



UNIVERSITY OF  
KWAZULU-NATAL

# Business Management Conference 2009



*Interact*  
*Innovate*





# Welcome

## Dear Delegates

Welcome to the first International Business Management Conference hosted by the Faculty of Management Studies of the University of KwaZulu-Natal.

After the recent global financial meltdown, it is apt that the theme of the conference is *Business Management Challenges in Turbulent Economic Times*. This conference affords academics the opportunity to meet, share ideas, showcase their research and be motivated to do research.

The conference aims to foster the exchange of knowledge among experts/researchers to find solutions to the challenges faced by countries in these turbulent economic times, in a relaxed and informal environment.

A special welcome to our keynote speakers and presenters.

We would also like to say a special thank you to all the sponsors for their generous contributions and to the conference management committee for all their hard work.

We wish you all a stimulating conference.

**Lesley Stainbank**

**Dean: Faculty of Management Studies**

**Dev D Tewari**

**Deputy Dean: Faculty of Management Studies**



## Nhlanhla Musa Nene

### Personal

- Date of Birth: 05 December 1958
- Married and has four dependants

### Positions

- Deputy Minister of Finance of the Republic of South Africa from 5 November 2008 and re-appointed on 11 May 2009.
- Chairperson of the Public Investment Corporation.
- Member of the Local Organising Committee for the FIFA 2010 Soccer World Cup.
- Member of Parliament since June 1999.
- Co-Chairperson of the Joint Budget Committee from October 2002 until August 2005.
- Chairperson of the Portfolio Committee on Finance from August 2005 until 4 November 2008.

### Academic Qualifications

- Matriculated from Gcothoyi Adult Centre.
- Diploma in Marketing Management from DMS.
- Advanced Diploma in Economic Policy from the University of the Western Cape.
- Certificate in Economics from the University of South Africa.
- B.Com Honours in Economics from the University of Western Cape.
- Enrolled for a Post Graduate Diploma in Economic Principles at the University of London.

### Career/Positions/Memberships/Other Activities

- Active in student politics since 1979.
- Organised the first ever strike in the financial industry under the banner of SACAWU in 1990 while still at Metropolitan Life Insurance Company.
- Shop steward from 1990 until 1995 and led a negotiation team for "Better Working Conditions".
- Chairperson of Ntunjambili Development Forum from 1994 until 1999.
- ANC Local Government Councillor and Caucus Chairperson from 1996 until 1999.
- Chairperson of Kranskop Policing Forum from 1997 until 1999.
- ANC Regional Secretary of Ukhahlamba Region from 1997 until 2000.
- Regional Administrative Manager for the Metropolitan Life Insurance Company, for 15 years.

# Speakers



## **Mr Russell Loubser**

**Chief Executive Officer, Johannesburg Stock Exchange**

Russell Loubser joined the JSE Limited as Executive President designate on 1 January 1997 and assumed office as Executive President on 1 February 1997. After the restructuring of the JSE in December 2000, Russell became the JSE's CEO. As CEO, Russell has been responsible for the fundamental strategic repositioning of the JSE, including its pioneering agreements with the London Stock Exchange and FTSE as well as the acquisition of the South African Futures Exchange (SAFEX) by the JSE. This fundamental repositioning enabled the JSE to be listed on the JSE in June 2006

Until his appointment at the JSE in 1997, he was Executive Director of financial markets at Rand Merchant Bank Limited (RMB). He joined RMB from Finansbank Limited in 1985 where he remained, except for an absence of fourteen months. During 1987, he was part of the team which started the futures industry in South Africa. He was Chairman of SAFEX for 2 years and Deputy Chairman for 1 year. Prior to his career in merchant banking, Russell qualified as a Chartered Accountant (South Africa) in 1982 while with Arthur Andersen and Co, and obtained a Mcom in Statistics at the University of Pretoria, South Africa. Russell is an Extraordinary Professor in Mercantile Law at the University of Pretoria and was appointed to the Council of the University in 2007.

Russell is a member of the King Committee on Corporate Governance. Russell also serves on the Board of Directors of the World Federation of Exchanges.



## **Graham Terry**

**Head: Office of the Executive President, BCom, CA(SA)  
Vice President**

Graham Terry joined SAICA in 1986 as a Technical Director and his responsibility was to build SAICA's technical function. Since then he has held various positions. In 1993 he was appointed Operations Director, in 1996 the Deputy Chief Executive and in 2000, Vice President. He currently heads the Office of the Executive President, where he is responsible for 'thought leadership issues', research and development, stakeholder relations, and overseeing corporate governance, legal and ethics. His current area of focus is sustainability and sustainability reporting. Terry has served on various professional committees and boards, both local and international, and in various capacities. He is currently the Chairman of XBRL South Africa.

# Speakers



## **Professor Chiaku Chukwuogor**

### **Professor, Finance**

Ph.D. (Finance) 1987, University of Nigeria  
M.B.A. (Finance), 1982, University of Nigeria  
B.Sc. Accountancy, 1974, University of Nigeria

Prof Chiaku Chukwuogor is a Professor of Finance at Eastern Connecticut State University, U.S.A. Her teaching and research interests are in International Finance, Bank Management, Real Estate Finance and Financial Institutions and Business Finance. She is the Editor of the African Journal of Accounting, Economics, Finance and Banking Research and Managing Editor of the following journals: the North American Journal of Finance and Banking Research, the Asia Pacific Journal of Finance and Banking Research, the European Journal of Finance and Banking Research, the Global Journal of Finance and Banking Issues and the Global Journal of International Business Research. Prior to coming to Eastern Connecticut State University, Dr. Chukwuogor held the position of Associate Professor in Finance in the Department of Business at the then University of Natal, South Africa in 1987. Professor Chukwuogor was the head of Department of Finance and Banking of Enugu State University of Science and Technology, Nigeria, in 1990. She was a member of the Nigerian National Finance Committee that introduced Value Added Tax in Nigeria in 1992. Her consultancy firm, Chiaku Ndu Consultants of which she was Principal Consultant and Chief Executive, in conjunction with the Institute of Tax Administration California, in 1993 trained the first operators of Value Added Tax in Nigeria.



## **Professor Thomas G Johnson**

### **Frank Miller Professor of Agricultural Economics and Public Affairs, Director, Community Policy Analysis Center Management in Turbulent Economic Conditions**

Prof Johnson has a joint appointment as the Frank Miller Professor of Agricultural Economics, and professor in the Harry S Truman School of Public Affairs at the University of Missouri. His areas of expertise include rural economic development, fiscal and economic impact analysis, local government finance, economics of renewable energy and transportation economics. Dr. Johnson's research includes interdisciplinary projects on issues such bio-energy, entrepreneurship, land use and transportation. He recently advised the Government of Ukraine on changes to its Agricultural and Rural Development policy, and is studying proposed changes to the European Union's Common Agricultural Policy. He is a Fellow of the Southern Regional Science Association and 2006 recipient of the Outstanding Contribution through Economics Award from the Northeast Agricultural and Resource Economics Association



## **Désiré Vencatachellum**

**Lead Research Economist: African Development Bank**

**KEYNOTE ADDRESS TOPIC: Mergers and Acquisitions in Africa: Trends and Outlook**

Désiré Vencatachellum joined the African Development Bank in September 2005. Dr. Vencatachellum is currently Lead Research Economist in the Development Research Department where he leads the team which assesses the ex-ante development outcomes and additionality of private sector operations of the Bank. He has recently published on debt relief initiatives and social service delivery in Africa, the impact of high oil prices on African economies, and determinants of growth and education in Africa. Prior to joining the Bank he was Professor of economics at the business school of the University of Montreal (HEC Montreal, Canada). Désiré Vencatachellum holds a Ph.D. in economics from Queen's university (Canada) and is a citizen of Mauritius



## **Dr William R LaFontaine, jr.**

**General Manager: Global Technology Services of Sub-Saharan**

**Africa, KEYNOTE ADDRESS TOPIC: Service Sciences, Management and Engineering**

Dr. LaFontaine is currently General Manager, Global Technology Services, and Sub-Saharan Africa. In this role, Dr. LaFontaine has the mandate to drive hyper growth for IBM services business in this emerging market. Prior to this role, Dr. LaFontaine was Vice President, Licensing and Business Development, for IBM's Intellectual Property Business. In this capacity, Dr. LaFontaine has the worldwide responsibility for licensing IBM's patent, trademark and domain name portfolio. In addition, Dr. LaFontaine's team plays a critical role in the creation of technology based strategic alliances with partners around the world. In previous positions at IBM, Dr. LaFontaine was Vice President, Corporate Strategy and Vice President, Worldwide Sales and Service for IBM Technology Group. During Dr. LaFontaine's 19 year career at IBM he led product and process development teams as well as sales, marketing, and operations organizations in Japan, Singapore and North America. Dr. LaFontaine's International experience includes assignments in Japan, Singapore and South Africa. Dr. LaFontaine is the recipient of several US and native patents.

Dr. LaFontaine currently serves on the Advisory Board of the Department of Materials Science and Engineering at Cornell University. Dr. LaFontaine holds a Bachelor's degree in Metallurgical Engineering from California Polytechnic State University, San Luis Obispo, and received his M.S. and Ph.D. degrees in Materials Science and Engineering from Cornell University.

## Programme

Time	Thursday - 5 November 2009	Venue
07:30	Registration	GSB Foyer
09:00 - 11:00	<b>Opening Plenary Session</b> Opening Remarks - Professor John Mubangizi - Deputy Vice Chancellor Welcome - Vice Chancellor - Professor Malegapuru Makgoba Keynote Speaker - Mr N Nene - Deputy Minister of Finance Keynote Speaker - Mr Russel Loubser, CEO, Johannesburg Stock Exchange Keynote Speaker - Mr Graham Terry, Head: Office of the Executive President, SAICA	Auditorium
11:00 - 11:30	TEA/COFFEE	Comsa Lounge
11:30 - 12:30	<b>Plenary Session "Business Management Challenges in the Turbulent Economic Times"</b> Keynote Speaker: Professor Chiaku Chukwuogor  <b>Plenary Session "Challenges to Public Sector Management in turbulent Economic Conditions"</b> Keynote Speaker: Professor Thomas G Johnson	Auditorium
12:30 - 13:30	LUNCH	Comsa Lounge

### Parallel Sessions

#### Parallel Session 1 -Thursday

13:30 - 15:30	<b>CHAIR: MS Maharaj</b> <b>MANAGEMENT: SMEs</b> <b>Dildar Hussain</b> What makes small independent retailers a success or a failure? <b>C O'Neill and S Soni</b> An empirical evaluation of an experimental model to determine the impact of entrepreneurial networking on small business success. <b>K Poovalingam and S Chetty</b> An evaluation of social responsibility among small and medium enterprises in KwaZulu-Natal. <b>K Chocokufa and N Chilyaand B Afolabi</b> The business relationship between insurance companies and SMEs in the Nelson Mandela Metropolitan area – South Africa. <b>M F Rangongo and SP Segole</b> The challenges of women-owned small business in the Lepelle-Nkumpi Municipality of the Limpopo Province. <b>M Struwig</b> Personal financial knowledge and practices of SMME owners/managers. <b>K Owusu-Ampomah</b> Understanding network dynamics: the human factor and small business growth and development. <b>M Phiri</b> Hindrances to economic success among small medium and micro entrepreneurs involved in Informal Cross-Border Trade (ICBT) between Malawi and South Africa	Auditorium
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Time	Parallel Sessions	Venue
<b>Parallel Session 2- Thursday</b>		
13:30 - 15:30	<p><b>CHAIR: D Vencatachellum</b>  <b>ECONOMICS: GLOBAL FINANCE CRISES</b>  <b>Anita Tyagi</b>  Impact of global meltdown on Indian Economy: an outlook 2008-09.  <b>Charles Nyoka</b>  Where to South Africa in the wake of the global financial crisis?  <b>W Ukpere</b>  The end of an orthodoxy and resurgence of complementary economic of pattern.  <b>Dilip Garach</b>  The global financial crisis and its impact on the South African economy.</p>	Lecture Theatre One
	<p><b>Z Tambudzai and N Nkomazana</b>  An essay of the foreign currency crisis in Zimbabwe, 1997 - 2009.  <b>K Bhowan</b>  Strategic planning for surviving economic cycles.  <b>A Priya, R Verma and Bamba</b>  The new economic reality: ideas for the new century</p>	
<b>Parallel Session 3 - Thursday</b>		
13:30 -15:30	<p><b>CHAIR: L Stainbank</b>  <b>ACCOUNTING/ Finance</b>  <b>B Yilmaz</b>  Evaluation of the intellectual capital based on the accounting information system.  <b>Jean-Guy Degos and Richard Mattessich</b>  German and French writers: historical sketch for future accounting standards in Africa.  <b>Ross Vandiar</b>  Milieu and academic performance: a case study of milieu related determinants in accounting.  <b>Thomas Gstraunthaler and Peter Cramer</b>  Let's make money-the South African financial system for start-up companies.  <b>Stephen Mago and Costa Hofisi</b>  Conceptualising microfinance for effective smallholder farming.  <b>Kerry McCullough</b>  Testing the efficiency of the South African futures market for white maize for the period 1996-2009.</p>	Lecture Theatre Two
<b>Parallel Session 4 - Thursday</b>		
13:30 - 15:30	<p><b>CHAIR: D Tewari</b>  <b>ECONOMICS: AGRICULTURE / FORESTRY / WATER</b>  <b>Ziqubu Mykeni and Nichola Tennassie</b>  An examination of the relationships between farmland values, agricultural commodity prices and land reform issues in South Africa.  <b>Chandra Sen and Hanish Kumar Sinha</b>  Effect of air pollution on peri-urban agriculture in Varanasi.  <b>B Maphela</b>  Water behaviour in Soweto and Strategies to change the behaviour: a Soweto case study.</p>	Lecture Theatre Three

Time	Parallel Sessions	Venue
<b>Parallel Session 4 - Thursday</b>		
13:30 - 15:30	<p><b>A K Pandey and A K Mandal</b> Sustainable management of non timber forest products (NTFPs) for rural development and poverty alleviation.</p> <p><b>Saidou Baba Oumar</b> Development of water management institutions and provision of water delivery in Cameroon: A Historical review and future prospects.</p> <p><b>Saket Kushwaha and S.B.L.Gupta</b> Sen's multiobjective programme(MOP) approach for resource use planning in agriculture.</p> <p><b>Saidou Baba Oumar</b> The impact of the privatisation of water supply on households in Cameroon.</p>	Lecture Theatre Three
15:30 - 16:00	TEA / COFFEE	Comsa Lounge
<b>Parallel Session 5 - Thursday</b>		
16:00 - 18:00	<p><b>CHAIR: C O'Neil</b> <b>MANAGEMENT: MANAGEMENT CHALLENGES</b> <b>Ernest Mnkandla</b> Managing project risk the agile way.</p> <p><b>Magda Hewitt</b> Management and generation Y: a theoretical perspective.</p> <p><b>Lindiwe Kunene</b> Social entrepreneurship; work motivation. A Dokodweni case study.</p> <p><b>Stanely Fore</b> Quality improvement in manufacturing processes: case study of a foundry company.</p> <p><b>Vannie Naidoo and Donny Pethan</b> Navigating trade and investment opportunities in the 'New Africa' - a case study on KwaZulu-Natal.</p> <p><b>A Pampallis and M Geraghty</b> The identification and profile of white collar criminal behaviour.</p> <p><b>K Ortlepp and W Raubenheimer</b> An exploratory investigation into the challenges faced by organisations as a result of load shedding in the Pietermaritzburg area.</p>	Auditorium
<b>Parallel Session 6 - Thursday</b>		
16:00 - 18:00	<p><b>CHAIR: A Singh</b> <b>INFORMATION SYSTEMS</b> <b>S Bhatt and P Manjrekar</b> Role of information technology in financial services sector.</p> <p><b>Sanjay Ranjeeth</b> The impact of learning styles on the acquisition of computer programming proficiency.</p> <p><b>Indira Padayachee</b> Learning content management systems from a usability perspective.</p> <p><b>M S Maharaj and D Naidoo</b> A comparative study between Kenyan and South African students awareness of and behaviour towards information systems.</p> <p><b>K Pillay and M S Maharaj</b> Strategic planning for digital convergence in South African businesses.</p>	Lecture Theatre One

Time	Parallel Sessions	Venue
<b>Parallel Session 6 - Thursday</b>		
16:00 - 18:00	<b>Hans Lehmann and Rosemary Quilling</b> Why are there not more grounded theories of information systems?	Lecture Theatre One
<b>Parallel Session 7 - Thursday</b>		
16:00 - 18:00	<b>CHAIR: M Struwig</b> <b>MANAGEMENT: GENERAL MANAGEMENT</b> <b>Rudi Kimmie</b> 'Presenting': a strategic imperative for effective management. <b>Fred Hemmings and A Pampallis</b> Using strategic management tools to create a competitive advantage for a NPO. <b>D Vigar-Ellis and Y Chetty</b> A comparison of staff and student expectations of service quality in the UKZN foundation programme: management implications. <b>E J Louw and T J Maubane</b> The management of a community project: a case study. <b>E Kodisang</b> The implication of macroeconomics convergence and costing of taxi recapitalization programme (TRP) in Gauteng. <b>Zwelibanzi Mphele</b> Black economic empowerment in South Africa: reality or illusion?	Lecture Theatre Two
<b>Parallel Session 8 - Thursday</b>		
16:00 - 18:00	<b>CHAIR: PS Reddy</b> <b>PUBLIC ADMINISTRATION</b> <b>A van Niekerk</b> The governance void: the need for global economic governance reform. <b>Ramesh K Arora</b> Right to information, administrative effectiveness and public accountability: an exploratory analysis. <b>K Raga, John Derek Taylor and W Albrecht</b> The challenges of diversity management: a local government perspective with reference to South Africa. <b>P F Venter and W Mayhew</b> Organisational development of local government in the Free State Province. <b>H Theron and M Subban</b> The sustainability of integrated development planning: a case study of KwaZulu-Natal province. <b>N B Gumede</b> Theoretical perspectives on railway restructuring policy programmes. <b>S Ramlucken, P S Reddy and T I Nzimakwe</b> Local governance restructuring and transformation in South Africa: a case study of Mandeni Municipality	Training Room One
<b>Parallel Session 9 - Thursday</b>		
16:00 - 18:00	<b>CHAIR: P Rishi</b> <b>LEADERSHIP</b> <b>Shamim Bodhanya and Cecile Gerwel</b> Organisational transformation and generative action: the power of appreciative inquiry.	Training Room Two

Time	Parallel Sessions	Venue
<b>Parallel Session 9 - Thursday</b>		
16:00 - 18:00	<p><b>Elaine Saunders</b> Trans-disciplinary andragogy for leadership development in the post-modern context.</p> <p><b>V Govender, P Pillay and M Subban</b> Perspectives on African leadership in the spirit of Ubuntu.</p> <p><b>Assan Biruli and Kriben Pillay</b> Evaluating the responses to change by Congolese Christian refugee leaders in Durban.</p> <p><b>Cecile Gerwel and Shamim Bodhanya</b> An orientation and roadmap to simulation and gaming.</p> <p><b>Robert G Taylor</b> Leadership for systemic change.</p> <p><b>Workshop</b> <b>Hardman/Botha</b> Informing leadership values in Africa: the contribution of indigenous knowledge.</p>	Training Room Two
18:30 - 20:30	WELCOME COCKTAILS	Comsa Lounge

Time	Friday - 6 November 2009	Venue
08:00 - 08:30	Registration	GSB Foyer
08:30 - 10:00	<p><b>Plenary Session "Merger and Acquisition in Africa: Recent Trends and Determinants"</b> Keynote Speaker – Désiree Vencatachellum</p> <p><b>Plenary Session "Service Science, Management and Engineering"</b> Keynote Speaker – Dr William R Lafontaine, Jr</p>	
10:00 - 10:30	TEA / COFFEE	Comsa Lounge

<b>Parallel Sessions</b>		
<b>Parallel Session 1 - Friday</b>		
10:30 - 12:30	<p><b>CHAIR: C Chukwuogor</b> <b>ECONOMICS: BANKING/ FINANCE</b> <b>Joseph Chisasa</b> Managing corporate default risk in lending portfolios for Zimbabwean banks.</p> <p><b>N J Godi</b> The implication of credit crunch in the South African banking sector.</p> <p><b>Ajagbe Friday, J R Aworemi and J O Ajetomobi</b> Efficiency of community banks in Oyo State, Nigeria.</p> <p><b>Ellen Rungani</b> The accessibility of debt finance by small and medium enterprises in King-Williams Town, Eastern Cape Province, South Africa.</p> <p><b>Paddy McDowell</b> Financing business growth: practical alternatives to bank finance and cost implications for SMME and established businesses</p>	Auditorium

Time	Parallel Sessions	Venue
<b>Parallel Session 1 - Friday</b>		
10:30 - 12:30	<b>B Strydom, A Christison and J Matias</b> An empirical investigation of the effect of black economic empowerment transactions on share prices: 1996 to 2006. <b>Elsie Khakasa</b> Capital budgeting for is/it investments – evidence from Kenya.	Auditorium
<b>Parallel Session 2 - Friday</b>		
10:30 - 12:30	<b>CHAIR: K Bhowan</b> <b>MANAGEMENT: MARKETING</b> <b>Ms K Mercy Makhitha</b> Marketing practices of SMEs in the craft retail stores. <b>Botshabelo Kealesitse</b> Does customer oriented performance based reward schemes impact on service quality. <b>Virimai Mugobo</b> Is Country Branding a panacea or poison? <b>D Vigar-Ellis and Y Chetty</b> Enhancing competitiveness through empowerment labels: a case study of wine prices and consumer preferences at a wine retail outlet in the KwaZulu-Natal Midlands. <b>Rene Haarhoff</b> The price competitiveness of tourism destinations: A South African case study.	Lecture Theatre One
<b>Parallel Session 3 - Friday</b>		
10:30 - 12:30	<b>CHAIR: RK Arora</b> <b>PUBLIC ADMINISTRATION</b> <b>W Shaidi, P Pillay, K Raga and D Taylor</b> An overview of the link between ward committees, development and community participation with reference to the Nelson Mandela Bay Municipality <b>Betty Claire Mubangizi</b> Decentralisation, public service delivery and community governance: implications for poverty reduction in South Africa. <b>Y Penciliah</b> Towards learning organisations in the public sector: the democratisation of organisations through learning. <b>L Ntonzima</b> Improving benefits of procurement management for South African host communities through local government alternative practices. <b>M Subban and P S Reddy</b> Municipal governance and public administration: a strategic perspective. <b>Mr P M Dladla and B C Mubangizi</b> The changing practice of public administration: what role for community development workers.	Lecture Theatre Two
<b>Parallel Session 4 - Friday</b>		
10:30 - 12:30	<b>CHAIR: D Tewari</b> <b>LAW: Legal Issues</b>	Training Room One

Time	Parallel Sessions	Venue
<b>Parallel Session 4 - Friday</b>		
10:30 - 12:30	<p><b>Portia Ndlovu</b> The relevance of the 1980 United Nations Convention on Sale of Goods (CISG), to South Africa in the context of international diamond sales contracts. <b>K Behari-Leak and S Williams</b> Teaching business law using an academic literacy approach.</p> <p><b>Hermanus J Moolman</b> The socio-economic impact of legalised greyhound racing and betting in South Africa.</p>	Training Room One
12:30 - 13:30	LUNCH	Comsa Lounge
<b>Parallel Session 5 - Friday</b>		
13:30 - 15:30	<p><b>CHAIR: TG Johnson</b> <b>ECONOMICS: HIGHER EDUCATION</b> <b>D D Tewari</b> Examination of graduate (Doctoral) theses/dissertations: models, practices and guidelines.</p> <p><b>Koye Gerry Bokana</b> Students attrition crisis in South Africa: how to keep students on the graduation path.</p> <p><b>D Koko</b> Fostering a sustainable research culture at universities.</p> <p><b>C C Erwee and J H van Schoor</b> Work integrated learning in the marketing programme at the central University of Technology, Free State – a burden or a requirement.</p>	Auditorium
<b>Parallel Session 6 - Friday</b>		
13:30 - 15:30	<p><b>CHAIR: A Singh</b> <b>INFORMATION SYSTEMS</b> <b>Manoj Maharaj and R Pillay</b> Students' attitudes towards privacy and trust on social networks.</p> <p><b>N Skei and M S Maharaj</b> Wireless network security.</p> <p><b>Natalie Astrup and B McArthur</b> The relationship between emotional intelligence and transformational leadership in information systems managers: an exploratory study.</p> <p><b>B Sarawan, R Quilling and C Blewett</b> "Real world sold, moving to virtual world": an investigation into the impact of the global economic situation on virtual world business.</p>	Lecture Theatre One
<b>Parallel Session 7 - Friday</b>		
13:30 - 15:30	<p><b>CHAIR: Y du Plessis</b> <b>MANAGEMENT: HUMAN RESOURCE AND MANAGEMENT</b> <b>L Monji and K Ortlepp</b> The relationship between organisational trust, job satisfaction and intention to leave: an exploratory study.</p> <p><b>Ukperere</b> Mechanisms to ameliorate negative impacts of globalisation on human resources, industrial democracy and humanity.</p>	Lecture Theatre Two

Time	Parallel Sessions	Venue
<b>Parallel Session 7 - Friday</b>		
13:30 - 15:30	<b>Y du Plessis</b> The cultural intelligence challenge for South African managers. <b>A Pampallis and D Bolt</b> Performance based pay in a Financial Institution.	Lecture Theatre Two
<b>Parallel Session 8 - Friday</b>		
13:30 - 15:30	<b>CHAIR: T Gstraunthaler</b> <b>ACCOUNTING</b> <b>Lesley Stainbank</b> The value added statement: does it add any value? <b>Charmaine Smith</b> Exploring solutions to problems experienced in distance education at the school of accounting, University of KwaZulu-Natal <b>S Perumal</b> "Accounting manager's and trainees' perceptions of diversity management in the accounting profession- a survey of accounting managers and trainees in KwaZulu-Natal, South Africa" <b>Andrew Christison</b> The implication of s424 of the Companies Act for the post-agreement asset and project substitution by borrowers.	Training Room One
<b>Parallel Session 9 - Friday</b>		
13:30 - 15:30	<b>CHAIR: R Taylor</b> <b>BUSINESS ENVIRONMENT</b> <b>Parul Rishi</b> Leading the corporate for social and environmental responsiveness: a case of Bajaj Group of India. <b>Shamim Bodhanya</b> The application of a "toy" model to illustrate the tragedy of the commons in the sugar cane supply chain. <b>Charles O'Neill and M J Naude</b> The quest for survival in the South African Automotive Industry: A supply chain perspective. <b>D Mahadea</b> The puzzles of unemployment, economic growth and employment creation in South Africa: 1994 – 2008. <b>M G Chasomeris</b> The (mis)measurement of Africa's shipping costs in a global context. <b>Zafar Yaqub</b> Relational governance as an antecedent to successful inter-firm relationships. <b>Stan Hardman and Udo Averweg</b> Practitioner Managers - their learning and research	Training Room Two
15:30 - 16:15	TEA / COFFEE	Comsa Lounge
19:00	GALA DINNER – SOUTHERN SUN ELANGENI - DURBAN	
<b>Saturday, 7 November 2009</b>		
	OPTIONAL TOUR	

*We would like to thank the following sponsors*

