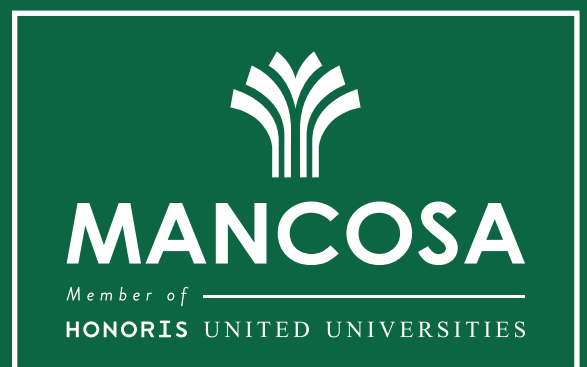


African Excellence. Global Relevance

# DBA

Doctor of Business Administration  
**PROSPECTUS 2024**





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Educating the next generation of African leaders and professionals.



**Working hard for something we love is called passion**

### **Vision**

Education for a better world for all.

### **Mission**

Impacting lives through innovative education.

## **Principal's Message**

**“Educating for impact is the worthwhile core of the academic project”!**

**There is a need to raise the skills base in the workplace through the pursuit of appropriate qualifications from a reputable and accredited higher education institution.**

MANCOSA strives to ensure that it provides higher education that satisfies the needs of the 21st century. Besides gaining deep and far ranging disciplinary knowledge in their areas of study, MANCOSA students develop valuable life skills and become confident, critical and independent thinkers with the ability to work collaboratively. These life skills enable graduates to deal effectively with complex challenges that arise in the world of work and in life generally.

MANCOSA prides itself on its rich diversity, at both student and staff levels, and this trait is bolstered by professional and academic relationships with credible international institutions, including partner institutions under the formidable Honoris United Universities platform. Students get the benefit of programmes that are locally relevant within a rich global context.

Using innovative and pedagogically sound approaches, our academics lead students through the journey of academic exploration that strengthens their ability to apply theory to practice.

MANCOSA graduates leave the institution adequately prepared for both civic responsibility and career mobility. Our vision is to provide education for a better world for all. Study with us, and together we can make this vision come true.

As Kofi Annan said: “Education is the premise of progress, in every society, in every family.”

**Professor Magnate Ntombela**  
Principal

*Professor M. Ntombela*



## Message from the Senior Manager: Research

*In the dynamic landscape of doctoral research, we find ourselves at the intersection of tradition and innovation, where the pursuit of knowledge continually evolves to meet the demands of our ever-changing world.*



The complex challenges of the 21st century demand solutions that transcend traditional disciplinary boundaries. Doctoral researchers are now encouraged to engage with diverse fields, fostering a rich tapestry of perspectives that can unravel intricate problems.

This collaborative approach not only enhances the depth of inquiry but also mirrors the interconnected nature of real-world issues. The pedagogical aspects of the MANCOSA DBA, alongside the accomplishment of individual research project goals and objectives, are facilitated through well-structured and seamlessly executed weekend research workshops.

The MANCOSA DBA is meticulously designed to fully support cutting-edge research-intensive studies. Cohort gatherings are held every two months where students are provided with opportunities to engage in active learning, interact with peers, build capacity, and depart

enriched. Our advancement in digital enterprising has ushered in a new era of research methodologies and tools, transforming the way we collect, analyse, and interpret data. Researchers are now equipped with powerful tools embedded in MANCOSA Connect that enable them to navigate vast online journal databases and datasets and derive meaningful insights, opening new avenues for exploration and discovery. Another noteworthy trend is the growing emphasis on research with real-world impact. Doctoral researchers are increasingly encouraged to align their projects with societal needs, translating academic findings into tangible solutions.

This shift toward applied research underscores the importance of making meaningful contributions to communities, industries, and policy domains. Doctoral candidates are not just contributors to academic discourse; they are catalysts for positive change in the world. Embracing change allows us not only to keep pace with the evolving landscape but also to lead the way in shaping the future of academia.

The pursuit of knowledge is an ever-evolving journey, and by incorporating these trends, we embark on a collective endeavour to push the boundaries of what is known and explore the vast frontiers of the unknown. In the spirit of intellectual exploration and collaboration, I invite each of you to contribute to and thrive within this dynamic realm of doctoral research, by joining the MANCOSA DBA Programme.

Together, let us forge new paths, ask bold questions, and create knowledge that transcends the confines of convention. The future of doctoral research is an open book, waiting to be written by the innovative minds and collaborative spirits that define our academic community.

**Dr Nisha Singh**  
Senior Manager: Research

## About the Business School

*It serves as an innovation hub for executive education and postgraduate management programmes, including the flagship Doctor of Business Administration (DBA) programme.*

MANCOSA 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 ecofriendly MANCOSA 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 MANCOSA is certainly an innovative green space that reduces eco-sins and stands out in the proverbial urban jungle.

Since its inception, MANCOSA 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 became a proud member of Honoris United Universities which is the first pan-African private higher education network committed to preparing and educating the next generation of African leaders and professionals who are able to impact regionally in a globalised world.

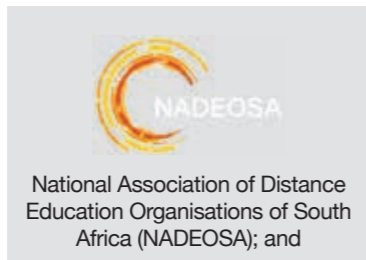
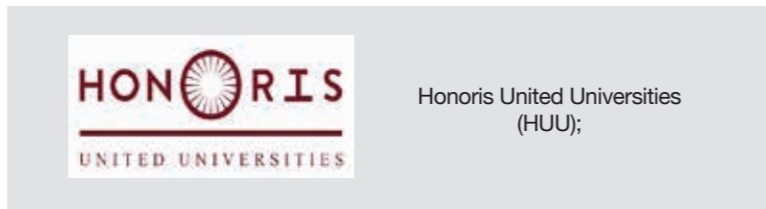
Collaborative intelligence, cultural agility and mobile mindsets and skills are at the heart of Honoris' vision of higher education. Honoris United Universities joins the expertise of its member institutions to create




pan-regional profile graduates that are competitive in today's fast-paced and demanding labour markets. Honoris United Universities comprises a community of 85,000+ students on 75+ campuses in 10 African countries and 33 cities.

More than 460 degrees are offered in Medicine, Health Sciences, Engineering, IT, Business, Law, Architecture, Digital and Creative Arts, Fashion and Design, Media, Political Science and Education.


# Registration and Accreditation




- 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).

**95%** 

of students registered with MANCOSA due to our overall academic reputation.

**92%** 

of students registered with MANCOSA due to the quality of our academic staff.

**94%** 

of graduates felt that their qualifications made them more effective in their job.

## KEY FACTS



### MANCOSA

A higher education initiative at international standards introduces the collaborative intelligence of African institutions for the first time in the region, thereby leveraging the knowledge and expertise of multiple communities and countries.

## Our Learning Centres.

- Durban
- Pietermaritzburg
- Johannesburg
- Pretoria
- Polokwane
- Nelspruit
- Cape Town
- Gqeberha
- East London
- Namibia
- Eswatini
- Mauritius





# Why Choose MANCOSA?

## MANCOSA:

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



Unlock your entrepreneurial spirit...

## 01. Flexibility

Studying through distance learning means that there is little disruption to your personal life and full-time work schedule. The MANCOSA programmes enable students to be flexible in approaching their studies. Should your work require extensive travel and extended working hours, the MANCOSA distance learning programmes are ideally suited to meet your specific needs.

## 02. Interactive Experience

A range of teaching methods as well as technological support is used, including webinars and online discussions, case studies and self-study exercises, aimed to enhance the student learning experience. All of these help to build skills and competencies which develop students managerial capabilities.

## 03. Overall Experience

The MANCOSA programmes are designed and structured to stimulate you intellectually. The rigour of these 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.

# 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 offer more than 460 degrees in the fields of Medicine, Health Sciences, Engineering, IT, Business, Law, Architecture, Digital and Creative Arts, Fashion and Design, Media, Political Science,

and Education. 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 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.



# Doctor of Business Administration

NQF LEVEL 10 / SAQA ID 102061 / CREDITS 360



## About the DBA

The MANCOSA 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.

## The MANCOSA 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 MANCOSA Doctor of Business Administration (DBA)

The MANCOSA 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. 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 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 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.

# Doctor of Business Administration

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## DBA Programme Structure

The MANCOSA 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 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 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 DBA programme.

## Who Should Apply

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

## A MANCOSA 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.

## PHASE ONE: DBA PRE-REGISTRATION

Part A: Research Proposal Development (6 months)

Supervisor Allocation

Weekend Workshops, Individual and Group Supervision

MANCOSA Colloquium: Research Proposal Defence

Successful Defence and Approval of Research Proposal



Eligible to Register on MANCOSA DBA Programme



# Doctor of Business Administration

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## Admission Requirements

Minimum admission requirements for Pre-Registration (Phase One) of the MANCOSA 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.

## 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 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		

## Career Opportunities

The dynamic nature of the MANCOSA 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

## Articulation


The MANCOSA 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 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 DBA:



**Structured Doctoral Research Development Programme**




**Dual Supervision (Individual and Group)**




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


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**Dedicated Research Coordinator**



**Weekend Workshops**



**Focused Research Proposal Development Support**



## Senior Doctoral Faculty



**Director: Research**  
Mr Paresh Soni (MBA)  
Regent Business School



**Senior Manager: Research**  
Dr Nisha Singh (PhD)  
University of KwaZulu-Natal



**Doctoral Research Office Manager**  
Dr Cleo Karrim (PhD)  
University of KwaZulu-Natal



**Senior Research Associate**  
Dr Khalida Akbar (PhD)  
University of KwaZulu-Natal



**DBA Programme Coordinator**  
Dr Mfazo Cliford Madondo (PhD)  
University of KwaZulu-Natal



**DBA Programme Coordinator**  
Dr Sharlene Asia Naicker (PhD)  
University of KwaZulu-Natal



**Director: Academic**  
Professor Kiveshni Naidoo (PhD)  
North-West University



**Research Professor**  
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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Tel: +268 2404 8398 / Email: [eswatini@mancosa.co.za](mailto:eswatini@mancosa.co.za)