

1.1 Suggested Research Topics

1.1.1 Entrepreneurship

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
<ol style="list-style-type: none"> 1. Understanding the entrepreneurial mind-set in terms of cognitions and motivations 2. Entrepreneurial human capital factors as determinants to sustainability 3. The nature of social capital, cultural values and networking in entrepreneurship 4. Applying an institutional approach at the regional level – for mega-regions, cities or urban areas – to understand how institutional arrangements influence both the rate and type of entrepreneurial activity 5. Incentive structures facing entrepreneurs rendering productive vs. unproductive entrepreneurs 6. SME internationalisation and growth in emerging markets 7. The impact of social entrepreneurship activity 	<p>Entrepreneurship is a complex context-specific phenomenon that cannot be explained by one theory or paradigm. By combining different, but complementary, theories, students investigating these topics will discover which factors promote or inhibit entrepreneurial activity and growth in different domains and contexts. In addition, this theme investigates issues at four particular levels: the country, the industry, the firm and the individual entrepreneur.</p>	<p>Empirical research based on surveys and interviews with testable hypothesis. Secondary data analysis, official statistics and reports.</p>	<p>Urban, B. (Editor). (2010). <i>Frontiers in Entrepreneurship. Book 1: Perspectives in Entrepreneurship: A Research Companion</i>. Heidelberg: Springer Books International. ISBN: 978-3-642-04501-1.</p> <p>Urban, B. (Editor). (2011). <i>The Entrepreneurial Mind-Set. Book 2: Perspectives in Entrepreneurship: A Research Companion</i>. South Africa: Pearson Education. ISBN: 978-0-79622590-0.</p> <p>GEM report latest publication: www.gemconsortium.org</p>	<p>Prof Boris Urban</p>

1.1.2 New Venture Creation

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8. Franchising as a potential for job growth in SA 9. Conducting a feasibility study for a new high-growth venture	The focus of this theme is more on the practical issues of 'how to' start-up a venture but which is based on rich conceptualisations and informed by theory which is required to inform practice.	Mixed-methods. Action research.	See selected chapters in: Venter, R., Urban, B. & Rwigema, H. (2010). <i>Entrepreneurship theory in practice</i> . 2nd edition. South Africa: Oxford Southern Africa. Timmons, JA. (1997). <i>New venture creation: entrepreneurship for the 21st century</i> , Fifth edition. New York: McGraw-Hill International Editions (latest copy is best).	Prof Boris Urban

1.1.3 Economics / Finance / Accounting

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10. Capital Flows in Africa	It is important to get an insight into the determinants of capital flows (foreign direct investment, and portfolio flows) to Africa and within Africa. Here one can distinguish between push (low returns in developed markets) and pull (higher growth potential of the African continent) factors.	One way to investigate this topic is by interviewing senior policymakers in Africa (officials from National Treasuries, central banks etc).	Private Capital Flows to Africa: Perception and Reality (FONDAD), By Nils Bhinda, Stephany Griffith-Jones, Louis Kasekende, Charles Kimei, Stuart Kufeni, Jonathan Leape, Matthew Martin, Austin Matala; http://www.development-finance.org/en/services/research-analysis/publications-and-technical-briefings/private-capital-publications/synthesis-analysis/172-	Prof Eric Schaling

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11. Africa: Can Intra-Regional Trade Help Absorb Global Shocks?	The slow-down of the world economy has adverse effects on Africa. This is due to, for example, decreasing demand from China for commodities. The question one would like to answer is whether this can be absorbed by increased intra-Africa trade.	This could be a case study for one individual country or a broader Africa-wide analysis.	Mthuli Ncube, Qinweih Meng and Zuzana Brixiova (AfDB), 'Can Intra-Regional Trade Help Absorb Global Shocks? Evidence from Africa' --Paper to be Presented at IEA meetings June 6 - 10, 2014.	Prof Eric Schaling
12. FDI to Africa: A Regional Comparison	It is interesting to investigate the destinations of foreign direct investment on the African continent, and the relevant pull-factors (returns, institutional environment).	Panel data regression.	John Anyanwu (AfDB), 'FDI to Africa: Regional Comparison', --Paper to be Presented at IEA meetings June 6 - 10, 2014.	Prof Eric Schaling
13. Impact of China on Africa	China is the second largest economy in the world. It relies to a large extent on Africa for its demand for commodities. The object of this study is to investigate the extent of these linkages in more detail and to compare China's exposure to Africa to other economies such as Australia, central Asia and Latin America.	Case studies, for example compare South Africa to Australia	Prof. Justin Lifu Lin (Peking University), 'China's Rise and Opportunities for Africa', -- Paper to be Presented at IEA meetings June 6 - 10, 2014.	Prof Eric Schaling
14. Potential Consequences of Opening up of China's Equity Market	In China domestic equity markets remain almost entirely closed to foreign investors. This study will investigate the potential effects of opening up on the Chinese economy.	Case study on the Chinese economy	http://www.allianzgi.com/en/Market-Insights/Pages/Chinas-Reform-Blueprint.aspx	Prof Eric Schaling

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15. The Impact of the Tapering of Quantitative Easing (QE) on South Africa	Recently the Fed has announced that it will slow down its purchases of inter alia mortgage backed securities (MBS). This will have a positive impact on the yield of US Treasuries and thereby on the return differential between emerging market and mature market assets. This study will investigate the potential impact on portfolio flows into the South African economy and its ability to finance its current account deficit.		http://mpr.ub.uni-muenchen.de/53040/1/MPRA_paper_53040.pdf South African Reserve Bank Quarterly Bulletin, Recent Issues.	Prof Eric Schaling
16. Youth unemployment and job creation	The challenge of youth unemployment continues to grow in South Africa and other African countries. Which policies and programmes are most effective in addressing this crisis?	Surveys of existing projects and analysis of cross-national data	Zuze, T.L., 2012. The Challenge of Youth-to-work Transitions: An international perspective, in: Perold, H., Cloete, N., Papier, J. (Eds.), Shaping the Future of South Africa's Youth: Rethinking post-school education and skills training,. African Minds, Cape Town.	Dr Tia Linda Zuze
17. Gender Differences in the South African Economy	How much do men and women work? Where do men and women work? How much money do men and women make? How do men and women allocate their time?	Industry/sector based surveys	Jacobson, J. P. (2007). The Economics of Gender (Chapter 1). Oxford: Blackwell Publishing.	Dr Tia Linda Zuze

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18. Education and economic development	What are the economic benefits of schooling? What factors determine participation in tertiary education and subject choice?	Statistical analysis of household survey data	Branson, N., Leibbrandt, M., Zuze, T.L., 2010. Who is Getting to Tertiary Education in South Africa? Evidence from Post-2000 Household Surveys. . CHET, Cape Town. Branson, N., Zuze, T.L., 2012. Education, the great equaliser: Improving access to quality education., in: Hall, K., Woolard, I., Lake, L.S., C. (Eds.), South African Child Gauge 2012. Children's Institute, Cape Town.	Dr Tia Linda Zuze
19. Schools that work	An investigation into the organisational characteristics of effective schools in Africa	Statistical data analysis of UNESCO/World Bank Data	WBS Case Study: SACMEQ - Monitoring the Quality of Education in Developing Countries	Dr Tia Linda Zuze
20. Schools that work	An study of the human and physical resources that make a difference to schooling in Africa	Statistical data analysis of UNESCO/World Bank Data	Lee, V.E., Zuze, T.L., 2011. School Resources and Academic Performance in Sub-Saharan Africa. Comparative Education Review 55(3), 369-397. Zuze, T.L., Leibbrandt, M., 2011. Free education and social inequality in Ugandan primary schools: A step backward or a step in the right direction? . International Journal of Educational Development 31, 169-178.	Dr Tia Linda Zuze
21. Financial Inclusion	An investigation into the policies and programmes that broaden access to financial services in African countries.	Qualitative (case study and/or interviews Quantitative/statistical analysis of existing datasets.	Beck, T., Demirgüç-Kunt, A., & Honohan, P. (2009). <i>Access to Financial Services: Measurement, Impact, and Policies</i> . 24, 1(119-145).	Dr Tia Linda Zuze

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22. Are mining companies providing adequately for rehabilitation? And you can include anything to do with water (acid mine drainage).	When a mine closes it is supposed to rehabilitate the area in which it mined before it can obtain a closure certificate. Are mines providing sufficient funds out of today's profits to cover these rehabilitation costs in the future? As investors we need to understand the risks involved.	Analyse financial statements; interviews	Refer to the Journal of Cleaner Production (yes!); An International Comparative Research on Liabilities Recognition and Provision of Asset Retirement Obligations for Extractive Industry Enterprises; S XU, X CHEN - Statistics & Information Forum, 2012; anything coming out of the Sustainable Minerals Institute at Queensland University and the various centres under that. In fact, for anything to do with mining start here.	Doug Taylor
23. Calculated (historical) betas change dramatically from one day to the next – how then can we use Beta's for long term risk assessment	It seems that it can be an enormous error to use the historical beta as a proxy for the expected beta. First, because it is almost impossible to calculate a meaningful beta because historical betas change dramatically from one day to the next; second, because very often we cannot say with a relevant statistical confidence that the beta of one company is smaller or bigger than the beta of another; third, because historical betas do not make much sense in many cases: high-risk companies very often have smaller historical betas than low-risk companies; fourth, because historical betas depend very much on which index we use to calculate them.	Statistical	"Are Calculated Betas Worth for Anything?", downloadable in http://ssrn.com/abstract=504565 , Fernandez R	Doug Taylor

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24. Company Specific Risk	Finance theory presupposes that investors are rational and that, accordingly, investors should not be rewarded for taking on company specific risk, but only for accepting market risk in relation to the company. Is this correct? How does this tie in with Arbitrage Pricing Theory.	Statistical based	The short long, AG Haldane, R Davies - 29th Societe Universitaire Europeene, 2011 - bankofengland.co.uk; The Equity Premium in 150 Textbooks, Fernandez R, http://ssrn.com/abstract=1473225 ; An empirical investigation of the arbitrage pricing theory, R Roll, SA Ross - The Journal of Finance, 1980 - Wiley Online Library	Doug Taylor
25. Stakeholders vs. Shareholders – which is the most appropriate model?	Finance teaches (largely) that shareholders are the key focus. King III says companies have to consider stakeholders. Which is the better model for companies? Are there other / better models? Should stakeholders include future generations?	Largely a philosophical starting point, but King III demands that we take stakeholders into account in our company management. This would be a survey / questionnaire based piece of research.	Any articles by Freeman are the place to start; Milton Freidman – just Google: “The only social responsibility of the corporation is to use its resources and engage in activities designed to increase its profit.”; King III	Doug Taylor

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26. Stakeholder, shareholder and corporate governance. (2 to 3 possible topics)	<p>King III has several interesting points to make in the code:</p> <ul style="list-style-type: none"> • The board should appreciate that stakeholders' perceptions affect a company's reputation; • The board should strive to achieve the appropriate balance between its various stakeholder groupings, in the best interest of the company; • Companies should ensure the equitable treatment of shareholders; • Transparent and effective communication with stakeholders is essential for building and maintaining their trust and confidence. 	<p>The first question which comes to mind is whether companies (and investors?) follow the stakeholder or shareholder model (read Milton Friedman). Part of this could be shown by seeing where companies spend their money – analysing their annual reports for CSI, salaries (separating out directors vs the rest), dividends, etc. Thereafter it has to be interviews / questionnaires. The problem is going to be to get people to admit that they could care less about the stakeholder.</p> <p>The second question has to do with determinants of corporate reputation and how one could measure / assess this (a visit to Dr Heil or the Reputation Institute is recommended here).</p> <p>The third question is to ascertain the quantity and quality of stakeholder communication. As with many research topics, this will require a literature review to establish the benchmark and then to compare this with what companies actually are doing. The Investment Analyst Society (IASSA) makes communications awards to companies each year.</p>	<p>King III for all three</p> <p>Any articles by Freeman are the place to start; Milton Friedman – just Google: “The only social responsibility of the corporation is to use its resources and engage in activities designed to increase its profit.”</p> <p>Google Scholar – JMT Balmer, CJ Fombrun and C van Riel the three leaders in the field.</p> <p>The Relationship Between Stakeholder Communication in Mission Statements and Shareholder Value. J Peyrefitte - Journal of Leadership, Accountability & Ethics, 2012;</p> <p>BUT a great opportunity for the “YouTwitFace” fanatics – how about seeing the impact of new media on shareholder communication. I recently supervised a report on social media and customers and it was a little fraught, but certainly well done and do-able. See: A Carnival on Facebook? Using Bakhtin to Theorize Company–Stakeholder Communication on Social Media, Ella Lillqvist, Leena Louhiala-Salminen & Anne Kankaanranta; Conference Paper, NORDKOMM (7) Nordic Research Seminar on Communication, FEBRUARY 21-23, 2014</p>	Doug Taylor

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27. Does EVA measure Shareholder value creation	EVA (Economic Value Added) is a measurement of "wealth creation measurement" adapted by Stern Stewart. It is	Quantitative – you could replicate a lot of the work done and referred to in the article.	"EVA and Cash Value Added Do Not Measure Shareholder Value Creation", http://ssrn.com/abstract=270799 , Fernandez R	Doug Taylor
28. Do share options reward directors for effort or for luck?	The researcher would need to analyse share options awarded to / cashed in by directors and establish if there was a distinct outperformance by the company over the life of the options or "did all ships rise on the incoming tide"? In order to make this do-able it could be restricted to a sector (banking, retail, etc.). It would be an especially good one to do for mining as there should be a correlation between the commodity price and the share price.	Quantitative	I saw a recent article on this topic but cannot find it. If you are interested, find me.	Doug Taylor
29. Africa's economic development vis-à-vis Developmental State.	The Developmental State has become a 'buzzword' for the economic attributes of the South. The purpose of this study is to investigate: What were the major obstacles to the emergence of a developmental state in Africa? Are developmental states a possibility in Africa?	Triangulation/Case Study Note: Africa cannot be studied as one entity; hence the study should be country specific.	Leftwich, Adrian. "Bringing politics back in: towards a model of the developmental state." <i>The Journal of Development Studies</i> 31.3 (1995): 400-427. J.G. Jeon, 'Exploring the Three Varieties of East Asia's State-Guided Development Model: Korea, Singapore, and Taiwan' in <i>Studies in Comparative International Development</i> 30(3) (1995): 70-88. Akyüz, Y and Gore, C. 2001. 'African economic development in a comparative perspective'. <i>Cambridge Journal of Economics</i> , Volume 25, Number 3, 1 May 2001, pp. 265-	Dr Renee Horne

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30. Africa's Competitiveness: Do institutions matter?	Institutions have an important role in the economic development of a country. The roles of government policy, firms, industry associations, universities and other institutions play a fundamental role in the competitiveness of a country within the global economy. To what extent have institutions impacted on Africa's competitiveness in relation to economic development?	Triangulation/Case Study Note: Africa cannot be studied as one entity; hence the study should be country or sector specific.	<p>288(24).</p> <p>Mbabazi, P. and Taylor, I. (2005) 'Botswana and Uganda as Developmental States' In: Mbabazi, P. and Taylor, I. The Potentiality of 'Developmental States' in Africa: Botswana and Uganda Compared. Dakar, CODESRIA, http://www.codesria.org/IMG/pdf/1-_Mbabazi_Taylor.pdf</p> <p>Mkandawire, T. (2001), 'Thinking about Developmental States in Africa', <i>Cambridge Journal of Economics</i> Vol 25 (3): 289–313.</p> <p>Smit, A. J. The competitive advantage of nations: is Porter's Diamond Framework a new theory that explains the international competitiveness of countries. <i>Southern African Business Review</i> 14.1 (2010): 105-130.</p> <p>S. Haggard and C-I. Moon, Institutions and Economic Policy: Theory and a Korean Case in <i>World Politics</i> 42 (January 1990) online.</p> <p>Beyene, Asmelash. Enhancing the competitiveness and productivity of small and medium scale enterprises (SMEs) in Africa: An analysis of Differential Roles of National Governments through Improved Support Services. <i>Africa development</i> 27.3 (2002): 130-156.</p>	Dr Renee Horne

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31. Do remittances increase the economic development of country?	In the last decade, there has been a dramatic increase in remittance flows into developing countries, particularly in Sub Saharan Africa. Literature and empirical evidence indicate that in some cases remittances have assisted in the reduction of poverty and the promotion of healthcare, nutrition and human capital investment however, this occurs at a micro level. This evidence has spurred recent debate on whether these microeconomic results could be replicated on a macroeconomic level.	Triangulation/Case Study Note: Africa cannot be studied as one entity; hence the study should be country specific.	Acosta, P., Lartey, K., & Mandelman, F. (2008). Remittances, Exchange Rate Regimes and the Dutch Disease: A Panel Data Analysis. Federal Reserve Bank of Atlanta Working Paper No. 2008-12. Adams, R. P. (2005). Do International Migration and Remittances Reduce Poverty in Developing Countries? <i>World Development</i> , 1652. Adams, R., & Cuecuecha, A. (2010). Remittances, Household Expenditure and Investment in Guatemala. <i>World Development</i> , 1-2.	Dr Renee Horne
32. Has South Africa's Macro-Economic Policies been a deterrent to the country's economic growth?	The shift's in economic policy post-Apartheid South Africa has done little to attract FDI and economic growth. Can we attribute the above statement to the lack of a cohesive economic policy or government's close ties to labour, or perhaps the disjuncture between the public and the private sector?	Triangulation.	Habib, Adam, and Vishnu Padayachee. Economic policy and power relations in South Africa's transition to democracy. <i>World Development</i> 28.2 (2000): 245-263. Nattrass, Nicoli. Politics and economics in ANC economic policy. <i>African Affairs</i> (1994): 343-359. Rodrik, Dani. Understanding South Africa's economic puzzles*. <i>Economics of Transition</i> 16.4 (2008): 769-797.	Dr Renee Horne

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33. The Political Economy of South Africa: The case of Broad Based Black Economic Empowerment.	Since the inception of Black Economic Empowerment (BEE), its legislative successor, Broad-Based BEE (B-BBEE) and the recent Amendment Bill and Scorecard, studies have focused on the rationale behind the government's decision to continue with the policy. The architects of BEE contend that this is a 'developmental policy' aimed at increasing foreign direct investment, and reducing unemployment and poverty. BEE detractors argue that the policy is often contaminated by corruption, hence widening the gap between the rich and the poor. This study will investigate whether B-BBEE has made an impact on the economic development of the country.	Triangulation/ Case Study. Note: The focus is sector/ company specific, this will assist you to narrow the scope of your study e.g. B-BBEE in the Mining Sector, the case of Anglo –Zimele.	<p>Department of Trade and Industry (2012) Amended Broad Based Black Economic Empowerment Codes of Good Practice https://www.thedti.gov.za/economic_empowerment/docs/bee_launch.pdf</p> <p>To obtain a more sector specific analysis on BBBEE read all KPMG surveys which can be found http://www.kpmg.com/za/en/issuesandinsights/articlespublications/advisory-publications/pages/2012-bee-survey.aspx</p> <p>Chabane, N. (2003) An evaluation of the influence of BEE on the application of competition policy in South Africa, Trade and Industrial Policy Strategies Annual Forum, Johannesburg, September 2003.</p> <p>Freund B (2007) South Africa : The end of Apartheid and the emergence of the BEE elite, <i>Review of African Political Economy</i>: ROAPE - 114 : Vol. 34. - pp. 661-678.</p> <p>Ponte, S. and L. van Sittert (2006) 'The Chimera of Redistribution: Black Economic Empowerment (BEE) in the South African Fish Industry', DIIS Working Paper 2006/32. Copenhagen: Danish Institute for International Studies.</p>	Dr Renee Horne

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34. An examination of IPO primary and secondary market returns	How do firms in emerging markets perform during and post IPO? Which theory explains the performance better –price support, laddering, retail sentiment or information asymmetry	Quantitative research	Ritter(1991)'Long-run performance of initial offering'	Dr Thabang Mokoaleli-Mokoteli
35. CEO compensation and firm performance in South Africa	Does CEO and director compensation explain firm performance?	Quantitative research	Boschen, John and Kimberly Smith, (1995) 'You Can Pay Me Now and You Can Pay Me Later: The dynamic response of executive compensation to firm performance.	Dr Thabang Mokoaleli-Mokoteli
36. Stock market liquidity and decision to repurchase	Does stock market liquidity influence pay-out policy through the first order effect on the share repurchase decision, and a second order effect on the dividend decision?	Quantitative research	Barclay and Smith (1988)' Corporate Pay-out policy: cash dividends vs open market repurchase' and Brav et al, 2005'Payout policy in the 21st Century'	Dr Thabang Mokoaleli-Mokoteli
37. Earnings management and the stock market	Does the market recognise when a firm is managing its earnings?	Quantitative research	Dichev, Graham, Harvey and Rajgopal (2013)'Earnings quality: evidence from the field'; Roychowdhury (2006), 'Earnings Management Through Real Activities Manipulation'	Dr Thabang Mokoaleli-Mokoteli
38. The relationship between the stock markets and financial accounting in emerging markets	What is the relationship between financial accounting and capital markets?	Quantitative research	Kothari (2001)'Capital market research in accounting'	Dr Thabang Mokoaleli-Mokoteli
39. Debt and/or capital structure issues				Prof Kalu Ojah
40. Banking and private debt markets related issues				Prof Kalu Ojah

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41. Financial disintermediation and regulation				Prof Kalu Ojah
42. Banking fragility and Basel accords				Prof Kalu Ojah
43. Bond and Equity market development issues				Prof Kalu Ojah
44. International finance and investment management events				Prof Kalu Ojah
45. Emerging markets, entrepreneurial and development finance				Prof Kalu Ojah

1.1.4 Strategy

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46. Corporate strategy and its relation to strategic entrepreneurship.	In the quest for sustainable competitive advantage, companies are finding that lower costs, higher quality and better customer service are not enough. Today, they must be faster, more flexible, more aggressive and more innovative in order to maintain the competitive edge. In short, they must be more strategic.	Empirical research based on surveys and interviews with testable hypothesis. Mixed methods and action research (e.g., firm strategy diagnostic study).	David, F. (2011). <i>Strategic Management: Concepts & Cases</i> . 13th Edition. USA. Prentice Hall.	Prof Boris Urban
47. Technopreneurship as a firm strategy: links to performance			Strategic thinking for the South African manager. <i>Management Today</i> , 2007	
48. The importance of strategy to high-growth firms in emerging markets				
49. Identifying elements of strategic capability in organisations: links to performance				

1.1.5 Human Resources Management / Organisational Behaviour

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50. Optimal levels of employee turnover in South African organisations	Employee turnover is not necessarily a bad thing. Models of aggregate employee turnover suggest that there is an optimal level of turnover. However, little is known about this topic in South Africa. This exercise will seek to investigate optimal employee turnover in at least some South African industries.	Statistical, survey-based method. Surveying managers and using statistics to analyse results.	Bluedorn, A.C. (1982a). 'The theories of turnover: Causes, effects and meaning'. In S. Bacharach (Ed.) <i>Research in the Sociology of Organizations</i> , Vol 1, Greenwich, CT: JAI Press, pp 75-128.	Prof Greg Lee
51. Does employee engagement influence the transfer of employee training?	Employee engagement has been a focus of recent interest. Engaged employees are believed to perform better at various aspects of their jobs. Transfer of training is a key area that is partly based on the buy-in and interest of the employee. Engaged employees should be expected to transfer training more due to personal buy-in and commitment.	Surveys or both managers and employees on the core areas, analysis through statistical methods.	Bluedorn, A.C. (1982b). 'A unified model of turnover from organizations', <i>Human Relations</i> , 35: 135-153.	Prof Greg Lee
52. Does an innovative environment influence the transfer of employee training?	Transfer of training is a key area that is partly based on the environment surrounding the employees. More innovative environments should theory lead to more support for transfer of training.	Surveys of both managers and employees on the core areas, analysis through statistical methods.	Saks, A. M. (2006). Antecedents and consequences of employee engagement. <i>Journal of Managerial Psychology</i> , 21(7), 600-619.	Prof Greg Lee

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53. Transfer of training as a driver of employee performance: Supervisor versus employee views of learning advancement	Transfer of training should in theory improve employee performance, so long as that training is appropriate to job needs. This study will investigate the links between employee training and employee performance.	Surveys of both managers and employees on the core areas, analysis through statistical methods.	Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: a meta-analysis. <i>Journal of Applied Psychology</i> , 87(2), 268.	Prof Greg Lee
54. Experience and innovation: The effect of job, organisation and career tenure on the creative contributions of employees	Employees can gain experience in a job, organisation and/or career. Is innovation more likely with more experience, newer employees, or some but not long tenure? Controlled for performance levels, this topic may help to guide certain managerial interventions.	Statistical analysis of both existing corporate database and surveys, preferably supplemented by interviews	Burke, L. A., & Hutchins, H. M. (2007). Training transfer: An integrative literature review. <i>Human Resource Development Review</i> , 6(3), 263-296.	Prof Greg Lee
55. The innovative employee: Effects of reward equity on the propensity for creative contributions	What drives employee innovation? While there may be many things, one aspect of jobs that may affect innovative capacity is rewards. Equity theory suggests that employees who feel undervalued in terms of rewards are likely to withdraw outputs, possibly including innovative contributions. This project will study this.	Statistical analysis of both existing corporate database and surveys, preferably supplemented by interviews	Burke, L. A., & Hutchins, H. M. (2007). Training transfer: An integrative literature review. <i>Human Resource Development Review</i> , 6(3), 263-296.	Prof Greg Lee

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56. What kinds of companies get value out of HR metrics?	HR Metrics have been a major focus of the field for many years. In South Africa, the capability of HR departments to deliver true value through HR metrics is still in a fledgling state. This study will investigate characteristics of companies and HR departments that drive perceived value and success or HR metrics delivery.	Either surveys with statistical analysis or interviews or qualitative analysis.	Scott, S. G., & Bruce, R. A. (1994). Determinants of innovative behavior: A path model of individual innovation in the workplace. <i>Academy of Management Journal</i> , 37(3), 580-607.	Prof Greg Lee
57. Impartiality and Fairness in Stakeholder Engagement and Group Decision Making	A method of ensuring impartiality and fairness in group decision making was proposed in Stacey and Stacey (2009). To date this method has not been applied empirically. It is proposed that one or more group / team decision making context(s) be identified, the method of Triangular Value Analysis be applied, and the outcomes analysed to describe the validity of the method.	Empirical study , mixed method	Stacey, A. G., & Stacey, J. L. (2009, 6 – 8 July). <i>Impartiality and Fairness in Stakeholder Engagement through Triangular Value Analysis</i> . Paper presented at the Sustainable Development Indicators in the Minerals Industry Conference, Gold Coast, Queensland, Australia.	Prof Anthony Stacey
58. A quantitative model of team and small group dynamics	A model has developed which measures how influential each member of a group has been, and the particular influence of each of the group members on one another. It is shown that the nature of external influences on the group can be determined as well as the extent to which each group member is influenced by the external factors. The validity and reliability of this model needs to be tested.	Quantitative empirical study	Stacey, AG (2002). A quantitative model for analysing choice shift of individuals in a group decision making context. Unpublished PhD thesis, University of the Witwatersrand. Friedkin NE and Johnsen, EC (2011). <i>Social Influence Network Theory: A Sociological Examination of Small Group Dynamics</i> . Cambridge University Press: New York	Prof Anthony Stacey

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59. The relative attractiveness of different attributes of Employee Value Propositions (EVP) in the telecommunications industry in South Africa	<p>The telecommunications industry is known for the high “churn” of employees. This research would seek to identify the factors in EVPs that people in the telecommunications industry rate highly. A number of MBA research reports have already been undertaken in this field. The reason that this is a good research topic is that there is an extensive body of knowledge on EVPs and it is an important topic for organisations.</p> <p>The research problem is to identify what factors in EVPs attracts prospective employees to organisations in the telecommunications industry.</p>	<p>A simple methodology that can be used is a combination of a questionnaire and focus groups. The basis for the questionnaire will be found in the previous research study mentioned above. This would represent a mixed methodology of both quantitative and qualitative research.</p>	<p>Yuva-Rani (Chetty) Rajha (2012); Kavir Bhoola (2013)</p>	<p>Conrad Viedge</p>

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
60. The gap between espoused and actual Employee Value Propositions (EVP) in an (insert type of organisation) in South Africa	<p>EVPs are used to attract talent to organisations. This research would investigate the gap between what is promoted as the organisations EVP and what happens in practice. The rationale for undertaking this study would be to highlight the gap in execution between what the organisations say they stand for and what happens in practice. A number of MBA research reports have already been undertaken in this field. The reason that this is a good research topic is that there is an extensive body of knowledge on EVPs and it is an important topic for organisations.</p> <p>The research problem is to identify the gap between the espoused EVP and the perception of the actual EVP by employees of one company.</p>	<p>A simple methodology that can be used is a combination of a questionnaire and focus groups. The questionnaire would ask the respondents to rank the factors in the espoused EVP that attracted them to the organisation and then to rate how the organisation delivers on these factors. This would represent a mixed methodology of both quantitative and qualitative research.</p>	Yuva-Rani (Chetty) Rajha (2012); Kavir Bhoola (2013)	Conrad Viedge
61. Factors effecting employee engagement in advertising agencies in South Africa	<p>Advertising agencies represent unusual corporate cultures, therefore, special measures have to be taken to engage creative people. Employee engagement is a well-researched topic and a number of MBA research reports have been undertaken in this field.</p> <p>The research problem is to identify what leads creative people to engage fully with their organisations.</p>	<p>Qualitative research, undertaking interviews with employees from one or more advertising agencies.</p>	Morgyn Hammond (2012)	Conrad Viedge

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
62. Factors effecting the implementation of a Balance Scorecard in an organisation in South Africa.	<p>The Balance Scorecard (BSC) is one of the most popular performance management systems in the world. It is typically not understood and also poorly implemented. This research would examine what the authors of the BSC, say should be done to effectively implement a Balance Scorecard and what was done in the organisation that you are researching. From a personal point of view, this is a very good research topic as it will prepare you for the role of a CEO who has to make decisions about the implementation of strategy.</p> <p>The research problem is to identify the gap between the ideal implementation of a BSC and what happened in practice in an organisation.</p>	Qualitative research using thematic content analysis. A series of interviews would be conducted with the role players who were responsible for the implementation of the BSC. This would include the CEO of the organisation.	Kaplan & Norton (1992)	Conrad Viedge

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
63. The determinants of effective performance management in organisations in South Africa.	<p>Performance management is one of the most important topics in organisational theory. It is little understood and is poorly executed in most organisations. This research would seek to find an organisation that has an excellent performance management system (SABMiller, Discovery, Coca Cola etc.) and then determine why PM works well for them. This is a good topic for an MBA student as the lessons learned through the research will stand one in good stead as one moves up in an organisation.</p> <p>The research problem is to identify the factors that lead to effective performance management in an organisation.</p>	<p>Qualitative research using thematic content analysis. A series of interviews would be conducted with the role players who are responsible for the implementation of the performance management system and also employees who are subject to the system.</p>		Conrad Viedge

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
64. Levels of understanding of Knowledge Management in corporate South Africa.	<p>Knowledge Management is key to the successful performance of large sophisticated organisations. The concept is little understood and in many instances it is relegated to document management. This research would seek to discover the level of understanding in corporate South Africa of what constitutes effective Knowledge Management. Many of the large consultancies operate effective Knowledge Management systems and these could be used as benchmarks to assess the understanding of what Knowledge Management should entail.</p> <p>The research problem is to identify the levels of understanding of Knowledge Management among senior executives in South African organisations.</p>	<p>A quantitative approach would be the simplest method to research this problem. The student would have to design a questionnaire which would ask questions about the nature and benefits of Knowledge Management and then distribute these to a sample of executives in a number of South African companies. Simple descriptive statistics could be used as the basis for the statistical analysis of the data.</p>		Conrad Viedge
65. Multiple effects of diversity on OD	Diversity → Learning → Change	Qualitative	De Dreu, C.K.W., Bechtoldt, M.N. & Nijstad, B.A. (2013): Team Personality Diversity, Group Creativity, and Innovativeness in Organisational Teams, <i>Sustainable Development in a Diverse World</i> , 1 – 26.	Prof Rasoava Rijamampianina
66. Mentoring programmes success factors	Fast-tracking the 3Cs: Competence, Confidence, Credibility	Qualitative	Straus, S.E., Johnson, M.O., Marquez, C. & Feldman, M.D. (2013): Characteristics of Successful and Failed Mentoring Relationships: A Qualitative Study Across Two Academic Health Centers, <i>Acad Med</i> , 88(1): 82 – 89.	Prof Rasoava Rijamampianina

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
67. Impact of e-learning on productivity	Learning → Change	Quantitative	Saravani, S. & Clayton, J. (2013): The Impact of e-Learning on Workplace Capability: Creating a Framework of Development, <i>International Journal of Business Excellence</i> , 6(2): 148 – 160.	Prof Rasoava Rijamampianina
68. Factors fostering a learning culture	Organisations needs to go beyond the traditional training and development → dance with change	Qualitative	Skerlavaj, M., Stemberger, M.I., Skrinjar, R. & Dimovski, V. (2007): Organizational Learning Culture—The Missing Link Between Business Process Change and Organizational Performance, <i>International Journal of Production Economics</i> , 106(2): 346 – 367.	Prof Rasoava Rijamampianina
69. Influence of leadership on OD	Leadership plays an important role in creating change	Quantitative	von Krogh, G., Nonaka, I. & Rechsteiner, L. (2012): Leadership in Organizational Knowledge Creation: A Review and Framework, <i>Journal of Management Studies</i> , 49(1): 240 – 277.	Prof Rasoava Rijamampianina
70. Contributions of HR technology in talent acquisition	Right people for the right position at the right time with the right complementary talents.	Qualitative	Johnson, R.D. & Gueutal, H.G. (2011): Leveraging HR Technology for Competitive Advantage, <i>SHRM Foundation Executive Briefing</i> , 1 – 7.	Prof Rasoava Rijamampianina
71. Challenges of Professionals from the African Diaspora returning “Home”	In recent years the so called “brain drain” from Africa has been countered with a “brain gain”. Well-educated Africans return to their mother continent for various reasons. What are the challenges they face on their return into the African business environment.	Quantitative study	Eziahsi, J. (2014): Reasons mid-career professionals from the African Diaspora Migrate to Africa, upcoming WBS PhD thesis. Khoza, R. (2006): Let Africa Lead, Johannesburg, South Africa: Vezubuntu	Dr Christoph Maier

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
72. Inclusiveness in Organisational Culture	Inclusiveness appears to be an under-researched aspect of organizational culture and leadership. This research calls for a conceptualization of inclusiveness and its operationalisation for empirical research.	Quantitative study, case studies	Schein, E. H. (1992): <i>Organizational Culture and Leadership</i> , 2nd ed., San Francisco: Jossey-Bass. Carver, K. and Livers, A. (2002): <i>Dear White Boss</i> , Harvard Business Review, 2-7.	Dr Christoph Maier
73. The Skill of Leading Diversity in Recruitment	The skill of leading diversity has become a key leadership competency. How can the assessment of this skill be done, and how can it be incorporated in the recruitment and selection process?	Case studies, quantitative study	Maier, C. (2002): <i>Leading Diversity: A Conceptual Framework</i> , St. Gallen, Switzerland: Institute for Leadership and HR Management. Carver, K. and Livers, A. (2002): <i>Dear White Boss</i> , Harvard Business Review, 2-7.	Dr Christoph Maier
74. Transformation as change management	The concept of transformation in (South) Africa has been mostly conceptualized along the lines of employment equity. It has hardly been understood as the "transformation of minds" or a change management process. This research looks at transformation from a change management perspective.	Case Studies	Biko, S. (1996): <i>I Write What I Like</i> , Randburg, South Africa: Ravan Press, Ngugi wa Thiongo (1986): <i>De-colonising the mind</i> , London: J. Currey	Dr Christoph Maier
75. Experiences of women in political office	Under which conditions do the presence of having a women Minister improves delivery on the Mandate of a State Department	Quantitative methods	Lovenduski, J., & Norris, P. (2003). <i>Westminster Women: the Politics of Presence. Political Studies</i> , 51, 84-102.	Dr Zanele Ndaba

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
76. Women in top jobs and mentorship	How do women make use of mentors	Qualitative, interviews	De Fries, J., Webb, C., & Eveline, J. (2006). Mentoring for gender equality and organisational change. <i>Employee Relations</i> , 28(6), 573-587.	Dr Zanele Ndaba
77. Experiences of women in management	How women's careers develop into top jobs	Qualitative, Life history	Hite, L. (2004). Black and white women managers: Access to opportunity. <i>Human Resource Development Quarterly</i> , 15(2), 131-146.	Dr Zanele Ndaba

1.1.6 Ethics / Sustainable Development

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
78. Ethics in information systems development	To what extent, if any, do information systems designers take into account the ethical implications of the systems that they develop? Do information systems embed ethical values, or are they seen to be value neutral?	Interpretive qualitative interviews or case study	<p>Brey, P. (1997) Social Constructivism for Philosophers of Technology: A Shopper's Guide, <i>Techné: Journal of the Society for Philosophy and Technology</i> 2(3-4), 56-78,</p> <p>(preprint copy at www.utwente.nl via Google scholar, pages numbers from preprint)</p> <p>Brey, P. (2008) Do we have moral duties towards information objects? <i>Ethics and Information Technology</i>, 10: 167-173</p> <p>Brey, P. (2000) Disclosive Computer Ethics, <i>SIGCAS Computers & Society</i>, 30(4):10-16.</p> <p>Charters, D. (2002) Electronic Monitoring and Privacy Issues in</p>	Prof Louise Whittaker

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
79. Ethics in credit scoring systems	In 2006 an MBA student, Neil Lightfoot, conducted a critical analysis of credit scoring systems, which showed that the design of these systems constructed users in a particular fashion, which was completely transparent to the designers. It would be very timely to conduct a similar study to see if the financial crisis of 2008, which was largely driven by particular credit models, has resulted in any change in the way in which credit scoring systems are developed and the assumptions that underpin them.	Critical Ethnography	<p>Business Marketing: The Ethics of the Doubleclick Experience, <i>Journal of Business Ethics</i>, 35(4):243-254</p> <p>Introna, L.D. (2005) Disclosive ethics and information technology: disclosing facial recognition systems, <i>Ethics and Information Technology</i>, 7, 75-86.</p> <p>Introna, L. D., & Whittaker, L. (2006). Power, cash, and convenience: translations in the political site of the ATM. <i>The Information Society</i>, 22(5), 325-340.</p>	Prof Louise Whittaker
80. Sustainable development ethics in academic research (various disciplines e.g. marketing, finance, operations, technology, organizational behaviour, etc.).	A meta-study is proposed of international journal articles to determine to what extent the current technological researchers are considering the unintended social, human, and environmental consequences of their work.	Qualitative desktop study	<p>Stacey, A. G., & Stacey, J. (2012). Integrating Sustainable Development into Research Ethics Protocols. <i>Electronic Journal of Business Research Methods</i>, 10(2), 54-63.</p>	Prof Anthony Stacey

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
81. Environmental (Natural Capital) Value	Is it possible to develop a value for the environment that could be included into investment decisions?	More qualitative rather than quantitative.	<p data-bbox="1397 341 1805 450">Porritt, J. (2005) Capitalism as if the world matters. 2005, London: Earthscan. FIRST. Visit Forum for the Future</p> <p data-bbox="1397 469 1805 577">Daily, G. C., Söderqvist, T., Aniyar, S., et al. (2000). The value of nature and the nature of value. <i>Science</i> , 289 , 395–6</p> <p data-bbox="1397 596 1805 737">Daily, G. C., and Matson, P. (2008). Ecosystem services: From theory to implementation. Special Feature. <i>Proceedings of the National Academy of Sciences, USA</i> , 105 , 9455–6.</p> <p data-bbox="1397 756 1805 887">Daily, G. C., Polasky, S., Goldstein, J., et al. (2009). Ecosystem services in decision-making: time to deliver. <i>Frontiers in Ecology and the Environment</i> , 7 , 21–8.</p>	Doug Taylor

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
82. Human Capital Value	<p>Is it possible to develop a value for human capital that could be included into investment decisions?</p> <p>Any organisation that talks about human resources has already depersonalised the staff into a bunch of staff numbers, but what I am after here is a more general view. Does human capital have a value? If we are creating a project (a mine is a good example) how do we put a value on the people that will be affected by the project?</p>	Probably some numeracy required, but mostly good literature, thought and interviews.	<p>Porritt, J. (2005) Capitalism as if the world matters. 2005, London: Earthscan.</p> <p>FIRST. Visit Forum for the Future then look at these other articles (which I am not sure are perfect for what I want, but will provide a start). Emergence of the human capital resource: A multilevel model, RE Ployhart, TP Moliterno - Academy of Management Review, 2011 - amr.aom.org</p> <p>Hongseok Oh, Giuseppe Labianca, and Myung-Ho Chung, A Multilevel Model of Group Social Capital, ACAD MANAGE REV July 1, 2006 31:3 569-582 doi:10.5465/AMR.2006.21318918</p>	Doug Taylor
83. How does environmental reporting of South African companies compare with international benchmarks?	<p>We are a resource rich country, yet how do we actually report our environmental impact. I don't think we do very well, but how do we compare with the rest? What could we do to improve?</p>	Review of annual reports.	<p>Visit the CSEAR web site (http://www.st-andrews.ac.uk/~csearweb/) for a view of environmental accounting and a whole bunch of introductory literature. There is much on the area of environmental accounting and I would encourage any student who may be interested in this to visit the web site.</p> <p>Also visit GRI (yes, just look it up).</p>	Doug Taylor

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
84. Sustainable Investment Practices in the Financial Services Industry	<p>A report by IFC, the United Nations Global Compact, and the Swiss government finds that although the financial industry understands the necessity of developing methodologies and tools that examine environmental issues in the investment process, it is still not standard practice.</p> <p>What are South African financial service companies doing, if anything? What should they be doing? Does anyone care?</p>	Review / interviews	<p>http://www.ifc.org/ifcext/sustainability.nsf/Content/SustainableInvesting, and www.unglobalcompact.org/compact.org; I can put you in touch with people from Old Mutual and Standard Bank if you are interested. And I have many articles on the topic.</p>	Doug Taylor
85. An Empirical Analysis of the Intuitive Responses of Business Students to Hypothetical Ethical Quandaries				Prof Stu Woolman
86. Do Kant's Realm of Ends Conduce toward Singer's Principle of Comparable Moral Worth				Prof Stu Woolman
87. Does Wits Business School Practice What It Preaches? Is it a Good Corporate Citizenship				Prof Stu Woolman
88. Does Wits Business School Practice What It Preaches: Are WBS' Environmental Practices Best Practices?				Prof Stu Woolman

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
89. To what extent should Schools, Faculties and Universities Comply with Rules of Corporate Governance?				Prof Stu Woolman

1.1.7 Research Methods

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
90. Thematic analysis of textual data	A method of analysing textual data using correspondence analysis has been tested on open-ended responses from a large survey. The method needs to be tested on other types of textual data, e.g. transcripts of in-depth interviews and corpuses of literature across various disciplines.	Mixed method desktop study	Stacey, A. G. (2013, 4-5 July 2013). <i>Co-word Mapping Using Correspondence Analysis</i> . Paper presented at the 12th European Conference on Research Methodology for Business and Management Studies, University of Minho, Guimaraes, Portugal.	Prof Anthony Stacey
91. Implementation of the Normal Distribution Fitting Algorithm in SAS / SPSS	It has been shown (Stacey, 2005) that the normal distribution fitting algorithm for analysing Likert-type survey response data is more reliable than assuming the data to be numeric. The algorithm has been implemented in Excel but would be more widely applied if implemented in SAS and / or SPSS.	Quantitative desktop study	Stacey, A. G. (2005). Reliability and Validity of the Item Means and Standard Deviations of Ordinal Level Response Data. <i>Management Dynamics</i> , 14(3), 2-25.	Prof Anthony Stacey

1.1.8 Information Systems

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
92. Ethical implications of financial inclusion strategies	Financial inclusion is often suggested as a means to reduce poverty, but financial institutions have a fiduciary duty to shareholders to make profits. This suggests that the end goals of financial inclusion strategies will have to compromise on one or the other. What are the ethical implications of financial inclusion strategies for banks and for the unbanked?	Interpretive qualitative study	Allen, Franklin; Demircuc-Kunt, Asli; Klapper, Leora; Peria, Maria Soledad Martinez. (2012). <i>The Foundations of Financial Inclusion : Understanding Ownership and Use of Formal Accounts</i> . World Bank, Washington, DC. https://23.21.67.251/handle/10986/12203	Prof Louise Whittaker
93. Mobile banking as a means of financial inclusion	Mobile uptake in Kenya has led to one of the highest rates of financial inclusion in Southern Africa. Although it has not yet taken off in South Africa, a number of initiatives are underway, and mobile uptake is expected to increase. How do banks define financial inclusion and to what extent is mobile banking leading to financial inclusion in South Africa?	Qualitative interviews or case study	Chiu, T. K. (2014). Putting responsible finance to work for Citi microfinance. <i>Journal of Business Ethics</i> , 119(2), 219-234. De Koker, L., & Jentsch, N. (2013). Financial inclusion and financial integrity: aligned incentives?. <i>World Development</i> , 44, 267-280. King, M. (2013). <i>A Conceptual Framework for Financial Inclusion and Recent Evidence for Sub-Saharan</i>	Prof Louise Whittaker

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
94. Effect of social media on attitudes to financial inclusion	Is the use of social media related to up take of banking products, and in particular mobile banking technologies?	Quantitative survey study, or qualitative interviews	<p>Africa. Enacting Globalization: Multidisciplinary Perspectives on International Integration, 20.</p> <p>Mwangi, B. J., & Brown, I. (2014). A Decision Model of Kenyan SMEs' Consumer Choice Behavior in Relation to Registration for a Mobile Banking Service: A Contextual Perspective. <i>Information Technology for Development</i>, (ahead-of-print), 1-24.</p> <p>World Bank. (2013). South Africa Economic Update : Focus on Financial Inclusion. Washington, DC https://23.21.67.251/handle/10986/16563</p> <p>World Bank Group. (2013). Global Financial Development Report 2014: Financial Inclusion. World Bank, Washington, DC.</p>	Prof Louise Whittaker
95. Attitudes of social media users to privacy issues	As the usage of social media becomes ubiquitous, how do users respond to possible threats to their privacy? Is privacy a social good that needs to be protected, or is it increasingly irrelevant? What kinds of data, if any, do social media users consider to be private?	Interpretive qualitative interviews or case study	<p>Livingstone, S. (2008). Taking risky opportunities in youthful content creation: teenagers' use of social networking sites for intimacy, privacy and self-expression. <i>New media & society</i>, 10(3), 393-411.</p> <p>Madden, M. (2012). Privacy management on social media sites. <i>Pew Internet Report</i>, 1-20.</p> <p>Nissenbaum, H (1998) Protecting Privacy in an Information Age: the Problem of Privacy in Public, <i>Law and Philosophy</i>, 17(5-6),559-596</p>	Prof Louise Whittaker

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
96. Big data approaches to combat fraud in South Africa	The use of big data to spot trends and patterns is an emerging and exciting area of information systems. This research aims to explore how big data is being used to combat crime in South Africa, specifically focusing on fraud prevention. This may be focused on a particular industry/point of contact like retail, insurance, medical aid etc depending on interest and access.	Qualitative in depth interviews with technology service providers and users of big data including organisations like Visa, Mastercard, Pick n Pay, Edcon, Discovery, Medscheme, Telesure, IBM, Pivotal etc.	<p>Nissenbaum, H. (2004) Privacy and Contextual Integrity, <i>Washington Law Review</i>, 79(1),119-158</p> <p>Sánchez Abril, P., Levin, A., & Del Riego, A. (2012). Blurred Boundaries: Social Media Privacy and the Twenty-First-Century Employee. <i>American Business Law Journal</i>, 49(1), 63-124.</p> <p>Scanlan, M. (2001) Informational Privacy and Moral Values, <i>Ethics and Information Technology</i>, 3(10):3-12</p> <p>Zheleva, E., & Getoor, L. (2009, April). <i>To join or not to join: the illusion of privacy in social networks with mixed public and private user profiles</i>. In Proceedings of the 18th international conference on World wide web (pp. 531-540). ACM.</p> <p>LaValle, S., Lesser, E., Shockley, R., Hopkins, M. S., & Kruschwitz, N. (2014). Big data, analytics and the path from insights to value. <i>MIT Sloan Management Review</i>, 21.</p> <p>Bollier, D., & Firestone, C. M. (2010). The promise and peril of big data (p. 56). Washington, DC, USA: Aspen Institute, Communications and Society Program.</p>	Antony Soicher

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
97. Revisiting open source strategies in the public sector in South Africa.	Following the SA government's policy white paper on free and open source software in 2007, there appears to have been little follow-up. This research aims to explore the state of FOSS in the public sector in SA and assess if this is a result of a maturing of thinking, or a lack of attention and skills.	Qualitative in depth interviews with SITA and senior IT staff within the public sector, perhaps via one of the CIO councils.	Fitzgerald, B. (2006). The transformation of open source software. <i>Mis Quarterly</i> , 587-598. Camara, G., & Fonseca, F. (2007). Information policies and open source software in developing countries. <i>Journal of the American Society for Information Science and Technology</i> , 58(1), 121-132."	Antony Soicher
98. Adaptive case management: a case study at XXX	Traditional business process management or workflow approaches lock down processes while there is a need – for example in case management – for more adaptive and responsive process management. This research will do an in depth study of how a particular organisation dealt with the challenge and what we can learn from their experience.	Qualitative case study – need to find a suitable organisation willing to engage in this study, perhaps one that is connected to the Financial Services Board like the FAIS Ombud.	Swenson, K. D. (2010). <i>Mastering the unpredictable. How Adaptive Case Management Will Revolutionize The Way That Knowledge Workers Get Things Done</i> . Meghan-Kiffer Press, Tampa. Pucher, M. J. (2010). <i>The Elements of Adaptive Case Management. Mastering the Unpredictable. How Adaptive Case Management Will Revolutionize The Way That Knowledge Workers Get Things Done</i> , 89-134."	Antony Soicher

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
99. A model for agile enterprise architecture in South Africa	The promise of enterprise architecture to coordinate and regulate IT investments and projects is well known, but the lengthy process and big investment has made EA all but impossible for most organisations, and difficult to realise even in those that have the resources. This research aims to identify a minimum critical set of activities to make EA more accessible for small and medium size organisations.	Deriving a framework for more agile EA from the literature. Qualitative in depth interviews with service providers and EA consultants, IT executives and those responsible for governance to explore, discuss and refine this model.	<p>Löhe, J., & Legner, C. (2014). Overcoming implementation challenges in enterprise architecture management: a design theory for architecture-driven IT Management (ADRIMA). <i>Information Systems and e-Business Management</i>, 12(1), 101-137.</p> <p>Fallmyr, T., & Bygstad, B. (2014, January). Enterprise Architecture Practice and Organizational Agility: An Exploratory Study. In <i>System Sciences (HICSS), 2014 47th Hawaii International Conference on</i> (pp. 3788-3797). IEEE.</p> <p>Dove, R., & Turkington, G. (2014). Graceful Migration of Agile Systems Across Next-Generation Life Cycle Boundaries. In <i>The Flexible Enterprise</i> (pp. 199-213). Springer India."</p>	Antony Soicher

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
100.Perceptions and priorities around cybersecurity in the XXX industry in South Africa.	In light of the high profile Snowden revelations about NSA “spying”, cybersecurity has become the new hot topic around the world, raising questions about privacy, security and trust. This research will explore the topic from the perspective of a particular industry by speaking to senior management responsible for IT, risk, governance and strategy.	Qualitative in depth interviews with senior management in a particular industry like banking, financial services, etc. Expert interviews with service providers or cybersecurity specialists could help refine the approach prior to industry interviews.	Jansen van Vuuren, J. C., Leenen, L., Phahlamohlaka, J., & Zaaïman, J. J. (2013). Development of a South African cybersecurity policy implementation framework. Academic Conferences and Publishing International. von Solms, S. H. (2013, October). Parliamentary oversight of Cyber Security and Critical Information Infrastructures in Developing Countries. In Science and Information Conference (SAI), 2013 (pp. 335-339). IEEE. Kshetri, N. (2013). Cybercrime and cybersecurity in the Global South. Palgrave Macmillan."	Antony Soicher
101.Building on a cloud: using cloud computing for competitive advantage in a software start-up business	The promises and challenges of cloud computing are widely discussed. This research looks at a particular case of a software start-up business using cloud infrastructure as a source of competitive advantage.	Qualitative case study – need to find a suitable organisation willing to engage in this study, perhaps anonymising the particulars so that they are more willing to share insights.	Truong, D. (2009). How cloud computing enhances competitive advantages: A research model for small businesses. The Business Review, Cambridge, 15(1), 59-65. Setyawan, W. (2013). Cloud Business Intelligent Computing A competitive advantages for vertical and horizontal systems. Sadiku, M., Musa, S., & Momoh, O. (2014). Cloud Computing: Opportunities and Challenges. Potentials, IEEE, 33(1), 34-36."	Antony Soicher

1.1.9 Leadership

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
102. Perceptions re impact/success of coaching/assessment/job rotation/simulation/mentoring/ or any other as leadership development interventions in South Africa	Leadership Development is increasingly becoming an important focus of organisations as the talent pool dries up. However, little is known about this topic in South Africa.	Qualitative, Case study	Ardichvili, A & Manderscheid, S. V. (2008). Emerging practices in Leadership Development. <i>Advances in Developing Human Resources</i> , 10, 619.	Prof Drikus Kriek
103. Effectiveness of ropes courses/drumming/experiential learning/psychometric assessment or other as teambuilding intervention in a South African organisation.	Little is known about the use and effectiveness of teambuilding interventions in South Africa. Yet, it is used almost universally. This study will focus on the use and application thereof in South African organisations.	Qualitative, Case study	Klein, C, DiazGrana, D, Salas, E. (2009) Does team building work? <i>Small Group Research</i>	Prof Drikus Kriek
104. Leading Diversity as a Key Leadership Skill	In South Africa and Africa, and indeed in the global arena, the ability to lead a diverse group of people appears to become a key leadership skill. Whilst there is ample acknowledge of the importance of leading diversity there appears to be a lack of research on the conceptualisation and training of this skill.	In-depth interviews.	Thomas, Jr. R. R. (2006) Diversity Management, <i>Leader to Leader</i> , 41-49. Maier, C. (2002): <i>Leading Diversity: A Conceptual Framework</i> , St. Gallen, Switzerland: Institute for Leadership and HR Management.	Dr Christoph Maier
105. African identity in Corporate Leadership	Research on employment equity and transformation might suggest that corporate cultures in South Africa are often conceived in a Western or European way. This might lead to the alienation or marginalisation of African professionals and questions around identity and corporate identification.	In-depth interviews.	Biko, S. (1996): <i>I Write What I Like</i> , Randburg, South Africa: Ravan Press Luhabe, W. (2000): <i>Defining Moments</i> , Durban: University of Kwazulu Natal Press	Dr Christoph Maier

1.1.10 Management Education

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
106. Life and/or business skills acquired from the MBA research process OR "What do you really learn on an MBA?"	There is constant global debate about MBA curricula – including structure, process and content. This is based on a level of rumbling dissatisfaction about the lack of "hit the ground running" skills of MBA graduates.	Qualitative or mixed methods (simple descriptive stats only) eg case study, interviews of various types, action research	<p>Datar, Srikant M, David A Garvin, and Patrick G Cullen. 2011. Rethinking the MBA: business education at a crossroads. <i>Journal of Management Development</i> 30 (5):451-462</p> <p>Teo, STT, N Segal, AC Morgan, P Kandlbinder, KY Wang, and A Hingorani. 2012. Generic skills development and satisfaction with groupwork among business students: Effect of country of permanent residency. <i>Education + Training</i> 54 (6):472-487</p> <p>Carmichael, T, and M Sutherland. 2005. A holistic framework for the perceived return on investment in an MBA. <i>South African Journal of Business Management</i> 36 (2):57-70.</p> <p>Hoover, J Duane, Robert C Giambatista, Ritch L Sorenson, and William H Bommer. 2010. Assessing the effectiveness of whole person learning pedagogy in skill acquisition. <i>Academy of Management Learning & Education</i> 9 (2):192-203.</p>	Prof Terri Carmichael

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
107. Business education and of e-learning experiences	The best business schools are integrating some form of e-learning or blended learning pedagogies into both qualifications and short courses. WBS may benefit if students can make recommendations to us for implementation.	Qualitative or mixed methods (simple descriptive stats only) eg case study, interviews of various types, action research	Ramakrisnan, P, Y Bt Yahya, Mohd Nor Hajar Hasrol, and Azlan Abdul Aziz. (2012). Blended Learning: A Suitable Framework For E-Learning In Higher Education. Paper read at 3rd International Conference on E-Learning, ICEL 2011, 10 December, in Iceland.	Prof Terri Carmichael
108. Building business skills through community work	Experiential learning taken into the community is a great way of helping to build sustainable NPOs and NGOs whilst meeting curriculum requirements.	Qualitative or mixed methods (simple descriptive stats only) eg case study, interviews of various types, action research	Johnson, Katryna. 2013. Creating Experiential Learning In The Graduate Classroom Through Community Engagement. <i>American Journal of Business Education</i> 6 (1):149-154. Carmichael, T, and R Rijamampianina. 2008. Service-Learning in MBA Programmes in South Africa. <i>Problems and Perspectives in Management</i> 6 (4):82-89.	Prof Terri Carmichael

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
109. Ways to make MBA (or Executive Education) teaching and learning more interesting (or exciting)	Business Schools would benefit from innovate, energising ideas about teaching and learning.	Qualitative or mixed methods (simple descriptive stats only) eg case study, interviews of various types, action research	<p>Mento, Anthony J, and John Larson. 2013. Epiphany: A story of improving teaching effectiveness in an executive MBA economics course. <i>Journal of Executive Education</i> 3 (1):17-35.</p> <p>Kass, Darrin, and Christian Grandzol. 2011. Learning to Lead at 5,267 feet: An Empirical Study of Outdoor Management Training and MBA Students' Leadership Development. <i>Journal of Leadership Education</i> 10 (1):41-62.</p> <p>Vaara, E, and E Fay. 2011. How Can a Bourdieusian Perspective Aid Analysis of MBA Education? <i>Academy of Management Learning & Education</i> 10 (1):27-39.</p>	Prof Terri Carmichael

1.1.11 Innovation Studies

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
110. Learning, Competence Building and Innovation Strategies of Renewable Energy Firms in South Africa	<p>In the face of the twin challenges of global climate change mitigation and the need for energy security, the development of clean technologies in general, and renewable energy technologies in particular, are widely seen as keys to achieving more sustainable human development. However, many barriers exist to the attainment of this objective including institutional, financial and technical barriers. Business innovation is therefore an imperative for managing resilience and adaptation, and promoting sustainability.</p> <p>The research problem is to identify the extent to which South African firms involved in renewable energy technology adoption and dissemination are able to acquire the technological capabilities across the values chain from various international partners and collaborators. The acquisition of such capabilities will more likely increase the country's ability to both satisfy its energy demand and meet its emission goals.</p>	Qualitative or quantitative	Rennkamp, B. and A. Boyd (2013). "Technological capability and transfer for achieving South Africa's development goals." Climate Policy. DOI:10.1080/14693062.2013.831299	Dr Diran Soumonni

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
111. Biotechnology Sector Development in South Africa: Bridging the Gap between Research and Innovation	<p>Emerging technologies have the ability to alter business and social patterns quickly and in different ways. Although their introduction into society can initially be disruptive to consumers and businesses, it is also possible to leverage them strategically to achieve various pre-defined goals.</p> <p>The research problem is to identify the characteristics of a given emerging technology, identify the strategies that a firm or organisation uses to acquire knowledge and skills, and demonstrate strength of the linkages between in-house research, contracted research, university research, and innovation outcomes.</p>	Qualitative or quantitative	Cozzens, S., Cortes, R., Soumonni, O., Woodson, T. (2013). "Nanotechnology and the Millennium Development Goals: Water, Energy, and Agri-food" Journal of Nanoparticle Research 15(2001): 1-14.	Dr Diran Soumonni
112. How do business leaders manage enterprises in low-income communities that are both profit-seeking and innovatively address societal challenges?	<p>Science, technology and innovation are critical to both economic and social development in the modern world. Emerging business leaders, particularly small and medium-sized enterprises employ various strategies to acquire the appropriate and contextual knowledge and tools needed to target specific socio-economic needs in selected communities.</p> <p>The research problem is to understand the barriers that small and medium-sized enterprises, in particular, face in gaining access to financing, training and marketing platforms that could help them contribute to solving some of the national development priorities such as</p>	Qualitative: case study, in-depth interviewing, focus groups	Arocena, R. and J. Sutz (2003). "Technology in Society." Studies in Science, Technology and Society (STS) North and South 25(2): 171-182.	Dr Diran Soumonni

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
113. Technological capability building and sustainable development in the mining sector	<p>job creation, health care and service delivery. An improved understanding and insight into how science, technology and innovation can be effectively deployed by business leaders to address such pressing societal issues is needed.</p> <p>The importance of industrial and technological performance and dynamism to national competitiveness is of critical concern to policymakers in many countries around the world. However, the ability to acquire foreign technologies, adapt them and improve them, as well as to develop the required infrastructure, is crucial for the success of traditional sectors such as mining, construction and manufacturing.</p> <p>The research problem is to identify which combination of technology imports (FDI, licensing, capital equipment imports) and Science and Technology Institutions (R&D institutions, standards, testing and quality, and educational institutions) do firms in a given sector need to effectively boost their industrial performance in a socially and environmentally sustainable manner.</p>	Quantitative or qualitative	Lall, S. and C. Pietrobelli (2003). Manufacturing in Sub-Saharan Africa and the Need of a National Technology System. Putting Africa First: The Making of African Innovation Systems. M. Muchie, P. Gammeltoft and B.-Å. Lundvall. Aalborg, Aalborg University Press.	Dr Diran Soumonni
114. Innovation management strategies in high technology firms or organisations in South Africa: The Case of X	The conceptual and methodological issues in the study of innovation in organizations need further clarification, especially in the context of industrialising or emerging countries,	Qualitative: case study, in-depth interviewing	Teece, D. J. (2007). "Explicating dynamic capabilities: the nature and microfoundations of (sustainable) enterprise performance." Strategic Management Journal 28(13): 1319-	Dr Diran Soumonni

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
	<p>and more empirical investigations are required to this end. More specifically, the mechanisms and factors that lead to successful or unsuccessful development, commercialization, adoption, and implementation of innovative solutions or processes, as well as the characteristics of innovative firms or organisations are ripe areas for investigation.</p> <p>The research problem is to investigate the managerial processes and systems that firms or organisations employ to improve their innovation capability and outcomes, as well as identify the conditions and factors that enhance or hinder their success.</p>		1350.	

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
115. Creativity, Collaboration and Appropriability in the Arts/Theatre/Film/Music	<p>The understanding of creativity as it relates to aesthetics and innovation is still evolving. In the creative industries in particular, the effect of networks of artists on the financial and artistic success of various productions is one that varies depending on the size of the network, the distribution of resources, the degree of collaboration and connectivity among artists and other factors that can be investigated empirically.</p> <p>The research problem is to identify and explain the factors and mechanisms that either promote or undermine the success of entrepreneurs in a particular creative industry in a given country or locality.</p>	Qualitative or quantitative	<p>Potts, J. (2007). "Art and innovation : an evolutionary economic view of the creative industry." UNESCO Observatory E-Journal Multi-Disciplinary Research in the Arts, vol. 1, no. 1, pp. 1-18.</p> <p>Uzzi, B. and J. Spiro (2005). "Collaboration and Creativity: The Small World Problem." American Journal of Sociology 111(2): 447-504.</p>	Dr Diran Soumonni
116. Why Technological Innovation Often Fails to Address Complex or Wicked Problems: A Qualitative Analysis				Prof Stu Woolman
117. One Wicked Problem, and One Technological Solution; A Story of Success				Prof Stu Woolman

1.1.12 Marketing

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
118. Understanding and predicting consumer behaviour.	Understanding of consumers, their needs and their purchasing behaviour is integral to successful marketing.	Quantitative: factor analysis, regression analysis, ANOVA, etc.	Lysonski, S., Durvasula and Zotos, Y. (1996) Consumer Decision Making Styles: A Multi-Country Investigation, <i>European Journal of Marketing</i> , 30(12), pp.10-21.	Yvonne Saini
119. Exploring factors that influence the consumption of certain products and services	While scholars have identified various factors that influence consumer choice of products and brands, future research should explore consumer behaviour in selected industries, sectors, product categories and contexts etc., using various consumer behaviour theories and models.		Bae, S., Pyun, D. Y. and Lee, S. (2010) Consumer Decision-Making Styles for Singaporean College Consumers: An Exploratory Study, <i>Journal of Research</i> , 5(2), pp. 70-76.	
120. Application of Consumer Decision making styles in South Africa			Bakewell, C. and Mitchell, V.-W. (2003) Generation Y female consumer decision-making styles, <i>International Journal of Retail & Distribution Management</i> , 31(2), p. 95.	
			Walsh, G., Mitchell, V.W. and Thurman, T.H. (2001) German consumer decision-making styles. <i>The Journal of Consumer Affairs</i> , 35, 73–96.	

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
121. The effects of branding in consumer choice in South Africa	There are many factors that influence consumer choice. Studies are needed to explore the importance of branding and other branding constructs in decision making.	Quantitative: factor analysis, regression analysis, ANOVA, etc.	<p>Aaker J (1997) Dimensions of Brand Personality. <i>Journal of Marketing Research</i>. 34, 347-356.</p> <p>Bettman R J, Luce F M & Payne W J (1998) Constructive Consumer Choice Processes. <i>Journal of Consumer Research</i>, 25 (3). 187-217.</p> <p>Chakravarti D & Lynch G J (1983) A Framework for Exploring Context Effects on Consumer Judgment and Choice. <i>Advances in Consumer Research</i>, 10, 289-297.</p>	Yvonne Saini
122. Implementation of market orientation in South Africa. Studies are needed to explore the extend of the market orientation approach in South Africa firms and how this is related or profitability	A market orientation approach on the part of a firm could be "regarded as an indication of its implementation of the 'modern marketing' concept" It is also a reflection of it's commitment to a strategy of providing or delivering superior value to its customers.	Quantitative: factor analysis, regression analysis, ANOVA, etc.	<p>Guo, C. (2002) Market orientation and business performance: a framework for service organisations, <i>European Journal of Marketing</i>, 36(9/10), pp. 1154-1163.</p> <p>Hult, G. T. M. and D. J. Ketchen (2001). Does market orientation matter?: A test of the relationship between positional advantage and performance. <i>Strategic Management Journal</i> 22: 899-906.</p>	Yvonne Saini

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
123. Building a Corporate Brand: The case of South African Firms (This title can be narrowed down to an industry like services, B2B or Retail firms)	Every organisation has to build a corporate brand as part of their business strategy. While there are a number of conceptual models on brand building very little research has been undertaken on how firms actually create the corporate brand. It is thus important to explore the internal brand building process in firms.	A qualitative case methodology is recommended. See the work of Creswell and Yin.	Wallstrom, A, Karlsson, T. And Salehi-Sangari, E, (2008), Building a Corporate Brand: The internal brand building process in Swedish service firms, <i>Journal of Brand Management</i> , 16, 1/2, 40-50 Balmer, J and Gray, E.(2003), Corporate brands: what are they? What of them?, <i>European Journal of Marketing</i> , 37, 7/8, 972-997	Prof Russell Abratt
124. The challenges and Opportunities of Corporate Rebranding	Usually of mergers or takeovers, a well known brand has to change its identity and in some cases take on a completely new brand name. This is not only a costly business, but a risky one as the firm can alienate its customers and other stakeholders. For example, Vodacom changing to Vodafone and from blue to red.	The need is to find 2 or 3 South African corporate rebranding cases and then doing in-depth interviews with these firms' executives as well as their ad agencies. Qualitative research is best.	Muzellec, L. (2006) What's in a name change? Re-joycing corporate names to create corporate brands, <i>Corporate Reputation Review</i> , 8, 4, 305-321 Basu, K (2006), Merging Brands after mergers, <i>California Management Review</i> , 48, 4, 28-40	Prof Russell Abratt
125. South African Corporate Brands with a Heritage	A heritage brand is one with a positioning and value proposition based on its heritage. This heritage has been the core of its brand identity and therefore its history is important for its success in the past as well as perhaps for its future. There is a need to identify what a heritage brand is in South Africa and who these brands are.	Qualitative case study research.	Urde, M., Greyser, S and Balmer, J (2007), Corporate brands with a heritage, <i>Journal of Brand Management</i> , 15, 1, 4-19. Balmer, J. (2011), Corporate heritage brands and the multiple heritage identities of the British Monarchy, <i>European Journal of Marketing</i> , 45, 9/10. 1380-1398.	Prof Russell Abratt

1.1.13 Law

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
126.	The Short History of the Firm as a Legal Fiction and Why We Ought to Alter Its Obligations to Natural Persons and Society Writ Large?			Prof Stu Woolman
127.	How Does the Companies Act of 2008 Expand the Fiduciary Duties of Directors, Executives and Prescribed Officers?			Prof Stu Woolman
128.	How Does the Companies Act of 2008 Impose New Forms of Liability on Directors, Executives and Prescribed Officers?			Prof Stu Woolman
129.	Can the Three Dimensions of Sustainable Development Found in S 24 of the Constitution Ever Be Squared?			Prof Stu Woolman
130.	What Constitutional Obligations do Corporations have to ALL Stakeholders under the Constitution? (This topic can be sliced up in a myriad of different ways.)			Prof Stu Woolman

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
131. How do the Recent Ruggie Guidelines Expand the Human Rights Requirements of Corporations Operating in South Africa beyond Those Responsibilities Found in the UN Global Compact?				Prof Stu Woolman

1.1.14 Negotiation

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
132. Commercial negotiation and deal making as case studies of lived experience.	This is a generic topic and could include an analysis of a specific negotiation case that offers beneficial learning.		<p>Tasneem Vally A Case Study of Pallinghurst Resources Takeover Bid For Australia's Consolidated Minerals Ltd. MBA Research Report Wits Business School 2008:</p> <p>J.M. Jeary Influences on the Decision Not to Bid on Engineering Contracts MBA Research Report Wits Business School 2002:</p> <p>G. Johnstone Negotiating the Debt Portion of the Port of Maputo Privatization. MBA Research Report Wits Business School 2005:</p> <p>Rene Geyer Negotiation Competencies In Mergers and Acquisitions MBA Research Report Wits Business School 2000:</p> <p>James MacClure The Effects of the New Engineering Contract on Engineering and Construction Projects MBA Research Report Wits Business School 2000</p>	Dr Geoff Heald
133. Making markets work in difficult places.	There are fifty-three countries in Africa and many of them require great ingenuity to make the markets work. Good research in this area is much valued in the business community.		<p>Jorge de Lima The Importance of Location Factors for South African FDI into East Africa MBA Research Report Wits Business School 2011:</p> <p>Vishwanden Singaravello Co-Management of the Mauritian Fishing Industry MBA Research Report Wits</p>	Dr Geoff Heald

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
134.The creation of value.	The core business activity is create value. Value is a little understood concept and can be seen through and created by very many different methods		<p>Business School 2006:</p> <p>Meshal Ruplal Factors Influencing the Internationalization of South African Mining Companies MBA Research Report Wits Business School 2010:</p> <p>Reginald Sean Evans A Regulatory and Privatization Framework for Tin Mining in Rwanda MBA Research Report Wits Business School 2002:</p> <p>Anne Monica Suzor Strategic Drivers of Transnational Activities of Multinational Companies in Mauritius MBA Research Report Wits Business School 2006:</p> <p>Nico Smit Achieving Fair Value When Negotiating with Transnet in a Complex Negotiating Environment: A Case Study March 2007 – March University of Pretoria:</p> <p>Eric Poulton Risk Mitigation Strategies Used by South African Companies Expanding into Africa MBA Research Report Wits Business School 2005:</p> <p>S. Briggs The Expansion of South African Owned Banks into Africa: MBA Research Report Wits Business School 2005</p> <p>G.J. Hall: Assessing the Chrome and Granite Interests of the Royal Bafokeng Nation MBA Research Report Wits Business School 2002:</p>	Dr Geoff Heald

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
135. Deep-rooted conflict resolution as lived experience.	and interventions.		<p>B.M. Baumgartner Customer Retention in Commercial Banking in Tanzania MBA Research Report Wits Business School 2005:</p> <p>Marie van Drimmelen The Management of Fraud in the Private Health Care Funding Industry MBA Research Report Wits Business School 2000:</p> <p>Philippa Rodseth Stakeholder and Analysis of the Recapitalization of the Taxi Industry MBA Research Report Wits Business School 2001:</p> <p>Haretsebi Mahosi The Readiness for Privatization of the Lesotho Electricity Corporation MBA Research Report Wits Business School 2001</p>	Dr Geoff Heald
			<p>Refer to a superb and brave study by Anjue Hirachund Leadership in Conflict in the Chief State Law Advisor's Office in South Africa MBA Research Report Wits Business School 2012</p>	

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
136.Privatization	Privatization is an area that is important and deeply contested.		<p>Carla Faustino Factors Influencing the Award of Public- Private Partnerships in National Parks MBA Research Report Wits Business School 2001:</p> <p>Eckart Schlotfield Factors Influencing the Award of Toll Road Concessions MBA Research Report Wits Business School 1999:</p> <p>C.S. Lombard Stakeholder Assumptions in Public – Private Partnerships in Water Services MBA Research Report Wits Business School 2000:</p> <p>Ilan Zimmerman Privatization to Improve Administrative Service Quality at the Johannesburg Magistrates Court MBA Research Report Wits Business School 1999</p>	Dr Geoff Heald

1.1.15 Applied Econometrics and Asset Pricing

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
137.Modelling and forecasting Financial asset returns	Derivation and examination of novel, techniques for examining the behaviour of asset returns (stocks, bonds, exchange rates)	GARCH, VAR	Bollerlev et al (1992)	Prof Paul Alagidede
138.Model Confidence Set (MCS) Forecast comparison	Estimation and derivation of forecasts from competing volatility models	SPA,MCS	Hansen and Lund(2006,2013)	Prof Paul Alagidede

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
139. Decomposing commodity prices and terms of trade shocks	Application of structural time series to filter, detrend and decompose economic series	UCM	Harvey(2003), Alagidede(2012)	Prof Paul Alagidede
140. The pricing of currency risk: How different is Africa?	The pricing of foreign exchange risk in Africa's financial markets remains contentious. Empirically, this is one of the least investigated branches of financial economics. GARCH-based models such as that in de Santis and Gerard (1997) have proved to be very effective in industrial countries. Can these models apply equally well in Africa's financial markets? Suppose one were to make size and liquidity adjustments (given Africa's small size equity and bond markets) to these models, can their efficacy be improved? How can the adjustments be made?	GARCH-based	de Santis, G. and Gerard, B. 1997. International asset pricing and portfolio diversification with time-varying risk. <i>Journal of Finance</i> 52, 1881 – 1912	Odongo Kodongo
141. Testing the implications of asset pricing theories in Africa's equity markets I	The Campbell-Cochrane habit utility function is a well-argued theory of asset pricing. However, the theory has not been extensively estimated and tested on a cross section of stock returns such as returns on the Fama-French portfolios. Does the theory work? Can it work on portfolios formed from African stocks? If not, what adjustments are suitable? What theoretical matters can be raised against the theory? How does Campbell-Cochrane habit utility function compare to other models like Lettau and Ludvigson (2001) or Schneider, Piazzesi and Tuzel (2007)?	C-CAPM, GMM/GARCH	Campbell, J. Y. and Cochrane, J. H., 1999. By Force of Habit: A Consumption-based Explanation of Aggregate Stock Market Behavior. <i>Journal of Political Economy</i> 107, pp. 205 – 251	Odongo Kodongo

Topic / Title	Background / Rationale / Description	Methodologies	Suggested Readings	Supervisor
142. Testing the implications of asset pricing theories in Africa's equity markets II	Fama and French (1993) modified the CAPM by introducing a number of factors that have proved to be able to explain equity returns. Later, the FF-model was expanded to include momentum. These models have been examined in the developed and less exotic emerging markets, where serial correlations in returns are generally low. In Africa's equity markets, where serial correlations in returns are typically higher, and market efficiency low, is there reason to believe that stock returns are predictable? What additional factors might one include to help explain Africa's stock returns better? Does liquidity have a role in Africa's stock returns?	SDF, GMM	Lettau, M. and Ludvigson, S. 2001. Resurrecting the (C)CAPM: A cross-sectional test when risk premia are time-varying. <i>Journal of Political Economy</i> 109, 1238 – 1287	Odongo Kodongo