

2021 INTERNATIONAL BUSINESS CONFERENCE

CONFERENCE PROGRAMME



LETTER FROM THE IBC CHAIR



Dear IBC Family

These are indeed times like we have never seen before. I never imagined that I would attend – let alone organise – a conference that takes place on your computer screen. Yet here we are. So, my confusion is thus: is this, the 14th IBC Conference, also the 1st Virtual IBC Conference? I suppose time will tell. What I do, however know at this point in time, is that the nature of conferences has permanently changed. Exactly what form conferences will adopt in future, only time will tell. Nonetheless, whatever form conferences do adopt in future, we as the IBC will always endeavour to create that pleasant and enjoyable environment that is synonymous with the IBC, where delegates can relax, get to know fellow academics and build lasting networks.

Yet, in the midst of all of the uncertainty about the nature of conferences in the future, whether the DHET will be paying research subsidies for conference proceedings or not, rest assured that the IBC will always endeavour to be a platform for academics of the African continent to showcase and share their work with other, like-minded academics. As our track record has shown, we are committed to quality research. This is reflected in not only the calibre and scholarliness of the papers contained in our Conference Proceedings, but also in the rigour of our review process.

Our review policy (contained in the Conference Proceedings) has been meticulously followed under the supervision of the proceedings Editor, Prof Christo Bischoff, ably assisted by Ms Antoinette Bisschoff. Our review process follows a strict double-blind review of the full paper. In 2021, a total of 133 competitive papers were received, representing 19 local and 6 foreign institutions from 6 countries. Of these, 28 (21%) were rejected, including two papers that were transferred to Work-in-progress status. Therefore, a total of 105 competitive papers and a further 29 Work-in-progress papers are contained in the 14th IBC Conference Proceedings of 2021.

Although this is a drop from the number of papers for and contained in the 13th IBC Conference Proceedings of 2019, we are still pleased with the number of submissions, given the current circumstances we find ourselves in. What I am particularly proud of is the fact that we have received 11 submissions from Botswana, Germany, Kenya, Mauritius, and Sweden. This proves that the IBC is gaining a distinctly international flavour.

I would also like to thank the authors for your continued support. Without a dedicated support base, such a body exists, and such events cannot take place. Thank you, also, for upholding high academic standards in the work you have submitted. This also speaks to your dedication toward the IBC. Congratulations on getting your work published in the Conference Proceedings.

Lastly, I would like to thank the IBC Executive Committee and the IBC Board for their inputs and dedication in making this conference possible. It has been a pleasure being part of this with you and making this happen.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Geoff Goldman', with a stylized flourish at the end.

Prof Geoff A Goldman
IBC Chair

GUEST SPEAKER



DR MELANIE VAN ROOY

(Head of Marketing: Clicks Retailers)

Mel is a highly driven and creative marketing and strategy executive (20 years of strategy and marketing and 35 years of analytics experience) with a keen interest in marketing strategy and customer analysis and the use thereof to improve consumer experience, acquisition, retention, and growth. Her background in Econometrics, Strategy and Marketing has given her the opportunity to understand and implement the causalities that drive consumer behaviour in the market.

Mel holds a Doctorate in Commerce (Econometrics) from the University of Johannesburg as well as an MBA from the North-West University. She has extensive experience in the formulation of strategy, omni-channel marketing, data analytics and modelling, and consumer insights. Her career is spread over an array of industries including banking, academia, hospitality, financial services, FMCG and retail. Most recently, Mel was instrumental in the formulation of strategy as Head of Research and Strategy in ABI (soft drink division of SAB Limited), as Marketing Director at Makro (division of Massmart) and Group Marketing Director of Dis-Chem. Mel currently holds the position of Head of Marketing at Clicks Retailers and is responsible for the end-to-end omni-channel marketing efforts of the retailer, including eCommerce.

Mel is married to Herman, the mother of two young adults, Dian and Zanell and grandma to her beloved twins Nina and Ben. She is a lover of life and an eternal scholar.



ZOOM LINKS FOR ACCESS TO CONFERENCE TRACKS

We decided to name our different tracks to the most popular conference venues held previously. In that way we can all nostalgically “travel” to our destinations to present and listen to the papers.

Enjoy your virtual tour to past venues!

Session	Zoom Host	Zoom Link	Meeting ID	Passcode
Opening session: Mauritius	Marli Moolman Simoné Laubscher Contact: 084 299 7177 <i>Monday 20 Sept 08:00 – 10:00</i>	https://zoom.us/j/93233843959	932 3384 3959	NWUBS
Parallel Tracks: Mauritius	Elma Senekal Antonett Visagie Contact: 083 469 1805 <i>Monday 20 Sept 10:00 – 18:00</i> <i>Tuesday 21 Sept 08:00 – 18:00</i>	https://zoom.us/j/93637941804?pwd=Zk9OeWxqakxkc1BMVEpJcDZSaHNFdz09	936 3794 1804	NWUBS
Zanzibar	Chrisna Lloyd Contact: 082 440 8449 <i>Monday 20 Sept 08:00 – 18:00</i> <i>Tuesday 21 Sept 08:00 – 18:00</i>	https://zoom.us/j/97133908768?pwd=SS9BUE5paG1zeEhYbmhnK1BlcFczdz09	971 3390 8768	NWUBS
Mombasa	Wendy Smith Elé Wessels Contact: 018 299 4193 <i>Monday 20 Sept 08:00 – 18:00</i> <i>Tuesday 21 Sept 08:00 – 18:00</i>	https://zoom.us/j/97740035338	977 4003 5338	NWUBS
Seychelles	Anthea Gaanagomo Clarissa Slabbert Contact: 060 321 8623 <i>Monday 20 Sept 08:00 – 18:00</i> <i>Tuesday 21 Sept 08:00 – 18:00</i>	https://zoom.us/j/7414815451?pwd=UVByVmRPSWFaTWI4NThDenhJMU1qUT09	741 481 5451	NWUBS
Victoria Falls	Tebogo Tebejane Christie Munroe Contact: 018 299 4130 <i>Monday 20 Sept 08:00 – 18:00</i> <i>Tuesday 21 Sept 08:00 – 18:00</i>	https://zoom.us/j/8691086531	869 108 6531	NWUBS

BEST PAPER NOMINEES



CP27

GOVERNANCE AND SUCCESS: THE CASE OF TWO MULTIGENERATIONAL SOUTH AFRICAN FAMILY BUSINESSES

Prof Shelley Farrington & Prof Elmarie Venter

Nelson Mandela University

CP90

BACK TO WORK: BARRIERS FACING PROFESSIONAL WOMEN MOTHERS

Mrs Lorna McLaren, Prof Linda Ronnie & Prof Marieta du Plessis

University of the Western Cape & University of Cape Town

CP131

THE BENEFITS OF ADOPTING A SOCIAL MEDIA MARKETING STRATEGY BY SMALL, MEDIUM, AND MICRO BUSINESSES

Mr Clint Davies, Ms. Nwabisa Mayeng & Prof Jurie van Vuuren

University of Pretoria

CP105

THE INFLUENCE OF GREENWASHING ON BRAND IMAGE

Ms Kamilah Collison, Dr Jako Volschenk & Prof Charlene Gerber

University of Stellenbosch

CP39

EXPANSION STRATEGIES IN THE AGRO-PROCESSING SECTOR FOR SMALL-SCALE AGRO-PROCESSORS IN SOUTH AFRICA

Mr B Manasoe, Prof VN Mmbengwa & Dr Joseph Lekunze

North-West University

CP74

SCENARIO ANALYSIS OF CHINESE SUPPLIER MARKET FOR COMMERCIAL VEHICLE COMPONENTS BY 2030

Prof Dr Werner Fees & Mr Yi Chen

Nuremberg Tech University of Applied Sciences

LIST OF TRACK CHAIRS

Monday morning (10:15 - 13:05)

Prof Cecile Schultz
Prof Theuns Pelser
Prof Elmarie Venter
Prof Hein Prinsloo
Prof Ronnie Lotriet

Monday Afternoon early session (14:00 - 15:35)

Prof Christof Botha
Prof Leon Jackson
Prof Christo Bisschoff
Dr Menisha Moos

Monday Afternoon late session (15:50 - 17:00)

Prof Petronella Jonck
Dr MacDonald Kanyangale
Prof Geoff Goldman
Dr Zaheenah Chummun

Tuesday Morning early session (08:00 - 10:00)

Dr Casandra Mara
Prof Andre Calitz
Prof Miemie Struwig
Prof Margaret Cullen
Prof Sanlie Middelberg

Tuesday Morning after-tea session (10:30 - 13:00)

Dr Bridget de Villiers
Prof Chantal Rootman
Prof Mornay-Roberts Lombard
Prof Cobus Oosthuizen
Dr Joseph Lekunze

Tuesday Afternoon session (14:00 - 17:00)

Prof Ziska Fields
Prof Cecile Gerwil Proches
Prof Anet Smit

MONDAY 20th SEPTEMBER 2021

MORNING SESSION

WELCOMING SESSION	
<p>MAURITIUS</p> <p>Zoom link: https://zoom.us/j/93233843959</p> <p>Meeting id: 932 3384 3959</p> <p>Passcode: NWUBS</p>	
08:30 - 08:55	<p>WELCOME:</p> <p>Prof Geoff Goldman Chairperson: IBC (University of Johannesburg)</p>
08:50 - 09:00	<p>INTRODUCING THE KEYNOTE SPEAKER:</p> <p>Prof Mornay Roberts-Lombard Marketing Director of the IBC (University of Johannesburg)</p>
09:00 - 09:45	<p>KEYNOTE ADDRESS:</p> <p><i>Staying inspired in the crazy lane – a marketer’s perspective</i></p> <p>Dr Melanie van Rooy (Head of Marketing: Clicks Retailers)</p>
09:45 - 10:00	<p>BEST PAPER AWARDS</p> <p>Prof Mornay Roberts-Lombard Marketing Director of the IBC (University of Johannesburg)</p>
10:00 - 10:15	REFRESHMENT & COMFORT BREAK

MONDAY 20th SEPTEMBER 2021

MORNING SESSION

CONTRIBUTED PAPERS					
MAURITIUS	ZANZIBAR	MOMBASA	SEYCHELLES	VICTORIA FALLS	
HUMAN RESOURCE MANAGEMENT	LEADERSHIP	MARKETING MANAGEMENT	ENTREPRENEURSHIP	STRATEGIC MANAGEMENT	
SESSION CHAIR: Prof Cecile Schultz (Tshwane University of Technology)	SESSION CHAIR: Prof Theuns Pelser (University of KwaZulu-Natal)	SESSION CHAIR: Prof Hein Prinsloo (North-West University)	SESSION CHAIR: Prof Elmarie Venter (Nelson Mandela University)	SESSION CHAIR: Prof Ronnie Lotriet (North-West University)	
10:15-10:35	<p style="text-align: center;">CP16</p> <p style="text-align: center;">PREVALENCE AND PROPENSITY OF SICKNESS PRESENTEEISM IN THE SOUTH AFRICAN CONTEXT: PRELIMINARY FINDINGS</p> <p style="text-align: center;">Prof Petronelle Jonck North-West University</p>	<p style="text-align: center;">CP6</p> <p style="text-align: center;">FACTORS INFLUENCING THE UNIVERSITY EXPERIENCE OF FACULTY LEADERSHIP</p> <p style="text-align: center;">Prof Mornay Roberts-Lombard Prof Carl Marnewick University of Johannesburg</p>	<p style="text-align: center;">CP29</p> <p style="text-align: center;">THE IMPACT OF DIGITAL DISRUPTION ON THE MARKETING AND ADVERTISING FUNCTIONS</p> <p style="text-align: center;">Dr Alistair Mokoena Prof Hein Prinsloo North-West University</p>	<p style="text-align: center;">CP75</p> <p style="text-align: center;">WORK-FAMILY CONFLICT AND LIFE SATISFACTION: DO WORK-FAMILY SEGMENTATION AND FAMILY SUPPORT MAKE A DIFFERENCE?</p> <p style="text-align: center;">Prof Brownhilder Ngeke Neneh University of the Free State</p>	<p style="text-align: center;">CP40</p> <p style="text-align: center;">A CRITICAL PERSPECTIVE OF THE AVIATION INDUSTRY IN AFRICA</p> <p style="text-align: center;">Mr Ronald Thurling Ms Jean-Marie Mbuya University of Johannesburg</p>
	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER
10:40-11:00	<p style="text-align: center;">CP83</p> <p style="text-align: center;">ESSENTIAL NON-TECHNOLOGY-RELATED FUTURE HUMAN RESOURCE MANAGEMENT FACTORS</p> <p style="text-align: center;">Prof Cecile Schultz Tshwane University of Technology</p>	<p style="text-align: center;">CP11</p> <p style="text-align: center;">A LEADERSHIP SKILLS DEVELOPMENT MODEL FOR THE KWADEN GROUP: A CASE STUDY OF AN AFRICAN FMCG BUSINESS-NETWORK</p> <p style="text-align: center;">Dr Craig Muller Prof Theuns Pelser University of KwaZulu-Natal</p>	<p style="text-align: center;">CP74</p> <p style="text-align: center;">SCENARIO ANALYSIS OF CHINESE SUPPLIER MARKET FOR COMMERCIAL VEHICLE COMPONENTS BY 2030</p> <p style="text-align: center;">Prof Dr Werner Fees Mr Yi Chen Nuremberg Tech University of Applied Sciences</p>	<p style="text-align: center;">CP27</p> <p style="text-align: center;">GOVERNANCE AND SUCCESS: THE CASE OF TWO MULTIGENERATIONAL SOUTH AFRICAN FAMILY BUSINESSES</p> <p style="text-align: center;">Prof Shelley Farrington Prof Elmarie Venter Nelson Mandela University</p>	<p style="text-align: center;">CP48</p> <p style="text-align: center;">INTEGRATION OF THE SUSTAINABLE DEVELOPMENT GOALS IN MBA CURRICULA: AN EVALUATION OF A SOUTH AFRICAN BUSINESS SCHOOL</p> <p style="text-align: center;">Dr Cobus Oosthuizen Milpark Business School</p>
	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER

MAURITIUS		ZANZIBAR		MOMBASA	SEYCHELLES	VICTORIA FALLS
HUMAN RESOURCE MANAGEMENT		LEADERSHIP		MARKETING MANAGEMENT	ENTREPRENEURSHIP	STRATEGIC MANAGEMENT
11:05-11:25	<p>CP114 EXPLORING TALENT DEVELOPMENT PRACTICES FOR LEADERS IN PUBLIC TVET INSTITUTIONS IN NAMIBIA</p> <p>Mr Bruce Gwala Prof Danie Schutte Dr Nicolene Barkhuizen North-West University</p>	<p>CP99 TRADITIONAL APPROACHES AND LEADERSHIP PERSPECTIVES ON SUSTAINABLE ENVIRONMENTAL CONSERVATION PRACTICES IN AFRICA</p> <p>Dr Hazvineyi Saurombe, Prof Yvonne Du Plessis North-West University</p>	<p>CP58 THE FACTORS AFFECTING THE ADOPTION AND IMPLEMENTATION OF E-MARKETING AMONGST FMCG RETAILERS IN ZIMBABWE</p> <p>Dr Reason Masengu Prof Hein Prinsloo Dr Carinda Williams North-West University</p>	<p>CP131 THE BENEFITS OF ADOPTING A SOCIAL MEDIA MARKETING STRATEGY BY SMALL, MEDIUM, AND MICRO BUSINESSES</p> <p>Mr Clint Davies Ms. Nwabisa Mayeng Prof Jurie van Vuuren University of Pretoria</p>	<p>CP59 EXTERNAL ENVIRONMENT FACTORS INFLUENCING AN AUTOMATIVE FIRM'S COMPETITIVE STRATEGY IN PREPARATION FOR SAUDI VISION 2030</p> <p>Mr Abdulaziz Ahmadani Prof Susanna Middelberg Prof Merwe Oberholzer North-West University</p>	
	COMPETITIVE PAPER		COMPETITIVE PAPER		COMPETITIVE PAPER	COMPETITIVE PAPER
11:30-11:50	<p>CP123 GENERATION Z AND ORGANISATIONAL COMMITMENT</p> <p>Dr Bridget De Villiers Ms Thapelo Masia Nelson Mandela University</p>	<p>CP44 DEVELOPING EFFECTIVE LEADERSHIP IN HEALTHCARE</p> <p>Dr Sagaren Govender Prof Cecile Gerwil Proches University of KwaZulu-Natal</p>	<p>CP105 THE INFLUENCE OF GREENWASHING ON BRAND IMAGE</p> <p>Ms Kamilah Collison Dr Jako Volschenk Prof Charlene Gerber University of Stellenbosch</p>	<p>CP24 ANTECEDENTS AND OUTCOME OF INNOVATIVE PRACTICES AMONG SMALL AND MEDIUM ENTERPRISE SERVICE FIRMS IN BOTSWANA</p> <p>Ms Mono Kapambwe Prof Olumide Jaiyeoba Dr Tendai Svtwa University of Botswana Prof Mornay Roberts-Lombard University of Johannesburg</p>	<p>CP93 A PARADIGM SHIFT OF BUSINESS SUPPORT SERVICES IN SOUTH AFRICA</p> <p>Dr Ellen Chenesai Rungani Fort Hare University</p>	
	COMPETITIVE PAPER		COMPETITIVE PAPER		COMPETITIVE PAPER	COMPETITIVE PAPER

	MAURITIUS	ZANZIBAR	MOMBASA	SEYCHELLES	VICTORIA FALLS
	HUMAN RESOURCE MANAGEMENT	LEADERSHIP	MARKETING MANAGEMENT	ENTREPRENEURSHIP	FINANCIAL MANAGEMENT
11:55-12:15	<p>CP42</p> <p>GENDER EQUALITY IN TOP MANAGERIAL POSITIONS IN A SOUTH AFRICAN MINING COMPANY</p> <p>Mrs Kutlwano Takadi Dr Liezel Massyn University of the Free State</p>	<p>CP95</p> <p>THE RELATIONSHIP BETWEEN AUTHENTIC LEADERSHIP, SATISFACTION AND EMPLOYEE PERFORMANCE</p> <p>Ms Liane Petzer Prof Noel Pearce Rhodes University</p>	<p>CP31</p> <p>THE CUSTOMER EXPERIENCE OF SOUTH AFRICAN WOMEN IN BANKING</p> <p>Prof Andre Calitz Prof Margie Cullen Nelson Mandela University</p>	<p>WIP17</p> <p>MANAGING ENTREPRENEURSHIP EDUCATION USING AN INTERNATIONAL COLLABORATIVE APPROACH: AN ONLINE INITIATIVE</p> <p>Dr Carina America Mr Adolph Neethling Mr Paul Jaspers University of Stellenbosch</p>	<p>CP2</p> <p>STRATEGIC MANAGEMENT PROCESS IN LOCAL GOVERNMENT</p> <p>Mr Edward Nxangane Dr Dinko Herman Boikanyo University of Johannesburg</p>
	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER
12:20-12:40	<p>WIP6</p> <p>COVID-19 PANDEMIC: PERSPECTIVES ON EMPLOYEE ENGAGEMENT, WORK-FROM-HOME AND AN EMPLOYEE WELLNESS PROGRAMME IN A DEBT COLLECTION ORGANISATION IN GAUTENG, SOUTH AFRICA</p> <p>Dr Doret Botha Dr Rein Coetzee North-West University</p>	<p>CP70</p> <p>ESSENTIAL LEADERSHIP CHARACTERISTICS IN A VUCA ENVIRONMENT: A CONCEPTUAL MODEL AND CONFIRMATION IN A SAMPLE OF HIGHER EDUCATION LEADERS</p> <p>Mr Carel Jansen van Vuuren Prof Kobus Visser Prof Marieta du Plessis University of the Western Cape</p>	<p>CP51</p> <p>THE INFLUENCE OF SMARTPHONE ADVERTISING ON PURCHASE INTENTION: A CASE FROM SOUTH AFRICA</p> <p>Dr Beate Stiehler-Mulder Ms Boitumelo Kodibona Ms Marjole Wort Mr Wandile Menté Ms Shannon Joubert University of Johannesburg</p>	<p>CP91</p> <p>TREND OR TURN: DIRECTIONS OF DESIGN THINKING IN ENTREPRENEURSHIP EDUCATION BEYOND 2020</p> <p>Prof Thea Tselepis University of Johannesburg</p>	<p>WIP11</p> <p>THE CONCEPTUALISATION AND MEASUREMENT OF MANAGEMENT-INNOVATION IN AN EMERGING MARKET</p> <p>Mr Francois Haasbroek Prof Marius Ungerer Prof Charlene Gerber University of Stellenbosch</p>
	WORK-IN-PROGRESS	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	WORK-IN-PROGRESS

	MAURITIUS	ZANZIBAR	MOMBASA	SEYCHELLES	VICTORIA FALLS
	HUMAN RESOURCE MANAGEMENT	LEADERSHIP	MARKETING MANAGEMENT	ENTREPRENEURSHIP	STRATEGIC MANAGEMENT
12:45-13:05	<p>CP52</p> <p>THE INFLUENCE OF JOB CRAFTING ON ORGANISATIONAL COMMITMENT AND WORK ENGAGEMENT IN A FINANCIAL SERVICES ORGANISATION</p> <p>Ms. Angeliqne Brandt Ms Rukhsana Jano Prof Marieta Du Plessis University of the Western Cape</p>	<p>CP126</p> <p>THE ROLE OF PATRIARCHY IN THE SUBORDINATION OF WOMEN IN SENIOR LEADERSHIP POSITIONS</p> <p>Dr Georgina Pondayi, Prof Lia Magda Hewitt Dr Joyce Toendepi University of Johannesburg</p>	<p>CP104</p> <p>AN EXPLORATORY STUDY ON FACTORS INFLUENCING SUCCESS IN THE HAIR INDUSTRY</p> <p>Mr Adolph Neethling University of Stellenbosch</p>	<p>CP4</p> <p>IMPROVING FRANCHISING RELATIONSHIPS TO OPTIMISE FRANCHISEE PERFORMANCE</p> <p>Mr Benefit Dube Dr Casandra Mara Mr Vongani Ntimane University of Johannesburg</p>	<p>CP102</p> <p>A DECISION SUPPORT MODEL FOR EXPORT OPPORTUNITIES</p> <p>Dr Seugnet Bronkhorst Prof Cecile Niewenhuizen University of Johannesburg</p>
	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER

LUNCH 13:05 - 14:00

MONDAY 20th SEPTEMBER 2021

AFTERNOON SESSION

CONTRIBUTED PAPERS					
MAURITIUS		ZANZIBAR		MOMBASA	SEYCHELLES
HUMAN RESOURCE MANAGEMENT		LEADERSHIP		MARKETING MANAGEMENT	ENTREPRENEURSHIP
SESSION CHAIR: Prof Christof Botha (North-West University)		SESSION CHAIR: Prof Leon Jackson (North-West University)		SESSION CHAIR: Prof Christo Bisschoff (North-West University)	SESSION CHAIR: Dr Menisha Moos (University of Pretoria)
14:00-14:20	CP86	CP133		CP130	CP66
	<p style="text-align: center;">THE EFFECT OF ENTREPRENEURSHIP SKILLS TRAINING ON THE PERFORMANCE OF WOMEN OWNED SMMES IN BUFFALO CITY METROPOLITAN MUNICIPALITY</p> <p style="text-align: center;">Dr Tendai Chimucheka Ms Wandisiwe Magadla University of Fort Hare</p>	<p style="text-align: center;">ETHICAL LEADERSHIP AND WORK ENGAGEMENT: TESTING FOR THE MEDIATION ROLE OF TRUST IN A LEADER</p> <p style="text-align: center;">Prof Leon Jackson Ms Bonolo Mpolo North-West University</p>		<p style="text-align: center;">THE IMPACT OF A PRODUCT HARM CRISIS ON CONSUMER BEHAVIOUR</p> <p style="text-align: center;">Dr Hamieda Parker Mr Wayne Idas University of Cape Town</p>	<p style="text-align: center;">ENTREPRENEURIAL CAPITAL AND PROFITABILITY: CASE OF MALAGASY SMALLHOLDER FARMERS</p> <p style="text-align: center;">Prof Boris Urban Dr McEdward Murimbika Mr Radomalala Ratsimanetrimanana</p>
COMPETITIVE PAPER		COMPETITIVE PAPER		COMPETITIVE PAPER	COMPETITIVE PAPER
14:25-14:45	WIP9	CP129		WIP18	CP69
	<p style="text-align: center;">A QUANTITATIVE TREND INVESTIGATION OF ABSENTEEISM WITHIN A SELECTED CHEMICAL OPERATIONAL UNIT</p> <p style="text-align: center;">Mr Benjamin Stander Prof Christoff Botha North-West University</p>	<p style="text-align: center;">CRITICAL ORGANISATIONAL CULTURE SUCCESS FACTORS PERTAINING TO THE LEADERSHIP DEVELOPMENT PROCESS OF ORGANISATIONS IN SOUTHERN AFRICA</p> <p style="text-align: center;">Dr Hekkie van der Westhuizen Prof Magda Hewitt University of Johannesburg</p>		<p style="text-align: center;">SOURCE CREDIBILITY AND CONSUMER ATTITUDES ON INSTAGRAM</p> <p style="text-align: center;">Prof Debbie Ellis Vigar Ms Shéfali Ramjathan University of KwaZulu-Natal</p>	<p style="text-align: center;">EXAMINING THE RELATIONSHIP BETWEEN THE BUSINESS PRACTICES AND PERFORMANCE OF SMALL BUSINESSES</p> <p style="text-align: center;">Dr Menisha Moos, Ms Nokuthula Nyamweda, Ms Jessica Cullinan, Mr Timothy Thompson & Mr Matthew Wise University of Pretoria</p>
WORK-IN-PROGRESS		COMPETITIVE PAPER		WORK-IN-PROGRESS	COMPETITIVE PAPER

	MAURITIUS	ZANZIBAR	MOMBASA	SEYCHELLES
	HUMAN RESOURCE MANAGEMENT	LEADERSHIP	MARKETING MANAGEMENT	ENTREPRENEURSHIP
14:50-15:10	<p>WIP5</p> <p>MANAGING ORGANISATIONAL CULTURE CHANGE IN A SOUTH AFRICAN MULTI-NATIONAL COMPANY</p> <p>Ms Charlotte Mokoena Prof Cecile Gerwel Poches University of KwaZulu-Natal</p>	<p>CP124</p> <p>THEORETICAL FRAMEWORKS FOR DEVELOPING LEADERSHIP AMONGST WOMEN IN MANAGEMENT</p> <p>Ms Sonja Swart Dr Joyce Toendepi Prof Magda Hewitt University of Johannesburg</p>	<p>CP37</p> <p>EFFECTIVENESS OF DIGITAL MARKETING ON THE PROMOTION OF THE BOTSWANA HUMAN RESOURCE DEVELOPMENT COUNCIL'S SERVICES</p> <p>Ms Faith I. Rapuleng – Tuelo Dr Shihaleni Ndjaba The International University of Management Windhoek</p>	<p>CP78</p> <p>GENDER INFLUENCE ON SMALL AND MEDIUM ENTERPRISES GROWTH DIMENSION</p> <p>Prof Shepherd Dhlwayo University of Johannesburg</p>
	WORK-IN-PROGRESS	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER
15:15-15:35	<p>CP110</p> <p>TALENT MANAGEMENT AND WORK IDENTITY: A CONCEPTUAL FRAMEWORK</p> <p>Dr Nicolene Barkhuizen Ms Roslyn De Braine University of Johannesburg</p>	<p>WIP14</p> <p>THE ROLE OF DYNAMIC PRESENCING IN FOSTERING TRANSFORMATIVE LEADERSHIP DEVELOPMENT IN A VUCA WORLD</p> <p>Prof Cecile Gerwel Proches, Dr Cristy Leask, Dr Jessica Strayer, Dr Preeya Daya, Ms Ntokozi Mngadi & Ms Christa de Lange University of KwaZulu-Natal, University of Cape Town & JS Consulting</p>	<p>CP100</p> <p>A CUSTOMER EXPERIENCE MODEL FOR THE HEAVY INDUSTRIAL INDUSTRY</p> <p>Prof Christo Bisschoff Ms Martha Van Schalkwyk North-West University</p>	<p>CP54</p> <p>A CRITIQUE OF THEORETICAL PERSPECTIVES FOR ENTREPRENEURIAL ECOSYSTEMS</p> <p>Ms Sasha Boucher Prof Andre Calitz Prof Margaret Cullen Nelson Mandela University</p>
	COMPETITIVE PAPER	WORK-IN-PROGRESS	COMPETITIVE PAPER	COMPETITIVE PAPER
15:35-15:50	SHORT AFTERNOON COMFORT BREAK			

	MAURITIUS	ZANZIBAR	MOMBASA	SEYCHELLES
	HUMAN RESOURCE MANAGEMENT	MANAGEMENT	MARKETING MANAGEMENT	ENTREPRENEURSHIP
	SESSION CHAIR: Prof Petronella Jonck (North-West University)	SESSION CHAIR: Dr MacDonald Kanyangale (University of KwaZulu Natal)	SESSION CHAIR: Prof Geoff Goldfman (University of Johannesburg)	SESSION CHAIR: Dr Bibi Zaheenah Chummun (University of KwaZulu-Natal)
15:50-16:10	WIP28 CAREER DEVELOPMENT CHALLENGES OF WOMEN ACADEMICS IN INSTITUTIONS OF HIGHER LEARNING Mr. Dumisani Shiviti Dr. Brian Kwazi Majola University of Limpopo	CP132 THE RELATIONSHIP BETWEEN CONTEXTUAL FACTOR AND SERVICE DELIVERY PERCEPTIONS IN A MAJOR CITY IN SOUTH AFRICA Prof Leon Jackson Mr Abraham Ngobeni North-West University	WIP16 THE FEEDBACK ON AVBOB MUTUAL ASSURANCE CLIENTS' PERCEPTIONS OF THE CASH BACK PREMIUMS MARKETING CAMPAIGNS Ms Jane Ngwabe Prof Vannie Naidoo University of KwaZulu-Natal	WIP4 FACTORS AFFECTING ENTREPRENEURIAL GROWTH FOR PETROLEUM WHOLESALERS IN SOUTH AFRICA Ms Tiyani Baadjie University of South Africa
	WORK-IN-PROGRESS	COMPETITIVE PAPER	WORK-IN-PROGRESS	WORK-IN-PROGRESS
16:15-16:35	CP35 SOCIAL CAPITAL, DECISION-MAKING AND CAPITAL RESOURCE ACQUISITION: PAKISTANI IMMIGRANTS IN SOUTH AFRICA Mr Mahad Moti Prof Boris Urban University of the Witwatersrand	WIP1 DISTRIBUTIVE JUSTICE: INVESTIGATING THE IMPACT OF DECENT WORK AND ORGANISATIONAL FACTORS ON OUTCOMES OF WORK IN THE SOUTH AFRICAN PUBLIC SERVICE Mr Willie Chinyamurindi Fort Hare University	CP25 ANTECEDENTS OF SMARTPHONE PURCHASING BEHAVIOUR AMONG GENERATION Y STUDENTS Mr Lesego Thebyane Prof Re-An Muller North-West University	WIP21 FACTORS CONTRIBUTING TO ENTREPRENEURSHIP DEVELOPMENT Mr Luyolo Mahlangabeza Ms Siphokazi Sibara Nelson Mandela University
	COMPETITIVE PAPER	WORK-IN-PROGRESS	COMPETITIVE PAPER	WORK IN PROGRESS
16:40-17:00	CP119 A secondary review of governance reporting practices: a case of the city of Johannesburg Dr Shamila Singh Ms Chantelle Brink Management College of South Africa	WIP29 FACTORS ENABLING AND HINDERING WOMEN'S APPOINTMENT INTO LEADERSHIP POSITIONS IN INSTITUTIONS OF HIGHER LEARNING Ms. Rebecca Ngobeni Dr Brian Majola University of Limpopo	WIP22 EXPLORING THE IMPACT OF SERVICE QUALITY ON CUSTOMER SATISFACTION: A CASE OF WOOLWORTHS PORT ELIZABETH Mr Luyolo Mahlangabeza Ms S Skweyiya Nelson Mandela University	CP33 THE SOUTH AFRICAN PUBLIC BROADCASTER'S SUSTAINABLE FUNDING: BUILDING A FRAMEWORK Mr Vuyo Nyembezi Prof Madéle Tait Prof Chantal Rootman Nelson Mandela University
	COMPETITIVE PAPER	WORK IN PROGRESS	WORK IN PROGRESS	COMPETITIVE PAPER
END OF THE DAY				

TUESDAY 21ST SEPTEMBER 2021

MORNING SESSION

CONTRIBUTED PAPERS					
MAURITIUS	ZANZIBAR	MOMBASA	SEYCHELLES	VICTORIA FALLS	
HUMAN RESOURCE MANAGEMENT	FINANCIAL MANAGEMENT	MARKETING MANAGEMENT	OPERATIONS MANAGEMENT	KNOWLEDGE MANAGEMENT	
SESSION CHAIR: Dr Casandra Mara (University of Johannesburg)	SESSION CHAIR: Prof Miemie Struwig (Nelson Mandela University)	SESSION CHAIR: Prof Andre Calitz (Nelson Mandela University)	SESSION CHAIR: Prof Sanlie Middelberg (North-West University)	SESSION CHAIR: Prof Margie Cullen (Nelson Mandela University)	
08:00-08:20	CP122 INVESTIGATING INCENTIVE STRATEGIES TO INCREASE EMPLOYEE ENGAGEMENT AT AN ENGINEERING SERVICES ENTITY Mr Lourens Pretorius Prof Ronnie Lotriet North-West University	CP109 MANAGEMENT ACCOUNTING PERSPECTIVE TO IMPROVING RISK MANAGEMENT MEASURES - AN EXAMPLE FROM A MEDIUM-SIZED NIGERIAN COMPANY Mr James Aghachi Prof Dr Heinz Klingelhöfer Tshwane University of Technology	CP101 THE INFLUENCE OF LOYALTY PROGRAMMES ON CUSTOMER PURCHASE INTENT Dr Marietjie Theron-Wepener Mr Andre Rautenbach University of Stellenbosch	CP32 TQM ADOPTION IN AN ANIMAL FEED MANUFACTURING: TOWARD A CONCEPTUAL FRAMEWORK Ms Nomzamo Ndlela, Dr Stephen Nyakala Dr Kemiall Ramdass Tshwane University of Technology	CP10 DIGITAL TRANSFORMATION IN THE MANUFACTURING SECTORS OF SOUTH AFRICA Mr Garth Gaffley Prof Theuns Pelser University of KwaZulu-Natal
COMPETITIVE PAPER					
08:25-08:45	CP8 CHALLENGES FACED BY SHOP STEWARDS IN TWO SOUTH AFRICAN UNIONS Dr Mokgata Matjie Prof Carol Allais Dr Molefe Maleka Tshwane University of Technology	CP26 A SYSTEMATIC REVIEW OF RESEARCH INTO WORKING CAPITAL MANAGEMENT IN SOUTH AFRICA Prof Miemie Struwig Mr Storm Watson Nelson Mandela University	CP61 A DATA CENTRIC FRAMEWORK FOR ANIMAL TRADING DECISION SUPPORT Mr Kudakwashe Nyamutsambira, Prof Andre Calitz, Mr Kayode Ayankoya & Mr Cobus Oberholser (Nelson Mandela University)	CP34 CHALLENGES THAT FACE CASUAL RESTAURANTS IN IMPLEMENTING BUSINESS PROCESS MANAGEMENT: A DIFFERENT MANAGEMENT APPROACH? Mr Shane Janse van Rensburg Prof Aloe Meintjes North-West University	CP14 COMPETITIVE INTELLIGENCE IN STRATEGY FORMULATION: A CASE OF A MICRO ENTERPRISE Mr Naeem Mohamed Mr Dirk Rossouw Dr Maria Bounds University of Johannesburg
COMPETITIVE PAPER					

MAURITIUS		ZANZIBAR	MOMBASA	SEYCHELLES	VICTORIA FALLS
HUMAN RESOURCE MANAGEMENT		FINANCIAL MANAGEMENT	MARKETING MANAGEMENT	OPERATIONS MANAGEMENT	KNOWLEDGE MANAGEMENT
08:50-09:10	<p>CP113 A META-ANALYSIS OF THE IMPLEMENTATION OF OPERATIONAL BROAD-BASED BLACK ECONOMIC EMPOWERMENT PRACTICES: THE CASE OF A SA MINING OPERATION</p> <p>Dr Sungandren Naidoo Mr Thabiso Mosholi University of South Africa</p>	<p>CP55 VOLUNTARY DISCLOSURE OF THE NON-STANDARD FREE CASH FLOW MEASURE IN INTEGRATED REPORTS: AN EXPLORATORY STUDY</p> <p>Dr Heidie Janse van Rensburg Nelson Mandela University</p>	<p>CP23 CUSTOMERS' BRAND AWARENESS, BRAND TRUST AND BRAND LOYALTY FOR PRIVATE LABEL BRANDS</p> <p>Mr Sbonelo Ndlovu North-West University Mr Shalen Heeralal University of Zululand</p>	<p>CP46 SUPPLY CHAIN COLLABORATION AND ORGANISATIONAL PERFORMANCE</p> <p>Mr Nkanyiso Hadebe Mr Gert Heyns Ms Elmarie Kriel University of Johannesburg</p>	<p>CP9 DETERMINANTS OF CONSUMERISATION OF INFORMATION TECHNOLOGY AND ITS EFFECT ON EMPLOYEE PERFORMANCE</p> <p>Ms Hilda Khayundi Dr Tendai Chimucheka Fort Hare University</p>
	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER
09:15-09:35	<p>CP110 TALENT MANAGEMENT AND WORK IDENTITY: A CONCEPTUAL FRAMEWORK</p> <p>Dr Nicolene Barkhuizen Ms Roslyn De Braine University of Johannesburg</p>	<p>CP76 PARTICIPATION IN AND PERCEPTIONS OF BUSINESS NETWORKS BY SMME OPERATORS IN SOUTH AFRICA- A CASE OF PRETORIA WEST</p> <p>Mr Brian Mahosi, Prof Fulufhelo Netswera, Mr Phumlani Siwela & Mr Kazi Jamshed North-West University</p>	<p>CP77 LAST-MILE DISTRIBUTION CHALLENGES FOR A FORECOURT CONVENIENCE STORES' DISTRIBUTOR</p> <p>Mrs Livhuwani Mavhungu Dr Peter Kilbourn Dr Mandla Mvubu University of Johannesburg</p>	<p>CP96 ADOPTING GREEN SUPPLY CHAIN MANAGEMENT USING INTEGRATED QUALITY SYSTEMS</p> <p>Dr Sugandren Naidoo Ms Nicolette Crozier University of South Africa</p>	<p>CP12 AN INVESTIGATION OF THE EFFECTIVENESS OF BIMODAL ON DIGITAL TRANSFORMATION STRATEGY FORMATION AND IMPLEMENTATION: THE CASE OF A SOUTH AFRICAN BANK</p> <p>Dr Tebogo Sethibe Ms Lukhanyiso Mantyi University of the Witwatersrand</p>
	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER

	MAURITIUS	ZANZIBAR	MOMBASA	SEYCHELLES	VICTORIA FALLS
	HUMAN RESOURCE MANAGEMENT	ENTREPRENEURSHIP	MARKETING MANAGEMENT	OPERATIONS MANAGEMENT	INFORMATION & KNOWLEDGE MANAGEMENT
09:40-10:00	<p>CP84 ANALYSING THE INFLUENCE OF ENTREPRENEURIAL ORIENTATION OF SMES AND LABOUR-INTENSIVENESS IN THE CONSTRUCTION INDUSTRY</p> <p>Mr Jonathan Mayombo Prof Nelda Mouton North-West University</p>	<p>CP71 CAPITAL STRUCTURE AND FIRM PERFORMANCE: A COMPARATIVE STUDY BETWEEN SOUTH AFRICAN AND MAURITIAN LISTED FINANCIAL FIRMS</p> <p>Dr Narvada Ramdhany Ms Kounshika Kasi University of Mauritius</p>	<p>CP36 GUIDELINES FOR RETAIL EMPLOYERS TO CONSIDER: THROUGH THE EYES OF GEN Z SOON-TO-GRADUATE RETAIL STUDENTS</p> <p>Prof Mariette Frazer Ms Nobantu Langa University of Johannesburg</p>	<p>CP65 PROCESS EXCELLENCE AS A STRATEGY FOR BUILDING FIRM AND SUPPLY CHAIN RESILIENCE IN THE FOURTH INDUSTRIAL REVOLUTION</p> <p>Dr. Liberty Sheunesu Mapamba Prof. Noleen Pisa University of Johannesburg</p>	<p>CP50 SOFTWARE ROBOT PROCESS AUTOMATION AT THE SOUTH AFRICAN REVENUE SERVICE (SARS)</p> <p>Prof Andre Calitz Prof Margaret Cullen Ms Cheryl-Ann Ferreira Nelson Mandela University</p>
	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER

REFRESHMENT BREAK

	MAURITIUS	ZANZIBAR	MOMBASA	SEYCHELLES	VICTORIA FALLS
	HUMAN RESOURCE MANAGEMENT	FINANCIAL MANAGEMENT	MARKETING & BUSINESS MANAGEMENT	OPERATIONS MANAGEMENT	INFORMATION & KNOWLEDGE MANAGEMENT
	SESSION CHAIR: Dr Bridget de Villiers (Nelson Mandela University)	SESSION CHAIR: Prof Chantal Rootman (Nelson Mandela University))	SESSION CHAIR: Prof Mornay Robberts Lombaard (University of Johannesburg)	SESSION CHAIR: Dr Cobus Oosthuizen (Milpark Business School)	SESSION CHAIR: Dr Joseph Lekunze (North-West University)
10:30 10:50	CP87 PROMOTING CAREER SELF-EFFICACY AMONG MILLENNIALS Dr Bridget De Villiers Mrs Christelle Robertson Nelson Mandela University	CP118 INTEGRATED FRAMEWORK FOR MEASURING THE IMPACT OF CORPORATE SUSTAINABILITY PERFORMANCE ON FINANCIAL PERFORMANCE VIA CUSTOMER ATTRACTION Mr Emmanuel Obioha Prof Dr Heinz Klingelhöfer Tshwane University of Technology	CP22 DOES CELEBRITY ENDORSEMENT INFLUENCE BRAND IMAGE AND RECALL? INSIGHTS FROM FAST-FOOD CONSUMERS IN HARARE, ZIMBABWE Prof Charles Makanyeza Mr Masimba Manyangare Namibia Business School, Windhoek	WIP25 THE FUTURE ROLE AND PROFILES OF THE SA QUALITY PRACTITIONER Prof Robert Vivian University of the Witwatersrand	CP64 LEVERAGING OPPORTUNITIES FOR BIG DATA ANALYTICS BY SMES Ms Sarah Silih Mr Kennedy Njenga University of Johannesburg
	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	WORK IN PROGRESS	COMPETITIVE PAPER
10:55- 11:15	CP90 BACK TO WORK: BARRIERS FACING PROFESSIONAL WOMEN MOTHERS Mrs Lorna McLaren Prof Linda Ronnie Prof Marieta du Plessis University of the Western Cape & University of Cape Town	CP112 TIME-FREQUENCY AND INTERDEPENDENCE BETWEEN IBSA AND US EQUITIES INDICES. AN ANALYSIS USING THE WAVELET APPROACH Dr Innocent Maposa, Prof Mabutho Sibanda & Dr Bomi Nomlala University of KwaZulu-Natal	CP20 EXAMINING LOGISTICS SERVICE AND ONLINE SHOPPING CUSTOMER SATISFACTION Dr Joash Mageto Prof Rose Luke University of Johannesburg	CP107 ASSESSING FACTORS AFFECTING PRODUCT NON-CONFORMANCE AT A STEEL-BASED PRODUCT MANUFACTURER IN GAUTENG Ms Gcobisa Bokleni Prof Barnes Sookdeo University of South Africa	CP79 EXPLORING THE USE OF BLOCKCHAIN TECHNOLOGY IN THE NAMIBIAN GLOBAL BEEF SUPPLY CHAIN Mr Johan Van der Walt, Prof Daniël Schutte & Prof Sanlie Middelberg North-West University
	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER

	MAURITIUS	ZANZIBAR	MOMBASA	SEYCHELLES	VICTORIA FALLS
	HUMAN RESOURCE MANAGEMENT	FINANCIAL MANAGEMENT	MARKETING & MANAGEMENT	OPERATIONS & BUSINESS MANAGEMENT	AGRICULTURAL MANAGEMENT
11:20-11:40	<p>CP67</p> <p>THE IMPACT OF THE COMPONENTS OF INTELLECTUAL CAPITAL ON CORPORATE PERFORMANCE: EVIDENCE FROM BANKS AND INSURANCE COMPANIES IN MAURITIUS</p> <p>Dr R Bhattu Babajee University of Mauritius</p>	<p>CP1</p> <p>MID-CAREER EMPLOYEES' PERCEPTIONS AND STRATEGIES OF PRE-RETIREMENT PLANNING AND FINANCIAL SECURITY IN SOUTH AFRICA</p> <p>Ms Brenda Jonah Dr MacDonald Kanyangale University of KwaZulu-Natal</p>	<p>CP30</p> <p>CONSUMER ETHNOCENTRISM, WILLINGNESS TO PURCHASE LOCAL PRODUCTS AND CONSPICUOUS CONSUMPTION: ANALYSING THE ROLE OF AGE AND INCOME</p> <p>Mr Tedy Matenge Mr Tshegofatso Monkge University of Botswana</p>	<p>WIP20</p> <p>SUSTAINABLE SUPPLY CHAIN MANAGEMENT PRACTICES AND FIRM PERFORMANCE: EXPLICATING THE ROLES OF CORPORATE MOTIVATION AND DYNAMIC CAPABILITIES</p> <p>Dr Oluwafemi Dele-Ijagbulu Nelson Mandela University</p>	<p>CP17</p> <p>THE FACTORS THAT CONTRIBUTE TO THE GROWTH OF EMERGING FARMERS IN THE AGRICULTURAL SECTOR, NORTH WEST PROVINCE SOUTH AFRICA</p> <p>Prof Theuns Pelser Dr Faan Pelser University of KwaZulu-Natal North-West University</p>
	COMPETITIVE PAPER	COMPETITIVE PAPER	COMPETITIVE PAPER	WORK-IN-PROGRESS	COMPETITIVE PAPER
11:45-12:05	<p>CP13</p> <p>THE IMPACT OF GLASS-CEILING ON BLACK WOMEN WANTING TO BE PROMOTED TO MANAGEMENT POSITIONS: A CASE STUDY OF AFRICORP</p> <p>Ms Mbalenhle Nxumalo University of KwaZulu-Natal</p>	<p>CP28</p> <p>SELF-INSURANCE IN THE ELECTRICITY UNIT OF SOUTH AFRICAN MUNICIPALITIES: THE CASE OF ETHEKWINI MUNICIPALITY IN KZN PROVINCE OF SOUTH AFRICA</p> <p>Mr Subhash Jagannath Dr Zaheenah Chummun University of KwaZulu-Natal</p>	<p>WIP10</p> <p>RESELLING AN AFRICAN PRIDE: MARKETING HUMANITY BACK TO ITSELF - A GAZE FROM SOUTH AFRICA</p> <p>Mr Lebogang Mathole Tshwane University of Technology</p>	<p>CP97</p> <p>APPLICABILITY OF THE BALANCED SCORECARD AS A PERFORMANCE MEASUREMENT TOOL FOR SMALL FAST-FOOD BUSINESSES IN CENTRAL RUSTENBURG</p> <p>Mr Ndumiso Mpofo & Prof Dr Heinz Klingelhöfer Tshwane University of Technology</p>	<p>CP39</p> <p>EXPANSION STRATEGIES IN THE AGRO-PROCESSING SECTOR FOR SMALL-SCALE AGRO-PROCESSORS IN SOUTH AFRICA</p> <p>Mr B Manasoe Prof VN Mmbengwa Dr Joseph Lekunze North-West University</p>
	COMPETITIVE PAPER	COMPETITIVE PAPER	WORK-IN-PROGRESS	COMPETITIVE PAPER	COMPETITIVE PAPER

	MAURITIUS	ZANZIBAR	MOMBASA	SEYCHELLES	VICTORIA FALLS
	HUMAN RESOURCE MANAGEMENT	FINANCIAL MANAGEMENT	TOURISM & ECONOMICS	OPERATIONS & BUSINESS MANAGEMENT	AGRICULTURAL MANAGEMENT
12:10-12:30	<p>CP63</p> <p>SUSTAINABILITY INDICATORS USED IN EXECUTIVE REMUNERATION CONTRACTS: AN EXPLORATORY STUDY</p> <p>Dr Heidie Janse van Rensburg Nelson Mandela University</p>	<p>CP2</p> <p>INVESTIGATING UNIQUE STRATEGY CHALLENGES FACED BY SOUTH AFRICAN FINANCIAL BANKING INSTITUTIONS EXPANDING INTO AFRICA</p> <p>Mr Lwazi Basholo, Mr Josh Nkuna, Mr Lesedi Mashao & Dr Dinko Herman Boikanyo University of Johannesburg</p>	<p>CP7</p> <p>OVERCOMING COVID-19 RISK IN SOUTH AFRICAN NATURE-BASED TOURISM THROUGH THE USE OF DISRUPTIVE TECHNOLOGIES</p> <p>Prof Danielle Nel Sanders Dr Peta Thomas University of Johannesburg</p>	<p>WIP30</p> <p>POLICY UNCERTAINTY, THE ECONOMY AND BUSINESS</p> <p>Prof Raymond Parsons Prof Waldo Krugell (North-West University)</p>	<p>CP82</p> <p>THE IMPACT OF DEMOGRAPHICS ON THE IMPLEMENTATION OF FARMWORKER EQUITY SHARE SCHEMES IN SOUTH AFRICA</p> <p>Dr Siyavuya Xolo, Prof Elroy Smith & Prof Noxolo Eileen Mazibuko Nelson Mandela University</p>
	COMPETITIVE PAPER	WORK-IN-PROGRESS	COMPETITIVE PAPER	WORK-IN-PROGRESS	COMPETITIVE PAPER
12:35-12:55	<p>CP62</p> <p>WHY DONATING IS DIFFERENT: AN INVESTIGATION ON THE ENGAGEMENT AND SATISFACTION OF DUTCH INDIVIDUALS TOWARDS THE DUTCH CANCER SOCIETY</p> <p>Mr Huib de Bruijn, Mr Quincy Verheul & Prof Adele Berndt Jönköping International Business School</p>	<p>WIP12</p> <p>POLITICAL RISK AND STOCK MARKET VOLATILITY IN A SELECTION OF AFRICAN MARKETS</p> <p>Ms Jamela Hoveni Milpark Business School</p>	<p>CP111</p> <p>EXPLORING TALENT MANAGEMENT PRACTICES AND OUTCOMES IN THE GHANA HOTEL INDUSTRY</p> <p>Dr Nicolene Barkhuizen Prof Nico Schutte Ejolin Nabre University of Johannesburg</p>	<p>WIP29</p> <p>E-SERVICE QUALITY IN THE BANKING SECTOR AMIDST COVID-19 PANDEMIC IN BOTSWANA</p> <p>Dr Botshabelo Kealesitse Prof Edward Marandu Mr Kegopotswe Tsiaka University of Botswana</p>	<p>CP38</p> <p>SMALLHOLDER MAIZE FARMER'S WILLINGNESS TO JOIN INDEX INSURANCE IN VHEMBE DISTRICT: LIMPOPO PROVINCE</p> <p>Ms Hulisani Mukwevho, Prof Simon Letsoalo, Mr Usapfa Luvhengo & Dr Joseph Lekunze North-West University</p>
	COMPETITIVE PAPER	WORK-IN-PROGRESS	COMPETITIVE PAPER	WORK IN PROGRESS	COMPETITIVE PAPER
13:00-14:00	LUNCH				

TUESDAY 21st SEPTEMBER 2021

AFTERNOON SESSION

CONTRIBUTED PAPERS		
MAURITIUS	ZANZIBAR	MOMBASA
HUMAN RESOURCE MANAGEMENT	FINANCIAL MANAGEMENT	ENVIRONMENTAL MANAGEMENT
SESSION CHAIR: Prof Ziska Fields (University) of Johannesburg	SESSION CHAIR: Prof Cecile Gerwel Proches (University of KwaZulu-Natal)	SESSION CHAIR: Prof Anet Smit (North-West University)
14:00-14:20	14:25-14:45	14:50-15:10
<p style="text-align: center;">WIP19</p> <p style="text-align: center;">EFFECTS OF CULTURAL DIMENSIONS ON PERFORMANCE OF GLOBAL VIRTUAL TEAMS</p> <p style="text-align: center;">Mr Tshegofatso Monkge Mr Tedy Matenge University of Botswana</p>	<p style="text-align: center;">WIP26</p> <p style="text-align: center;">NOT THE INDUSTRIAL REVOLUTION BUT THE 4th ECONOMIC TRANSITION</p> <p style="text-align: center;">Prof Robert Vivian University of the Witwatersrand</p>	<p style="text-align: center;">CP80</p> <p style="text-align: center;">INVESTIGATING WATER DISCLOSURE PRACTISES IN THE PLATINUM MINING INDUSTRY</p> <p style="text-align: center;">Prof Anet Smit, Mr Emil Burger & Dr Martin Botha North-West University</p>
<p style="text-align: center;">WORK-IN-PROGRESS</p> <p style="text-align: center;">HUMAN RESOURCE MANAGEMENT</p>	<p style="text-align: center;">WORK-IN-PROGRESS</p> <p style="text-align: center;">FINANCIAL MANAGEMENT</p>	<p style="text-align: center;">COMPETITIVE PAPER</p> <p style="text-align: center;">OPERATIONS MANAGEMENT</p>
<p style="text-align: center;">WIP15</p> <p style="text-align: center;">THE RELATIONSHIP BETWEEN RECRUITMENT, COMPENSATION, PERFORMANCE APPRAISAL AND ORGANISATIONAL COMMITMENT IN SMES</p> <p style="text-align: center;">Dr Mary Matlakala University of Limpopo</p>	<p style="text-align: center;">WIP3</p> <p style="text-align: center;">THE IMPACT OF THE SUGAR-SWEETENED BEVERAGE TAX ON THE SOUTH AFRICAN SUGAR INDUSTRY</p> <p style="text-align: center;">Ms Ncebakazi Portia Latsha, Prof Cecile Gerwel Proches & Dr Nikita Singh University of KwaZulu-Natal</p>	<p style="text-align: center;">CP45</p> <p style="text-align: center;">PERCEPTIONS OF CONSUMERS REGARDING THE USE OF WATER-SAVING DEVICES AND PRODUCTS</p> <p style="text-align: center;">Mr Storm Watson & Prof Elroy Smith Nelson Mandela University</p>
<p style="text-align: center;">WORK-IN-PROGRESS</p>	<p style="text-align: center;">WORK-IN-PROGRESS</p>	<p style="text-align: center;">COMPETITIVE PAPER</p>
<p style="text-align: center;">CP88</p> <p style="text-align: center;">LEADERSHIP 4.0, HORSEMANSHIP AND HORSES IN THE FOURTH INDUSTRIAL REVOLUTION</p> <p style="text-align: center;">Prof Ziska Fields University of Johannesburg</p>	<p style="text-align: center;">WIP7</p> <p style="text-align: center;">RISK GOVERNANCE AND RISK-TAKING BEHAVIOR OF BANKS IN SUB-SAHARAN AFRICA</p> <p style="text-align: center;">Dr Tafrei Mashamba & Prof CN Chikutuma University of South Africa</p>	<p style="text-align: center;">CP98</p> <p style="text-align: center;">REGULATORY MEASURES WITH WHICH TO INHIBIT IRREGULAR EXPENDITURE AND DEVELOP CORRECTIVE MEASURES IN THE DEPARTMENT OF WATER AND SANITATION</p> <p style="text-align: center;">Prof Dr Heinz Klingelhöfer, Ms Joey Geyer & Mr Comfort Nabane Tshwane University of Technology</p>
<p style="text-align: center;">COMPETITIVE PAPER</p>	<p style="text-align: center;">WORK-IN-PROGRESS</p>	<p style="text-align: center;">COMPETITIVE PAPER</p>

CONTRIBUTED PAPERS		
GRAND MAURITIUS ROOM	ZANZIBAR ROOM	MOMBASA ROOM
HUMAN RESOURCE MANAGEMENT	FINANCIAL MANAGEMENT	INFORMATION TECHNOLOGY
<p>CP108 CHALLENGES IN THE IMPLEMENTATION OF CONTRACT COMPLIANCE IN STATE DEPARTMENTS</p> <p>Prof Nadine Oosthuizen, Dr Hamidah Babirye & Prof Madele Tait Rhodes University, Makerere University Business School (Kampala) & Nelson Mandela University</p>	<p>CP71 AN ANALYSIS PUBLIC PENSION SUSTAINABILITY: A CASE STUDY OF MAURITIUS</p> <p>Prof Boopen Seetanah, Dr Narvada Ramdhany, Dr Viraiyan Teeroovengadam & Ms Reena Bhattu Babajee University of Mauritius</p>	<p>WIP23 A SERVICE DELIVERY MANAGEMENT FRAMEWORK IN THE CONTEXT OF SMART CITIES</p> <p>Ms Fiona Havenga & Prof Roy Ramphal University of South Africa</p>
COMPETITIVE PAPER	COMPETITIVE PAPER	WORK-IN-PROGRESS
<p>END OF CONFERENCE</p> <p>THANK YOU FOR ATTENDING</p> <p>UNTIL IBC 2022 WHEN WE MEET AGAIN AT THE SPEKE RESORT ON THE SHORES OF LAKE MALAWI!</p>		

