

CURRICULUM VITAE

OF

WELCOME KUPANGWA

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PERSONAL INFORMATION

Date of birth: 14 March 1989
Marital status: Single
Language: English, Shona and Ndebele

ACADEMIC ACHIEVEMENTS

PhD - Business Management, Nelson Mandela University **January 2016 – Current**

- Currently registered for PhD in Business Management researching on the role of values on transgenerational success of indigenous South African family businesses.
- Expected year of completion is December 2019.

MCom., Business Management, Nelson Mandela University **2015**

- *Graduated Cum laude*
- Investigated the influence of contemporary leadership styles on job satisfaction and organisational commitment of SME's employees.

BCom. (Hons), Business Management, Nelson Mandela University **2014**

- Investigated motivational factors influencing employee satisfaction in the financial services industry.

BCom., Nelson Mandela University **2013**

- Major: **Business management** and **General accounting**

WORKING EXPERIENCE

Nelson Mandela University **January 2015 – Present**

Department of Management Practice
Lecturing Assistance (Contract Lecturer)

Duties include:

Responsible for presenting Introduction to Retailing (ADM1011) and Retail planning (ADM1012) to second year, National Diploma - Management students,
Responsible for presenting Introduction to Business (BMM11X0) and Fundamentals of Business management (SBM1001) to Extended Diploma and Higher Certificate Students respectively,
Successfully developed study materials such as study guides for the Higher Certificate Business Management as well as National Diploma Management programme.
Introduced group research assignments as part of the assessments for the National Diploma – Management programme.
Developed assessments such as semester tests, assignments, tutorial, and examinations.

Established harmony within the department by doing other duties as assigned by the Head of Department.

Nelson Mandela University
Department of Business Management
Lecture Assistance (Part time Contract Lecturer)

June 2015 – December 2015

Duties include:

Presented Introduction to Business functions (EB121),
Executed academic duties such setting and marking of tests, exams as well as assignments,
and
Established harmony within the department by doing other duties as assigned by the Head of Department

Nelson Mandela University
Department of Business Management
Lecturing Assistance – Student Assistant

2013 - 2014

Duties include:

Assisted lecturers with the administration and invigilation of the tests, assignments, and other general duties as instructed by the lecturers,
Assisted students with their academic issues in the department especially in areas of their concern,
Marking of homework and tutorials,
Ensured harmony within the department by doing other general duties as instructed by lecturers.

TEACHING EXPERIENCE

Lectures presented in the following fields:

Business Management and Business Functions
Entrepreneurship
Retail Management
Retail Planning
Management Project

2017 - Present	Management Project (EBBM412) – 4 th year level
2016 - Present	Retail Management (ADM1011) – 2 nd year level
2016 - Present	Retail Planning (ADM1012) – 2 nd year level
2015 - Present	Introduction to Management (BMM1X10) – 1 st year level
2015 - Present	Fundamentals of Business Management (SBM1001) – 1 st year level
2015 - 2015	Introduction to Business Functions (EB121) – 1 st year level

TEACHING AND LEARNING COURSES

2015 - The Scholarship of Teaching and Learning Certificate (Nelson Mandela University)

Successfully completed the following topics towards the Scholarship of Teaching and Learning Certificate at Nelson Mandela University

- Topic 1: Being a university teacher: the higher education context and practices
- Topic 2: How to integrate Academic Literacies (reading & writing) Multilingualism in Teaching and Learning
- Topic 3: Authentic assessment of student learning
- Topic 4: Teaching, learning and assessment in large classes
- Topic 5: Understanding higher education curricula
- Topic 6: Scholarship of teaching and learning: professionalizing teaching, demystifying research
- Topic 7: The development of responsive curricula

RESEARCH CAPACITY AND DEVELOPMENT WORKSHOPS

DATE	NAME OF WORKSHOP/COURSE	OUTCOME
11 - 12 June 2018	RCD - Literature review and Problem identification	<ul style="list-style-type: none">• Proposal writing process• Literature review and problem identification
21 May 2018	RCD - Building and using a conceptual framework	<ul style="list-style-type: none">• Develop and use a theoretical framework• How to choose a theory• Understanding the relationship between theory, the literature review, research question and the research methodology
04 August 2017	RCD - Finding your gap and making the case your question	<ul style="list-style-type: none">• The purpose of a literature review• Understanding what a literature review is• How to go about doing a literature review• How to write the literature review
June 2017	Unit for Statistical Consultation – Statistics for researchers	<ul style="list-style-type: none">• Introduction to questionnaire design• Descriptive statistics• Frequency tables and graphs• Statistical inference: hypothesis testing and p-values• The t-test and one-way ANOVA• Cross tabulation and the Chi-squared test
04 May 2017	RCD - Coding Qualitative Data	<ul style="list-style-type: none">• Understanding a process of manual coding of qualitative data• Methods of coding

21 September 2016	ICSS Workshop - Partial Least Squares Structural Equation Modelling (PLS-SEM)	<ul style="list-style-type: none"> • Foundations of structural equation modelling • Introduction to PLS-SEM • Model estimation • Measurement model assessment • Structural model assessment
19 May 2016	RCD - Literature Review and Thesis Writing Workshop: Part 2	<ul style="list-style-type: none"> • The fundamental of research • Key principles of research design and methodology • Different structures of a thesis
17 May 2016	RCD - Proposal Writing and Research Design Workshop: Part 1	<ul style="list-style-type: none"> • Writing a high quality literature review • University requirements relating to thesis submission, and examiners' expectations
March 2014	Research Methodology: Theory and practice – Short course (Nelson Mandela University)	<ul style="list-style-type: none"> • Writing a research proposal • Understanding and applying the research process • Understanding and applying quantitative research designs • Understanding and applying qualitative research designs

RESEARCH SUMMARY

Reviewer

2017 - 2017: Reviewer at the 8th International Conference on Social Sciences (ICSS)

2016 - 2016: Reviewer at the Southern African Institute of Management Scientists (SAIMS)

Completed research projects:

2014 - The influence of contemporary leadership styles on the job satisfaction and organisational commitment of SME employees (MCom Dissertation)

2013 - Investigating motivational factors influencing employee satisfaction in the financial services industry (BCom Honours Treatise)

OTHER COURSES

2009 - Education for life - Behaviour change programme for youth

2009 - Behaviour Change - Training of Trainers Course

COMMITTEE ACTIVITIES AND ASSOCIATION MEMBERSHIPS

2016 - Present: Nelson Mandela University Alumni Association Executive Committee

2016 - Present: Nelson Mandela University Family Business Unit Member

- 2016 - Present: Southern African Institute for Business and Accountants
Membership No.: SAIBA5087
- 2015 - Present: Southern African Institute of Management Scientists (SAIMS)
Membership No.: KUPW01
- 2012 - Present: Golden Key International Honour Society
Membership No.: 8787531

PUBLICATIONS AND PRESENTATIONS

Papers published in Conference Proceedings – Refereed/Reviewed:

Kupangwa, W., Lillah, R. & Farrington, S.M. 2015. *The influence of selected demographic variables on contemporary leadership styles*. Proceeding of the 9th International Business Conference. 20th - 23rd September. Victoria Falls.

Kupangwa, W., Farrington, S.M. & Lillah, R. 2015. *The influence of contemporary leadership styles on the job satisfaction and organisational commitment of SME employees*. Proceeding of the 27th Southern African Institute of Management Scientists Conference. 30th August - 2nd September. Cape Town.

Papers read at Conferences (Internationally):

Kupangwa, W. & Mohamed, H. 2017. *Entrepreneurial competencies on business performance: Meeting the competency needs of small and medium-sized enterprises*. Presented at the 8th International Conference on Social Sciences (ICSS) on 24th - 25th August 2017. Durban.

Kupangwa, W. & Dubihlela, J. 2016. *Influence of selected demographic variables on the adoption and use of electronic business technologies by small and medium-sized retailers*. Presented at the 7th International Conference on Social Sciences (ICSS). 22nd - 23rd September. Cape Town.

Dubihlela, J. & **Kupangwa, W.** 2016. *Employee perspectives of factors influencing e-business technology adoption and use by small and medium retail enterprises*. Presented at the 7th International Conference on Social Sciences (ICSS). 22nd - 23rd September. Cape Town.

Kupangwa, W., Lillah, R. & Farrington, S.M. 2015. *The influence of selected demographic variables on contemporary leadership styles*. Proceeding of the 9th International Business Conference. 20th - 23rd September. Victoria Falls.

Papers read at Conferences (Nationally):

Kupangwa, W., Farrington, S.M. & Lillah, R. 2015. *The influence of contemporary leadership styles on the job satisfaction and organisational commitment of SME employees*. Proceeding of the 27th Southern African Institute of Management Scientists Conference. 30th August - 2nd September. Cape Town.

Journal articles in accredited journals

Kupangwa, W. & Dubihlela, J. 2016. Influence of selected demographic variables on the adoption and use of electronic business technologies by small and medium-sized retailers. *International Journal of eBusiness and eGovernment Studies*, 8(1):40-56.

Dubihlela, J. & **Kupangwa, W.** 2016. Employee perspectives of factors influencing e-business technology adoption and use by small and medium retail enterprises. *International Journal of Business and Management Studies*, 8(1):1-19.

HONOURS AND AWARDS

- * Merit Award for Excellence in Student Governance and Development: Sustained Leadership, 2014
- * Merit Award for Excellence in Student Governance and Development for Representing Nelson Mandela University at in the National Executive Committee for the Association of Catholic Tertiary Students (ACTS), 2014
- * Nelson Mandela University Masters of Ceremonies Programme, 2013
- * SANLAM Foundation Business challenge certificate, 2013 and 2012
- * Golden Key International Honour Certificate, 2012
- * Nelson Mandela University-Beyond the Classroom Leadership Certificate, 2012
- * Nelson Mandela University Student Merit Award, 2011 and 2012

COMMUNITY ENGAGEMENT ACTIVITIES

Nelson Mandela University Alumni Bursary Fund, 2014 - Present

- Championed a Student Alumni Society Campaign for the Nelson Mandela University Alumni Bursary Fund, an initiative that seeks to source funds for financially needy students.

Nelson Mandela University Alumni Association Fundraising Subcommittee, 2014

- Worked with the association to find ways of raising funds for the association.

Nelson Mandela University, University Shop, 2014

- I worked at the shop as a volunteer responsible for the Nelson Mandela University Missionvale Campus University Shop, assisting the university shop manager with the administration of order, doing daily cash-ups for the shop as well as selling of university shop products to customers.

Nelson Mandela University Office for International Education, Holiday Club, 2012

- Participated in teaching students at the Sapphire Primary School through the Office for International Education as well as volunteers from United States of America.

Nelson Mandela University Office for International Education, Friends Forever, 2012

- Participated in the Friends Forever English program with other International students on a voluntary basis.

Nelson Mandela University Beyond the Classroom Leadership Programme, 2012

- Volunteered to work as a home tutor for children at Eastern Province Children Home.

Zuurberg Mountain Bike Challenge, 2012

- Volunteered to work as a general worker at this event assisting cyclists through providing them with refreshments during their race.

OTHER EXTRA CURRICULUM ACTIVITIES

Leadership roles

President of the Nelson Mandela University Student Alumni Society, 2014.

National Secretary General for Association of Catholic Tertiary Students (ACTS), 2013/2014.

Projects Manager for the Nelson Mandela University Student Alumni Society, 2013.

Chairperson of the Association of Catholic Tertiary Student (ACTS) Nelson Mandela University Branch, 2012.

Provincial Chairperson of the Association of Catholic Tertiary Students (ACTS) in the Eastern Cape Province, 2012.

REFERENCES

Prof SM. Farrington

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