

DBA

Doctor of Business Administration

Prospectus



African Excellence | Global Relevance

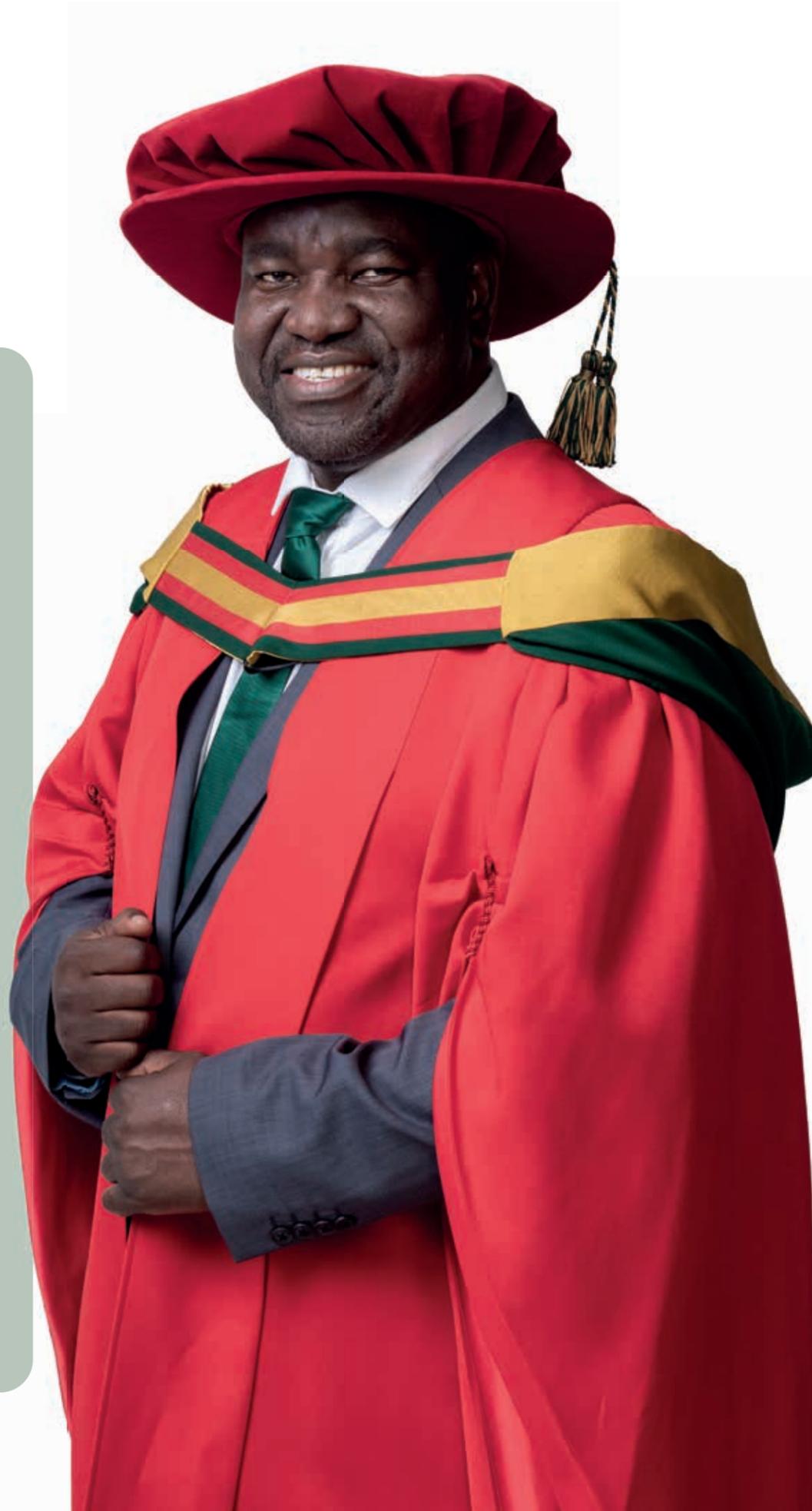


MANCOSA

Member of
HONORIS UNITED UNIVERSITIES



Educating the next generation of African leaders and professionals



CONTENTS

Principal's Message	05
Message from the Academic Director: Research	07
About the Business School	08
Registration and Accreditation	10
Why Choose MANCOSA?	12
Honoris United Universities	13
Doctor of Business Administration Programme	16
Doctoral Faculty	22
Conferences and International Study Tours	23



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

Our Vision

Education for a better world for all.

Our Mission

Impacting lives through innovative education.

Welcome Message



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.

For three decades, MANCOSA has consistently provided 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 both independently and collaboratively.

In a world characterised by accelerating change and disruption, MANCOSA graduates are equipped with essential skills such as communication, adaptability and digital literacy to advance their abilities to leverage change and innovate.

These life skills enable graduates to effectively and confidently deal 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. Our academics use innovative and pedagogically sound approaches to lead students through the journey of academic exploration that strengthens their ability to apply theory to practice.

Our vision is to provide quality **'education for a better world for all.'**

Welcome to the transformative journey that will expand your horizon.

Professor Magnate Ntombela
Principal



At MANCOSA, we believe that the pursuit of knowledge is not only an academic endeavour but also a profound commitment to shaping a better future for our societies, economies, and institutions. The Doctor of Business Administration (DBA) Programme embodies this vision by offering a rigorous, research-driven qualification designed for leaders who aspire to create meaningful impact through evidence-based decision-making, innovation, and scholarly insight.

The DBA at MANCOSA is more than an advanced degree; it is a journey of intellectual transformation. It invites professionals to challenge assumptions, interrogate complex business problems, and generate solutions that are both contextually relevant and globally informed. Our

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**Rethink__
 how your leadership
 drives success.**

Message from the Academic Director: Research

research philosophy is grounded in the belief that academic excellence must be intertwined with practical relevance. Thus, the DBA encourages candidates to engage with real-world challenges through systematic inquiry, critical thinking, and scholarly depth.

In an era characterised by rapid technological change, economic volatility, and social transformation, the need for applied research that bridges theory and practice has never been more urgent. Through this programme, candidates will not only deepen their theoretical understanding but also acquire the research competencies necessary to lead change within their organisations and industries. The DBA positions graduates as thought leaders capable of translating research findings into strategic interventions that foster growth, resilience, and sustainable development.

At MANCOSA, we are deeply committed to creating a vibrant and supportive research culture. Our doctoral candidates are guided by a team of dedicated supervisors and mentors who bring a wealth of academic expertise and professional experience. The research support infrastructure comprising workshops, seminars, colloquia, and research symposia ensures that every candidate receives the intellectual and methodological tools needed to succeed in their scholarly pursuits.

Moreover, the diverse student body enriches the research environment, fostering cross-cultural collaboration and multidisciplinary dialogue.

We recognise that many of our DBA candidates are accomplished professionals balancing demanding careers with their academic ambitions. The structure and delivery of the programme are therefore designed with flexibility and accessibility in mind, enabling candidates to integrate their research into their professional contexts. This synergy between practice and scholarship allows our doctoral students to produce research that not only advances academic knowledge but also delivers tangible benefits to their organisations and communities.

As you embark on this transformative academic journey, I encourage you to approach your research with curiosity, courage, and a commitment to excellence. The DBA is an opportunity to redefine your professional trajectory, contribute to the body of knowledge in business and management, and become a catalyst for positive change. At MANCOSA, we are honoured to accompany you on this journey supporting, challenging, and inspiring you every step of the way.

Professor Kiveshni Naidoo
 Academic Director: Research

Honoris United Universities

In 2017, MANCOSA became a proud member of Honoris United Universities which is the first Pan-African private higher education network committed to transforming lives through globally benchmarked education that is aligned to industry, rendering MANCOSA graduates highly employable. 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 who are competitive in today's fast-paced, demanding labour markets. Honoris United Universities gathers a community of 115,000+ students on 76 campuses, in 10 countries



and 26 cities across Africa. More than 520+ degrees are offered in the fields of Architecture, Arts and Design, Business, Creative Arts, Education, Engineering, Fashion Design, Health Science, IT, Law, Media, Medicine, and Political Science.

41 undergraduate programmes and 24 postgraduate. MANCOSA is a leading provider of distance and online education, and this mode of learning allows students to progress their working careers whilst advancing their education.

MANCOSA is a private higher education institution committed to the provision of affordable, accessible, and accredited learning programmes. MANCOSA offers 65 higher education programmes, with

MANCOSA is renowned for ensuring graduate success beyond the world of learning into the world of work by ensuring our education is aligned to industry expectations and the development of responsible citizens for a better world for all.



 81 Career Centre corporate partnerships formed

 90% of MANCOSA's alumni population is employed

 13,431 of students and alumni use our virtual Career Centre platform

 4022 jobs posted on our Career Centre over a 2-year period

 87% of alumni have indicated that MANCOSA is value for money

Registration and Accreditation



Financial Sector Conduct Authority



South African Institute of Taxation



Association of African Business Schools



European Foundation for Management and Development (EFMD)



South African Business Schools Association (SABSA)



The Institute of Risk Management South Africa



United Nations Academic Impact Initiative (UNAI)



National Association of Distance Education Organisations of South Africa (NADEOSA); and



Global Accreditation Center for Project Management Education Programs (GAC)

- 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).



Our Learning Centres

- Durban
- Johannesburg
- Pretoria
- Polokwane
- Mbombela
- Cape Town
- Gqeberha
- East London
- Namibia

Why Choose 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.



01. Affordability and Accessibility

MANCOSA is committed to providing affordable access to higher education through the provision of accredited and quality assured programmes.



02. 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.



03. Interactive Experience

A range of teaching methods, including webinars, online discussions, case studies, and self-study exercises, enhances student learning and builds managerial skills and competencies.



04. 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 you acquire the knowledge, skills and mindset to thrive in a challenging business world.

Honoris United Universities



Honoris United Universities is the first Pan-African private higher education network, emerging from the collaborative intelligence of leading institutions across the continent. It amalgamates renowned tertiary education providers from both North and Southern Africa and represents a pioneering initiative in advancing higher education on the continent.

Honoris United Universities harnesses the collaborative intelligence and 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 oncampus learning centres and distance learning facilities.

The platform's key values of collaborative intelligence, mobility and agility unite to secure a successful impact for its students, their families, and

their communities. Businesses actively seek applicants with internationally accredited levels of education. Employers in Africa have ambitions across the continent and beyond.

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



Doctor of Business Administration

Dr Nkululeko Cibane
Assistant Director Radiography

BRAVE THROUGH

It's your legacy



Doctor of Business Administration

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Working hard
for something
we love is
called passion.



About the DBA

The MANCOSA DBA programme develops high-level research capability in candidates to make significant, original, academic or professional contributions at the frontiers of business, management, and related fields.

The programme emphasises supported, self-directed, and rigorous scientific inquiry.

Candidates are encouraged to give attention to the convergence of international and local knowledge that can be sourced from credible repositories to achieve African excellence and global relevance in their doctoral studies.

The MANCOSA DBA programme is designed 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 business and public sectors and civic society

The DBA Programme: Bridging Theory and Practice for Global Competitiveness

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 requiring an extensive, 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 world economies, such as in Africa.

Since economic growth and technology are inextricably linked, current economic conditions foster 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.

Essentially, the emerging 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 qualification is the pinnacle of management education delivered using a dual cohort supervision model. It is a research doctoral degree that emphasises practical approaches informed by theoretical understandings.

The DBA qualification enables students to learn and thrive in a dynamic global marketplace shaped by geopolitical 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 seeking, through research, to develop and define their practical and theoretical knowledge of the principles that govern private and public sector organisations.

The DBA programme's strength lies in its dual cohort supervision model and pastoral care approach, which

enhance the students' professional knowledge and skills that enable them to conduct rigorous research relevant to their organisation, industry, or country.

Examination and Oral Defence

The DBA examination process combines a thesis examination by both national and international examiners with a rigorous viva voce (oral defence). This dual approach not only upholds the highest standards of academic integrity but also ensures that the research is recognised for its credibility and relevance.

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.
- Deal with complex problems using an intellectual approach using thorough research and technological resources and tools provided by management and business disciplines or professions. By ensuring professionalism it will be possible to contribute innovative and unique elements to the greater body of scientific knowledge.
- Think epistemologically and translate theory into practice via an informed, critical understanding of theories and research methodologies in business, management and related fields. Demonstrate an understanding of how these factors pertain to research problems in their specific area of employment.
- Effectively retrieve and process information, and engage critically with current research and scholarship in an area of specialisation.
- Undertake a research project in business and management and select and apply appropriate research methods and effective analysis.
- Present and communicate effectively using academic or professional knowledge and research outcomes to discourse in academic and professional environments.



Doctor of Business Administration

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

Who Should Apply

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

Articulation

The MANCOSA DBA programme articulates horizontally with a PhD programme (in a cognate field). The programme also provides opportunities for postdoctoral research as a vertical progression and upskilling toward an academic career.

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 five years' relevant work experience; and
- Be prepared to participate in an interview.

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

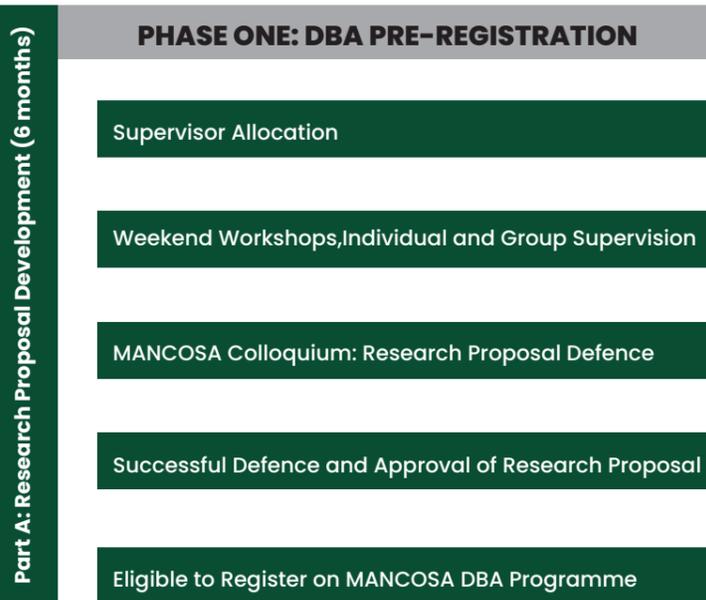
Parts B, C and D Doctoral Research Development Programme

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

Upon enrolment in the pre-registration phase of the MANCOSA DBA, a candidate is assigned a supervisor. The candidate will be required to work under the guidance of the allocated supervisor in developing a research proposal.

Additionally, the candidate should attend weekend research workshops during the pre-registration phase. After six months, candidates must present and defend their research proposals at a MANCOSA Colloquium.

Successful defence and the approval of a candidate's research proposal are required as eligibility criteria to register for the MANCOSA DBA programme.



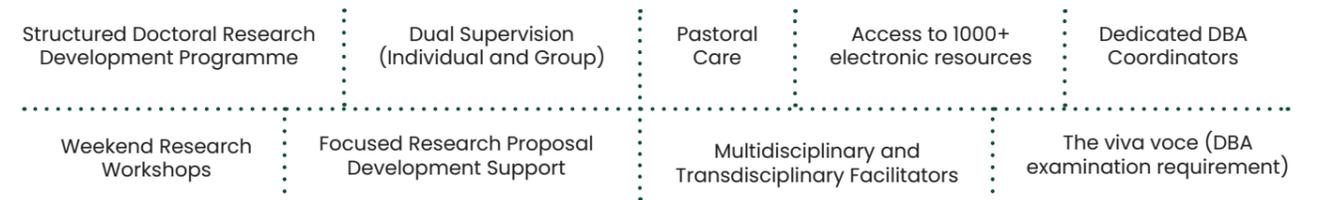
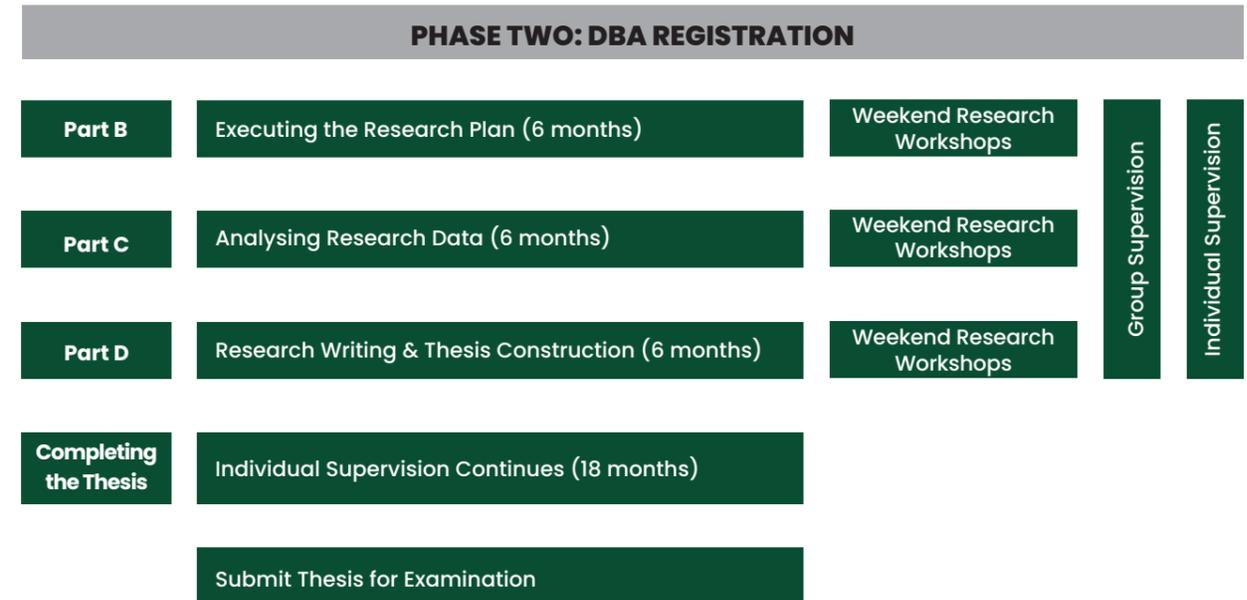
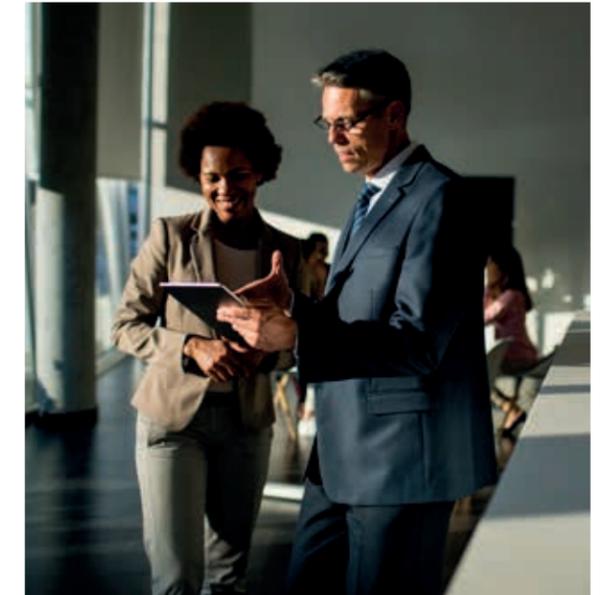
Exceptional Research Support

Not all doctoral programmes are created equally. The MANCOSA DBA Programme has been specifically designed to provide students with comprehensive support throughout the course of their studies. Key reasons to pursue the MANCOSA DBA Programme include Weekend Research Workshops and Individual and Group Supervision.

DBA Programme Structure

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 six months in duration. During each Part (six months), the candidate will be expected to attend weekend research workshops. Individual supervision will continue beyond Parts B, C and D, until a student has successfully completed the programme.



Doctoral Faculty



Academic Director: Research
Prof Kiveshni Naidoo



Senior Manager: Research Directorate
Prof Aradhana Mansingh



DRO Manager
Dr Mfazo Cliford Madondo



DBA Programme Coordinator
Dr Sharlene-Asia Naicker



DBA Programme Coordinator
Dr Sapna Ramdin



DBA Programme Coordinator
Dr Priyashini Dhaver



Senior Research Associate
Dr Tohida Cassim



Senior Research Associate
Dr Janine-Lee Upton



Senior Research Associate
Dr Danielle Ngo Ndjama



DBA Administrator
Ms Wanita Samduth



DBA Research Administrator
Ms Samukelisiwe Kholeka Radebe



Student Support Administrator
Ms Zanele Dlamini



Conferences and International Study Tours

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

Students have the opportunity to:

- Present their concepts and preliminary research to both national and international audiences and receive constructive feedback.
- Understand the local context, including institutional, political, cultural, socioeconomic and business environments specific to the country.
- Gain exposure to diverse sectors and functions, applying insights and knowledge to relevant contexts within their own country.
- Apply theoretical knowledge and research skills to address real-world national and international business challenges.
- Build a global network by connecting with business leaders, fellow delegates, international students, researchers and the public.
- Provide opportunities for business leaders and future researchers to develop an appreciation and understanding of the global economy.



DURBAN

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JOHANNESBURG

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