

# DBA

Doctor of Business Administration

**PROSPECTUS 2020**



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## **MANCOSA Vision**

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MANCOSA's vision is to be the leading distance education provider that is responsive to the evolving education needs of dynamic economies through a commitment to people, opportunity and quality.



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## **MANCOSA Mission**

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MANCOSA endeavours to respond to the changing education demands of both public and private sectors in dynamic economies through the provision of innovative education.

# Contents



## General Information

- 04 Message from the CEO
- 05 About the Business School
- 06 Registration and Accreditation
- 07 Why Choose Mancosa [GSB]

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- 08 Honoris United Universities
  - 10 The Mancosa [GSB]  
Doctor of Business Administration (DBA)
  - 14 About the DBA
  - 16 DBA Programme Structure

- 
- 20 DBA Programme Requirements
  - 21 Exceptional Research Support
  - 22 Senior Doctoral Faculty
  - 23 Conferences and International  
Study Tours





## Message from the CEO

Professor Y M Karodia

“After 22 years of improving educational standards in the SADC region through a firm commitment to access, equity and affordability, the Management College of Southern Africa (MANCOSA) is proud to introduce you to its prestigious Doctor of Business Administration (DBA) qualification.” In many ways, the pivotal role assigned to the higher education institutions in contemporary society renders doctoral education as the pinnacle of university excellence.

The central aim of any doctoral programme is to immerse and enculturate the student into the respective community of academic scholars and professional practitioners. More importantly, doctoral education has become a beacon of university excellence and is of paramount significance to emerging market societies, which require highly educated individuals with technical and professional skills in order to thrive in a world where knowledge is the new ‘fuel’.

In Southern Africa, there is an urgent need to increase the production of doctoral graduates. In South Africa (SA), for example, the National Development Plan 2030 presents an ambitious target of 100 doctoral graduates per million each year.

In order to meet this target, SA would need to produce 5000 doctoral graduates per year. Undoubtedly, quality doctoral education has the potential to add value in numerous contexts including higher education institutions, business, and broader society. The small fraction of individuals who go on to earn doctoral degrees in business, have a level of knowledge and a unique set of skills, which position them to have tremendous impact on the education of others, the management of firms, and, perhaps most important, the discovery of new truths. It is against this milieu that the Mancosa [GSB] DBA is designed and delivered. A Mancosa [GSB] DBA signifies that the recipient is able to accurately frame

problems, ask interesting and important questions, formulate appropriate strategies for investigating these questions, conduct investigations with a high degree of competence, analyse and evaluate the results of the investigations, and communicate the results to others in order to advance a specific field.

We have an expansive and highly qualified pool of supervisors to assist you in making a valuable contribution to academia, business and society. A dedicated team of research coordinators, data analysts and expert faculty are also available to support you through your academic and research journey.

MANCOSA will be enrolling the third cohort of students onto this prestigious programme during 2020 and we welcome your application. I am confident that your experience at MANCOSA, a global hub of excellence for knowledge production, will be exciting, rewarding and value-adding.

# About the Business School



The Mancosa [GSB] situated in Durban, South Africa overlooks the bustling Durban sea port. It serves as an innovation hub for executive education and postgraduate management programmes, including the flagship and highly rated Master of Business Administration. A selection of Executive Education Short Learning Programmes are also offered to meet the requirements of professionals in both the private and public sectors.

The Mancosa [GSB] features student engagement pods, an interactive auditorium, spacious seminar rooms, networking spaces, state-of-the-art teaching and learning technologies as well as an extensive reference library with access to a multitude of electronic resources to ensure that students are afforded the tools for development. The eco-friendly Mancosa [GSB] facility is a pinnacle of modern and innovative architecture and has been designed in response

to the multifaceted concern for global sustainability in business and industry. Local and international visitors agree that the Mancosa [GSB] is certainly an innovative green space that reduces eco-sins and stands out in the proverbial urban jungle. Since its inception, the Mancosa [GSB] has continued to be responsive to the changing management education needs of dynamic markets.

Expansion opportunities and wider impact activities have been the fruitful outcome of its dedication and commitment towards providing high quality education that is driven by a student centric approach. During 2017, Mancosa [GSB] became a proud member of Honoris United Universities. Honoris United Universities is the first pan-African private higher education network committed to preparing and educating the next generation of African leaders and professionals able to impact

regionally in a globalized world. Collaborative intelligence, cultural agility and mobile mindset and skills are at the heart of the Honoris vision of higher education.

Honoris United Universities joins the expertise of its member institutions to create pan-regional profile graduates that are competitive in today's fast-paced and demanding labor markets. Honoris United Universities gathers a community of 27000 students on 48 campuses, in 9 countries and 30 cities across Africa. More than 100 degrees are offered in the fields of Health Science, Engineering, IT, Business, Law, Architecture, Arts and Design, Media, Education and Political Science.

# Registration and Accreditation

## Quality Assured

- + MANCOSA is registered with the Department of Higher Education and Training (DHET), registration number 2000/HE07/003;
- + MANCOSA programmes are accredited by the Higher Education Quality Committee (HEQC) of the Council on Higher Education (CHE); and
- + MANCOSA programmes are recorded on the National Qualifications Framework (NQF) by the South African Qualifications Authority (SAQA).



## Affiliations / Partnerships

- + Honoris United Universities (HUU)
- + South African Business Schools Association (SABSA)
- + Association of African Business Schools (AABS)
- + National Association of Distance Education Organisations of South Africa (NADEOSA)
- + European Foundation for Management and Development (EFMD)
- + United Nations Academic Impact Initiative (UNAI)

## International Accreditation and Recognition

- + Accredited by the Mauritius Tertiary Education Commission (TEC)
- + Recognised by the Namibia Qualifications Authority (NQA)
- + Registered with the Zambia Higher Education Authority (HEA)
- + Accredited by the Malawi National Council for Higher Education (NCHE)
- + Registered with the Botswana Qualifications Authority (BQA), registration number 04217.
- + Registered with the Swaziland Higher Education Council (SHEC)

**The Mancosa [GSB] has strong academic links with higher education institutions throughout the world.**

# Why Choose Mancosa [GSB]



## The Mancosa [GSB]:

- Develops competitive and career-centred skills
- Provides an intellectually stimulating environment
- Connects students to a global gateway of knowledge
- Offers programmes that are responsive to regional, national and international needs



## Flexibility

Studying through distance learning means that there is little disruption to your personal life and full-time work schedule. The Mancosa [GSB] programmes enable students to be flexible in approaching their studies. Should your work require extensive travel and extended working hours, the Mancosa [GSB]'s distance learning programmes are ideally suited for you.



## Accessibility

The Mancosa [GSB] is committed to providing access to higher education through the provision of accredited and quality management programmes. Since 1995, the institution has remained steadfast in its endeavour to redress past inequalities by addressing equity-related development challenges.



## Interactive

The use of a range of teaching methods including formal lectures, case studies, group-work and self-study exercises are core to the success of the programmes. These methods help to build skills and competencies which develop students' managerial capabilities.



## Overall Experience

The Mancosa [GSB] programmes are designed and structured to stimulate you intellectually. The rigour of the programmes and the effort required to complete them successfully will ensure that you acquire the knowledge, skills and abilities to face the challenges of the business world. Optional conferences and international study tours are offered.

# Honoris United Universities

**Honoris United Universities, the first Pan-African private higher education project stemming from collaborative intelligence between leading institutions across the continent.**

Honoris United Universities is the first African private higher education network bringing together the leading tertiary education institutions in North and Southern Africa. Honoris United Universities harnesses the collaborative intelligence and the pioneering efforts of these institutions to educate Africa's next generations of leaders and professionals. As a whole, Honoris United Universities offers more than 100 degrees in fields including Health Sciences, Engineering, IT, Business, Law, Architecture, Arts and Design, Media, Education and Political Science. Delivery is focused on student success and accessibility and includes a blend of on-campus, learning centres and distance learning. The platform's key values -collaborative intelligence, mobility and agility -unite it in the purpose of securing a successful impact for its students, their

## Honoris United Universities

+ Mobility

+ Collaborative

+ Agility



families and their communities. Businesses are looking for applicants with internationally accredited levels of education. Employers in Africa have ambitions across the continent and beyond -they need candidates with global

perspectives who understand the diversity of Africa and their local markets and can demonstrate the skills to operate successfully, this is where Honoris United Universities comes into play.



# The Mancosa [GSB] Doctor of Business Administration (DBA)

*Shaping  
Leaders  
for an  
Africa  
Rising*

The Mancosa [GSB] DBA is contextualised within the rubric of a world that continues to be severely interrupted by two major processes, namely, globalisation and the fourth industrial revolution. These processes have introduced new dynamics into the global economy and have fundamentally changed how business is visualised, conducted and studied. The impact of globalisation on business operations has been pervasive and extensive, requiring a fundamental review of existing business approaches. It is now imperative that strategic planning,

at all levels of business, integrate knowledge that is both local and global. Simultaneously, the impact of the fourth industrial revolution has hastened the adoption of key technologies. The new revolution is transforming businesses and sparking a new wave of wealth creation, particularly in emerging economies of the world, such as in Africa. Since economic growth and technology are inextricably linked, current economic conditions are fostering investment in technology as emerging African economies ramp-up their demand for technology to fuel growth.

*Captains of industry must be keenly aware of these new challenges. The Africa Rising narrative offers extraordinary potential for companies that understand the needs of emerging economies and their relatively untapped markets.*

Within this perspective, Africa will require a new generation of leaders and managers. Most importantly, the new generation of leaders and managers must possess the skills and experience to compete globally and think locally in their attempt to respond to the myriad challenges and opportunities that globalisation and the fourth industrial revolution offers.





## The Mancosa [GSB] DBA programme has been shaped to assist students in:

- becoming highly educated individuals
- achieving academic and professional excellence
- assuming responsible roles in a changing world of global interdependence
- conducting research and generating knowledge
- being of service to society through the dissemination and application of knowledge, as well as through innovative partnerships with the business and public sectors and civic society

*The DBA, which is the pinnacle of management education, is a qualification that holds great significance. As a full thesis doctoral degree it stresses practical approaches informed by theoretical understandings. It allows students to learn and thrive in a dynamic global (knowledge) marketplace that is shaped by geo-political disruptions, big data analytics, e-commerce, mobile technology and much more.*

The Mancosa [GSB] DBA is designed for candidates who, having already completed a Master's degree programme, are looking to further develop their practical and theoretical knowledge of the principles that govern private and public sector organisations, through research. The strength of the DBA programme is centred in our mission to have an impact on the student's professional knowledge base and skills and to conduct rigorous research that is directly relevant to one's organisation, industry or country.

## About the DBA

The Mancosa [GSB] DBA programme will develop high-level research capability in candidates to make a significant and original academic or professional contribution at the frontiers of business, management and related fields. Emphasis is placed on supported, self-directed and rigorous scientific inquiry. Candidates will be encouraged to give attention to the convergence of international and local knowledge that is sourced from credible repositories to achieve African excellence and global relevance in their doctoral study.



## A Mancosa [GSB] DBA graduate will be able to:

- Integrate and contextualise comprehensive and systematic knowledge of a topic or specialisation in business, management or related fields, with depth, and up-to-date, benchmarked knowledge.
- Think epistemologically and translate theory into practice via an informed and critical understanding of theories and research methodologies in business, management and related fields; and demonstrate an understanding of how these relate to research problems in their specific arena of employment.
- Undertake a research project in the area of business and management; and select and apply appropriate research methods and analysis effectively.
- Deal with complex problems using the intellectual, research and technological resources and tools provided by management and business disciplines or professions and thereby possibly contributing innovative and unique elements to the greater body of scientific knowledge.
- Effectively retrieve and process information, and engage critically with current research and scholarship in an area of specialisation.
- Present and communicate academic or professional knowledge and research outcomes effectively, using the full resources of an academic or professional discourse appropriately.

### MODE OF DELIVERY

- Supported distance

### CREDITS

- 360

### NQF LEVEL

- NQF Level 10

### MINIMUM & MAXIMUM DURATION

- 3 Years (Minimum)
- 5 Years (Maximum)

### SAGA ID:

102061



# DBA Programme Structure

The Mancosa [GSB] DBA programme is underpinned by exceptional support with individual and group supervision. A two-phase registration process ensures that candidates are appropriately selected and adequately prepared for the demands of the programme.



**Phase One:**  
**Pre-registration**

Part A - Doctoral Research  
Proposal Development  
Programme

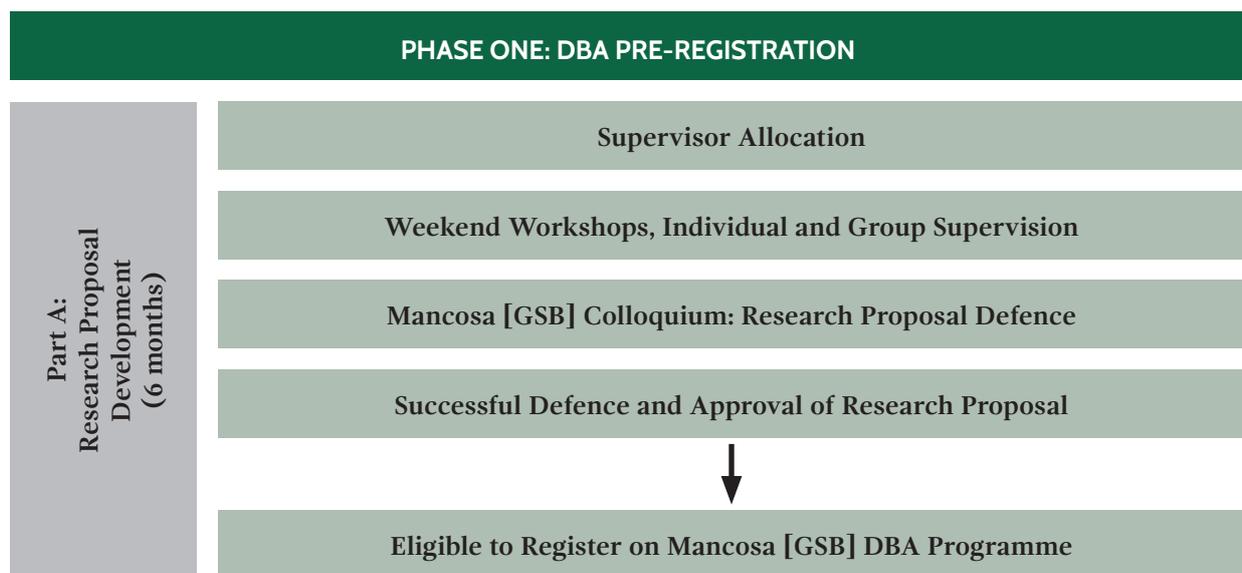


**Phase Two:**  
**Registration**

Parts B,C and D Doctoral  
Research Development  
Programme

## Phase One: DBA Pre-registration (Duration – 6 months)

Upon enrolment onto the pre-registration phase of the Mancosa [GSB] DBA, a candidate will be assigned to a supervisor. The candidate will be required to work under the guidance of the allocated supervisor in developing a research proposal. In addition, the candidate will be required to attend weekend support workshops during the pre-registration phase. A candidate will be required to present and defend their research proposal at a Mancosa [GSB] Colloquium, after 6 months. Successful defence and approval of a candidate’s research proposal is required as an eligibility criterion to register for the Mancosa [GSB] DBA programme.









## Phase Two: DBA Registration (Duration – 36 months)

A candidate whose research proposal has been successfully defended and approved, will be eligible to enrol onto the Mancosa [GSB] DBA and continue with Part B (executing the research plan), Part C (analysing research data) and Part D (research writing and thesis construction). Each Part (B, C and D) is 6 months in duration. During each Part (6 months), the candidate will be expected to attend weekend support workshops. Individual supervision will continue beyond Parts B, C and D, until a student has successfully completed the programme.

PHASE TWO: DBA REGISTRATION				
Part B	Executing the Research Plan (6 months)	Weekend workshops	Group Supervision	Individual Supervision
Part C	Analysing Research Data (6 months)	Weekend workshops		
Part D	Research Writing & Thesis Construction (6 months)	Weekend workshops		
Completing the Thesis	Individual Supervision Continues (18 months)			
	Submit Thesis for Examination			

# DBA Programme Requirements

## Admission Requirements

### Minimum admission requirements for Pre-Registration (Phase One) of the Mancosa [GSB] DBA programme:

- Have a MBA or appropriate Master’s degree with an overall minimum average of 55%; and with 55% in the coursework and 55% in the research component;

**OR**

- Have an appropriate research Master’s degree with a minimum 55% pass.

### To facilitate the selection process, applicants must additionally:

- Provide a statement of intent in the form of a concept note on the proposed study, in which the candidate motivates for his/her admission into the doctoral programme and outlines a preliminary research proposal;
- Provide three professional/academic letters of recommendation which attest to the candidate’s academic ability to undertake doctoral studies and benefit from a DBA programme;
- Provide a copy of their Masters’ thesis and any relevant publications or other recognised academic work (electronic);
- Possess a minimum of 5 years’ relevant work experience; and
- Be prepared to participate in an interview.

**Note:**

*The high demands and rigour of doctoral study as well as the structured and individualised support offered to candidates during the course of their study dictates that the institution must be discerning in the selection of DBA candidates for pre-registration.*

## 1 Who Should Apply

The Mancosa [GSB] DBA is targeted at individuals who are (or are aspiring to be) in senior management or leadership positions.

## 2 Career Opportunities

The dynamic nature of the Mancosa [GSB] DBA programme does not limit graduates to a particular field.

Some of the generic career opportunities that the programme could expose graduates to, include:

- Corporate Executive
- Thought Leader
- Entrepreneur
- Specialist Consultant
- Researcher / Academic

## 3 Articulation

The Mancosa [GSB] DBA programme articulates horizontally with a PhD programme (in a cognate field). Opportunities for postdoctoral research are also possible.

# Exceptional Research Support



Not all doctoral programmes are created equal. The Mancosa [GSB] DBA has been developed to provide students with the optimal level of support during the course of their studies. Here are some of the reasons to choose the Mancosa [GSB] DBA:



**Structured Doctoral Research Development Programme**



**Dual Supervision (Individual and Group)**



**Access to 1000's of electronic resources**



**Dedicated Research Coordinator**



**Weekend Workshops**



**Focused Research Proposal Development Support**



**Specialised Data Analysis Services**

## Senior Doctoral Faculty



**DBA Programme Manager**  
Dr Nisha Singh (PhD)  
University of KwaZulu-Natal



**DBA Programme Coordinator**  
Dr Junaid Shaik (M. Med. Sci.)  
University of KwaZulu-Natal



**Professor Kiveshnie Naidoo (PhD)**  
North-West University



**Professor Muhammad Hoque (PhD)**  
University of Antwerp, Belgium



**Dr Claudine Hingston (PhD)**  
University of KwaZulu-Natal



**Professor Abdullah Kader (DBA)**  
University of KwaZulu-Natal



## Conferences and International Study Tours

Students are provided with the opportunity to attend conferences and international study tours each year.

Students are able to:

- Present their concepts and preliminary research results and receive feedback from national and international audiences
- Learn about the institutional, political, cultural, socio-economic and business environment specific to the country
- Gain exposure to a variety of sectors and functions and apply such knowledge to the relevant sectors in your country
- Apply theory and research skills to real national and international business issues
- Network with business leaders, fellow delegates, international students, researchers and the public from the host nation
- Provide an opportunity for business leaders and future researchers to develop an appreciation and understanding of the global economy

**DURBAN**

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