepreneurship has become the ultimate tool to tackle almost all the economic problems. The role of this type of entrepreneurship is boosting creativity, economic growth, employment, individual recognition and thereby ensuring economic sustenance has made it a pivotal and much entrusted solution in the hands of strategists to achieve desired outcomes. The Covid-19 pandemic has impacted on youth entrepreneurship worldwide. Developing countries have faced the most negative impact due to the challenges of low-income countries. The youth in developing countries experience many challenges in starting up businesses and innovative businesses due to lack of finances, education, skills, training and infrastructure. These challenges pose as a significant threat to the youth in these developing countries especially sustaining their new venture becomes difficult during and after the pandemic. The purpose of this study was to evaluate from a contextual view the challenges and opportunities that Covid-19 brought upon youth entrepreneurship. The study used the qualitative approach, such as a comparison of data among different authors and scholarly articles. The findings aim to provide youth entrepreneurship insights on how Covid-19 impacted on young individuals and small-to-medium enterprises during such difficulty within South Africa. This paper adds value towards knowledge to youth entrepreneurial effects of resilience, new venture creation and growth around the current concerns of Covid-19.

Action for Wrongful Arrest, Detention, Malicious Prosecution in South African Law of Delict – Are Complainants Delictually Liable? Unravelling GC v JC and Others (Case No. 205/2019) ZASCA 012 (3 February 2021)

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Abstract

In an unprecedented court action, the Supreme Court of Appeal (SCA) overturned the judgment of the Western Cape High Court that has dismissed an ex-husband's action against the Minister of Safety and Security (now Police), the National Prosecuting Authority of South Africa, and the ex-wife, who had falsely accused him for rape. The Court found that all three Respondents jointly and severally liable to the ex-husband and Appellant. The SCA was, however, split in reaching its verdict in this ground breaking judgment, with two Judges of Appeal dissenting. The judgment is one of a kind as the plethora of cases dealing with wrongful arrest, detention and malicious prosecution have been judgments against the State, rather than against the State and complainants. This article thus explores the question whether the private individuals are also liable for being maliciously party to the wrongful arrest, detention and malicious prosecution of plaintiffs, at common law and the constitutionality thereof. The examination of this issue is considered through the prism of the Supreme Court of Appeal judgment of GC v JC (GC v JC and others (Case No. 205/2019) ZASCA 012 (3 FEBRUARY 2021) unreported), and to some extent, the reasoning of the Western Cape High Court, especially seeing that the SCA was split in its judgment. Thereafter, the article will conclude by considering what the interests of justice demand, in the light of the possible effects of the SCA judgment on the South African society.

Self-efficacy, family background and entrepreneurial intention of university students

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Abstract

The purpose of this study was to investigate the effect of family background and self-efficacy on entrepreneurial intention of university students at a historically black institution in the Eastern Cape Province of South Africa. Both primary and secondary data sources were used in this study. For primary data, the study followed a quantitative research approach. Data was collected using survey method by way of a self-administered questionnaire. Convenience sampling technique was used to select a sample of 186 students. Statistical tests used in this study include multiple regression and correlation. The findings showed that family background has no significant effect on entrepreneurial intention of students, but self-efficacy has a positive significant effect on entrepreneurial intentions of university students. Recommendations were provided for institutions of higher learning as well as to the students.

Keywords: Family background, Entrepreneurship, Intention, University students, Self-efficacy, Entrepreneurial intention.

Can we decolonise the management science? - Narratives of students on the possibility

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Abstract

There is growing interest within the South African academic press on understanding the issue of decolonisation from multiple viewpoints. Actuating these viewpoints are varying stakeholder interests. One such stakeholder within higher education, is the student. The study explores student perceptions towards the issue of decolonisation using a sample of students at a rural campus in South Africa. The backdrop of the study are calls within the literature for more nuanced understanding around the experience of decoloniality. The research utilised a focus group technique with 30 final year students enrolled within the Faculty of Management and Commerce at a rural campus in the Eastern Cape Province of South Africa. Narrative analysis using the three levels of meaning-making was used as the data analytical tool. The study revealed two main narratives. First, the negative concerns around decolonisation informed by a lack of understanding of the concept and concerns around the exact impact of the concept, especially on the student experience. Second, students also expressed perceived opportunities that decolonisation has in changing the landscape of higher education in South Africa. Based on these findings implications are made that affirm not just student experience but also aspects related to academic literacies needed by students. The study contributes to an ongoing discussion around aspects related to decolonisation. The focus of this work is located in not only giving student's voice around this topic but make suggestions for teaching practice.

Framing career wellbeing amongst expatriate knowledge workers: A Narrative analysis

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Abstract

Globally and in developing countries like South Africa, there is an increase in the movement of expatriate knowledge workers. Empirical research concerning the career development processes of knowledge workers (mostly quantitative) has assisted in identifying links between psychological variables covering individual and organisational aspects related to expatriate workers. Notable gaps still exist within the literature around the career development processes and well-being of knowledge workers especially within the context of the fourth industrial revolution. Calls emerge for more processual informed research in assisting not only the experience but also complexities faced by being an expatriate. This paper illustrates the value of a qualitative inquiry using 30 employees within ICT positions in the South African context. The data was collected over a two-year period. Three main findings emerged from the narrative analysis. First, the study shows the role of satisfiers and how these affect the expatriate experience. Second, the study shows the role of inhibitors and the ensuing complexity these make on the expatriate's identity. Finally, in view of these satisfiers and inhibitors, a give and take negotiation process emerged in the data, called negotiation, re-negotiation and no-compromise. Implications for theory include a developed theoretical framework on the career well-being of expatriates all informed by the findings of this study.

The determinants of Private Participation in Infrastructure (PPI) and estimate SSA potential to attract PPI

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Abstract

The Sub-Saharan Africa region has the largest infrastructure gap – it needs to invest around 7.1 percent of GDP in infrastructure-related Sustainable Development Goals each year. However, the region's infrastructure investment has averaged around 3.5 percent of GDP in the last decade. Governments have been the major financier of infrastructure in the past, but with rising and already high public debt levels, mobilizing private financing will be key going forward. We examine the determinants of Private Participation in Infrastructure (PPI) and estimate SSA potential to attract PPI. We find that the quality of institutions has been the main driver of PPI. Moreover, we estimate that the SSA region has the potential to cumulatively attract additional PPI of between 1.1 and 2.7 percent of GDP above the baseline of no reforms by 2025, if individual countries undertake four years of continuous institutional progress. Institutions that enhance control of corruption, voice & accountability, regulatory quality and political stability, in that order, appear to have the highest payoff in additional PPI. We also find that there is a negative correlation between initial institutional quality and the additional PPI received with reforms – suggesting that institutional reforms may be subject to diminishing returns.

The Impact of Technological Advancement On the South African Labour Market

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Abstract

The main objective of this study is to critically analyse the impact of technological advancement on the labour force in South Africa from 2002 to 2019. Research & development, information computer and telecommunication equipment, mobile subscription (per 100 people) and Internet fixed broadband subscription (per 100 people) are used as technology proxies. The study employed ARDL bound cointegration and ECM to determine the long-run and short-run impact of technological advances on the labour market in South Africa. The study concludes that there is a long-term effect on the overall work market and technological advancement in South Africa over the period reviewed, which is in agreement with most of the empirical studies. This means that technological advancement would have a positive impact on the labour market in the long term and residual tests asserted that the results of both the bound test and the ECM for the ARDL model are true and not misleading.

Contextual factors and their impact on entrepreneurship intention

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Abstract

Support from family, friends, the community, and the university are expected to increase students' intention to start new businesses. However, little is yet known about how students evaluate contextual support and how it impacts entrepreneurial intention of students in a rural comprehensive university in a developing country South Africa. Drawing on Social Network Theory, hypotheses were formulated. The study surveyed 183 final year graduate students and the aim was to examine students' perception of the support they receive from family, friends, the community, and the university. The data was analysed using SEM software and the results have implications for policy makers and higher learning institutions.

Students' Intentions and Attitudes Towards Using Information and Communication Technology (ICT) for the Purpose of Counselling

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Abstract

Information Communication Technology (ICT) is becoming popular especially within a university campus setting not only as a learning tool but also for the purpose of communication. Internationally there is an acknowledgement of the popularity of ICT in delivering mental health services. This study is built on that premise which indicates that ICT could serve as a viable tool for counselling interventions within a university setting. However, limited research has been done in this area and conflicting results have been reported especially related to gender. This study therefore aimed at exploring the intentions and attitudes of male and female students towards using ICT for counselling at a South African university. A quantitative research approach was employed to collect and analyze data. Data was collected amongst students using self-administered questionnaires with a sample of 266 (N = 266) respondents. Descriptive and inferential statistics were employed. The main findings of the study indicate that students have an intention to seek psychological help through the use of ICT counselling, which consequently positively influenced attitudes towards the utilization of ICT counselling. Results further indicate that gender and age differences amongst university students is significantly related to the intention to use ICT counselling. The information generated from this study has contributed to the limited body of literature on ICT in counselling psychology, more specifically in a university setting in South Africa. Overall it encourages critical reflection on modern psychological practice to meet student's needs.

Motivation for domestic leisure tourism in Mtubatuba Local Municipality, KwaZulu-Natal

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Abstract

Tourism has been recognized as one of the most important sectors in South Africa and it contributes significantly to the country's economy. This industry is considered as one of the largest and fastest growing industries worldwide. Domestic tourism is key to South African tourism growth, positively influencing international demand for the nation's tourism products and services. This study therefore aims to explore the main motivators for South African residents to participate in domestic leisure travel in South Africa, using Mtubatuba Local Municipality in KwaZulu-Natal as a case. Structured questionnaire (the quantitative research method) was used to collect usable data from 400 respondents. IBM's SPSS version 25 software was used for statistical analyses. Data analysis used descriptive analyses (frequency and mean scores), bivariate analysis (Spearman's Rank Correlation and Pearson Chi-square tests) and Multivariate test (reliability test using Cronbach's Alpha) to reach study results. The study revealed that South Africa is perceived positively, among residents, as a leisure tourism destination. According to the study, seeking social interaction, relaxation, exploring different activities and cultures, visiting friend and relatives are the main push factors that encourage people to travel. The main pull factors that make travelling interesting for residents include the beauty of South Africa's natural resources, history and culture, and attractive natural resources. Most of the local residents are willing to travel South Africa for leisure. However many local residents perceive tourist destinations and attractions as very expensive. The study posits that South Africa as a tourism destination should be more promoted to the local residents and they should be made aware of specific tourism attractions in South Africa. The study recommends that South African Tourism should use technology (Internet) intensively to market South African tourist attractions. It is recommended that the tourism industry seeks ways of minimising tourism businesses' operational costs so that domestic tourists can afford to travel within South Africa. The study also recommends that Mtubatuba Local Municipality Tourism Managers, in collaboration with South African Tourism (Destination Marketing Organization) provide residents with seminars, educate them about tourism and the benefits it brings to the country (South Africa). It is important that South African local communities' members travel and know different parts of South Africa. By so doing, international or foreign demand for South Africa as a tourism destination can be induced and maintained.

Keywords: domestic tourism, push factors, pull factors, leisure travel, South Africa.

A Sense making Framework To Improve Stakeholder Engagement In The Context Of Wicked Problems

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Abstract

An increasing body of academic research indicates the importance of collaborative stakeholder engagement in addressing wicked problems such as climate change, global health crises, poverty, and gender-based violence. Yet it is also evident that such collaborations are not always successful. Whilst the conceptual framing of wicked problems by authoritative academics prescribes that these challenges are not solvable, researchers do propose alternative responses such as taming and coping to minimize, or mitigate their negative impact. These responses inevitably require the engagement of multiple stakeholders often with disparate interests, needs, values and perspectives. The dynamic complexity of the systems within which these issues occur further exacerbate the challenges of effectively engaging stakeholders to promote more positive outcomes. The purpose of this qualitative social constructivist study was to propose a sense-making framework for improving stakeholder engagement in the context of wicked problems. An extensive review of engagement, stakeholder engagement and wicked problem literature preceded semi-structured key informant and focus group interviews. The research highlighted the need to distinguish alternative meanings of the word engagement and the possible usefulness of mapping engagement and non-engagement constructs on a two-dimensional landscape, rather than a continuum. Change, complexity, and conflict were identified as qualities of both wicked systems and of stakeholders and the evidence suggested the potential value of engagement processes which cycle through iterative phases of connection, intention, and action. In this process stakeholders learn continuously as the system evolves. Their choice to continue to engage will probably be related to a meaningful return on the investment of their personal or collective Spiritual, Physical, Intellectual, Social and Emotional (SPISE) resources. The articulation of these principles offers practitioners a framework for making sense of stakeholder engagement in the context of wicked problems, to enable them to facilitate improved engagement processes and to support more effective responses to potentially catastrophic complex challenges.

An investigation on the impact of Coping Strategies on Occupational Stress amongst Police Officers in the Eastern Cape Province of South Africa

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Abstract

The police work in South Africa is associated with a high level of occupational stress, and such occupational stress is associated with a high level of emotional burnout. This study seeks to investigate the extent to which the use of coping strategies can ameliorate the degree of emotional burnout among police officers suffering from occupational stress in the Eastern Cape. Calls have been made for research that investigates factors that can reduce occupational stress among South African police officers. In this study the researcher followed the quantitative approach in which data was collected from many respondents and numerical/mathematical methods were used to analyse the findings. A positivist stance was taken such that the cause variables instigated the outcomes in the dependent variable. In order to quantify the effect of the independent variable (coping strategies) on occupational stress, coping strategies were modelled as explanatory variables on occupational stress using multiple linear regression models. The results of this study have several implications for managerial practice in South Africa, especially with regard to highly stressful occupations such as police work. This hypothesis posits a significant negative relationship between occupational stress and the use of coping strategies. The study has made a noteworthy contribution to knowledge regarding the interrelationships between the dependent variable and the moderator variable. Most importantly, the study was conducted in the Eastern Cape Province of South Africa, where there were no indications of any similar study having been previously conducted.

Keywords: Coping strategies; Occupational stress; Police officers.

Workplace bullying and psychological well-being. The mediating role of perceived social support at a selected government department

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Abstract

Research purpose- the purpose of this study is to examine the negative effects of workplace bullying as a stressor on employees' psychological wellbeing and how the availability of social support can reduce the negative effects of bullying. Motivation of the study- Bullying in the workplace has been recognised as an international problem due to its increasing magnitude and the harmful consequences on individuals and organisations. Research Design- A quantitative research design was applied to randomly select a representative sample of 276 employees at the Department of Education. The correlations of the study variables were tested using Spearman's Rho correlation. Negative correlations were found to exist between workplace bullying and psychological wellbeing; workplace bullying and perceived social support while perceived social support and psychological wellbeing were found to have a significant positive relationship. Findings- The results show employees exposed to workplace bullying had a higher likelihood of experiencing deteriorating psychological wellbeing. Social support can act as a moderator thus reduces the negative effects of workplace bullying on psychological wellbeing. Recommendation- The study thus recommends that to mediate the negative effects of workplace bullying, social support must be increased in the organisation which in turn improves employee wellbeing.

Keywords: Workplace Bullying, Psychological Wellbeing, Social Support, Moderates.

Bureaucratic Public Organizations and Women’s Transformational Leadership: A Case Study On Senior Female Managers in Ghana’s Civil Service

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Abstract

In recent years, the number of women filling managerial positions within Ghana’s civil service has surged. However, given the restrictive bureaucratic nature of the civil service, it is not obvious if these women are facilitating innovations to impact major changes in their respective Ministries, Departments and Agencies. This study, therefore examines the impact of formalization, centralization and hierarchy, as bureaucratic elements on female managers’ intellectual stimulation, which underlines transformational leadership.

Using a mixed research design and a sample of 120 participants, the study proved that formalization and centralization significantly weaken the ability of female leaders to develop staff creativity. Women’s leadership in the civil service is therefore not impacting major desired changes. The internal administrative structures must be reformed to allow female managers autonomy in decision-making and effect changes easily in urgent situations.

Keywords: women leadership, transformational leadership, female managers, bureaucracy in Ghana.

Entrepreneurship as a tool for Job creation and Economic growth

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Abstract

Entrepreneurial activity drives economic growth and job creation (Baumol, 1996; Mair & Marti, 2009; Schumpeter, 1934). Over the past few decades, national and subnational governments worldwide have increasingly focused on engaging more people in market activities with an assumption that markets play a critical role in attaining sustained increases in living standards (Mair & Marti; Van Stel & Storey, 2002). A growing degree of uncertainty in the world economy-evidenced by rising unemployment levels, stalled rate of job creation, and muted economic recovery-has renewed the focus on entrepreneurial activity as a means to generate economic growth. Consequently, policymakers are paying considerable attention to the specific role of start-ups and high investment in research and development (R&D) as possible job creation strategies (Acs & Armington, 2006; Fritsch, 2004; Schramm, 2009; Van Stel & Storey). Most traditional development programs offer technical assistance and/or guidance around business issues such as easier access to capital propose removal of economic and regulatory hurdles that obstruct the entrepreneurial success of new firms (Schramm, Litan & Stangler, 2009); or provide skills and management training for business development, banking, finance, accounting, marketing, etc. The House Small Business Committee estimates that firms that take advantage of these development programs are twice as likely to succeed as others that do not use these services (House Committee on Small Business, February 11, 2009, press release). However, most of these programs do not measure and develop the entrepreneurial ability of the individual at the helm of the firm, even though studies indicate that job creation may be more strongly influenced by the human capital of entrepreneurs than by the absolute number of start-ups (Cooper, Woo, & Dunkelberg, 1989).

Keywords: Entrepreneurship, Empowerment; Job creation, management.

A regression analysis application to agriculture insurable project risk vulnerability assessment: Eastern Free State, South Africa

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Abstract

Implementation of adequate measures to both assess and monitor drought events are major global challenges to researchers and water resources management personnel. Consistent with the prevailing water scarcity and droughts events elsewhere in the world, the Free State Province (breadbasket) of South Africa was one of the provinces declared struck by drought disaster in 2015. The objective of this study is to assess and forecast ecological drought vulnerability from historical data records of Thabo-Mofutsanyana district drawn from Bethlehem airport weather station. Four ecological drought indicators were used to compute vulnerability time series and a composite ecological drought vulnerability index. A non-parametric Pettitt homogeneity test was conducted prior to further analysis in avoidance to spurious results. All four input sets were found homogeneous. Firstly, all indicators' values were normalised, secondly, a simple average per year was calculated to generate an ecological drought vulnerability time series. A normal probability distribution fitted well to the series using Kolmogorov-Smirnov test. For this reason, a spearman correlation was used to determine a regression equation and if any significant trends existed for vulnerability forecasting and monitoring purposes. A non-parametric trend analysis, Mann Kendall's test was computed to validate the trend depicted in the series. The results revealed a significant annual trend in the series. Findings were concluded with a five year (2017-2021) forecast with increasing ecological drought vulnerability indices. The study therefore recommends that authorities put relevant measures in place to protect the environmental and other ripple adverse effects on communities' livelihood in the study area.

Keywords: ecological drought: vulnerability: regression analysis: disaster: risk.

Public participation and enhancement of service delivery in the Zululand District Municipality, KwaZulu-Natal Province

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Abstract

Public participation and gatherings help as important measures used by municipalities to interconnect and cooperate with people in communities, particularly about services and significant programmes to be delivered to them. A local government will always be the fundamental place of provision of basic services and life improvement. However, in various places, there is a continuous failure in community participation, and amongst the places suffering from such a failure, ZDM is not excluded. The paper looked at the impact brought by public participation on service delivery. Qualitative research approach was useful when collecting and analysing data. The focus was on selected 5 Local Municipalities within ZDM. Conducting interviews and having in-depth interview sessions with 20 participants from the study area enabled a possible data collection for this paper. Collecting data in this research relevantly explained useful processes on public participation programmes and measures for better improvement of citizens. A qualitative content analysis ensured the coding of items or caused a proper manner through a systematic approach. The findings indicated that a few implemented public participation programmes in the Zululand District have not achieved a goal of the institution to deliver efficient services to the community. This is merely caused by a lack of knowing the significance of public participation on efficient service delivery by the community members, it is also a result of community representatives and municipal officials not having an interest to serve the community. Thus, it is concluded in this paper that it is vital for the community to be included in every plan that ZDM arranges for its people for rendering adequate services to them.

Keywords: Public participation, Service delivery, Zululand District Municipality.

The Determinants of Unemployment and the Discouraged Worker Effect in the rural and peri-urban areas of uMhlathuze Local Municipality

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Abstract

The purpose of this study is to discover and describe the elements that affect unemployment and the discouraged worker effect in the uMhlathuze Local Municipality. South Africa has a high unemployment rate. The unemployment rate has remained steadily above 25% for a long time, peaking at 32.5 percent in the fourth quarter of 2020. 2020 (StatsSA). Policymakers and decision-makers must first understand the types of people who are unemployed and discouraged in order to devise successful solutions. The primary data acquired through a survey was used to achieve the study's aims. This study gathered information on the labor market from 600 people aged 15 to 64 in the peri-urban and rural areas of the City of uMhlathuze local municipality. The data includes information on employment status and other associated variables.

The data is used to evaluate which variables are important drivers of unemployment and discouragement in the research area using Multinomial Logistic Regression models. The data was subjected to generalized models, and the variables of marital status, health status, and experience were shown to be statistically insignificant, despite the fact that prior research had found them to be substantial predictors of job status. In panel two, characteristics such as family size, health status, home area, and experience were shown to be statistically insignificant, despite the fact that they were strong predictors of job status in other studies. The discouraged worker effect is lessened as a person's education increases, according to the regression results. As a result, government attempts to strengthen the educational system and career guidance to match job market needs with the skills obtained by job searchers, particularly the youth, are being pursued. Provision of training or work experience programs, such as subsidies for businesses attempting to integrate the unemployed, is crucial between the government and the private sector.

The regression results also revealed that age is a significant variable that is associated with a lower discouraged worker effect and a higher level of employment. To address youth unemployment in the study area, measures should include instilling a strong work ethic attitude at school and within the family, aptitude tests at an early schooling stage so that appropriate vocational grooming can be provided. The discouraged worker impact was also linked to larger family sizes and higher combined family income, emphasizing the need of instilling a work ethic attitude in children both at school and at home. It was also discovered that workers in rural areas are more likely to be discouraged than those in peri-urban areas, and that the higher the transport costs in rural areas, the greater the discouraged worker effect. As a result, it is suggested that the government (local municipalities) establish unemployment agencies where the unemployed can be registered and those actively seeking employment can be subsidized with transportation costs. Furthermore, tax and other incentives for businesses to locate in peri-urban and rural areas can help in two ways: one, by lowering job seekers' transportation expenses to industrial centers, and two, by lowering taxes for businesses who relocate their facilities to these locations. Females are more likely than males to be discouraged, according to one interpretation of the findings. This contributes to the well-known positive relationship between household female headship and poverty in South Africa; as a result, tax incentives and subsidies for businesses that develop in rural regions, as well as train and hire females, will boost women's work prospects. Furthermore, the aforementioned local labor organizations can make it a special goal to match jobless women with job openings.

Oil price shock and systemic risk in the South African financial institutions

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Abstract

Generally, fluctuation in the prices of oil affects the real economic activities of oil importing countries on both the demand and supply side. From the consumer position, a rise in oil price causes a growth in energy bills, dwindling real money balances held by households and ultimately reducing the aggregate demand. From the producer position, firms face an increase in production cost which leads to a decline in productivity, which in turn negatively affects employment, core inflation, balance of trade, and investment. South Africa, due to its dependence on oil is susceptible to oil price shocks regardless of the phase of the business cycle. Oil price drop has a significant impact on systemic financial risk and by extension the real economy. This may exacerbate financial systemic risk, thereby harming the stability and functioning of the financial sector. This could as well further affect cyclical sectors. Given these scenarios of heavy dependence on oil, the high interconnectedness of banks, and a strong propagation of risk, the investigation of the vulnerability of the South African financial institutions to oil price movement is very important. Using the conditional value-at-risk (COVAR) methodology, preliminary result indicates that oil price movements must clearly be considered when measuring systemic risk in South Africa as an omission may lead to an incorrect measurement of the systemic risk impact of oil fluctuations on financial institutions.

Roles of banks in times of crisis: More regulation or Moral capital?

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Abstract

The global 2007/08 global financial crisis pushed the boundaries of unethical practices with housing loans given to subprime investors. A major factor that led to the crisis includes inflated mortgage loans advanced by financial institutions to high-risk buyers. As the American homeowners could not pay back the loans, banks sold out those homes to individuals who were not qualified by commercial bank credit standards. This led to the sub-prime crisis, the effect of which continue to be felt across the globe even after a decade. The financial institutions' failure to conduct a thorough credit check on the creditworthiness of the individuals undermines the ethos of the financial institution. It is believed that the reckless behaviour of financial institutions contributed to the crisis. This recklessness tends to dampen business confidence and ultimately retard economic growth. Essentially, investors entrust financial institutions with their money with the hope of getting a high return. Safeguarding depositors' confidence is important for the success of the financial service industry and this depends on the level of moral standards maintained. High moral standards are critical to maintaining the public's trust in financial markets which ultimately influence their investment. Based on the foregoing, one would easily argue for more stringent regulations. However, the fact that more regulation may as well hinder the efficient functioning of the financial system, can moral capital help in limiting such reckless behaviour? This study explores the role of moral capital in times of economic and financial crisis.

A socio-anthropological understanding of the reasons for female entrepreneurs' attraction to social media

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Abstract

Female entrepreneurship is fast becoming prevalent in the world especially as the contribution of women is gradually perceived as key to economic growth. Female entrepreneurship is not merely essential for survival but also for the solidification of the social system. Notwithstanding their avowed contribution, female entrepreneurs in developing countries lack entrepreneurial support. In fact, it has been widely reported that female entrepreneurs confront numerous obstacles such as gender discrimination, unfavorable business, economic and political environments, lack of entrepreneurship training and education, personality-based constraints, and government policies. Other obstacles include inadequate capitalization, inability to access adequate government incentives and protection, high costs of inputs, low-end technology, and poor technological infrastructure, external competitive pressures, low partnership forming propensity by entrepreneurs, and absence of organizational and management skills. Even though men experience these challenges as well, female-owned businesses are known to experience them rather harshly. Interestingly, new ways of moving away from these challenges have been researched, and as such social media is on top of the list of the panacea that has been suggested (Wiid, Cant & Neil, 2014; Cesaroni et al 2017; Al-Haidari, 2017; Mack et al 2017; Jose, 2018; Ghouse et al 2019). The question that seems to occupy everyone's mind is why are women in business gravitating towards social media to secure their businesses? Al-Haidari's (2017) view that adopting social media increases flexibility in the daily lives of women entrepreneurs somewhat offers the notion of social media providing an escape route for most of the challenges they experience in the business. While several academic research (for example, Radipere & Scheers, 2005; Scheers, 2010; Rodriguez, Peterson, & Krishnan, 2012; Wiid, Cant & Neil, 2014; Cesaroni et al 2017; Mack et al 2017; Ghouse et al 2019; Jose, 2018) has examined this new development, mainstream media notes as follows:

- ...women are biologically wired for social networking (financesonline.com).
- ...women spend nearly 10 minutes social networking through the mobile web, or through apps every day, whereas men spend a little less than 7 minutes (nielsen.com).

- More than half of women use social media to show support and access deals or promotions from brands, compared to just 36% of the men online (burstmedia.com/brandwatch.com).
- For most women in business, social media is perhaps a way to escape the domineering and prying eyes of men (www.wsj.com).
- Social media presents a level playing field for women (www.nytimes.com).

Perhaps to make better sense of these, it is imperative to carry out a socio-anthropological analysis of why women may embrace social media as a credible opportunity to grow their businesses.

The study will examine both the Bible and the Quran to appreciate their respective positions of man in society. For instance, for the Bible and the Quran to speak about the man being the first on earth suggests that man is superior to everything else on earth including the woman who was later created. “God made man of his own image...” and later “created a helper for him” (Genesis 1:27, 28). In fact, the Quran refers to the man as the vicegerent meaning overseer or Mohammed’s representative on earth: “Behold thy Lord said to the angels: I will create on earth a vicegerent” (Q. 2:30). We also argue that only men constituted the apostles in Jesus Christ’s ministry. In terms of medical science, it is common knowledge that man supplies the sperm that ‘generates’ the human being. The quality of a man’s sperm also determines the gender of a child. This is to say that no matter how fertile a woman is, without the sperm there is no chance of conceiving. Traditionally, and especially in Africa, a male child is highly sought after.

Today’s patriarchal nature of society is such that men are known to dominate in virtually every sphere. The study further highlights cross-cultural and socio-anthropological perspectives of the challenges and possible opportunities that pertain to advancing the position of women, especially in developing societies. The study will equally uncover researchable aspects of female entrepreneurship literature that add value in constructing both theory and practice.

The Legalities of Mandatory Covid-19 Vaccination at Universities: Lessons to Be Learnt from *Klaasen v Trustees of Indiana University*

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Abstract

The Covid-19 pandemic, which started in Wuhan, China, in December 2019, has continued to wreak havoc and change humanity forever. The Higher Education sector, like many others has not been spared. In an effort to save the academic year and ensure that some teaching and learning takes place in a safe and secure environment, many tertiary institutions in South Africa and other parts of the world have transitioned to online education. There is no doubt that online learning promotes rich learning and understanding and it is an effective modality for teaching both concepts and skills in most disciplines. Online education has enabled many tertiary institutions to become innovative in the way students learn and academics teach, whilst also overcoming the constraint of space, time and distance. However, the shift to remote learning has also unmasked historical, geospatial and economic inequalities that permeate the world students live in. Challenges of digital divide, technical support, poor learning environments, conditions at home, and lack of assets amongst others have resulted in many student organisations in Africa and South Africa rejecting online teaching, with some viewing it as “an unaffordable, impractical and an elitist solution” to COVID-19. With the realization that COVID-19 is here to stay for a while, and many students complaining about the difficulty that online learning poses from home, it seems inevitable that many universities in South Africa have already or may in future consider expediting the return of students to campus. However, to open fully, universities like other sectors, may as part of their planning process, deem it necessary to make it mandatory for all staff and students to be vaccinated. The question that arises then is whether mandatory vaccination in a tertiary setting will stand up to constitutional muster in a court of law. Students, if asked to vaccinate or produce a vaccination card upon entry to campus may argue that their legal rights such as their right to bodily integrity, religious freedom and possibly their choice to choose or refuse their medical treatment may be infringed. South Africa has not had to deal with such challenges yet. However, the US case of *Klaasen v Trustees of Indiana University* (hereinafter referred to as *Klaasen*), was one of the first cases from a global perspective to deal with such challenges, and can provide valuable assistance for South Africa going forward. This paper critically examines the case of *Klaasen*, which is a landmark case in dealing with the issue of mandatory vaccinations for students within a university setting. It is hoped that the case will provide guidance to universities in drafting policy documents surrounding mandatory vaccination as well as dealing with possible legal challenges in future.

Consumer Acceptance of AI Devices, A Millennial's Perspective

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Abstract

Artificial Intelligence (AI) is disrupting the service industry and may bring benefits to both the customers and the industry. The acceptance of AI has been examined by previous studies and these studies were based on technology acceptance models which may not be applicable in AI devices because of new abilities they possess. There is skepticism on what can be done to increase consumers' acceptance of AI device. This is because AI devices have the potential of possessing emotional and intuitive abilities which can either intimidate consumers or lead to positive reception to AI device. Though AI has been implemented in some developed markets, the African market appears to be lagging behind. Thus there is need for more research on African consumers' acceptance of AI devices as service provider, with emphasis on millennial. To address this gap, Artificial Intelligence Device Use Acceptance (AIDUA) model and the Uncanny Valley theories were adopted. Thus, aim of the study was to explore millennials' acceptance of selected AI devices in the service industry and possible challenges which may arise when using AI devices. An exploratory research method was necessary because of few AI devices being used in the service industry, particularly in Africa. Two electronic focus groups were conducted with a conveniently selected sample of millennials to obtain in-depth knowledge on consumer's acceptance. Due to the lack of robotics, a simulation method was adopted through exposing participants to various AI devices to evaluate millennials' acceptance of the devices as service providers. NivVo software was used to analyse data. The findings revealed mixed feelings on the uptake of AI devices which mimic human intelligence. Millennial displayed insecurity with some AI devices if they are used in certain service industries. However, respondents displayed a positive acceptance level of some AI devices like chatbots and resistance to devices like Biometric Voice Authentication. The research was limited to Millennials within South Africa and it was limited to selected AI devices. This study provides insight for firms on consumer's perspective to AI devices, Recommendation on how firms can increase acceptance of AI devices

in the service industry and the possible challenges they may encounter are discussed. The research concludes that acceptance of AI devices is dependent on the security features, perceived ease of use, language, location, type of service industry and to a lesser extent social influence. The Uncanny Valley theory was confirmed as respondents displayed moderate preference to AI devices which mimic human intelligence. Results show that while the use of AI devices is acceptable in the industry, hedonic features of AI may boomerang. Firms should humanize AI devices in moderation to increase acceptance as over humanizing may lead to resistance among millennials. Assurance of little to no job threat must be emphasized as this reduces resistance to AI devices

Keywords: Artificial Intelligence, Service Industry, UnCanny Valley theory, AIDUA model.

Inflation and Unemployment in the South African Democratic Era: Is There Any Trade-off?

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Abstract

The achievement and the maintenance of price stability as well as the creation of sustainable employment are two of the most emphasized objectives of the South Africa Reserve Bank. South Africa has consistently suffered double-digit unemployment rates and unstable price levels, with a resultant stifling of economic growth rates. As a result of these continuous economic issues, South Africa's central bank policymakers have come under scrutiny regarding the adopted policy framework, which seems to be failing the economy with the growing unemployment rate and overall price level increments to prevail and triggering worsened standards of living for citizens. In an attempt to close the gap in the existing literature, this study examines the inflation-unemployment in the democratic South Africa. This is achieved through examining the applicability of both the Phillips Curve and the New Keynesian Phillips Curve to determine whether these macroeconomic theories can be adopted in the fight against these economic issues facing South Africa. The Autoregressive Distributed Lag modelling technique is adopted by this study, where quarterly data spanning from 1994Q1 to 2019Q4 is analysed. Findings dismiss the existence of both the Phillips Curve and the New Keynesian Phillips Curve in South Africa. A recommendation to policymakers would be to focus less on inflation targeting, as it was discovered to have a small influence over the unemployment rate. Rather, given the finding that GDP was positively related to inflation, allowing inflation to move more freely could enable a stable economic growth that has the potential of reducing unemployment. This study further recommends that the SARB bank should for targeting output instead.

More or Less: Sustainable Intensification Practices Adoption and Farm Households' Labour Demand in Ghana

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Abstract

The concept of Sustainable Intensification Practices (SIPs) is to maximise farm output using minimal input resources at a time without cost to the natural ecosystem. However, there is little discourse about whether such practices will lead to higher demand for labour hours or otherwise in the global south, where labour is often offered by human power, especially children and women. This study analyses the implication of SIPs adoption on demand for labour hours by farm households in Ghana. The study used quantitative survey data from 227 and 225 SIPs adopters and non-adopters respectively. The study first tested for correlation among the independent variables and subsequently fitted a linear regression model to estimate the effect of SIPs adoption on demand for labour hours. Endogeneity was tested via instrumental variable and 2LSS. The result shows non-existent endogeneity [Wu-Hausman-F (1,432) = 2.5257 (p = 0.1127)], but the robustness check shows heteroscedasticity, and because of the outliers a robust linear regression was fitted to estimate the effect of SIPs adoption on farm households' labour demand. Among other factors, SIPs adoption has a statistically significant effect on labour demand. SIPs adoption (p=0.000), crop income (p=0.000), and labour cost (p=0.000) have positive effects on labour demand by farm household while number of extension visits (p=0.000) has negative effect on labour demand. Since the provision of farm labour by farm households is becoming rare in rural Ghana because of the need to educate children, who otherwise were used as farm labourers, it is important to develop and or assemble small scale multi-purpose farm machinery that can reduce the use of manpower as the source of farm labour. Doing this should promote the adoption of SIPs.

Keywords: Adoption, Endogeneity, Labour Demand, Sustainable Intensification, Ghana.

Identifying Risks Management Strategies of SMMES in Retail and Manufacturing Industries in Umhlathuze Municipality

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Abstract

Small, Medium and Micro Enterprises are usually considered as an important tool in improving standard of living. Considering the importance of SMMEs to economic growth, job creation and poverty alleviation, there is a need to train small business owners and managers and to expose them to risk management strategies that will promote businesses and reduces high failure rate. SMMEs are lacking when it comes to knowledge and skills. In addition, South African education system is lacking when it comes to educating and training SMMEs on how to run their businesses successful, especially exposing small business to risk management strategies so that they can be able respond to different kinds of risks. Given this background, this study sought to evaluate the risks faced by SMMEs and risks management strategies used by these SMMEs, focusing on uMhlathuze Municipality. The researcher used primary data for this study. The study adopted a qualitative method approach where data was collected using interviews schedules from 12 SMMEs of uMhlathuze Municipality, 6 from the manufacturing and 6 from the retail industry. The results from the study demonstrate that the risks faced by SMMEs negatively impact day to day activities of small businesses and it also results in poor performance on SMMEs. There was a need to assist SMMEs and improve their growth, as it was found that the strategies they used are to helping in mitigating these risks. Whilst all SMMEs reported having faced different kinds of risks, not all them had specific risk management strategies in place to deal with the risks they are exposed to. A policy implication that arose from the findings is that SMMEs need more assistance in education and training when it comes to the different kinds of risks they are facing, they need to be assisted with proper and quality strategies they can use and guarantee that businesses are protected and secured from risk.

An analytical study focussing on negligence under context of criminal law

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Abstract

The purpose of this article is to analyse the reasonable person test standards definition to the extent of care and attentiveness that an ordinary person would use in a given situation. In this article, this test will be subjected to criticism for setting a standard that is unattainable for some individuals. The findings of this article will suggest the balancing objective and subjective attributes inevitably which involve a double compromise that requires a compromise on the standard that we demand of everyone in society. On the extent to which law is prepared to take account of what we can expect of any individual accused. The standard of the reasonable person remains, on our current law an objective one. It is suggested that the test be somewhat subjectivised by reference, for the purposes of lowering the standard, to the circumstances in which the accused acted.

Keywords: Negligence, Reasonableness, Fault, Objective test, Objective test.

Assessing Local Government Policy responses to graduate unemployment in the North of KwaZulu-Natal

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Abstract

Graduate Unemployment is a socio-economic challenge, with economic costs and other many challenges. It reduces economic welfare, decreases output and erodes human capital. These costs make unemployment a high significantly in countries such as South Africa. Nevertheless, there are policies and programs that have been introduced in reducing Graduate unemployment to improve people's livelihoods and contribute to the growth of the economy. However, it can be argued that the policy frameworks in place have failed to adequately limit the problem of graduate unemployment and there is a lack of research on evaluating policy implementation towards alleviating the issue of graduate unemployment in the North of KwaZulu-Natal and the proposed research intends to fill this identified void in research. Utilizing a qualitative research approach, this study intends assessing the local government policy response to graduate unemployment in the North of KwaZulu-Natal. The study further intends to evaluate the effectiveness of government policies aimed at mitigating graduate unemployment and to investigate the socio-economic impact of graduate unemployment in the North of KwaZulu-Natal as well as determining or investigating hindrances to the effectiveness of policies aiming to mitigate graduate unemployment. Using data collected from participants, the study will make use of Questionnaires and face-to-face interviews as research instruments to assess the perceived policies of government to graduate unemployment. This study is novel, relevant to the current research and it will add new body of knowledge in literature. Furthermore, fill the research gap by contributing the views of the unemployed graduates and further assist the government when developing and implementing graduate employment policies while also recommending solutions for relevant stakeholders.

Waste management characterisation for social transformation in Northern KwaZulu-Natal

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Abstract

The City of Umhlatuze municipality, particularly the kwaDlangezwa community, which is primarily a student community, is currently dealing with an increase in the amount of Municipality Solid Waste (MSW) accumulating, which is compromising the community's quality of life. Several ecologists agree that pollution, particularly waste, will continue to be a problem unless sustainable and innovative solutions are found. The City of Umhlatuze municipality, like many other municipalities in South Africa, has an extensive waste management program, but has not mapped out and characterised waste in some of the communities, such as the kwaDlangezwa community, and as a result, the municipality still lacks sustainable and innovative waste management solutions. Generally, waste composition assessments are important in determining the extent of recoverable materials within the waste stream so as to determine the technical and economic viability of recovery and recycling programs. According to studies, characterisation of MSW is critical for long-term sustainability and solid waste management plans in order to design an appropriate and efficient waste management system to transform societies. A transact walk with community members was conducted with the research team around the community. During this walk, the community members were probed about the causes of the waste and their

coping strategies of managing waste. During the walk, it was identified that there was a stream that is linked to the river bank that was vulnerable to pollution. Another, on-site walk-about was done to map-out and classify the Illegal and indiscriminate waste dumping sites using Geographic Information Systems (GIS) and Global Positioning Systems (GPS) to capture and analyze spatial data. Information on geographic locations of municipal solid waste collection/dump sites (MSWCS) can help decision-making in MSWM, including collection route planning, dumps clean-up and identifying opportunities to reuse and recycle. Dumping sites discovered in or near bodies of water - water and sediment samples were taken and sent to a lab for analysis in order to describe the composition of waste stream pollution. Complementary, the on-site characterisation of MSW was done following the ASTM - American Society for Testing and Materials - Standard Test Method for Determination of the Composition of Unprocessed Municipal Solid Waste - D5231 – 92 – 2008. According to preliminary findings of the transect walk, food waste/organics and plastic waste were major constituents of MSW generated in the study area and income level played a significant role in different parts of KwaDlangezwa.

Even as the global waste management crisis intensifies, the current study recommends that innovative waste eradication interventions aid in the transformation of waste into viable income diversification and rural economic development programs for the transformation of local communities beyond the pandemic.

Keywords: illegal waste, societal transformation, entrepreneurship, social justice, sustainability.

Assessing the Level of Financial Literacy among Vulindlela Community Members, KwaZulu-Natal, South Africa

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Abstract

Several initiatives, such as financial education programmes and introductory financial literacy courses in high schools have been presented to overcome an absence of financial literacy in South Africa. One can presently expect that numerous individuals who have been previously deceived when it comes to financial issues are exceptionally taught on financial matters. However, financial literacy has been recognised as a research area that has not been considered extensively in those black South Africans living in rural areas and who have been previously underprivileged and excluded from financial services in the apartheid era. An absence of financial literacy is anticipated to be genuine among Black South Africans living in the rural areas. This study sought to ascertain the level of financial literacy in terms of financial planning and financial control among the Vulindlela community in KwaZulu-Natal, South Africa. It further sought to establish the relationship between financial literacy and demographic factors. The positivism philosophy which is associated with quantitative method was adopted for this study. The data were collected by means of a hand-delivered questionnaire administered to a sample of 267 households in Vulindlela community in KwaDlangezwa. This study found that respondents within the age range of 40–49 years are well educated to handle their financial affairs and prefer saving over spending. This study uncovered that financial literacy rises with age, but as respondents become older (60–65) their financial literacy declines. The respondents appear to be less financially literate in financial control and financial planning domains. This study reveals that age and gender affect financial literacy among households. Respondents on a low-income were found to be less financially literate than those better-off. This study indicated that higher monthly income alone does not always mean to be financial literacy and make efficient financial decision. Respondents who received a middle level income (R5 000–R10 000 per month) but with better experience of financial issues could be better prepared for financial decision making. Households with good work experience and enjoying a middle level of monthly income were more likely to display a higher level of financial literacy. Furthermore, the study established that most households (72%) were identified as having a low financial literacy based on financial control and financial planning. This study confirms the urgency and need for devising effective actions to minimize the issue of financial illiteracy in rural areas.

Motivational factors for taking on postgraduate studies

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Abstract

Despite the claim that a postgraduate degree leads to greater career prospects, it is frequently overlooked that the pursuit can be a lonely and exhausting experience. This is supported by accounts from researchers who have engaged the subject. Researchers continue to investigate the challenges that postgraduate students face and how they may be helped, but not paying equal attention to what motivates them. The proposed study looks at motivational factors for taking on postgraduate studies. In this study, the researchers aim to ascertain among others, the extent to which prospective postgraduate students prepare for the difficulties of working independently, and how the various elements of study preparation make or mar their ambition. The study will likely be anchored on motivational theories including the theory of planned behavior. A consequence of Covid-19 is the aspect of digital/virtual supervision. Many encounter postgraduate studies without proper, rudimentary knowledge of academic writing. This is better managed by the supervisors who can hand-hold the postgraduate student. The challenge is even more with the new world order. Will postgraduate students cope with virtual/digital supervision, etc.? Another aspect could be the issue of access to the digital platforms owing to connection and network issues, numerous inadequacies when it comes to access/support for the postgraduate students during the pandemic. The suggested approach will be quantitative, and a Likert-type questionnaire will be used to collect data. Both descriptive, analysis of variance (ANOVA) and factor comparisons are expected to offer important insights into these concerns for unambiguous delineation of the motivators. Data will be purposively collected from postgraduate students enrolled in the four Western Cape Institutions' Business and Commerce faculties. The research will focus on master and doctoral students

who have been in the program for at least two years. The suggested research focuses on what motivates people to pursue postgraduate courses. Research of this nature is expected to provide the essential gravitas for higher education institutions to enhance their postgraduate student support systems, as well as some recommendations for higher education institutions. The researchers hope to learn more about how potential postgraduate students prepare for the challenges of working alone, as well as how different aspects of study preparation help or hinder their desire. Additionally, it must be noted that the South African government believes that obtaining higher credentials will improve the economy, therefore it has encouraged the uptake of postgraduate study. To promote this intervention, the department of higher education and training is constantly modifying its grant and fellowship allocations.

Keywords: Higher education, South African government, motivational theories, motivational factors, postgraduate studies.

Investigating Asymmetric Effects of Public Debt on Economic Growth: Evidence from Emerging and Frontier SADC Economies

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Abstract

This study interrogates the asymmetric effect of public debt on economic growth among selected emerging and frontier SADC economies. The study estimates a smooth transition regression (STAR) to analyse the asymmetric relationship between public debt and economic growth using time series data from 2000-2018, extracted from the World Development Indicators. The findings indicate strong evidence of a significant asymmetric relationship between public debt and growth among emerging and frontier SADC members under consideration. The results revealed the inverted U-Shape effect of public debt on growth in South Africa. While the results for Botswana, Namibia, Zambia, and Zimbabwe indicate that there is a U-Shape relationship between public debt and economic growth. The study suggests that policymakers ought to consider curbing public debt levels within a sustainable threshold target in order to reduce accompanying debt serving costs and efficiently use public finances consistent with economic expansion.

Dynamic switching and structural breaks: An analysis of Russia, China, U.S and the WTI oil indices

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Abstract

This article seeks to investigate the relevance of structural breaks in forecasting the volatility of daily returns on Russia, China, U.S and WTI oil indices pre and post-crisis periods. The study employed the Markov Switching Dynamic Regression method to evaluate the levels of dynamic switching of sample variables from 2 January 1996 to 30 December 2016. The research findings give significant evidence of the relevance of the structural breaks amongst the U.S, Russia, China and WTI oil indices at similar episodes pre and post-crisis and also during the European Sovereign Debt Crisis. The research discoveries are valuable to market participants, portfolio managers and academics. The study is also of benefit to regulators and policy makers in their efforts to strategize, plan and implement financial crisis shock absorption. The authenticity of the research is founded on the volatility and dynamic switching effects amongst Russia, China, WTI oil and the U.S indices by employing the MS-DR model, which covers time-frequency series and reproduce stock market breaking dates. The analysis of dynamic switching and structural breaks effects pre and post-global financial crisis. The study of these indices pre and post COVID-19 would be of interest to study. The model seems to be appropriately and effectively applied to various daily financial time series to examine volatility forecasting.

Understanding the socio-economic influence of iSimangaliso Wetland Park on the community of KwaNibela, KwaZulu, Natal, South Africa

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Abstract

This chapter analyses the socio-economic influence of iSimangaliso Wetland Park on the community of KwaNibela, KwaZulu, Natal, South Africa. In order to achieve this, a qualitative research approach was adopted which included one on one interviews with the residents of KwaNibela. The findings of this chapter suggests that iSimangaliso Wetland Park conservation strategies have a negative impact on the socio-economic wellbeing of the people in KwaNibela due to limited access to natural resources and lack of economic opportunities which has led to conflict between the stakeholders of iSimangaliso Wetland Park and the community. The results of the study further revealed that the predation of livestock by wild animals which escape from the park is another major source of conflict between iSimangaliso and the residents of KwaNibela. The people of KwaNibela further complained about lack of access to land for agriculture and grazing their livestock. On this basis, it is suggested that iSimangaliso Wetland Park includes the community of KwaNibela in their conservation efforts and also create economic opportunities for the people in KwaNibela. It is also suggested that iSimangaliso Wetland Park compensates families who lose their livestock due to predators that escape from the park since they mostly depend on their livestock for sustaining their livelihoods. In order to emancipate the economy of KwaNibela, it is also suggested that the iSimangaliso Wetland Park supports local businesses in order to create more job opportunities in KwaNibela.

Keywords: Conservation, socio-economy.

Possibilities and challenges for designing and reviewing the LLB curriculum in South Africa. What is the appropriate remedy?

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Abstract

In 1998, a four-year undergraduate Baccalaureus Legum (LLB) degree was introduced. This was part of a transformative agenda. The reason for the introduction of the four-year programme was twofold. Firstly, the change was relevant to redress the imbalance of the past of the under-representability of blacks and specifically Africans, in the legal profession. Secondly, to eradicate a racial differentiation resulting from previous apartheid Policies where there was a distinction between the law degree obtained by whites and non-whites people. In other words, this transformation was to give effect to constitutional values precisely equity and access to justice. From the above, it can be stated that Government partially succeeded in this transformative shift. This result in more black law graduates, however, an additional challenge was raised on the quality of graduates entering the legal profession. It avers that the said graduates are unable to read, write and count as required by the legal profession. Students need to be able to read, apply their knowledge, conduct research and critically engage with the content. To this end, the need to produce suitable candidate legal practitioners that competently perform their tasks as expected arose.

As a result, the Council on Higher Education (CHE) and the South African Law Dean's Association (SALDA) had several discussions and reach an agreement to conduct a national review of the LLB programme. The purpose of that review was to enhance the quality of legal education across all the South African universities. Therefore, a review was conducted. In 2017, the CHE released a report on the outcomes of the National Review of the LLB Programme.

It is stated that 13 institutions were conditionally accredited, 4 received the notice of withdrawal. All the institutions were required to attend to these conditions and concerns

raised in the institutional plan. It has been three years since the review programme took place and many institutions are busy implementing the plan as per the CHE report. However, the question is what mechanisms are in place to ensure the effectiveness of the recommendations made by CHE, SALDA and Legal Profession Council? Is The reviewed LLB Curriculum producing results? It is against this background that this research intends to answer the above questions. Using documentary analysis research. The paper discusses the current status of the LLB curriculum.

The challenges and opportunities in reviewing the curriculum. Thereafter, follow the available remedies that could guide the future progress and the conclusion.

Assessing The Effectiveness of 4IR Strategy On South African Township Economy: Smart Township Perspective

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Abstract

As the Covid-19 pandemic changed how people and business interact, its impact severely impacted the global economy. The negative impact did not spare the township entrepreneurs and their informal economy survival. Many livelihoods and informal businesses within these townships came to a halt. Though the South African government introduced various financial relief through the R500 billion support grant, many township entrepreneurs could not get access to sustain their everyday business operations. The heavy lockdown further damaged an already struggling informal sector economy. Despite the invisibility of the informal sector, it is considered to contribute about 5 – 30% of the Gross Domestic Product (GDP). Hence, the need to develop a smart township strategy for the township economy will better prepare the township entrepreneurs with a creative and innovative way to survive any future pandemics. This chapter aims to identify factors and enablers that can catalyst critical and innovative thinking to safeguard the township economy. Evaluate the behavioural change on the perceptions in adopting 4IR in informal township economy. Also, assess the maturity level of the 4IR Strategy pillars in a successful building on a South African smart township economy. This research will further assist the South African government in understanding both theoretically and practically technological innovation strategies and methods to adopt post-pandemic. Furthermore, identify digital skills training and upskill for informal sector township entrepreneurs to reposition and align themselves with the Smart township ecosystems.

Violent student protests at the South African Universities: Possible deterring solutions

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Abstract

Student protests have been identified as being out of control, with the majority of these protests adopting the 'aggressive' social movements approaches, which are marked by heinous acts of destruction of critical public property and abuses of fundamental human rights, including non-participating stakeholders' liberties (Rapatsa, 2017). During the academic years 2015 and 2016, South Africa witnessed the voluntary emergence of two intersecting social movements that attracted attention from all corners of society, even outside the country. Each had its own hashtag, #RhodesMustFall and #FeesMustFall, and they were all founded on orations linking past inconveniences and current benefits appreciated by minority in various sections of society (Nyamjoh, 2015). This paper seeks to explain the consequences of violent student protests at the South African Universities and also to find realistic and best practices that exist and already available in literature which have meaningfully prevented or minimized violent student protests and make recommendations based on the findings of the study to deter the said in future.

Methodology: To address the research aim, objectives, and questions, the researcher employed the descriptive – interpretive approach where a schedule of interviews was created by the researcher who also was the research instrument. The design of this research, sample strategy, data collection method, ethical considerations, and limitations were addressed in the context of the violent student protests' role players. The unit analysis was the literature available on the internet, and the sample frame is all South African Universities. **Findings:** The results indicate that violent student protests are linked to dissatisfaction over bad services, racial persecution, inequality, and, more recently, a lack of transformation, excessive educational prices, and insufficient furnishing of considerable apparatus that distinguish improvement and attainment of high-quality education.

The conundrum of Community Participation in Integrated Development Plan at Winnie Madikizela Mandela Local Municipality: Exploring a better future

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Abstract

Local government is the backbone of service delivery across the globe. Lack of service delivery has prompted an increase of service delivery protest all over the country. As a results, municipalities in South Africa are under enormous pressure to deliver effective and efficient services to their communities. This paper seeks to analyze the provision of municipal services to the citizens, at Winnie Madikizela Mandela Local Municipality. This municipality is regarded as one of the municipalities that are facing serious levels of poverty and poor service delivery. The paper aims to unpack the conundrum of public participation at Winnie Madikizela Mandela Local Municipality to enhance service delivery. The article adopted a qualitative approach to collect data. Furthermore, an intensive literature review was conducted on the challenges of public participation at local government. The study findings reveal that public participation is poor at Winnie Madikizela Mandela Local Municipality due to issues such as poor community participation in local government affairs, including the adoption of Integrated Development Plans (IDPs), lack of communication and openness between the municipality and the community and loss of hope in ruling party. These issues are said to result in maladministration, fraud and corruption which then cause failure to effective and efficient service delivery because services are not delivered to the fullest capacity by the municipality. This impact negatively to their lives of citizens because they live under hardship due to poor service delivery, therefore, the study concludes that there should be an establishment of an independent community offices or bodies for South African municipalities to enforce community participation requirements and force members of the council (councillors) to consult and account for to their communities about what is happening in the municipality. This will help to improve the transparency and accountability within South African municipalities and provide impetus in service delivery, hence public participation will be rejuvenated in local government.

Keywords: Winnie Madikizela Mandela Local Municipality, service delivery, public participation, community, municipality.

A Post-Pandemic Economic Outlook for uMhlatuze Municipality in South Africa

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Abstract

As the COVID-19 dust begins to settle thanks to the availability of vaccines and increased awareness, prospects of the post-pandemic recovery have become central to policymaking at local level. Against this background, this paper seeks to provide economic forecasts for uMhlatuze municipality in the short to medium term. The analysis first estimates aggregate economic projections supplemented by forecasts of key sectors. The former inquest provides an overall outlook while the latter is more specific in so far as it enables local authorities to observe specific sectors that could undermine the municipality's recovery prospects. Using the Box-Jenkins methodology, the municipality is expected to add 3056 jobs (an increase of 4%) in the next two years mainly driven by tertiary activities. Although overall employment is expected to pick-up in 2021 and 2022, overall output growth is expected to continue slowing down during the same period (by 2% which translates to a R1.1 billion loss) largely reflecting the prolonged contraction of secondary sectors (manufacturing, construction, electricity gas and water which account for 51% of local output) and a dip in investment. Agriculture, mining, and tertiary activities are both expected to register strong rebounds in 2022 but this will not be enough to halt the municipality's expected overall economic dip. Reversing this bleak economic projection calls for efforts to boost investment particularly in secondary sectors.

Sexual harassment policies in South African Higher Education Institutions: Knowledge and perceptions of Students

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Abstract

The purpose of this paper is to intercept the knowledge and perceptions that students in Higher Education Institutions (HEIs) have on sexual harassment policies and the definitions of sexual harassment by its very own nature. Understanding student's perception and knowledge on sexual harassment may help in understanding the low reporting rates of sexual harassment institutions have and make a broad understanding on the reasons that trigger one to be a sexual harassment offender/victim. According to Bondestam and Lundqvist (2020) an average of one out of four female students reports sexual harassment, there is no evidence that is visible in HEIs supporting the effects of major preventative measures. Almost all institutions have sexual harassment policies, but the occurrence of sexual harassment/gender-based violence is still a social issue. Involvement of students in the implementation of sexual harassment policies may be vital to change. Measures that are more educational, verbal, and substantial rather than writing policies to be booked and only reviewed on due dates can be a good impact in policies implementation (Clancy, Cortina & Kirland, 2020). Using Secondary data the researcher used free website journals and the library to access data. To address the research aim, objectives, and questions, a qualitative approach using a hermeneutic approach was employed. The sample frame is all public higher education institutions in South Africa. According to Badenhorst and Wilken (2003) in a study that was conducted amongst eight universities of South Africa, it seems all universities had an incomplete and deficient policy in many respects, although conducted many years ago, these problems with policies still exist today. The Department of Higher Education and Training policy framework (2020) argues that policies lack measures to prevent, monitor and investigate gender-based violence in HEIs. Creating awareness in educating about policies in as many programs as possible, such as in orientation, education, campaigns, training, and diversity awareness programs can be sufficient in policy implementation and conduction of regular training and workshops were content of policy is explained. Women have learnt to accept masculine norms and notions of femininity and of how a woman should behave, Sexual harassment is related to theories of subordination of women to men, these theories are associated to sexual violence against women, feminist theory highlights women's sexual exploitation and argues that sexually harassing behaviour constitutes sex discrimination



that persuades inequality. The inequality approach asserts that sexual harassment is sex discrimination because it is sexually subordinating, focusing on women's exploitation in society.

Originality/value- There are variety of studies relating to sexual harassment/gender-based violence in HEI, this paper outlines the implementation and perceptions of sexual harassment on students, can student's voices make a change in HEIs sexual harassment policies?

Keywords: Sexual harassment, policies, higher education institutions, students, implementation, perception, knowledge.

Investigating Poor Performance of Staff in a Local Government Legislature

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Abstract

The poor performance in a local government has catastrophic effects, as local government delivers crucial services to the public. A shortfall in a government department can result in the failure of the government to provide a critical service to the public. In this research study, the causes for the poor performance is prodded into with detail to determine if there is an underlying problem. In investigating the causes of this performance, the researcher conducted a qualitative case study, focusing on the causes of poor performance from an employees' perspective and from what motivates employees in the organisation. As a result of the literature review suggesting that the poor performance could be linked to staff motivation, leadership and communication, a bad organisational culture and the conduciveness within the organisation; the researcher conducted one on one open ended interviews so as to get a full perspective of how the employees felt, perceived and experienced the work environment and management. The outcome of the analysis from the interviews revealed that the major problems which leads to the poor performance of employees is the non-conductive environment, the lack of involvement (including consultation and decision making), poor communication to and from management, the provision of tools of trade, the ability of the organisation to reward or recognise good performance and poor management or leadership. As the researcher was unable to find similar studies on this particular topic, "Poor Performance of Staff in a Local Government Legislature", this study would be able to provide future researchers on the provision of research done on the performance of staff in a local government setting. The study does prove as suspected through the literature review, that a direct connection does exist between the poor performance of the staff and staff motivation, leadership, communication, the organisational culture and conduciveness. The performance of the staff ultimately affects the performance of the government department and can have dire consequences on the community.

Keywords: Poor Performance, Staff Motivation, Leadership, Communication, organisational culture and conduciveness.

Strategic Planning for Effective Talent Management and Retention of Employees in the Newcastle Local Municipality

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Abstract

This study seeks to investigate talent management strategies that can be effective enough for the retention of talented and potential employees, which will have a positive contribution to the success and development of public sector institutions. The aim is to add new and more information to the existing body of knowledge. The purpose of this study is to contribute to the improvement of human resource strategic plans for effective talent management, to ensure the retention of potential employees and to ensure that alternative measures are taken into consideration to keep the performance of all employees optimal, leading to the prioritization of the transformation of South African public service.

For the realization of the aim, purpose and objectives of this study, the researcher will adopt a qualitative research methodology. The qualitative approach is seen as the best method since the study seeks for people's insights, opinions, views, and attitudes about the strategic planning that can be utilized for effective talent management which will in turn help the organization retain potential employees. A semi-structured questionnaire with predetermined closed and open-ended questions will be utilized to generate as much insights as possible in the Newcastle Local Municipality about their strategies for talent management and alternative strategies that can be utilized to keep talented employees. An interview is another tool to be used to acquire a better perspective and knowledge with regards to the strategies in place in the municipality.

Keywords: Talent management, Retention, Strategic Planning.

An Evaluation of the Practice of Basic Values and Principles of Public Administration in The Zululand District

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Abstract

The basic values and principles of public administration embodied in the constitution stipulates a set of rules that govern public administration in all spheres of government. These values and principles are binding on everyone in South Africa and must be implemented by elected representatives and public servants. This study aimed to evaluate whether or not local municipalities within the Zululand district do practice the democratic values and principles of public administration. Examine how the practice of democratic values and principles of public administration can improve governance and service delivery in the Zululand district. This study was able to identify ways of fostering the practice of democratic values and principles of public administration in the district. The study adopted a qualitative research methodology. Purposive sampling was used to select municipal while simple random sampling was used to select community members as participants of this study. Data was collected through virtual and physical interviews with municipal officials as well as community members from the Zululand district. A deductive approach was employed in the analysis of data where research questions were used to group the data and then look for similarities and differences. Data was classified into themes that were generated from the research questions. The findings of this study clearly revealed how the Zululand district incorporate the values and principles of public administration with local government objectives. The Zululand district municipality emphasises the importance of these values and principles to all its employees and encourages them to continue to use these values and principles in the execution of their daily tasks. Successfully, the study revealed how

the use of basic values and principles of public administration bring about good governance in the Zululand district. However it must be noted that there are a lot of conflicting views between municipal officials and community members. Municipal officials argue that there is clear practice of the basic values and principles of public administration within the district but some community members strongly disagree with this claim.

Based on the research findings mentioned above, this study recommends that municipal officials should always be aware of the constitutional values in their day-to-day service to society. They should make certain that human rights are respected and promoted and that the interests of the community takes priority. On top of all this, officials should maintain constitutional authority, uphold the rule of law. Public servants have a duty to uphold the constitution and its values and principles in whatever they do and citizens should hold officials accountable for their actions. Furthermore, the study recommends more accountability from the municipality and the appointment of officials with proper skills and education on how to govern the municipality. Appointment of individuals with tertiary qualifications in the field of law or public administration could also be effective as this will enable them to have an understanding of the constitution and its values.

Keywords: Constitution, values, principles.

Product and Process Design of Sanitary Pads

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Abstract

The proceeding paper seeks to define and discuss product and process design. In this body of work, product and process design will be discussed in regard to feminine hygiene products, namely sanitary pads. This body of work will discuss the ways in which the product and process design of sanitary pads can be improved in an effort to become more environmentally friendly, especially in terms of their disposal. The company that will be referred to regarding the sanitary pads will be Procter and Gambles' AX single-use sanitary pads. This paper will also utilise AZ Organic Pads as a form of comparison, as way to showcase the fact that is possible for companies to manufacture purely organic or environmentally conscious products. A research methodology will also be presented in order to present the methods used to gather the information within this paper. The results and discussion will follow, which will report on the information found and the discussion will explain and interpret the results, as well as place the information found in context. Recommendations will also be provided as to how companies like AX, can improve their product and process design to be more eco-friendly especially in the disposal stage of their sanitary pad products. Finally, the paper will be concluded, and a references page can be found at the end.

Transport Management Within Supply Chain

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Abstract

This research is based on the Supply Chain and covers Operations Management Perspective. Discussed below are how choices made at the Primary level of organizations affect operations and production. This study further goes to describe how Transport Management as one of the key factors in operations, aid in getting a continuous flow in operational processes and in turn an increase in production levels. Factors such as communication, EDI implementations, warehousing and order fulfilment are extensively discussed as constituents of Transport Management. The relevance and consequences of the aforementioned factors are discussed to show the reader why and how they relate to Transport Management and ultimately to operations and production. This paper has discussed supply chain processes necessary for success, namely: order fulfilment, warehousing, transportation and EDI Implementations. Our findings blended a list of causes, effects, and solutions to provide insight to organizations as to how production processes can be handled and how a unified system can be achieved. As aforementioned in today's rapidly increasing competitive markets, customers' expectations and demands as well as an understanding of the organizations current performance can provide companies with an upper hand in in their respective markets. The problem is not doing the wrong things, it is doing the right things the wrong way.

Keywords: Transport Management, EDI Implementation, Communication, Order fulfilment, Transportation Modes and Operations and Production.

Employing people with disabilities makes good business sense

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Abstract

The pandemic caused by the COVID19 virus has changed the way we live and think about society, business, and education. However, the education and employment of people with disabilities has been problematic long before the pandemic turned the world upside down. In South Africa there is a large population of people with disabilities who are faced with the challenges of having limited access to education and employment and their chances of access to employment are lower than those of the non-disabled population.

Educating disabled students for the hospitality and tourism industry is ideal, because as hospitality is the backbone of tourism, it has high economic relevance. It generates a huge number of jobs, both directly and indirectly, and can help developing countries reach their Development Goals. On the other hand, employment of persons with disabilities is not always beneficial, especially when appropriate training is not available, the workplace is not physically or intellectually accommodating, and job requirements do not fit the persons' capabilities. The large South African population of people with disabilities presents unique challenges for training organisations because most training models do not accommodate the demands of all disabilities, neither do they prepare students with disabilities to take their rightful place in an industry that is becoming increasingly technological and demand-driven.

The intention of the small-scale research reported here was to interrogate training received by disabled persons in the food services industry. The researchers wished to assess the success of the training from the perspectives of students, trainers and employers so that future programs could meet the needs of all, and finally to develop a model that would empower students with

disabilities to have access to meaningful employment in the food production and foodservice industry. A qualitative, interpretive research paradigm was adopted, and a literature review was followed by semi-structured interviews and observations.

It is hoped that the results of the research will influence the training models used by training institutions and make a difference in the lives of disabled persons wishing to enter the tourism industry through being involved in hospitality.

Estimating the contribution of the government sector to the clothing and textiles industry in SA

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Abstract

The SA national government has 48 ministries and 40 departments which are also represented at Provincial level. Furthermore, the country has 278 municipalities, comprising 8 metros, 44 district and 226 local municipalities. This research looks at the demand of uniforms for staff in these government departments and municipalities as well as the source of supply for these uniforms between 1990 to 2020. The research intends to estimate the number of clothing items demanded by government departments and municipalities expressed as a percentage of total clothing items demanded in the country. The influx of legal and illegal Chinese imports of clothing and textiles adversely affected the local industries which once thrived in KwaZulu-Natal, Western Cape and Eastern Cape, providing employment to many locals, particularly women. There is also a significant demand for clothing and textiles by government institutions such as hospitals, clinics, police stations, prisons, and boarding places. Considering that there are also more than 23 000 public schools catering for over 12 million learners, it is evident that the government sector is a significant contributor to the clothing and textiles industry. The extent of this significance can be better understood when one looks at the Input-Output tables by Statistics Africa to show the inter-industry linkages associated to uniform manufacturing. Government currently has a clothing and textiles Master Plan that intends to reduce the imported clothing and textiles and promote local production. This research therefore explores the role that the government can play in realizing the goals of the Clothing and Textiles Master Plan and the revival of textile industries in KwaZulu-Natal, Western Cape and Eastern Cape.

Keywords: import substitution, clothing and textiles, staff uniforms, input-output model.

Career choice, guidance and preparedness for high school learners: A case study of a rural school at Mhlathuze Municipality

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Abstract

In the South African education system, career choice begins at Grade 10 when high school learners choose their major subjects, and they may have very little information about different careers. The rising unemployment levels demand innovative ways of engaging learners with regards to their future careers. There is therefore a need to align post school education and workplace needs during career preparedness stage. The main purpose of this study was to explore the perceptions of Grade 12 learners in KwaZulu-Natal (at Mhlathuze Municipality) with specific reference to their post high school career-related journey. Moreover, exploring the perceptions of learners regarding the factors facilitating and constraining their choices of streams at higher education and understanding their resource and information needs to attend at tertiary institution were some of the objectives. This research applied Social Cognitive Career Theory which was chosen for the study to align Grade 12s with their chosen streams and the careers they want to pursue. The research population included Grade 12 learners [N=105]. Using a purposive sample, all Grade 12 learners were research participants. Data was collected using an open-ended questionnaire which consisted of three parts: career choice, career preparedness and future goals. One of the main components of career planning process which is self-assessment, was used to construct themes. The results indicate that learners are lacking information on career guidance at school.

A Discourse Analysis of Mbeki's and Bolsonaro's Pandemic Denialism

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Abstract

“Why have some national governments acted more aggressively to address the HIV/AIDS pandemic than others? More specifically, what explains widely varied responses across Brazil and South Africa - two countries where one might have expected more similarity than difference?” These questions by Gauri and Lieberman (2006) pondered on what, at the time, was one of developing countries' biggest challenges, the prevalence of the Human Immunodeficiency Virus (HIV)/Acquired Immunodeficiency Syndrome (AIDS), South Africa and Brazil notwithstanding. In 2021 we seek to find answers to the same questions asked to these BRICS members (Brazil and South Africa) about the Covid-19 pandemic and the two countries' response to it. In the early 2000s, SA President, Thabo Mbeki, delayed responding with urgency to the rise of HIV infection in SA (Wang, 2008). Mbeki questioned the science explaining HIV and how it became AIDS, and subtly suggested the AIDS activism in SA was a colonial project (Wang, 2008). Similarly, from 2020, Brazilian President, Jair Bolsonaro has questioned the scientific behind Covid-19 and solutions thereof (World English News, 2021). Bolsonaro's denial discourse shows similarities to Mbeki's questioning of HIV/AIDS. Both implied that the science was faulty and that the proposed solutions to the pandemics had undertones of neocolonisation (Wang, 2008 and World English News, 2021). Through the interpretive paradigm, this paper undertakes a discourse analysis of Mbeki's and Bolsonaro's pandemic denial discourse. The paper draws from speeches, interviews, inter alia, where the Presidents made their comments. The study thematises commonalities in their views, contextualising them as developing countries. Primarily, the focus is at the individual level (views of the Presidents) and there are brief reflections on what their discourses meant for their states and the international system in which they belong, per Mingst's (2019) levels of theory.

Keywords: Discourse analysis, pandemic denialism, Mbeki, Bolsonaro, Covid-19, HIV/AIDS.

The Role of Leadership in Family-Owned Business: A South African Perspective

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Abstract

Family-owned businesses have most of the control and ownership lying within a family. Farming is generally one of the early business sectors to be family-owned. Family-owned business systems have formal leadership roles. Family businesses are governed by a structure that has regular meetings to discuss goals, milestones and align these to a strategy. The governance system often involves family members only. Though at times blurry, each family member has defined responsibilities which help each member to navigate the complexities of balancing personal and business needs. Despite having this formal structure, family-owned businesses are usually associated with a low rate of survival.

This paper aims to review the role of leadership in creating a remarkable identity in a family-owned business through identifying factors influencing family-owned businesses. This study will apply a meta-analysis through analysing and combining results from several similar studies between year 2010 to 2020 (10-year review). In this case, studies conducted through quantitative and qualitative analysis will be reviewed. The study will explore the results from a sampled 40 published articles to reach conclusive findings. Literature suggests that family-owned businesses make significant contributions to a country's economic development.

Keywords: Family-owned business, Leadership, Governance system, Business systems, Economic development, Survival.

The Health-Economic growth nexus: A lower and middle-income Sub-Saharan economies comparison

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Abstract

The relationship between health and economic growth has been examined extensively during the past 30 years in developed and European countries. The study investigated the relationship between health and economic growth by comparing lower and middle-income Sub-Saharan Africa countries from 2000-2016. The study employed data from World Bank Indicators (WDI) in the World Bank database. The study employed two Panel Vector Autoregressive models (PVAR) to investigate the relationship between health and economic growth. The results of the study support the Endogenous Growth Theory, which emphasises the crucial role that is played by health as a determinant or engine of economic growth through human capital effect. The study found a strong positive, statistically significant influence of health on economic growth in lower-income Sub-Saharan Africa countries. The study also found a positive, but statically insignificant impact of health on economic growth in middle-income Sub-Saharan Africa countries. These findings are very important to policymakers in the respective countries.

Keywords: Health-Economic growth nexus, World Development Indicators, Principal Component Analysis, Panel Vector Autoregressive, Economic Growth and Sub-Saharan Africa Countries.

Investigating The Effectiveness of South African Monitoring and Evaluation Tools in Sustainable Development Policies

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Abstract

The paper discussed the status for monitoring and evaluation South African public policies in-line with sustainable development. Policy is defined as a statement of intent and a government's framework that guides actions to operationalise a vision or decision. In 1995, the White Paper on transformation in the public service introduced the concept of monitoring and evaluation that focused on national and provincial departments, with the aim of improving the quality, quantity and equity in the provision of public services. Drawing influence from global to national policy frameworks put in place and the need for effectiveness of the policies in South Africa, research shows that for the government to achieve sustainable development, the adoption of effective monitoring and evaluation systems are key. This paper is a qualitative study which utilized a systematic review of existing literature, which are available in both public and private domain. The methodological design allowed the researchers to explore existing data on a well-articulated topic of a systematic enquiry with clearly set objectives. The paper finds that South African government is not employing monitoring and evaluation results to its maximum potential, the government rather carried out monitoring and evaluation activities in compliance with the legislative requirements. The study concluded if sustainable development is to be realised then a change in approach and practice is a must.

Keywords: Sustainable, Development, Monitoring, evaluation, policy.

The impact of government debt on economic growth of heavily indebted African countries

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Abstract

The high level of government debt has gained a huge momentum among policy makers and other stakeholders in both advanced and developing countries. However, no clear picture has been depicted. The current study aims to empirically investigate the nonlinear impact of government debt on economic growth, using the data in 15 African countries for 1990- 2020. Achieving the objective of the study, the study aims to use the Panel Smooth Transition Regression (PSTR) model in finding the nonlinearity between public debt and economic growth, and to further establish up to which level of public debt is detrimental to economic growth in the selected countries. Apart from that, the current study will assess the validity of the endogenous economic growth theory in terms of debt management policies among the selected African economies. The variables to be employed for empirical investigation include government debt, debt service, gross fixed capital formation, and population growth on economic growth. I believe that the current study is robust and unique from the existing as it aims to use the PSTR model in a lag context in finding the long run impact of public debt on economic growth.

Keywords: Government debt; Economic growth; PSTR model.

Money demand on the behaviour of the exchange rate

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Abstract

The disequilibrium in the money market has implications on the interest rate, in which have implications for exchange rate behaviour. When foreign interest rate decrease, the domestic currency is expected to appreciate. However, it has been observed that when the USA increases money supply its currency does not depreciate against other currencies. This could be caused by the belief that when money supply increases, inflation is also anticipated to rise which leads people to expect interest rate to increase in the future which ends up leading to an appreciation of the foreign currency.

The effect of Covid-19 on human economy of rural women led 'umholiswano' in the northern region of KwaZulu-Natal

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Abstract

In most rural households in South Africa women have engaged in various umholiswanos as their human-economy enhancer system to buffer poverty, food insecurity and optimise their livelihoods. Umholiswanos do not only offer financial security to its members but they also offer social security. Umholiswano creates a conducive environment to build relationships, nurture trust and ensures the sense of belonging. Meetings also act as a space where they can share their challenges and receive advises and guidance. Umholiswano meetings provide an opportunity for umholiswano members to engage in various conversations where members find comfort on various issues that affect their wellbeing. In particular, the interest of the study is on the burial societies, because this type of umholiswano do not only provide financial capital to the bereaved members but they also provide counselling, moral support to each other, assist with funeral planning and assist the affected family with catering and other necessary duties for the funeral to be a success. Due to lockdown regulations these meetings were prohibited thus hindering the critical social value of what umholiswanos provide for its members. Moreover, another, major concern which could have been faced by burial stokvels would be their ability to withstand the financial pressure since there has been a high rise of deaths due to Covid19. The paper domains the challenges faced by the women during lockdown restrictions and how they were able to overcome some of these challenge. A series of focused group discussion was conducted following a case study of umholiswano women of three communities of Mngqobokazi, Makhasa and eFuyeni in KwaZulu-Natal province. The resilient nature of umholiswanos such as the Ubuntu values of Trust, solidarity, understanding which made it easier for umholiswano women to withstand the pressures of Covid-19. The paper also captured the role social grant

played as an umholiswano funding mechanism, the effect how Covid-19 impacted the change of umholiswano modelling and how the women had to change the way they attend meetings and abort certain umholiswano practices. The social element of umholiswano had to be compromised and the number of dropouts in most umholiswano was also captured in the study.

Key words: human based economy, indigenous communities, rural women, Ubuntu, Umholiswano.

Are auditor's moral capital agents for corporates?

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Abstract

Auditors of various types are always associated with providing some form of credibility to information that they audit. Users of information seemingly get comfort in knowing that information that they use to make decisions has been audited. Prosecutors rely on evidence provided by forensic auditors for successful convictions for corporate crimes. Investors rely on audited financial statements to make investment decision. The public also trusts auditors to provide some report regarding how governments have managed public funds under their administration. It is against this background the question of whether auditors can be trusted as the ultimate custodians of morality in public and business contexts.

This articles explores the auditors' ability to rise to the level of responsibility that they are trusted with in order to be regarded as moral capital agents. It will also take a look at historical corporate scandals where auditors were found wanting in terms uncovering concealed financial mismanagement and fraudulent financial reporting. It will conclude with a discussion of perceptions of how the auditors' role and morality can be enhanced.

Enhancing Youth Entrepreneurial Development through Social Entrepreneurship

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Abstract

Today, all through the world, social entrepreneurship is a mantra touted as an answer for economic development, employment and poverty reduction. To some degree this is valid. In South Africa, however, there is something awry despite over two decades of democracy and glamourized position in Africa's entrepreneurial business ventures, the country continue to grapple with the dilemma of unemployment and poverty. Upon gaining office in 1994, the ruling party committed to the social, economic, and political transformation and development of South Africa, and to addressing imbalances of the past. However, to date, progress in transforming South Africa's society and economy has been miscellaneous. This paper examines the social entrepreneurship as a tool in enhancing youth entrepreneurial development, with a prism from South Africa's narrative while eradicating unemployment and poverty. Adopting a mixed research methodology, data was collected, coded and analysed using a Statistical Package for the Social Sciences (SPSS). The case study research method was also adopted, case study in this manner, being KwaZulu-Natal. The available literature indicates that the social entrepreneurship is a newly introduced topic in South Africa, but the framework and terms are becoming popular to the society. It was evident that social entrepreneurship has remarkable contribution in components of youth entrepreneurial development. However, the working paradigm of this practice in itself has been noticed as a challenge, as that social entrepreneurship is yet not recognised by the South African government. The study argues that the social entrepreneurship should be recognised as an answer to socio-economic issues. Furthermore, overcoming social problems, in South Africa will require delicate review of social venture policies to validate the significance of social entrepreneurship and youth entrepreneurial development.

Keywords: Social entrepreneurship, youth development, entrepreneurial development, unemployment.

Survival of the fittest. How Small and Medium Enterprises (SMEs) in the Bulawayo Metropolitan Province, Zimbabwe, experienced the COVID-19 pandemic

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Abstract

The COVID-19 pandemic which led to the banning of face to face gatherings, restricted movements and social distancing, caught most Small and Medium Enterprises off guard. As a result, some went under but others were able to weather the storm. The argument presented in this study is that SMEs that are still operational have done so due to the employment of survival strategies. The study premised in the interpretivist paradigm, utilising a qualitative approach and a case study design, sought to establish the challenges faced by SME owners in the COVID-19 era and the survival techniques that they used for the benefit of those still reeling under the pressures of the pandemic. The sample size comprised of 30 purposively selected SME owners. Data was collected with the use of e-questionnaires in compliance with COVID-19 induced lockdown regulations and face-to-face, semi-structured interviews. Thematically analysed data revealed that some SME owners lacked environmental analysis, innovation, diversification and digital literacy skills. Conclusions drawn were that businesses can survive even during pandemics as long as appropriate skills are applied. The study recommended that SME owners be equipped with digital literacy, innovative and environmental analysis skills to enable them to hedge against unexpected risks.

News asymmetry and mean reversion rate of sequentially combined multi-factor portfolio: Evidence from Johannesburg Stock Exchange

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Abstract

This study seeks to ascertain the influence of news' asymmetric effects and mean reversion rate of the sequentially combined size-sorted and non-size-sorted portfolios on the Johannesburg Stock Exchange (JSE). So, by extension, this study should examine the relationships between the microeconomic factors' returns (the size factor, the value factor, the profitability factor, the cash-based profitability factor, and the investment factor). The AMH cites news (such as policies, information, and market gossip) as the causes of these time-varying behaviours among the firm's characteristics between firm characteristics, anomalous returns and volatility. Therefore, this study further examines the relationship between news (good and bad news) and sequentially combined size-sorted and non-size-sorted portfolios. This analysis reveals the existence of an adaptive market hypothesis on the JSE. This study employs the Exponential General Autoregression Conditional Heteroskedasticity (E-GARCH) model to estimate the news' asymmetric effects, the General Autoregression Conditional Heteroskedasticity (GARCH) model to estimate the volatility persistence and the half-life decay model to obtain mean reversion rates of the size-sorted and non-size-sorted portfolios on the JSE. The study formulated two questions to guide this study's investigations to obtain its objective. The first question was, is adding or removing any of the factors in the size-sorted and non-size-sorted portfolios affect the volatility persistence and asymmetry of the size-sorted portfolios? The second question was, to what extent does the combination of factors with other fundamental anomalies affect the volatility persistence and asymmetry of the size-sorted and non-size-sorted portfolios? This study finding to the first question is that adding any factor to or removing any factor from a combination of factors does not make any difference to the effects of news to the multi-factor portfolio but adding or removing specific factors to create a specific combination of factors makes a difference. This study finding to the second question is that harmony in these factors affects the volatility persistence and their news asymmetry to a great extent.

An analysis of performance management and organizational success in local government administration in South Africa: a case study of Buffalo City Metropolitan Municipality (BCMM)

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Abstract

The Performance Management System (PMS) allows employees and employers to clearly state the objectives and ways which have to be accomplished in an organization. Against this background, this study investigated the challenges facing PMS at Buffalo City Metropolitan Municipality. The study examined performance management and organizational success in local government administration in South Africa with a focus on Buffalo City Metropolitan Municipality (BCMM), Eastern Cape Province. In-depth face-to-face interviews were conducted with a sample of 20 participants from Buffalo City Metropolitan Municipality (BCMM) who were selected using the purposive sampling technique. The target population of the study was the employees of BCMM. Based on the analysis of data, the study found that the municipality did not have an electronic system; they were using a manual system in their performance management. Further to this, the participants also highlighted that there was no approved Performance Management System (PMS) policy framework that had been endorsed by the council of the municipality. The study recommended that the municipality must have an approved PMS policy framework and it should be implemented at all levels of employment within the organization.

Keywords: Performance management, employees, municipality.

A Comparison of body composition, physical activity status of urban and rural primary School u12 learners in King Cetshwayo District Municipality

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Abstract

Childhood obesity is increasing at an alarming rate in South Africa. Yet little is known as to whether the reintroduction of physical education (PE) in schools (2013) has indeed helped to combat this pandemic. The current study assessed the body composition and physical fitness of aged 12-year learners in two urban and two rural schools and then compared. convenience sampling method was used to select four primary schools in the King Cetshwayo district. The schools were divided into two groups, rural schools and urban schools. A total of 72 healthy (38 urban and 34 rural), twelve-year-old participants were recruited for this study. The physical activity levels were tested using a specifically designed “low-cost-no-cost” test battery. There was no significant difference found between the two groups. However, the urban group had a higher weight, height, body fat percentage, body mass index (BMI), waist circumference, hip circumference and the waist-to-hip ratio to the rural group. Significant changes were found between the schools individually with one rural school exhibiting more having similar results to that of the urban schools. In grouping schools by their stratum no significant differences were found between the urban and rural group in the body composition tests and physical tests. However, the one rural school learners whose results were similar to those of the urban school may indicate, evidence of an epidemiological change from a previously classified rural school to an urban school based on proximity to the nearest town/city.

Keywords: Body Composition, Physical fitness, Under12 learners, Urban and rural primary schools.

Investigating marketing activities role on the purchase of private label brands: A systematic review of trends in literature

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Abstract

The upsurge of private label brands has given retailers an opportunity to expand their product offerings. However, these brands have been met with varying perceptions among consumers across the world. Therefore, for this study, the authors investigated the role that marketing might have on the purchase intentions of customers opting to/not to purchase private label brands. The marketing instruments in question for this study were advertising, pricing and price promotion, and their effect on customers' purchase intention for private label brands. The authors followed the integrative systematic review methodology in searching, screening, selecting, including, and excluding research articles; search strings were also formulated in searching for articles. In this paper, a synthesis of literature was undertaken, and future research direction was provided, giving future research and retailers three proposition to understand the effect of pricing, price promotions and advertising in the purchase of private label brands.

Keywords: Private label brands, customers, advertising, pricing, price promotions.

Effect of using different levels of Nitrogen doses on plant growth and yield under rain-fed monocropped maize and maize-bean intercropping system

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Abstract

Maize-bean intercropping system could be one of the solutions for food security among small-scale maize farmers due to unaffordability of chemical nitrogenous fertilizers and limited access to arable land. A field experiment was conducted to investigate the impact of Nitrogen application on the growth and yield of maize (*Zea mays*. L) grown alone and in combination with beans (*Phaseolus vulgaris*). The experiment was laid out in a randomised complete block design (RCBD) with three replications having a net plot size of 25m² each. A factorial treatment structure was used consisting of two levels of bean plant population/intercropping system (with and without) and four levels of Nitrogen fertilizer (0, 20, 40 and 60 kg N/ha), corresponding to 8 intercropping treatments. High maize yields led to low bean intercrop yields. However, there was little or no difference between sole and intercropped maize yield. Bean yields associated with lower maize yields under no Nitrogen fertiliser. Intercropped maize yields with fertiliser were higher than the sole maize yields at all treatments. The study found significant interactions ($p < 0.001$) of treatment and cropping system on maize grain yield as well as the requirement of the cropping system with specific Nitrogen dose to induce large-scale farming and select targeted maize bean intercropping system.

Benefits of self-care- self-paced strategy to promote healthy living through life-style modification in people with type-2 diabetes mellitus

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Abstract

The object of the study is to raise consciousness of the community about the importance and benefits of healthy living where unhealthy habits are forbidden while keeping healthy practices at the center of self-management of Type-2 Diabetes Mellitus (DM) condition thus preventing related complications.

To implement a co-developed self-care self-paced strategy to promote healthy living through Life-Style Modification in people with Type-2 DM in selected rural communities in the King Cetshwayo District.

To collaboratively implement a socially and individually acceptable intervention strategy for Type-2-DM.

Data collection: Qualitative approach using a participatory-action learning action research (PALAR) design. Data collection methods observation, intervention including health education, physical exercises

Inclusion Criteria: Individuals who would:

(i) have participated in phase1 data collection through questionnaire and face to face interviews of the study; (ii) either be diagnosed with Type-2 DM or caring for individuals suffering from Type-2 DM. Signed informed consent.

Expected outcomes include implementation of following:

1. Health and Physical Exercises
2. Health and Food Science and Nutrition

3. Health Education and Learning of new skills
4. Health and Travelling plans regarding health diets and nutrition
5. Synergy between health, environment, behaviour, and ill-health
6. Application of ethical and moral based principles for sound interaction

The strategy will be readily acceptable to communities because they would also have been part in its construction.

Keywords: Diabetes Mellitus, Self-Care-Self-Paced Strategy, Healthy living, Lifestyle Modification, Benefits, Self-sufficiency, Self-reliance.

The effect of inflation targeting policy on the inflation uncertainty and economic growth in developing countries

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Abstract

The study examined the effect of inflation targeting policy on the inflation uncertainty and economic growth in African and European developing countries. This study contributes to the existing knowledge by analyzing and comparing the African IT and European IT developing countries using two advance approaches (Generalized Autoregressive Conditional Heteroscedasticity (GARCH), and Panel Vector Autoregressive (PVAR)). In order to determine how the IT policy affects the inflation uncertainty in selected countries, time series techniques were employed. Panel data approaches were used to determine the effect of inflation targeting on economic growth in the selected countries. Selected variables include the CPI to measure inflation rate, GDP per capita as a proxy for economic growth, policy rate and Real Effective Exchange rate. The IT is represented by the dummy variable, where it equals to 1 during the inflation targeting period and zero otherwise. The selected countries are South Africa, Ghana, Poland and Czech Republic. The results are as follows: 1) Inflation Targeting policy is insignificant in reducing inflation uncertainty in South Africa; and the effect of the policy in Ghana is inconclusive; 2) The IT policy has a significant impact in reducing inflation uncertainty in European countries (i.e. Poland and Ghana); 3) Inflation targeting has a negative impact on economic growth in African Countries; 4) The policy has a positive impact on economic growth in European Countries; 5) In comparison to European countries, the strategy has a negligible impact on economic growth in Africa. Overall, the results suggest that European developing countries inflation targeting regimes are more credible in terms of reducing the level of inflation uncertainty and sustaining economic growth compared to African developing countries.

Keywords: inflation rate; Inflation uncertainty; Economic growth; GARCH model; EGARCH model; PVAR model.

Inflation Dynamics, Output, and Monetary Policy in Malawi: Is the country's Phillips Curve Symmetric?

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Abstract

The Reserve Bank of Malawi is mandated to pursue a low inflation strategy in the interest of sustainable output growth and low unemployment. In the literature, it is suggested that in order to achieve price stability, an understanding of the inflation-output relationship is essential because the effects of monetary policy are dependent on whether the relationship between the two variables is symmetric or asymmetric, and in the case of an asymmetric relationship, whether the asymmetry is convex or concave. This chapter sets out to conduct an empirical investigation on the inflation-output relationship. A variant of the inflation-expectations augmented Phillips curve derived from the Lucas "surprise" aggregate supply function is estimated using the generalised method of moments and quarterly frequency data from 1981 to 2019. The study finds that the Phillips curve in Malawi is concave asymmetric. This implies that the cost of lowering inflation in Malawi, following a positive demand shock, is not the same as the cost of stimulating output growth following a negative demand shock of equal magnitude. The concave asymmetric relationship indicates that a positive demand shock increases inflation by a smaller margin than a negative demand shock of similar magnitude decreases it. In this case, policymakers are expected to react swiftly when the economy shows signs of weakening rather than when it shows signs of strengthening.

Exploring perceptions on the causes, consequences and maintenance of student vandalism of public secondary schools in South Africa

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Abstract

Vandalism has been discussed by Khalim and Norshidah (2008) as a disciplinary problem among students in schools. It has gradually become a common problem worldwide (Vilalta & Fondevila, 2017; Khalim & Norshidah, 2008; Jonson, 2005; De Wet, 2005 & 2004; Sandler, 1998). Even though a number of research projects have tried and came up with different meaningful recommendations and strategies on how to prevent school vandalism in South Africa, the nature and extent of public-school vandalism has not lessened and is still troubling even today (Mvumvu, 2020; De Wet, 2005 & 2004). After the implementation of lockdown due to Coronavirus disease (COVID-19) in South Africa, current Minister of Basic Education, Angie Motshekga, expressed fear over school vandalism issues stating that it will negatively affect the usage of the recovery plan after COVID-19 lockdown (Mothatha, 2020), because the number of vandalised schools is increasing rapidly. The study seeks to make a meaningful research contribution to the prevention and deterrence of vandalising school property done by students in the Republic of South Africa. Design/methodology/approach- The researcher employed herself as research instrument within a qualitative approach and Hermeneutic Paradigm in order to address the research aim, objectives, and research questions. The unit of analysis was information freely available on the internet, analysed through thematic analysis. The sample frame is all public secondary schools in South Africa. Findings- The study found that disorganised schools with unorganised management, bad school environment, and insufficient resources devoted to school reform, contribute to student vandalism and other misconducts of which later creates a non-conductive atmosphere for teaching and learning (Ncontsa & Shumba, 2013; Khalim & Norshidah, 2008; De Wet, 2004). However, there are different theories that explain the causes of school vandalism and these crime causation theories include psychiatric, biological, and sociocultural explanations. Other theories such as the Engagement Theory by Kearsley and Shneiderman (1998) have been used in elucidating how vandalism of school property done by students can be prevented and deterred. Practical and theoretical implications- Although fairly constrained in terms of generalisations, the data nevertheless suggests that vandalising school property is done by both the male and female students besides the fact that vandalism done by males is the one which gets to be reported and recorded. Originality/value- Many studies concerning school vandalism have been written but cases of vandalism in schools are increasing. This paper reports on the causes, consequences and finds meaningful ways to prevent and deter school vandalism in South African public secondary schools. Keywords: South Africa, Vandalism, School vandalism, Property, Student.

The Constitutional Implication for Tenants Who Are Unable to Pay Rent or Utility Bills During The COVID-19 Pandemic

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Abstract

This paper analyses the constitutional implications for residential tenants who are unable to pay rent or utility bills during the Covid-19 pandemic. The paper questions whether tenants are entitled to a payment holiday, a remission of rent, or a suspension of rent, for the duration of the lockdown period as a result of the Covid-19 pandemic. The paper concludes that tenants were not automatically entitled to a remission or suspension of rent or a payment holiday of rent. Tenants were, however, entitled to an appropriate remedy after careful consideration of the terms of the lease agreement and the merits of their case. Whether or not tenants are entitled to remission, suspension or a payment holiday for utility bills is less clear. I argue that tenants should continue to make payments for utilities consumed during the Covid-19 pandemic.

Compensation structure and employee commitment: the case of academics at a comprehensive tertiary institution

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Abstract

The purpose of the study was to evaluate and analyse the effects of the compensation structure on employees' commitment at the university in Kwa-Zulu Natal, a comprehensive tertiary institution. For this purpose, the researchers considered the views of authors who are mostly recent in their quest to unravel the factors that could lead to job satisfaction and if compensation was one of them. The study used a quantitative research approach and adopted self-administered questionnaires to collect data from respondents. The academics at the university in Kwa-Zulu Natal are the ones on whom the researchers conducted the study. Throughout the study the following issues were addressed: Improved working conditions; Lack of company policies; Employee remuneration; Employee benefits; Academic workload and Lack of resources.

Ethical Leadership in African Business

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Abstract

Inspiring leadership is inseparably linked to sound business practices in either the private or public sectors where entities are driven to function as goal-oriented bodies. What is sorely needed are ethically motivated and virtuous leaders. By operating ethically, leaders will influence the culture of their organisation as well as its profitability. CEOs of businesses are expected to demonstrate a commitment to ethical practices, based on values such as integrity, accountability, justice, respect and care. Ethical leadership is viewed as the most critical element in instituting and sustaining an ethical climate in organisations. The paper reconnoitres African Ethics and how leadership which is devoid of virtue in both the public and private sectors, has led to corruption with its extremely negative impacts on society. The paper highlights theoretical conceptions and potential practical actualizations of ethical practice. Recommendations and suggestions are made as to what can be done to mitigate unethical practices. An ethical business environment and virtuous culture would yield both business and societal benefits and lead to a needed sense of social cohesion and solidarity in especially times of turbulence such as those created by the global Covid-19 pandemic.

Keywords: Africa, venality, virtue, corruption, leadership.

Racial differences in smoking and reproductive health in South Africa

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Abstract

Globally, fertility has declined significantly over the years due to the significant negative impact of societal changes, such as an ever-changing individual modern lifestyle affecting the reproductive system. Using five waves of data from the South African National Income Dynamic Survey (NIDS), this study investigates the impact of maternal tobacco consumption on women's reproductive health in South Africa across the racial groups. The cultural differences in quality of life attributes such as smoking behavior were considered. The empirical results of Poisson regression models show that maternal smoking harms women's fertility outcomes in South Africa. Furthermore, the results show that the impact is visible across all racial groups. The outcome shows that, in South Africa, African females have more children than White females; yet being a Black female who smokes reduces the likelihood of having as many children as White women. The findings also show that being a coloured woman has a positive impact on fertility. However, a coloured female smoker has a lower chance of having children than a White female smoker. Being an Indian woman does not affect fertility. However, a smoking Indian woman is likely to be less fertile than a White woman who smokes, again confirming the adverse effects of smoking on fertility. Health professionals should organise frequent anti-smoking campaigns, especially with their pregnant patients.

Perceived challenges faced by informal entrepreneurs in townships: A case of street trading at Esikhaleni, South Africa

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Abstract

Informal entrepreneurship has been recognized as ultimate fragment of the South Africa's economy because of the role it plays in creating employment opportunities and social protection. Many depends on street trading as it affords a source of income to several unemployed households. This paper seeks to identify the challenges faced by a population of 60 fruits and vegetables street traders at Esikhaleni. A random sample was targeted from the population and the quantitative approach was employed using a structured questionnaire with close-ended questions as a research instrument. Findings revealed that the absence of government support, lack of support from the local municipality, lack operational facilities, lack of access to funding, and safety and health concerns are among the challenges faced by informal entrepreneurs in townships such as Esikhaleni. This paper also provides recommendations on how these challenges can be addressed to assist informal entrepreneurs in townships.

Keywords: Informal entrepreneurship; Street trading; economy; challenges; Employment.

The essence of Local Economic Development in South African Communities

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Abstract

Pre-1994, South African societies were divided into different segregated areas and groups which tended to marginalise most while favouring some and this caused a huge imbalance in terms of allocation of resources in local communities. In attempt to correct the imbalances of the past, the democratic government introduced legislative and administrative alterations in the local sphere of government. In the wake of the democratic era the concept of Local Economic Development emerged. This study seeks to understand the outcomes of Local Economic Development; how Local Economic Development can contribute positively towards the growth of economy of the country and what can be done to ensure that the local government environment is favourable for LED to prosper and what local government can identify and develop as on-going broad economic strategies to sustain effective economic transformation. The study found that LED is about creating wealth through mobilizing and effectively using local resources and potentials. Literature also indicated that LED creates favourable partnerships between local government, business and community interests in order to ensure long-term sustainability and success of economic strategies. The findings further revealed that LED requires a strategic planning process to incorporate and accommodate the disparate objectives and aspirations of a multitude of role players. This paper explores the concept of LED and interrogates its relevance within the South African Communities.

Keywords: Local Economic Development, Communities, Local Government.

Exploring the extent in which inter-organizational networks promote female owned cooperatives

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Abstract

Cooperatives reflect complex interactions of the role of the government, private capital, and community. The purpose of this paper is to explore the extent in which primary and secondary networks promote female owned cooperatives. Government has recognised women's contribution to their communities by giving them support and promoting a change in their attitudes towards the meaning of work. Yet, their contribution has not been sufficiently nurtured and developed. Women's access to information is compromised as they tend to get information from informal networks of women, reinforcing the gender gap in access to information. Hence, there is poor coordination of women support intervention.

In this narrative review of literature, findings show that knowledge sharing between local actors and external actors is crucial for gaining education, coping with changes, better use of available resources and to mobilize additional resources.

Realising SDG Goal 15 through Effective Control of Wildlife Crimes and Implementation of Global Mandate on Sustainability in South Africa and Nigeria

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Abstract

Realizing SDG Goal 15 through Effective Control of Wild Life Crimes and Implementation of Global Mandate on Sustainability in South Africa and Nigeria. Biological diversity supports sustainability of the ecosystem and the provision of ecosystem services in diverse ways. Bountiful socio-economic benefits are reaped from wildlife in the form of food supply, pollinators, pest control, medicinal use among others. To underscore the importance, nation states as members of the comity of Nations have obligations to avoid negative impacts of the activities of man on wildlife in their respective territories under various agreements. While uniform and home-grown conservation rules have been developed towards promoting the international morality and legal obligations for wildlife conservation, sustenance of wildlife remain a challenge in Nigeria and South Africa- the two leading economies in sub-Saharan Africa. Habitat loss as a result of development activities and illegal trading activities in resources from wild life among others are threats to sustainable development and the well beings of the people in the two countries. At the international level, there are renewed efforts that are aimed at preserving biological diversities, the latest being Goal 15 of the Sustainable Development Goals (dedicated to “protect, restore and promote sustainable use of terrestrial ecosystems) and 2010 Strategic Plan for Biodiversity 2011 -2020. Despite the efforts, Wild life crimes like poaching, illegal hunting, illegal trade in species of flora and faunas remain unabated in both countries. The paper examines the obligation to protect the habitats of wild life, nature of wildlife crimes in South Africa and Nigeria, the level of implementation of international agreements, soft laws, and domestic laws in respect of wildlife Conservation in both South Africa and Nigeria, regional leaders. The paper further suggest measures for the realization of the global agenda of sustainable wildlife in the two countries.

The Effects of COVID-19 Pandemic On the Education Service Sector in Ghana

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Abstract

The COVID-19 pandemic has had its effects on each and every sector of the global economy, including the education service sector. The education service sector consists of various establishments that provide training and instructions on a variety of subjects, they include; schools, universities, training centers, colleges etc. In an attempt to cope with the COVID-19 pandemic, the education service sector had to come up with new strategies and developments. The purpose of this study is to provide an analysis on the effects of the COVID-19 pandemic on the delivery of educational services, by specifically evaluating service delivery in Ghanaian universities; the effectiveness of strategies put in place to maintain or increase the quality of service, the safety rate of the developed service delivery process and the challenges faced by both service personnel and students in the attempt to cope with the COVID-19 pandemic. A quantitative research approach will be adopted to classify features and develop statistical models to explain the observations made.

The Politics of Things and a Safe Energy Transition for the Energy-Poor

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Abstract

The matrix of infiniteness of public demands and limited resources at the state's disposal to address them remains topical. This paper, adopting elite and systems theories as theoretical contexts, situates the prospects of a safe energy transition through the state and multi-community actions that will navigate the web of politics and power dynamics that underlie resourcing of the priorities of the state. It therefore argues that the state does not just respond to a citizen need merely because it is desired or valued, but because the state finds its demand persuasive and its implementation urgent. The paper recommends the systematic and sustained efforts of communities, civil society organisations, mass media, and academia to enable state engagement with a safe energy transition for energy-poor communities as a matter requiring urgent, practical actions.

Pathway to Digital Transformation of South African SME's: An Ecosystemic Network Framework

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Abstract

The global wave of coronavirus pandemic in recent times has constrained the small and medium sized enterprises to seek out for ways to survive. The pandemic has propelled businesses to review their system of operation and embrace the endless benefits inherent in the digital world. However, there is a dearth of empirical studies on digitalisation in the context of SMEs. The essence of this study is to address this gap by designing an ecosystemic network framework that SMEs can use to overcome digital transformation barriers. An in-depth analysis of this contemporary issue was done by reviewing current literature, in addition, actual data for the study was collected from thirty-six (36) small business owners in Gauteng and KwaZulu-Natal provinces in South Africa. The outcome of this study indicate that 71% of South African SMEs are at risk of retrogressing due to inadequate revenues and weak integration networks. Based on the finding, an SME-centric framework is designed and recommended.

Keywords: Digital technology; digitisation; digitalisation; ecosystemic network; digital transformation.

The Influence of Inventory Management Practices on the Growth of Small Medium Enterprises in East London, Eastern Cape Province, South Africa

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Abstract

The aim of the study was to determine the influence of inventory management practice on the growth of Small Medium Enterprises (SMEs) in East London, Eastern Cape Province. The study utilized a quantitative research approach and descriptive research design in order to determine the influence of inventory management practices on the growth of SMEs. Simple random sampling was utilised to select a sample size of 93 registered General Trading SMEs in East London. Statistical Package for Social Sciences (SPSS) version 26 was used to analyse data. Inferential statistics such as multiple regression and correlation were employed for the analysis. The study found that inventory management practices have a positive influence on growth of SMEs. The study concluded that improvement in inventory management practices would lead to an increase in growth of SMEs as measured by sales, market share and total assets. The study recommended that Managers of SMEs should be thoroughly trained on inventory management skills. The study also recommends SMEs to effectively implement sound inventory management practices in order to improve their performance.

Keywords: Inventory Management; Small and medium Enterprises; Working Capital management.

Consumer Perceptions Towards the Marketing of Functional Foods in Umhlathuze Municipality, South Africa

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Abstract

This study investigates consumer's perceptions towards the marketing of functional foods in uMhlathuze municipality, South Africa. It explores consumers' attitude and their willingness to purchase functional foods. A consumer survey was conducted using a self-administered questionnaire on a sample of 384 consumers at two shopping malls. Research questions focused on knowledge of functional foods, perception, and buying behaviour towards functional foods. Data were analysed using univariate statistics. The findings showed that 41 % are aware of the concept of functional food and 36% are regular buyers. The most common purchased functional foods are bread and dairy products with a mean score of 4.29 and 3.78 respectively, and the most important factors in purchasing decisions are the quality and price of the products. Furthermore, the most important means of communication are information from nutritionists and dieticians as well as information from the internet/social media (Google, YouTube, and Facebook). Besides, the findings also revealed that familiarity with a specific brand or product as well as recommendations from family and friends also influenced purchasing. It is noteworthy that this study provides insight into the consumer perception toward purchasing functional food. Hence, the information might be an effective tool in planning further marketing activities to boost profit margin in the food industry if carefully implemented.

Keywords: Consumers' Behaviour, Consumers Perceptions, Functional Foods, Healthy food, Marketing Communication.

Impression management examination in chairman's statements in top 40 JSE listed companies

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Abstract

Purpose: The purpose of the study was to examine whether impression management exists in the top 40 Johannesburg Stock Exchange (JSE) listed companies based on narrative disclosure in the chairman's statement. Chairman's statement is regarded as one of the most read statements even though it is not required by International Financial Reporting Standards (IFRS). Top 40 JSE listed companies represent more than 80% of total companies listed on JSE based on market capitalisation thus, it is crucial to do a study specifically in this group of companies. The study replicated the study by Yasseen et al. (2017), which was a preliminary examination in impression management in top 100 JSE listed companies. The study further considered an additional variable, which is the sentiment shown in chairman's statement based on disclosure tone. **Research method and design:** Quantitative research design was used for data analysis whilst textual content analysis is used on secondary data extracted from integrated/annual reports of top 40 JSE listed companies. To conduct the study, 20 profitable and 20 non-profitable companies are identified based on change in profit before tax between 2019 and 2020 financial year. Further, extremely profitable and extremely unprofitable are identified for further scrutiny. Impression management is examined from the length of the chairman's statement, use of passive sentences, use of personal reference, and the sentiment shown in disclosure tone. Disclosure tone is introduced as the new variable which is different from that of a replicated study. The variables are hypothesised, to determine the difference between profitable and non-profitable companies. **Results:** The study found that top 40 JSE listed companies partake in impression management. Further non-profitable companies used more personal reference than profitable companies. This is inconsistent with the replicated study. Further, profitable companies used more positive sentiment in the chairman's statement than non-profitable companies.

The attributes of informal financial mechanisms (IFMs) “Umholiswano”, a potential model for social entrepreneurship intervention targeting societal transformation of rural communities

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Abstract

What features characterize and categorize “Umholiswano” as a social entrepreneurship intervention with the potential to enforce and stimulate societal transformation that may be used to develop a local-based economy for rural communities through social entrepreneurship? A qualitative research method, following an exploratory research design applying a phenomenological approach was used to identify and document the attributes of “Umholiswano”, an informal financial mechanism used by local women to manage their finances. A series of focus group discussions were held with women who belong to “Umholiswano” from Hluhluwe and kwesakwaMthethwa in Northern KwaZulu-Natal. Complementary, six key informant interviews were done with the chairpersons of the Umholiswano and selected development banks. The study identified six core social value principles (6SCVPs) that grounds the operational mode of “Umholiswano”, these value principles such as: ubuntu, trust, solidarity, dignity, social wealth preservation, and ukudlala (fun). The study explored the potential for ‘Umholiwaso’ to be used as the framework for entrepreneurial initiatives, to inculcate the emergence of bottom-up social transformations that are neither rigid nor bureaucratic; neither formal nor fixed. A road map developed in collaboration with a women’s group involved in “Umholiswano” in Northern KwaZulu-Natal depicts the process of emergence, adoption stages, learning, and progression towards entrepreneurship in order to diversify their “Umholiswano” income. It is argued in this study that, the “Umholiswano’s potential for social entrepreneurship and social value should be considered by governments, as generating economic returns.

Keywords: Umholiswano (Stokvel), Informal Financial Mechanisms, Rural Women, indigenous communities.

An Investigation into The Influence of Negative Attitudes Toward People with Disability in The Workplace, On Employment Equity

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Abstract

The research has to establish whether prejudices on people with disability in the democratic South Africa are not affecting the achievement of employment equity target for this designated people. Disability prejudices and attitudes are regarded as the forces behind the exclusion of people with disability from social and economic opportunities. With the elimination of discrimination in South Africa and employment transformation both in public and private sectors, people with disability have to be afforded equal employment opportunities. People with disability have been excluded and accepted as evitable natural consequences of medical realities. With such long-term mind set of exclusion, it was questionable whether employers have changed their attitudes, perception and prejudices towards people with disabilities. Private rather than public sector has made significant progress on employment equity of people with disability. This was due to the effective relationship with organisations of people with disability. In the survey strategy adopted in the study, questionnaires were completed by purposive management and shop-stewards within six offices in the Limpopo region of the South African Revenue Service. Within the dynamics of prejudices typology, the results were positive towards people with disability. Prejudices were high amongst blacks who are high as employment equity candidates amongst the disadvantaged group. Blacks are the majority in South Africa and happen to be at employer's level. Such prejudices are mostly due to wrong perceptions and lack of knowledge on disability. There has been an overwhelming agreement that a manager's attitudes affect employment equity. The study will add value at global, regional, national and local level on social and economic participation of people with disability.

Strategic Intent Investigation of Motto in The Hierarchy Together with Vision and Mission in Public Sector of National Departments in South Africa

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Abstract

There need for research conducted was in pursuit to establish the public sector's position on strategic planning hierarchy related to its vision, mission, and motto. That had to be done preceded by awareness of the statements. The public sector, through government departments, have assimilated what private sector does, and most seem to have also adopted slogans. Their strategic intent have not been that clear than marketing role. It seemed very little had been done to understand the public sector strategic planning intent of the three statements. The research method followed have been a mixed method. The population consisted of 39 departments for archival data. The targeted population was from 10% (4) of perception rated departments, where for interviews it consisted of Director Generals to Directors and Directors were 21 of 20 had to be interviewed. Deputy Directors to operational staff of 123 out of 400 completed questionnaires. Results indicated that majority of participants had an expectation that departments like theirs should have a vision, mission and motto. It was evident that most participants ranked 1st the Constitution of South Africa, 2nd legal mandate, vision the 3rd, values the 4th ranked then followed by other statements like NDP, mission and motto. The motto was found in 41% of national departments which shows that they play strategic intent and have a position in strategic planning hierarch framework.

The research would contribute to public management and administration theory. It would potentially influence public-sector strategic planning and management.

Higher Education Pedagogy Amid COVID-19: Evaluating the Contextual Issues Impeding Transformation of the Traditional Education System from a South African Perspective

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Abstract

Colonialism, apartheid and epistemological traditions forms an integral part of the fiber of the South African higher education system. Despite South Africa adopting a progressive Constitution that guarantees equality, the reconstitution and systematic progress of the higher education system in South Africa to address socio-economic developmental needs, such as an all-encompassing system that provides equal access to higher education, has been lamentable. The impact of the COVID-19 pandemic has again emphasised the need to reevaluate fundamental teaching and learning pedagogy of the higher education system, as social distancing and legislative restrictions resulted in most universities rapidly pivoting towards online teaching and learning. Although online learning enables universities to continue teaching despite social distancing restrictions, the integration of online learning as part of the traditional educational system is not without challenges. By the same token, the incorporation of online learning with traditional teaching practices, systematic and institutional challenges, as well as socio-economic constraints, especially at rural based institutions, may have inadvertently widened the rift that was already present in an historically fractured educational system.

It is against this background and by adopting a qualitative methodological approach, that content analysis identified relevant reports as well as national and international publications related to the transformation of higher education and the impact that COVID-19 pandemic has had on higher education pedagogy. The role that technology can play in encompassing online learning as part of the new way of higher education pedagogy is explored in addition to identifying contextual issues that may encumber higher education transformation. The outcome of the research concludes whether the integration of online learning with the traditional educational model requires fundamental restructuring and reconstitution in transforming the higher education system in South Africa. Ultimately the conclusion synthesise insights that can be applied to enhance educational development.

Keywords: COVID-19; digital divide; online learning; pedagogy; transformation; contextual issues.

An integrated Safety, Health, Environment and Quality Management System for a multi-business packaging organisation in South Africa

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Abstract

Organisations operate in a competitive environment and rely on management systems to provide strategic direction to satisfy the goals of the organisation. In general, organisations typically implement independently managed safety, health, environment, and quality management systems that may not be optimised for synergy. Standalone management systems work in silos and can achieve improved outcomes if integrated into one coherent integrated management system that is aligned to the strategic goals of the organisation. Organisations consist of multiple processes that are sequenced and interact to form sub-systems. The theoretical framework of the study is based on the systems theory that views an organisation as an open system, consisting of sub-systems that are sequenced to interact to form a holistic system. Existing models and the system's approach were used as a conceptual framework to guide the study. This study is located within a selected multi-business packaging organisation, that is a major player in the South African packaging industry. This study, firstly, explored the different integrated management system (IMS) models and the challenges experienced by organisations globally in implementing an IMS by conducting a systematic literature review. Secondly, the strengths, weaknesses, opportunities, and threats of the organisation's safety, and health, environment, and quality (SHEQ) systems was researched employing quantitative and qualitative research methods. The aim of the study was to gain an understanding of the current independent management systems and the challenges that the organisation faced in implementing an IMS. The findings of the study highlight the urgent need for an IMS. A multi-dimensional IMS model has been formulated and is proposed for articulation in alignment with the strategic goals of the organisation. The adoption of IMS will result in better utilisation of the organisation's resources, cost saving, reduction in documentation and a change in the organisation's SHEQ culture.

Keywords: Systems, Integrated management system, SHEQ, systems theory.

The effectiveness of SMME support on business survival: A retrospective analysis of the COVID 19 era

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Abstract

The development of SMMEs in South Africa and across the globe is very vital due to the economic benefits this sector gives to all nations. The impact of the COVID -19 in the operations of all businesses was felt across all nations. Most governments and the private sector then developed support structures to assist SMMEs in reducing the impact during the lockdown. The delivery to SMME is acknowledged both at national and international level. However, what lacks in literature is the understanding of whether support offered by both the public and private sector in South Africa was adequate and effective enough to save the businesses. Although support during difficulty economic times is important, it needs to be restructured to incorporate the practical aspects. Furthermore, the private and public sector should create an enabling environment that encourages the effective use of business support that in turn will improve the survival and success of the business. The main purpose of this study is to determine if both financial and non-financial support offered to SMME by both the private and public sector was adequate and effective to business survival. This study will explore the effectiveness of both private and public sector support on the survival of SMMEs during and post COVID -19 catastrophic. Research design, approach and method: A post-positivist paradigm will be utilised with a mixed research design. The research will use both qualitative and quantitative approaches to evaluate the effectiveness of support from both the public and private sector on the survival of SMMEs. The data collection will be conducted in two phases; Phase 1- quantitative research where the research will do a survey that looks at the general impact of COVID 19 on the survival and operations of business. Phase 2 - qualitative research which will be based on the following research questions. This study is of value to policy makers since it provides ways to improve the delivery of business support during economic difficulties or unforeseen circumstances such as the national lockdown brought about by the COVID-19.

Are South African law schools ready for the Fourth Industrial Revolution?

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Abstract

With the declaration of COVID-19 as an international public health pandemic in 2021, the world as we knew it ended. Countries went into lockdown and imposed, inter alia, social distancing regulations and banned (either fully or partially) group meetings. Online became the new standard at Higher Education Institutions (HEIs): online lectures, online meetings, online assessments, and the like. Emergency Remote Teaching (ERT) became the norm at South African HEIs. Academic staff and students alike were “forced” to embrace the online environment for teaching, learning and assessment. With ERT, even luddites had to accept the new normal. The Fourth Industrial Revolution (4IR) is upon us. Today’s knowledge economy does not rely on mere technical (subject matter) knowledge. New skills, in particular technical skills and know-how, are required from the 4IR workforce. This paper will explore the skills needed from 21st century employees in the 4IR. In particular, the skills needed by today’s lawyers will be explored. It will be argued that the skills needed by lawyers to effectively operate within the 4IR be incorporated in the curricula, as well as the assessment practices at South African law schools. The paper will conclude by tabulating these skills, provide suggestions, on how to incorporate these skills into existing curricula, with examples of activities that could aid to embed the skills needed.

Keywords: 4IR; ERT; Law Schools, 21st century skills.

The Rule of Law Across the Brics: An Overview

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Abstract

From a theoretical perspective, definitions of the rule of law range from minimalist to comprehensive, and exist along a wide continuum of conceptions that can be framed as institutional, procedural, or aspirational in nature. The rule of law across the BRICS continues to occupy a significant presence in theoretical and empirical research. This undertaking is all the more complex given that the concept of rule of law is multi-dimensional and defined along a spectrum of conceptions. For the purposes of this paper, focus will be on a minimalist and procedurally oriented concept of rule of law, one that accounts for North's definition of institutions. The aim is to provide a preliminary foundation to an in-depth analysis across five main components of rule of law: governance, institutional quality, the judiciary, corruption, and media and civil society organizations. Given the particularities across each member state, from historical, economic, political, cultural, and social differences, this paper uses a comparative and interdisciplinary approach that raises salient intersecting points, key challenges, and best practices.

Keywords: Beijing Consensus; Brics; rule of law; judiciary; minimalist; governance of rules; Washington Consensus.

Service Quality and Customer Satisfaction Experience Among South African Mobile Telecommunications Consumers

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Abstract

Mobile networks have become the most utilised pathway of communication but very little information is available on customers' experiences with respect to service quality and satisfaction. Through a survey, data was gathered from 1451 participants to examine customers' experiences of service quality and satisfaction. The study investigated whether service quality and customer satisfaction experiences were different in respect of the mobile network operator used by the customer. Descriptive and inferential statistics were used to analyse the data. The results revealed that the mobile network operator used by the customer, had a significant impact on service quality and customer satisfaction levels. This study contributes academically by indicating how South African consumers perceive mobile network service providers. Furthermore, the study identifies shortcomings and areas of strengths of South African mobile network operators with regards to service quality and customer satisfaction.

Challenges of building a capable and developmental state

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Abstract

The New dispensational South Africa in the quest of developing a capable developmental state, enacted National development plan policy which sets out the intention to transform the South African state into a capable and developmental state which suppose intervene to correct our historical inequities. However, the key analyse of this paper highlights the weaknesses in capacity and performance are most serious in historically disadvantaged areas, a deficit in skills and professionalism effects, instability in organisational structures and policy approaches. The paper suggested the following possible solutions: Build a skilled and professional public service from both the top and the bottom, South Africa needs to focus on building a capable and developmental state. The experience of other countries shows that this cannot be done overnight finally south Africa should stabilise the political-administrative interface. Therefore, this paper aimed to assess the developmental state challenges in the context of South Africa. In an attempt to achieve the study aim, the study relied on a qualitative approach and secondary data in form of a desktop analysis and the data was analysed through content analysis.

Keywords: conceptualisation of Developmental state, Progress of Developmental State, Challenges of Developmental State.

Mandatory Covid-19 Vaccination in the South African Workplace: A lesson from the United States

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Abstract

According to statistics to date, the emergency of the deadly Covid-19 virus in South Africa and worldwide has approximately claimed 87 417 lives in South Africa and 4,55 million lives worldwide. It is without doubt that government intervention to save lives is warranted but not only does government intervention comes with expenses, legal implications could not be excluded. To fulfil its constitutional mandate to the people, the South African government led by President Cyril Ramaphosa announced a national roll-out of covid-19 vaccination. It is worthy to note that in his address the president stressed that no one is forced to take the covid-19 vaccine. In the South African context, the arising question is whether employers may compel employees to take covid-19 vaccine to fulfil their obligations to create a safe and health working environment? If so, whether mandatory vaccination would constitute a justifiable limitation of employees constitutional rights to religion, bodily integrity & culture? Unlike in the United States (US) mandatory vaccination of employees is permissible or lawful except for religious and medical reasons. This paper seeks to examine the constitutional implications arising out of compulsory vaccination in the South African workplace vis-à-vis, legislative framework of the US authorising mandatory vaccination in the US workplace.

Moral Capital Perspective from Sanathan Dharma (Hinduism)

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Abstract

This paper discusses the moral capital found and espoused by the Hindu scriptures, it gives a perspective of morality from vast scriptural literature of Hinduism and from the perspective of many Hindu Seers and Scholars. Morality stems from the principle of Dharma which means religious duty. The Dharma Shastras give a framework of persons to lead a life of morality, there are proscriptions of ethical codes found in Manu smriti, Bhagavad Gita and the Vedas also Scholars like Pandit Chanakya have given principles of Morality and Ethics in Books like Kautilya Niti, this paper will elude to these perspectives and elaborate on it. There is very little written on Morality from a Hindu perspective by modern era scholars besides now and then we see some scholars quoting them. The paper will discuss the Varna ashram which lays out the basis of inculcating the practice of morality and ethics in Hindu's but this is also universally applicable to all. This paper gives the view on Morality been inseparable from Supreme God as God is the source and embodiment of morality espoused in all of the Vedas, Upanishads, Puranas and Dharma Shastras. So in order to attain Moksha (Liberation) which the ultimate goal in Hinduism every Hindu should follow these principles of Morality espoused in the various above mentioned scriptures. Morality leads to Moksha from this temporary and material existence which is an unending cycle of birth and death.

Investigating the effects of poor service delivery on women in rural regions

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Abstract

Despite efforts to diversify, the vast majority of rural households rely on land and natural resources for basic survival. Without adequate service access. Despite the fact that much has been written about poverty and women's empowerment, women's access to services and opportunities in South Africa is still influenced by class, race, and gender-based unequal treatment (Kehler, 2001; Dodzo & Mhloyi, 2017). This demonstrates that women continue to face exclusion as a result of socioeconomic disparities. In South Africa, women's access to services such as employment, education, and basic necessities/services such as adequate sanitation is severely limited. To carry out this investigation, a qualitative approach will be employed; semi-structured in-depth interviews will be used as a data collection tool. This presentation will, therefore, focus on the effects of the provision of services to women in rural regions. It will investigate the problems that women confront when it comes to service delivery. As the article attempts to look at the consequences or effects of and challenges faced by women in rural areas, emphasis will be placed and given on rural women.

Analysing The Need for Financial Literacy in Micro-Enterprises in The City of Umhlathuze, Kwazulu-Natal

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Abstract

Small, Medium and Micro-Enterprises (SMMEs) play a fundamental role in the South African Government's National Development Plan. Jobs created by this sector are expected to alleviate poverty and drive economic transformation. Financial literacy is key to the sustainability of SMMEs. The main objective of the study was to establish the financial literacy needs of micro-entrepreneurs in the City of uMhlathuze, KwaZulu-Natal. The participants' financial literacy level was measured, and areas of financial literacy weakness were identified. The possibility of a significant relationship between financial literacy and the gender, age, education, and years in business of micro-entrepreneurs was also explored. A quantitative research approach was used to gather and analyse primary data collected from fifty micro-entrepreneurs in the City of uMhlathuze. A non-probability sampling technique was used, and hence the results are unique to these participants and should not be generalised. The study revealed a high level of financial literacy. The weakest domains of financial literacy were financial planning, budgeting and control; risk management; and understanding funding sources. Additional weaknesses include insufficient use of digital technologies and inefficient use of financial investment products. Inadequate knowledge of external funding sources and prevalent macro-environmental conditions were also revealed. Lastly, the study concluded that the demographic factors tested do not serve as suitable predictors of an individual's financial literacy score. Financial education interventions are recommended to support the sustainability of SMMEs.

Unlocking the value in accredited professional academic development programmes through a process of academic reflection

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Abstract

The attitudes and perceptions of participants in accredited academic development programmes in South Africa is not well documented in the literature. Consequently, there has been a lack of awareness, within the domain of the higher education discipline, of the personal journey and insights of such participants as pertain to their development and experience of these programmes. Whilst some investigations have been undertaken on the attitudes of participants in general academic development initiatives, limited research has been undertaken with respect to those of participants in accredited programmes. The participant-authors in this self-reflection study are both academics, one of whom has commercial and academic experience, whilst the other has academic experience spanning over twenty years. It emerged from the study that the participants experienced a shift in attitude as they progressed through the programme, enabling them to overcome their initial reluctance. The study found that the catalysts for this change in attitude were the accredited nature of the programme, the acceptance of academic development as a process of change, the satisfaction of relationships built amongst academic peers, and the development of writing skills. These findings suggest that, notwithstanding initial hesitation and reluctance, other academics may similarly elicit value from an accredited academic development programme.

Keywords: Accredited professional academic development; higher education; South Africa, academic reflection.

The COVID-19 Pandemic and Food Supply Chain: A New World Order

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Abstract

The pandemic has highly affected global economies on different levels and various sectors. The food supply chain sector has not been spared. Regarding food supply chain, the pandemic has impacted the entire chain from field to consumer this has led to shortage of food supply and a disruption of the whole supply chain procedure. Therefore, this paper will provide an assessment of the implication of the pandemic on food supply chain. In light of these challenges posed by the pandemic, this paper will look to specifically examine the safety, quality and transportation of food amidst the pandemic. This paper will also, explore the new strategies and trends adapted in the process of adapting to the new normal.

Experiential Learning In Analysing The Lessons Of 9th Grade English In Haldwani, Uttarakhand: A Reflection And Case Study

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Abstract

The study captures the reflections of students' in 9th grade English at a school in India. Indian education is based on the British style of education. The 9th grade curriculum in India is heavily reliant on the old chalk and talk method and uses archaic methods of instruction namely teacher-talk which provides little room to engage with and improve the texts to improve writing, reading, speaking and listening skills of students. This pedagogy is inadequate to deal with the issues of modern India. It needs new creative, innovative methods of instruction to engage students. It is suggested that education officials promote a student-centred pedagogy instead of teacher-centred pedagogy in the class room.

Keywords: Archaic, Curriculum, Chalk and Talk, Creative, Innovative, Pedagogy.

Moral Capital and Economic Progress: An Historical Examination

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Abstract

In the development race, every developing country needs to grow economically rapidly. Each country now learns the recipe for economic growth which requires abundant supply of capital, stock of entrepreneurial skills, stock of desired human capital, and other inputs. However, existence of sufficient moral capital is a pre-requisite for the growth to occur. An attempt is made here to lay bare the roots of moral capital as an essential ingredient for economic progress, but has been ignored non-challently. An historical context specifically of Adam Smith along with other economic philosophers is invoked. Low levels of moral capital induces corruption and reduce economic growth and development

Job Satisfaction and Work Stress of Engineers and Artisans Working in The South African Gold Mines

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Abstract

Skills shortages in South Africa have been found to be problematic, particularly for the mining industry. Critical skills shortages have been reported in the engineering and artisan occupational categories, which are core positions within the mining industry. Currently, only a limited number of qualified engineers and artisans are available to occupy these positions, which may potentially have a negative impact on their work experiences. The main objective of this study was to determine the job satisfaction and the work stress of a sample of engineers and artisans, and to establish whether a statistically significant relationship exists between job satisfaction and work stress for this sample. A cross-sectional study was conducted with a sample of 332 artisans and engineers employed in South African gold mines. Job satisfaction, work stress, and respondents' perceptions regarding the impact of skills shortages on job satisfaction and work stress were measured. The reliability of the measuring instruments that were used was confirmed by determining Cronbach's alpha coefficients. Data was analysed by means of Spearman rank-order correlation coefficients and multiple regression analyses. The findings indicated that there is a statistically significant relationship between job satisfaction and work stress for engineers and artisans included in the sample. In addition, the findings indicated that only intrinsic job satisfaction statistically significantly predicts work stress, and only job-related tasks and career-related issues predicted work stress. These findings deepened the understanding of job satisfaction and work stress of employees employed in occupational categories where skills shortages are experienced. In addition, the findings indicate that it is important for mining companies to consider human resource interventions, to reduce work stress, and to enhance job satisfaction, thus ensuring the well-being of engineers and artisans in the mining industry. The findings of the study suggest that mining companies nationwide need to place increased focus on the well-being of their employees, in order to prevent further skills shortages in this industry.

Keywords: job satisfaction, stress, work stress.

Influence of Talent Management Practices On Employee Retention in The South African Mining Industry

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Abstract

World-wide the competition for talented employees is intensifying and the South African mining industry is no different. However, the mining industry is not successfully implementing talent management, particularly with regards to the retention of employees in core occupational categories. If talent management is not well-managed, it can affect an organisation's performance to such an extent that it can cripple its image, service delivery, growth and profit. The South African mining industry has identified talent management as one of their key challenges. This is mainly because critical-skills shortages are being experienced in core occupational categories, which form part of the core business of the South African gold-mining, and these critical skills shortages negatively influence production in the mining industry. Talent management is and will continue to be a limiting growth factor for the South African mining industry, and it is poorly implemented in the mining industry. A well-researched and sufficiently thought-through integrated talent management framework is thus needed by the mining industry to respond to, and succeed in the talent war. Against this background the problem that was investigated within the ambit of this study was the influence of talent management practices on employee retention with specific reference to core occupational categories within gold mining industry. The purpose of this study was to investigate influence of talent management practices on employee retention in the gold mining industry. The study employed a systematic literature review to identify factors related to the influence of talent management practices on employee retention of core occupational categories. Therefore, this study comprehensively reviewed recent literature related to talent management practices used in the mining industry. The findings reflect that reward management, training and development, employee recognition, and effective talent management practices are very crucial to employee retention and mining industry have to address in order to minimise voluntary turnover and retain talent employees in the mining industry. The study recommends that that mining industry should develop an integrated talent management framework which will in turn promote employee retention.

Keywords: talent management; talent retention; mining industry; integrated talent management framework.

(Re)-Imagining Disability Inclusive Workplaces and Human Development in The New Normal

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Abstract

The new normal of work is argued to be an important phase in the lives of individuals and organizations. This will have to be one that breaks barriers and enforces a new way of thinking. One important cohort to this new normal of work consists of people with disabilities. Aims: Using a sample of working adults with disabilities, we explore challenges faced from this experience. Second, using elements of the Psychology of Working Theory around decent work, we frame present-future conditions of work around this. Third, based on the first and second aims, the chapter proffers best practices specific to the lived experiences of working adults with disabilities. Data gathering: Combined online surveys and semi-structured interviews seeking opinions of employees with disabilities around the aims of the study. Based on this, suggestions are made for a workplace that is humane and enabling to the issues faced by working adults with disabilities. This ensures that: a) employees with disabilities can progressively reach decision-making levels where they can contribute; b) some level of sensitization to the issues of working adults with disabilities is arrived at and finally, c) disability inclusion can be evident across all sectors within the workplace. These implications allow for the repositioning of the context of work and promote ideals of diversity and inclusion.

Keywords: Covid-19; decent work; workplace; person with disability; retainment; inclusion; progression.

Can state institutions be regarded as Complex Adaptive Systems? An examination of the South African government adaptation to lockdown restrictions

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Abstract

Title: Can state institutions be regarded as Complex Adaptive Systems? An examination of the South African government adaptation to lockdown restrictions. The Risk Adjusted Strategy of as a result of COVID-19 came with a number of challenges which had hitherto been never experienced. The lockdown meant that organizations, both public and private, had to adapt to the changes in their operating environment in order to remain relevant. This paper expands on the work already done on organisations that exhibit properties of complex adaptive systems to include the South African government institutions by examining their agility and adaptability when the lockdown was announced.

Through the rigorous examination of the vignettes and properties of the complex adaptive system and the related conceptual and theoretical framework, the paper seeks to make further empirical and theoretical inputs through a better nuanced understanding of state institutions as complex adaptive systems. The paper seeks to locate the concept of complex adaptive systems within organizational behaviour, governance and management disciplines in an attempt to identify relevant theoretical underpinnings, gaps in the existing literature and make further epistemological contributions. The study applied complexity theory to gain deeper insights into the adaptability of the South African state institutions to the changes brought about by the lockdown caused by the outbreak of COVID-19. Complexity theory is an overarching meta-theory and contains the tenets of a system referred to as Complex Adaptive System (CAS). The properties of CAS identify key elements in organizational behaviour that form the basis of an agile and adaptive organization. CAS contends that the interrelatedness and interlinked environmental factors in which organizations find themselves underscores the non-linearity of conditions that and therefore the unpredictable nature of the course of events.

The study used the qualitative method of data collection. It explored the relevant literature, conducted document analysis and semi-structured interviews to elicit information from selected state institutions in South Africa. In selecting the state institutions, purposive sampling was used in a non-random manner to choose elements that represented a cross-section of the population of state institutions.

The data generated was subjected to the ATLAS.ti qualitative data analysis software. The analysis generated themes that were used as golden threads that could be linked with properties of CAS. The data sought to test the selected state institutions' agility and adaptability during the lockdown at various levels of the Risk Adjusted Strategy. A number of selected state institutions exhibited a number of CAS properties and therefore can be regarded as Complex Adaptive Systems.

Keywords: State institutions, complexity theory, Complex Adaptive Systems, COVID-19.

Leading organizations through VUCA world: A model for surviving through the COVID-19 turbulences

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Abstract

This paper explores the impact that the COVID-19 pandemic and the accompanying lockdown had on the leadership of provincial government departments in South Africa, with specific reference to the KwaZulu-Natal province. It is further outlined how the identified public sector institutions addressed the inherent turbulences caused by Volatility, Uncertainty, Complexity and Ambiguity (VUCA) which had a potential to impact on the sustainability components of leadership ecology and organizational behaviour. The paper sought to particularly understand how the selected government departments measured against VUCA elements as they relate to how leaders view the conditions under which they made decisions, how they anticipated the issues that shaped their decisions, how they appreciated the interdependence of variables, and how they prepared for alternative realities and challenges. In this paper we used the VUCA model to critically examine the process of leading large and complex organizations characterized by a multitude of stakeholder settings within a matrix relationship. The VUCA as a model is best suited for the analysis of public sector organizations during COVID-19 lockdown because of the Volatility (V) in the operating environment due to COVID-19 resulting in unpredictable, dramatic and fast changes from what we are used to, including more use of technology; the Uncertainty (U) brought about by the pandemic made predictions with degree of confidence of the trajectory impossible. The uncertainty caused by restrictions led to more embracing of opportunities provided by the 4 Industrial Revolution (4IR); the Complexity (C) with which the pandemic affects livelihoods, service delivery, operating environment, health care, education, business, the economy and social life; the Ambiguity (A) of the environment and no clear pathway to follow out of the crisis. In order to adopt the VUCA model, a qualitative approach was adopted with semi-structured and in-depth interviews which were conducted with various senior managers in government departments in the province of KwaZulu-Natal, who were able to provide insight into the leadership challenges in the government sector in relation to COVID-19 and lockdown. Thematic analysis was used, thus revealing high levels of uncertainty, turbulence, volatility, policy ambiguity and complex future based on the accepted standards and conventional threshold. The study reveals that during the lockdown, social systems at every level in the country including government institutions, business organizations, labour and civil society had to operate in situations of high causal volatility, uncertainty, complexity and ambiguity. It revealed non-linearities. The environment required agility and innovation in the face of adverse conditions. This was a departure from the rigid rule-bound operating environment characterized by bureaucratic systems.

Keywords: VUCA, 4IR , leadership, organizational behaviour.

Assessing the potentials of rural tourism in the communities around Hluhluwe iMfolozi Park

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Abstract

Rural development remains an important matter to developing countries, particularly those with large rural communities with little economic activity, such as South Africa. Rural tourism has the potential to be a driver of economic development in the majority of rural areas. Rural tourism benefits the rural or local communities, which otherwise normally depends either on farming or on low-quality jobs, as well as on their revenues. Rural tourism includes a number of activities, services and amenities provided by farmers and rural people to attract tourists to their areas to generate additional income. This type of tourism has a potential to maintain a balanced and healthy economy by creating tourism-related jobs, revenues, and taxes, all while protecting and improving the destination's sociocultural, historical, natural, and built resources. This study, therefore aimed at assessing the potentials of rural tourism in the communities around Hluhluwe iMfolozi Park (HiP), which is situated in KwaZulu-Natal, South Africa. This study adopted a qualitative research method that hinges on the explorative and interpretive paradigms. Semi-structured interviews and focus group discussions were conducted with the participants using interview and focus group guides. The total number of the participants were forty-four (44), where a total number of and 20 semi-structured interviews with Hluhluwe iMfolozi Park management staff and owners/managers of tourism businesses were conducted; and three focus group discussions were made with eight (8) participants in each group ($8 \times 3 = 24$). A method of data analysis called content analysis was used to analyse qualitative data (interviews and focus groups) collected from this study. According to the study, HiP and the surrounding communities were found with potential for rural tourism development due to their untouched natural beauty, rich wildlife species, and major cultural and historical features that attract a large number of tourists. Similarly, SWOT analysis was also performed to determine whether HiP and surrounding communities have potentials for rural tourism. The study revealed lots of strengths and opportunities, which could serve as platform for rural tourism development, however the management of weaknesses and threats is essential for success. The study recommends that there should be leadership commitment in driving the process of rural tourism development through capacity building: to train local residents, to assist in the development of business plans and the acquiring of funds to start their own businesses. The study also recommends that there should be an identification and the use of rural offerings as part of rural tourism products and services.

Keywords: rural tourism, rural tourism resources, rural tourism capabilities, rural tourism strategies, rural tourism activities.

The assessment of public participation challenges at Jozini Local Municipality

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Abstract

In both developed and developing countries local municipalities are confronted with several challenges pertaining service delivery. Municipalities are the closest sphere of government to the people. Therefore, communities should be informed about decisions taken by the municipality since there will be affected direct or indirect by those decisions. However, local municipalities seem to be lacking in providing public participation. The purpose of this paper is to analyse the effectiveness of public participation at Jozini Local Municipality in uplifting economic development. The study used a mixed method approach (qualitative and quantitative) to collect data. Thematic analysis was used to interpret data. The study discovered that there are several challenges that hinder public participation at Jozini Local Municipality which are as follows: lack of awareness, poor communication, and lack of financial resources. Based on the study findings, the researcher recommends that for a vibrant community participation, communities should have functional ward committees. Moreover, municipal officials should report back to their communities about any development or lack thereof.

Key words: public participation, challenges, municipality, local economic development and community

Beyond Covid-19

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