

# COMMUNIKÉ



FAKULTEIT EKONOMIESE EN BESTUURSWETENSKAPPE • FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES



1997



Universiteit van Pretoria



# INHOUD

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# Verandering



Prof. Chris Thornhill  
Dekaan

Aan die einde van nog 'n jaar is dit 'n voorreg om in 'n gees van verandering en vernuwing te kan terugkyk op hoogtepunte wat bereik is. Die afgelope jaar is gekenmerk deur uitdagings op bykans elke terrein en verskeie inisiatiewe is deur die 12 departemente van die Fakulteit geloods ten einde aan die eise van die tyd en omstandighede te voldoen.

**D**ie snelveranderende wêreld waarin die Universiteit van Pretoria hom tans bevind, stel hoë eise. Kennis en vaardighede word onder druk geplaas vanweë snelveranderende tegnologie en 'n lewenslange leeringesteldheid by studente maak dit noodsaaklik dat nuwe inligting voortdurend geëvalueer en benut moet word ten einde mededingend in die mark te bly.

Veral die tersiêre omgewing is die afgelope jaar deur ingrypende veranderinge gekenmerk. 'n Universiteit vorm deel van 'n groter sosiale geheel waarbinne dit in 'n voortdurende wisselwerking met ander instellings en sisteme verkeer. Juis aangesien die universiteit 'n invloed in sy sosiale omgewing uitoefen, moet veranderende kragte en behoeftes in sy toekomsbeplanning verreken word.

'n Pragmatiese siening oor opleidingsprodukte tree wêreldwyd na vore. Kennis en vaardighede wat studente verwerf, word toenemend 'n verhandelbare diens wat in die arbeidsmark teen die hoogste prys verkoop word. Eksklusiewe waardes wat tot kennis en vaardigheid toegevoeg word, maak die verhandelbaarheid soveel groter. Dit gaan toenemend vir studente daaroor om te leer ten einde 'n werk te kry (bemarkingsvaardighede) en om dan te leer om effektief te bly funksioneer om die werk te behou (lewenslange leer). Dit moet in ag geneem word dat die eenmalige verwerwing van kennis en vaardigheid, plek sal moet maak vir 'n lewenslange leerproses. Dit het reeds 'n meetbare impak op die verwagtings van leerders en impliseer dat die universiteit leerders moet oplewer en nie afgestudeerdes as die finale produk ag nie.

Tersiêre instellings van formaat is ook daarop ingestel om studente op te lei wat internasionale bydraes kan lewer en wat om indiensneming kan meeding. Programme word gevolglik vanuit internasionale perspektiewe saamgestel, internasionale kundiges word gewerf en vennootskappe met internasionaal erkende instellings gevestig ten einde hulle deel van programaanbiedings te maak. Sodoende word daar akademies in tandem gebly met geïnternasionaliseerde ekonomieë, asook sosiale, maatskaplike, tegnologiese en wetenskaplike ontwikkelings.

Hierdie kragte bring enersyds mee dat tersiêre instellings genoop word om anders oor hul taak en funksies te dink en ander metodes te implementeer ten einde kwaliteitopleiding teen 'n bekostigbare prys te verskaf. Samewerking met tersiêre vennote en kommersiële instellings word 'n prioriteit.



# bring vernuwing

## *in tersiêre onderwys*

### Co-operation with other institutions

The requirements for co-operation between tertiary educational institutions have been accepted by the Faculty and suitable opportunities are being created for students who start their studies at one tertiary educational institution and wish to continue their studies at another tertiary facility. Negotiations have been held with Technikon Pretoria, among others, concerning joint recognition of subject courses passed at either of the two institutions.

The programme which is presented in collaboration with National Private Colleges (Lyceum, Success and Mentor), again showed growth this year. The vital need for multiple entrance routes to university study is clearly illustrated by student interest in courses through which entrance to the University can be achieved.

### The role of technology

Universities already in the technological main stream have prioritised the optimal support for tuition and research processes through technology. Technological support is far reaching. It includes variations and combinations of "old" and "new" technological support, corresponding programme requirements and learning requirements.

The tertiary market of the future lies in virtual tuition and learning environments, as these allow students to gain access to training at any place or time and allows them to study at their own pace.

The Faculty must position itself to compete internationally as a respected facility which can establish quality international partnerships. In this regard, technology will have an enormous impact on a wide spectrum of our activities. The process of best developing the opportunities which technological innovations present must be correctly managed and necessitates that we formally manage technology strategically and operationally.

### Distance learning programmes

In order to stay competitive, the Faculty is currently focusing increasingly on telematic education. The choices and requirements of learners, in their consideration of an educational institution, field of study and means of study, have become important factors in the compilation, packaging and presentation of courses.

Alternative educational and training opportunities are already being developed and from 1998 the focus will be particularly on telematic distance learning. This will inevitably lead to a change in the traditional concept that a "campus" is a place where tuition and learning takes place, to a concept of a virtual campus providing learning opportunities which do not restrict students to a place or time to receive tuition or to study.

In order to overcome the capacity limitations of contact education and still keep growing, it is necessary for the University to run alternative and supplementary distance learning programmes. In-service training, retraining and continued training for working students have the potential to be presented as distance learning programmes and, in so doing, to bind the students as lifelong learners.

Only in the 21<sup>st</sup> century will students currently enrolling at the University attain managerial positions and the Faculty must therefore continually meet the demands of the future. With its dedicated personnel corps of approximately 400 staff, the Faculty can meet the challenges of the next millennium and the recommended educational policy with confidence. I trust that this Faculty will again grow from strength to strength during 1998 and that we will be able to make a meaningful contribution to the urgent need for educated manpower in the country - especially in the economic and management areas.

Prof Chris Thornhill  
**Dean**



# The sugg

**"N**o single individual has all the insight, knowledge and answers to function effectively in today's fast-changing business world. Creative employees know that knowledge must be pooled and shared and that they must learn from each other in order for an organisation to be excellent. This can be accomplished by a well-administered suggestion system in an organisation."

These were the words of Prof Andrew Marx, lecturer at the Department of Business Management, at the 4<sup>th</sup> International Conference on Development and Future Studies in Bangi in 1997. He delivered a paper with the theme "A suggestion system in the learning organisation", outlining the applicability of a well-administered suggestion system in learning organisations.

According to Prof Marx, a suggestion system is a formal procedure which encourages employees to think creatively about their work and work environment, producing ideas which will benefit the organisation and for which, if implemented, employees will receive recognition. "A well administered suggestion system creates a climate and work environment which promotes learning, stimulates the exchange of ideas and encourages participation in the development of human resources," said Prof Marx.

In practice, it has been found that submitted suggestions ignite more suggestions. This applies particularly to systems which promote group, rather than individual, ideas.

The suggestion system allows employees to take calculated risks with greater care. In the case of tangible suggestions, the bigger the resultant savings, the greater the recognition or reward for the employee. A solidly founded incentive system, financial or otherwise, will help promote participation in these programmes.

Prof Marx maintained that learning from past experience is an important input for a learning organisation. "Since suggestion systems appeal to people's constructive thoughts, creativity and innovations, employees could avoid the mistakes of the past and focus on improvement in the future. This spirit of questioning everything that occurs within a learning organisation tends to encourage employees to question unproductive successes."

## Benchmarking

Another important input for a learning organisation is learning from the experience and practices of institutions outside the organisation, both in the same industry and from other industries. This practice is generally referred to as benchmarking. "Benchmarking involves ongoing learning from experi-



Prof Andrew Marx of the Department of Business Management researched suggestion systems in organisations

"Since suggestion systems appeal to people's constructive thoughts, creativity and innovations, employees could avoid the mistakes of the past and focus on improvement in the future."

# suggestion system

*is a useful instrument in the learning organisation*

ence, ensuring that the best industry practices are uncovered, analysed, adopted and implemented. Its success lies in the fact that not only the results, but the practices themselves are studied and analysed. Benchmarking does not need to be very expensive, but it is time consuming," explained Prof Marx.

## Communication

Ideas for improving products or services can also be generated by communicating with clients. Not only are the clients the users of the product and/or service, but they can also provide feedback on problems regarding the product and/or service, their preferences, consumer patterns and even information on competitors.

"An open communication system, where management and employees can freely exchange ideas and opinions without the fear of discrimination, is also important. Real listening should take place. In a learning organisation, one finds a spirit of frankness without the fear of discrimination, prejudice and aggression from supervisors. Information is shared freely so that synergy and collaborative learning can take place. Differences of opinion are not seen as stumbling blocks, but rather as opportunities from which creativity is born," said Prof Marx.

## Management

"A well managed suggestion system requires top management to see to it that supervisors accept responsibility for the functioning and success of the system in their departments or divisions. This can only happen if supervisors are well oriented and elucidated with regard to the nature and advantages of suggestion systems. In this way, there will be less resistance

from supervisors, because they are involved in the management of the programme," said Prof Marx.

## Risk taking

Lack of fear results in employees being "allowed" to make mistakes which are seen as learning experiences. Calculated risks are taken without threatening the organisation's existence.

The focus of suggestion systems provides the employees with an "action-oriented" approach for the mastering of important skills. The suggestion system is not only a vehicle for innovative and technical breakthroughs, but is also an instrument for creating the right mind-set to implement a continuous improvement process.

"The learning concept requires a total change in mind-set. Although it is strange and might even evoke resistance from some employees in the initial stages, it will offer a greater deal of autonomy to all employees. The fact that individuals may air their views without fear not only leads to dialogue in the workplace, but also improves the quality of the working environment. There is a greater solidarity among employees because they feel that they are participating in all areas of the organisation," explained Prof Marx.

"It should be kept in mind that learning to be effective does not necessarily lead to greater efficiency. For that reason, learning must be purposefully directed, planned and managed without being inhibited. The organisation only becomes a real learning organisation when new knowledge goes along with changes in work procedures and processes. The suggestion system is one of a number of instruments that can be used to facilitate this process."

# Rekening

“Indien die Departement, soos die Universiteit, plaaslik sowel as internasionaal wil uitblink, moet gereelde kontak met persone in die buiteland bewerkstellig word.”

**D**ie Departement Rekeningkunde het vanjaar alles in die stryd gewerp om internasionale blootstelling te kry. “Indien die Departement, soos die Universiteit, plaaslik sowel as internasionaal wil uitblink, moet gereelde kontak met persone in die buiteland bewerkstellig word,” sê prof Quintus Vorster, Hoof: Departement Rekeningkunde.

“Blootstelling aan nuwe navorsingsidees is altyd stimulerend. Buitelandse kontak gee ook nuwe perspektiewe op verskillende rekeningkundige gebiede en bied aan ons dosente ’n geleentheid om te sien hoe strategieë elders aangewend word ten einde basiese navorsingsprobleme die hoof te bied. Die toenemende druk op universiteite om navorsingsuitsette te lewer, is immers nie net ’n Suid-Afrikaanse verskynsel nie.”

Tydens ’n besoek vanjaar aan Praag, Montreal en Parys onderskeidelik, het prof Charl de Villiers, dr Frans Vermaak en prof Carolina Koornhof met akademiëers aldaar kontak gemaak. Dit volg op besoeke aan die VSA deur proff Quintus Vorster en Daan Gouws waar aanvoorkom vir besoeke van prof Shahid Ansari en andere gedoen is.

Prof Ansari, ’n spesialis in die Bestuursrekeningkunde, is aan *California State University* verbonde en is ’n bekende navorser op die gebied van gedragsaspekte rondom Rekeningkunde.

Prof Ansari het UP se Departement Rekeningkunde vir twee weke besoek en het individueel sowel as in groepverband met die personeel van die Departement geskakel. Die wyse waarop hy kontakssessies beplan en aangebied het, was uiters insiggewend. Hy het beklemtoon dat studente self die beginsels wat in die leerinhoud vervat is moet “ontdek” en het studente aangemoedig om deel te neem aan besprekings waar beginsels opnuut “uitgedink” moes word.

Prof Ansari is betrokke by die skryf van ’n Bestuursrekeningkundehandboek wat in twee opsigte uniek is. Die handboek is modulêr en kan by die behoeftes van ’n betrokke universiteit aangepas word, en dit integreer die toepaslike gedrags- en politieke aspekte by elke onderwerp. Prof Ansari het reeds met sy terugkeer na die VSA verskeie deure vir die Departement Rekeningkunde oopgemaak en sal waarskynlik weer binne die afsienbare toekoms in Suid-Afrika besoek kom aflê.

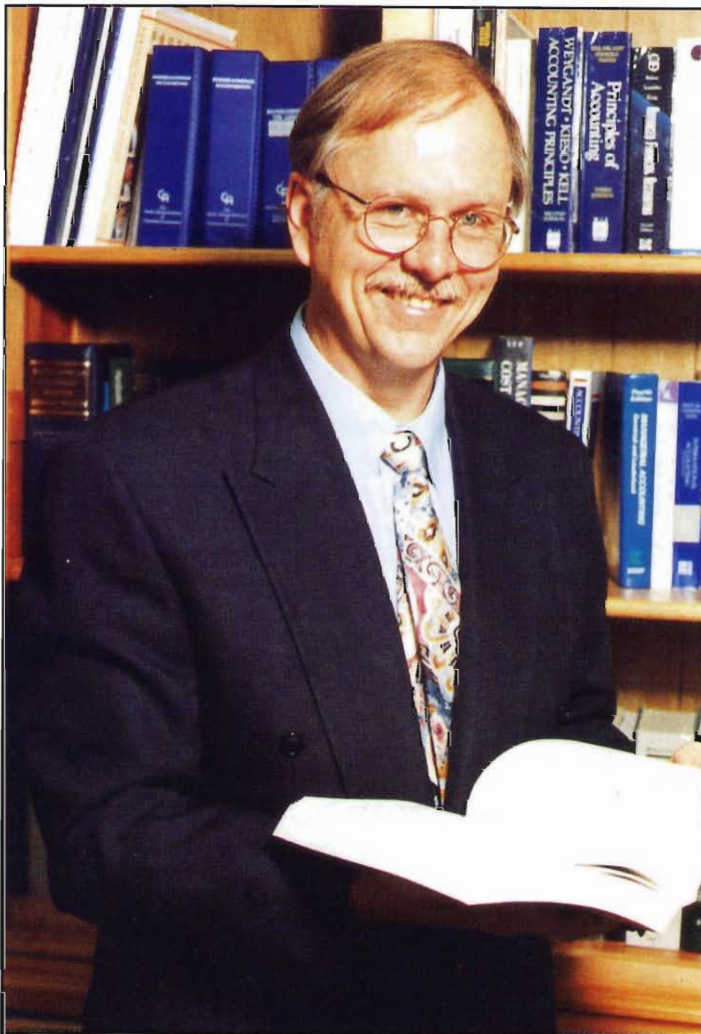


# kunde reik uit

## oor internasionale grense

'n Samewerkingsooreenkoms tussen UP en *California State University*, as 'n direkte uitvloeisel van prof Ansari se besoek, word onderhandel.

Die besoek van prof Chang, verbonde aan die *Arizona State University*, was aansienlik korter as dié van prof Ansari, maar die Departement het nietemin heelwat by hom geleer. Prof Chang is 'n kenner op die gebied van interne ouditering sowel as staatsouditering. Hy is nou betrokke by die *Institute of Internal Auditors (IIA)*



**Prof Quintus Vorster, Hoof: Departement Rekeningkunde**

waar hy vanaf Januarie 1998 vir die Afrikastreek verantwoordelikheid aanvaar het. Daar word verwag dat hy die Departement weer sal besoek.

### Besoeke van drie akademici in 1998 verwag

Die toekenning van 'n navorsingsgenootskap aan prof Charl de Villiers van die Departement Rekeningkunde bring mee dat drie akademici, proff Rob Gray en Peter Pope van die Verenigde Koninkryk en prof Craig Deegan van Australië, gedurende 1998 hul kennis met die Departement Rekeningkunde sal deel. Prof Gray is 'n internasionale leier op die gebied van sosiale- en omgewingsrekeningkunde. Sy boeke en artikels oor hierdie en verwante onderwerpe word wyd gelees en aangehaal. Tydens sy besoek sal gesamentlike artikels uit sy pen, asook dié van personelede van die Departement Rekeningkunde verskyn.

Prof Deegan is een van Australië se toonaangewende akademici op die gebied van omgewingsrekeningkunde. Sy besoek, tesame met dié van prof Gray, behoort die Departement se eie langtermyn sosiale- en omgewingsrekeningkundige navorsingsprojek te ondersteun en verder uit te bou.

Prof Pope se navorsingsveld behels syferkundige en statistiese werk. Hy sal tydens sy besoek hierdie kundigheid in die Departement help uitbou.

"Daar word met groot afwagting uitgesien na die besoeke van hierdie persone in 1998. Dit is altyd verrykend om gedagtes met kenners op die verskillende rekeningkundige gebiede te wissel," sê prof Vorster. "Die kennis wat ons wedersyds tydens sulke besoeke uitruil, word met vrag in ons voorgraadse en nagraadse kurrikula ingewerk. Op hierdie manier gee ons aan ons studente die mees resente opleiding in die rekeningkundige wetenskappe."



# Future tour



**Prof Ernie Heath, Head:  
Department of Tourism  
Management**

**H**aving seceded from the Graduate School of Management, the University of Pretoria's Department of Tourism Management has carved out a path for itself with a clear vision for the future.

Already, the Department has developed an extensive educational programme, including the popular BCom(Tourism Management) degree. Furthermore, it has embarked on various research projects relating to the tourism industry and has facilitated community and regional tourism plans and strategies, all aimed at advancing responsible tourism development in South Africa and beyond.

Adding to their list of achievements, Prof Heath announced at the Department's annual "Meet the Industry" function in 1997 - where the final year BCom(Tourism Management) students are introduced to the industry - that a Centre for Afrikatourism will be created at the University during 1998.

The overall goal of the Centre for Afrikatourism will be to harness all tourism-related expertise within the University, including tourism education, research and community involvement, so as to add value to the optimising of Africa's tourism potential for the benefit of its people. The vision is to position the University of Pretoria as the leading academic institution in the field of responsible and sustainable tourism in Africa.

The University has a strong base of tourism expertise which could be coordinated and positioned in the national and international marketplace. The Centre for Wildlife Management and the Department of Tourism Management are already deeply involved in various parts of Africa. These two units, as well as the Centre for Ecotourism, are the first, and only, dedicated University units in their specific tourism focus areas in Africa.

"Tourism is a strategic opportunity for South Africa and Africa at large and should form an integral part of the future economic development of the region. The Centre for Afrikatourism is well positioned to play a key role in advancing appropriate tourism development in the region," Prof Heath said.

"Africa has an incredible unexplored natural and cultural tourism resource base which is in line with global tourism market trends towards ecotourism, cultural enrichment and adventure. If this potential is appropriately developed and marketed, Africa can be one of the world's foremost tourism destinations in the next millennium, bringing jobs and improved living conditions to millions on the continent," he continued.

Already, Africa has 698 protected areas (many of which are in Southern Africa), covering an area of more than 134 million hectares. This is almost

**Under the guidance  
of Prof Ernie Heath,  
Head: Department of  
Tourism Management,  
several strategic  
priorities for the  
future have been  
identified in the De-  
partment and are  
being addressed.  
The most exciting  
of these is the  
establishment of  
a Centre for  
Afrikatourism at  
the University.**



# ism development

## *University of Pretoria to play key role*

half the size of India. "The vision is to link these areas into a network of tourist routes, from the Cape to Cairo, thereby converting the continent's natural and cultural heritage into one of the most valuable products on earth," Prof Heath explained.

A tourism stakeholder liaison committee will form the foundation of the Centre for Afrikatourism which will, in many ways, become the co-ordinating and marketing body of all the University's tourism-related initiatives. The Centre will co-ordinate key tourism issues such as:

- Formal training and education programmes
- Informal and short course initiatives
- Tourism conferences/seminars/workshops, etc.
- The marketing of tourism initiatives at the University
- Funding opportunities regarding tourism initiatives

Although the Centre for Afrikatourism will initially focus its activities in South and Southern Africa, it will,

in the near future, begin exploring co-operative opportunities and strategic alliances with other relevant tourism organisations in Africa. One of the Centre's first major initiatives will be to host, in collaboration with the Open Africa Initiative, a conference entitled "Taking Africa's Tourism into the Next Millennium" during the latter part of 1998, where the focus will be on the tourism development challenges and marketing opportunities for Africa.

The initiative of the University of Pretoria to establish the Centre for Afrikatourism has been very well received, especially in Southern Africa and already has the support of the Open Africa Initiative and Mr Geoffrey Lipman, President of the World Tourism and Travel Council.

"Appropriate tourism offers a major window of opportunity to Africa. We would certainly like to play our role in making it happen," Prof Heath concluded.



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# Lektor presteer uitsonderlik

**M**nr Marius Verwoerd (23) 'n voormalige senior lektor aan die Departement Ekonomie, het in 1997 'n besondere prestasie behaal deur vier grade, almal met lof, te ontvang. Wat die prestasie nog meer besonders maak is die feit dat hy sewe grade in slegs ses jaar behaal het.

Mnr Verwoerd, 'n kleinseun van dr Hendrik Verwoerd, het aan die einde van 1990 aan die Hoërskool Die Wilgers met ses onderskeidings gematrikuleer. In 1991 skryf hy by die Universiteit van Pretoria vir die graad BCom(Ekonometrie) in, maar besluit na twee jaar om nie net een graad nie, maar drie te doen. Hy skryf toe ook vir BCom(Bankwese) en BSc(Wiskundige Wetenskappe) in.

In 1993 behaal hy die BCom(Bankwese)-graad en in 1994 die BCom(Ekonometrie)-honneursgraad. Hy begin ook in 1995 met 'n meestersgraad in Ekonometrie en in 1996 met 'n meestersgraad in Ekonomie en voltooi die BSc(Wiskundige Wetenskappe)-graad in dieselfde jaar.

In 1994 het mnr Verwoerd deelyds met 'n graad in Bedryfsingenieurswese begin (en in 1996 voltooi) nadat hy by 'n groot motorvervaardiger in Duitsland vakansiewerk gedoen het. Hy het toe besef "hoe groot die gaping tussen die ekonomie en die ingenieurswese is".

Tydens die gradeplegtigheid op 24 Maart 1997 het hy die grade BCom(Ekonomie)(Honneurs), MCom(Ekonomie), MCom(Ekonometrie) en BIng(Bedryfsingenieurswese) ontvang. Hy het ook pryse ontvang vir die beste verhandeling in die Departement Bedryfsingenieurswese, asook vir die beste meestersgraadstudent in die Departement Ekonomie.

Volgens mnr Verwoerd is studeer lekker, veral wanneer 'n mens 'n klomp teoretiese beginsels onder die knie gekry het en dan op skeppende wyse raakvlakke tussen 'n verskeidenheid studierigtings begin identifiseer.

Hy is tans 'n bestuurskonsultant by LHA Bestuurskonsultante en is ook deelyds by die Departement Ekonomie werksaam met navorsing en nagraadse klasaanbieding.

Hy beplan om die volgende paar jaar op konsultasiewerk, asook op die werklik belangrike dinge in die lewe, soos sy belangstelling in tennis en krieket, te konsentreer. Daarna wil hy graag sy studies in die buiteland voortsit.



**Mnr Marius Verwoerd (23) 'n voormalige senior lektor aan die Departement Ekonomie**

# Unit for Leadership

established

"Africa is facing a low-growth/no-growth scenario against ever increasing international competition in a globalised world. One way of addressing this is to develop a leadership and growth capacity within an African context," said Prof Sibusiso Vil-Nkomo, Director: School of Public Management and Administration.

"The Faculty of Economic and Management Sciences recognised the need to rapidly achieve global competitiveness and during 1997, established a Unit for Leadership and Development, a unit which will contribute significantly to the development of the public and private sector leadership capacity. With a solid science and technology base, it will act as a driving force for economic and socio-political development in Africa and particularly Southern Africa."

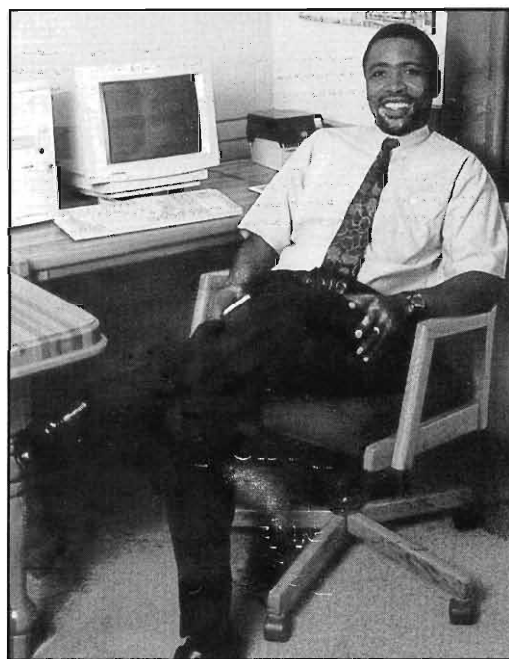
The structure will allow for alliances between business, government and academic institutions and will serve as a conduit for the flow of knowledge and technology from the University to its relevant stakeholders. It will also enable and facilitate black empowerment, particularly where it is most needed in South Africa.

Included in the functions and programmes will be a dynamic action research "laboratory" to crystallise and expand knowledge, science and technology in support of the strategic focus and intent of organisations and individuals in leadership roles.

Appropriate alliances and an effective network will also be established to leverage research and development capacity. This will significantly contribute to the experiential development of a broad spectrum of leadership in an African context, specifically in support of the development of black management consultants.

Participants will be able to: re-focus their thinking about management and leadership in an ever-changing environment; broaden and sharpen perspectives related to social, cultural, political and economic factors influencing the global markets; understand, manage and lead change and development; re-think business and management processes; build relationships and leadership systems to foster the forming of alliances, partnerships and inclusivity in general; and lead with vision, wisdom and integrity.

"The objective of the Unit is, amongst others, to create opportunities for creative learning experiences and reflection, whereupon participants would return to their work environment and make appropriate leadership interventions," said Prof Vil-Nkomo, under whose guidance the Unit will be developed.



**Prof Sibusiso Vil-Nkomo, Director:  
School of Public Management and  
Administration**

**T** rue to its research tradition, the School of Accountancy undertook research on a very topical subject in the accounting and auditing profession during 1997, namely interim financial reporting in South Africa.

The School's aim was to focus attention on, and identify issues, practices and trends within interim financial reporting, including:

- ❑ the extent to which South African companies adhere to the relevant statutory and regulatory disclosure requirements regarding interim financial reports;
- ❑ South African reporting trends in the context of international developments;
- ❑ independent auditor involvement with interim financial information.

The survey comprised 50 companies, with the selection being made from the Financial Mail's ranking of the "top industrial companies" of 1996. Information about the companies selected was collected from their published interim reports, with interim dates falling within the 1996 calendar year.

The interim financial information of a company, published in the interim report, provides the users of company reports with timely information that is useful in making economic decisions. An interim report should be intended to help investors, creditors and others in understanding the capacity of the enterprise for generating both earnings and cash flow. It should also assist in understanding the way in which an enterprise is affected by seasonal volatility or irregularity.

Similarly, reporting on an enterprise's assets, liabilities and equities should help in assessing its general financial condition and liquidity. Interim financial reports should also help to timeously identify turning points in an enterprise's earnings trend or its liquidity.

The preparation and presentation of interim reports in the Republic of South Africa have been regulated for years by the Companies Act, No. 61 of 1973, and the JSE Listing Requirements. Both regulate the minimum disclosure requirements for interim reports, as well as the external auditor's involvement with company interim reports. Furthermore, there is a general requirement that the interim report should reflect a fair representation of the business, results and operations of the company.

## Accounting perspective

According to Prof Marius Koen and Ms Margaret Nieuwoudt at the School of Accountancy, it is widely accepted that the Cadbury Committee, which released the Cadbury Report in the United Kingdom in 1992, was the first to initiate the process of improving the quality and consistency of interim reporting over the past few years.

The emergence of the phrase corporate governance has also heightened public awareness of the need for greater accountability, disclosure and credibility of financial information.



Mr Willie Botha



Ms Margaret Nieuwoudt



Prof Marius Koen

# financial reporting

## *under the spotlight*

Until recently, there were a lot of uncertainties about the principles which should apply to the preparation of and the disclosure in interim reports, in order to ensure that the report provides a fair presentation of the entity's financial position, changes in financial position and results.

### **Auditing perspective**

"It can be argued that the conditions indicating the need for an audit of annual financial statements are equally applicable in justifying independent auditor involvement with interim financial information. It is evident that independent auditor involvement with company interim financial reports has the potential to enhance the credibility and reliability of the reported information," said Mr Willie Botha of the School of Accountancy.

Existing requirements and guidelines for the audit review of interim financial reports should be subject to close scrutiny, in order to assess whether or not the relevant conceptual issues, fundamental principles and practical concerns have been adequately addressed. Any objective, impartial analysis or evaluation of these requirements and guidelines, including their application in practice, would lead to the improvement and refinement of standards.

Applying standards and practices which represent the inputs of various interested parties will serve to increase the accountability of the duties and functions of the external auditor.

### **Research findings**

#### *Statutory and regulatory reporting requirements*

Evaluation criteria representing selected disclosure requirements of the Companies Act and the JSE Listing Requirements were used to evaluate the published interim reports of the selected companies.

The survey results indicate a more than 80% adherence to the following disclosure requirements:

- ❑ Issue of the interim report within three months of the interim date (98% compliance).

- ❑ The disclosure of: corresponding amounts; turnover; depreciation; net income attributable to ordinary shareholders; dividends per ordinary share; earnings per share; net asset value per share; information regarding the cash position; contingencies; capital commitments; capital expenditure for the period; and acquisitions and disposals of subsidiaries.

The survey results, however indicate the following weak areas:

- ❑ Company directors do not adequately approve the interim reports. Only 8% of interim reports were properly approved by the directors and signed on their behalf by two directors.
- ❑ 43% of the companies do not separately disclose the gross amount of interest paid.
- ❑ 31% of the companies with issued preference share, disclose dividends per preference share.
- ❑ Companies do not clearly distinguish between non-interest bearing debt and interest bearing debt - compliance is 65%.
- ❑ Companies to a large extent fail to provide sufficient information to identify the existence of operating lease commitments and/or finance lease commitments - according to the survey, only 22% of the companies have these commitments. Those that do, often, incorrectly, disclose operating and finance lease commitments as a single item.
- ❑ Companies affected by exceptional increases in borrowings often do not disclose the effect of such increases on earnings per share - compliance is 28%.
- ❑ Some companies that disclose acquisitions and/or disposals of subsidiaries fail to also disclose the change in relative holding in the subsidiaries - compliance is 62%.

#### *International reporting requirements and local reporting trends*

The research team believes that the extent to which South African listed companies already comply with the proposed international standards of interim financial reporting is highly commendable, except for some identified weaknesses, of which only two are really troublesome.

The two weak areas are:

- The minimum components of cash flow information are not properly disclosed - 34% compliance.
- 20% of the companies clearly identify the accounting pronouncements applied in preparing the interim report.

It appears that there is great acceptance by companies to disclose headline earnings per share as well as the required reconciliation of this figure. A total of 60% of companies include salient features, highlights and/or graphs in their interim reports.

### *Auditing*

The findings in respect of the independent auditor's involvement with interim financial information focus attention on the following areas:

#### **1. The nature and level of independent auditor involvement**

It is clear that there are still uncertainties as to whether a real need exists for independent auditor involvement. Internationally, there are no clear guidelines or trends in this regard. In South Africa, the Companies Act does not require any involvement by the external auditor, and the JSE has held two different views on the subject since 1995.

Since August 1996, the JSE Listing Requirements require an audit review of a listed company's interim financial report only if the audit report on the last annual financial statements have been qualified.

The level of assurance attached to the auditor's review report is a central issue regarding the nature of the auditor's involvement with interim financial information. It is suggested that the auditor expresses moderate assurance as to the credibility of the reported information - some uncertainties in this regard, however, remain.

A distinction between a full audit review and a limited audit review briefly appeared as an issue in 1996 and then disappeared completely. Currently, reference is made to the term "audit review" without further qualifying the term.

#### **2. The extent of compliance with relevant regulatory requirements and professional reporting standards**

Seven evaluation criteria representing specific JSE Listing Requirements were applied to the interim

reports of those companies who subjected their interim reports to audit review, but did not include the auditor's review report as part of the interim report. In respect of four criteria, compliance is 100%, two of the criteria registered compliance of 90% and 95% respectively, and compliance or non-compliance to the last criterion is uncertain.

One company published the auditor's review report as part of the interim report. This review report complies 75% with relevant professional reporting standards.

Seven companies voluntarily subjected their interim reports to audit review and included in their interim reports a public announcement to this effect.

#### **3. Specific reporting issues that need to be resolved**

Independent auditor involvement, and the nature of this involvement, should be clearly stated as part of the heading of the interim report.

The auditor's review report should always be addressed to the shareholders/members of the company, and not, as in certain situations, only to the directors of the company.

There appears to be no fundamental principles to justify the choice between including, as part of the interim report, either the auditor's review report or a public announcement regarding the audit review.

The suggested public announcement is deficient in many respects and only leads to uncertainties which highlight key limitations of independent auditor involvement with interim financial information. If an audit review was conducted, the auditor's review report should be published as part of the interim report.

The information that was subject to review must be identified clearly.

The purpose and scope of, and the assurance provided by, an audit review should be stated in sufficient detail, including distinguishing a review from an audit.

It is important that the auditor visibly take responsibility for the work he/she performed, by signing the review report.



# Entrepreneurs

*now know how to flourish*

**A** spaza shop owner in the Evaton squatter camp sells about 12 dozen loaves of bread a day at a price stipulated by the bakery that delivers the bread to her. When the bakery comes to collect the money, she pays the outstanding amount without knowing whether or not she has made a profit from the bread sales.

This scene is enacted daily, especially in township areas around the country. The need among small business owners for knowledge of business principles is enormous and the Department of Marketing and Communication Management decided to address this need.

A training team from this Department had as its first task the examination of existing training material. It obtained input from current training institutions in the entrepreneurial field, but found that training material did not meet the needs of this group of people. Many would-be entrepreneurs are illiterate and do not understand the material, which was developed for those with a higher level of education and training.

At this stage, Mr Neels van Heerden, senior lecturer at the Department, contacted a representative of the International Labour Organisation (ILO). The ILO had been involved in entrepreneurial training in different cultures, including some in Africa, and was interested in training master trainers to facilitate entrepreneurial training in South Africa. The ILO provided the University of Pretoria with its material, adapted to suit local conditions and meet specific needs.

The Basic Business and Entrepreneurship Programme (BBEP) teaches entrepreneurs marketing, the theory of family and business, buying, stock control, costing, record keeping and business planning. Practical sessions and games are used to help entrepreneurs understand basic business principles.

The first full training session took place at the University of Pretoria's training facilities at Hammanskraal. Courses took place during the day, while the evenings were used for training games, informal liaison and networking. Entrepreneurs attending the programme were very impressed with the facilities at the Hammanskraal campus.

The Department has successfully completed the first three phases of the BBEP.

- After a thorough evaluation of the methods used, the possibility of establishing a unit for BBEP in the Department is envisaged. This Unit will raise funds to ensure that the BBEP continues.

**Lecturers of the Department of Marketing and Communication Management and trainees who attended a training programme for entrepreneurs at the Hammanskraal Campus**



# President's Award

**P**rof Dieter Gloeck, lecturer at the School of Accountancy, received the President's Award from the Institute of Commercial and Financial Accountants of Southern Africa (CFA) in 1997.

This Award is another first for the profession and the CFA is extremely proud to have taken this initiative.

"One of the duties of the CFA, as a major international role player, is to recognise outstanding work undertaken by individuals or organisations in furthering the aims of the accounting profession," said Mr Neil Oberholzer, President of the CFA, at the award ceremony. "This reinforces the CFA's broadmindedness, relevance and maturity."

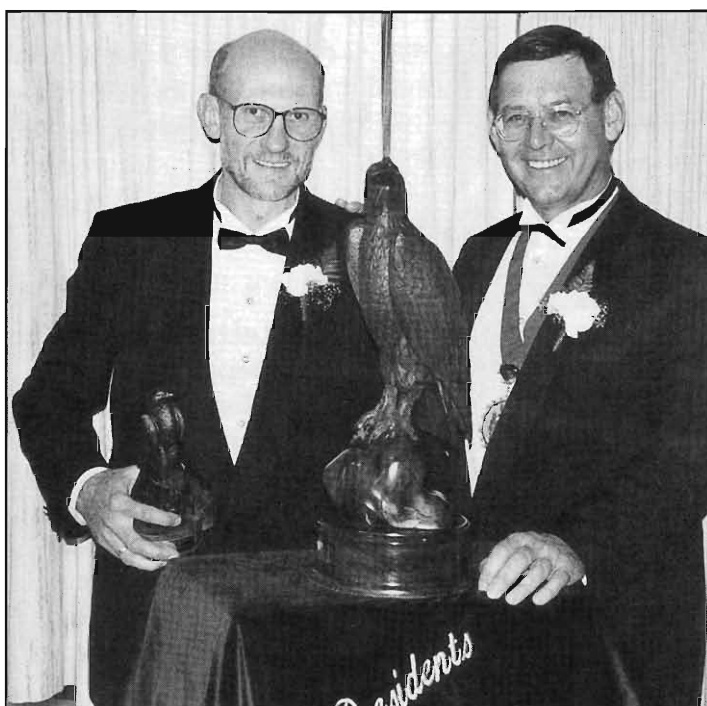
The trophy is awarded to a person or organisation outside of the Institute who has contributed significantly towards the development and well-being of the accounting profession.

Prof Gloeck, the first recipient of this Award, was described by Mr Oberholzer as someone who performs his duties similarly to the Tawny Eagle, the form in which the floating trophy is sculptured. This bird of prey also symbolises the Institute's strong character and focused direction.

"Prof Gloeck's work is open and transparent to the profession as well as the public at large. He does his research, draws his conclusions, supports them with facts and makes his findings as widely available as possible, without fear of criticism. His work is aimed at initiating and stimulating debate in the interests of the accounting industry as a whole," said Mr Oberholzer.

"The President's Award can be given to practising accountants, academics, members of trade and industry and even ministers. This is therefore a special recognition of the valuable input which academia gives to matters of public interest. I am convinced that it will serve to motivate other academics to carry out their research projects unreservedly and to share the results with the community," said Prof Gloeck.

**The President of the Institute of Commercial and Financial Accountants of South Africa (CFA), Mr Neil Oberholzer (right) presented Prof Dieter Gloeck of the School of Accountancy with the CFA's President's Award**



# Wye beleggingskeuses

vir Jan Publiek

**D**it is nie maklik om vandag tussen die verskillende tipes polisse en die meer as 130 effektrusts wat in Suid-Afrika beskikbaar is, te kies nie. Met die verslapping van valutabeheer, het Suid-Afrikers nou ook toegang tot die sowat 34 000 verskillende effektrusts in die buiteland.

“Die verhouding van die premie-inkomste van lewensversekering tot bruto nasionale produksie in Suid-Afrika is tans die hoogste in die wêreld, aldus *Sigma*, ‘n publikasie van Swiss Re. ‘n Faktor wat grootliks hiertoe bydra, is die feit dat die leeu-aandeel van die lewensversekering langtermynbesparing is,” sê prof George Marx, Hoof: Departement Versekerings- en Aktuariële Wetenskap.

Effektrusts daarenteen, het oor die laaste paar jaar getoon dat dit ‘n baie gewilde produk en in baie gevalle ‘n kompeterende alternatief vir belegging in lewenspolisse is.

Prof Marx en prof Hugo Lambrechts van die Universiteit se Nagraadse Bestuurskool het vanjaar vir Sanlam bygestaan in die ontwikkeling van ‘n rekenaarprogram wat kliënte se behoeftes en risikoprofiële by ‘n mengsel van effektrust- en polisbeleggings inpas. Hierdie ontwikkeling is van groot waarde om die publiek by te staan om die regte keuse ten opsigte van beleggings te maak.

Prof Marx wys daarop dat die publiek vier beginsels in hulle beleggingsbesluitneming kan toepas. Eerstens is daar die oorweging van die verwagte nabelaste opbrengskoers van die belegging na belasting. Tweedens moet die sekuriteit van die belegging oorweeg word. Prof Marx is van mening dat sekuriteit in verspreiding lê, en nie in waarborg op papier nie. Hoe hoër die verwagte opbrengs, hoe hoër uiteraard is die risiko. Derdens moet die gemak waarmee beleggings gekanselleer of verander kan word, sonder om wesenlike kostes of boetes te betaal, in ag geneem word. Dit is hier waar tradisionele lewenspolisse nadele inhou, terwyl effektrusts die nodige beweeglikheid bied. Laastens moet die belegger die nodige kundigheid hê om die belegging voortdurend te bestuur. So is direkte belegging in aandele, byvoorbeeld, ‘n saak wat net deur kundiges wat elke dag daarmee werk, gedoen behoort te word.

Effektrusts is ‘n beleggingsmedium wat vir Jan Publiek ten opsigte van al vier bogenoemde beginsels positief is. Die dilemma is egter om die regte effektrust of mengsel van effektrusts en lewenspolisse te kies.

“Dienste, soos dié wat deur Sanlam Persoonlike Portefeuljes met behulp van die genoemde rekenaarprogram aangebied word, is ‘n welkome en noodsaaklike ontwikkeling (ander maatskappye bied soortgelyke dienste aan). Daar kan verwag word dat daar in die toekoms nog meer produkte en dienste ontwikkel sal word wat op ‘n deursigtige wyse gemik is op die unieke bevrediging van die individuele spesifieke behoeftes,” sê prof Marx.



**Prof George Marx, Hoof:  
Departement Versekerings- en  
Aktuariële Wetenskap**



Prof Niek Schoeman,  
Direkteur van BEPA

Die kundigheidsbasis en infrastruktuur waarvoor BEPA beskik, het groot markwaarde en BEPA ondervind tans 'n skerp toename in die aantal versoeke van plaaslike en internasionale instansies om navorsing vir hulle te doen of om as navorsingsgenoot op te tree.

# BEPA is

Internasionale samewerking op die gebied van navorsing is in 'n groot mate reeds 'n werklikheid by die Universiteit van Pretoria. Die Buro vir Ekonomiese Politiek en Analise (BEPA), die navorsingsarm van die Departement Ekonomie, lewer tans 'n belangrike bydrae tot navorsing en werk ten nouste saam met van die voorste ekonome in die wêreld.

Die kundigheidsbasis en infrastruktuur waarvoor BEPA beskik, het groot markwaarde en BEPA ondervind tans 'n skerp toename in die aantal versoeke van plaaslike en internasionale instansies om navorsing vir hulle te doen of om as navorsingsgenoot op te tree.

Die fokus van BEPA se navorsing is die rol van die owerheid binne die ekonomiese stelsel, sowel as spannavorsing op die gebied van ekonomiese analise. 'n Belangrike projek waarmee BEPA tans in hierdie verband besig is, is 'n studie oor die verbetering van die arbeidsabsorpsievermoë van die Suid-Afrikaanse ekonomie - tans 'n kritiese probleem in hierdie land.

BEPA se aktiwiteite het oor die afgelope aantal jare 'n verskeidenheid publikasies die lig laat sien. Dit is die uitvloeisel van toenemende spesialisering en spannavorsing. Vanweë hierdie vakkundige verdieping kan navorsers van BEPA nou op 'n aantal terreine saam met internasionale spesialiste publiseer.

"Die grootste bate waarvoor hierdie instelling tans beskik, is die hoë kundigheidsvlak van sy personeel," sê prof Niek Schoeman, Direkteur van BEPA. "Daarbenewens het ons ook goeie skakeling met 'n hele aantal plaaslike en internasionale navorsingsinstansies. Die wêreld word vandag meer toeganklik vir skakeling met ander akademici en relevante persone en instellings. Indien nodig, word gesamentlike projekte deur hierdie instansies geloods deur kundigheid en finansiële bronne te verpoel.

"BEPA se aktiwiteite is hoofsaaklik op plaaslike sowel as internasionale fundamentele navorsing, publikasies en voordragte toegespits," sê hy.

## Hoogtepunte

"Hoogtepunte gedurende die afgelope paar jaar sluit in die internasionale konferensies waarvoor BEPA en die Departement Ekonomie as gasheer opgetree het, asook die werkwinkels vir ekonometriënavorsing wat jaarliks gedurende Julie onder leiding van wêreldleiers op hierdie terrein aangebied word. Dié werkwinkels word spesifiek vir navorsers in Afrika, wat op die terrein van die ekonometrie spesialiseer, aangebied."

# 'n leidende rolspeler in ekonomiese navorsing

Die sukses van die transformasieproses wat tans in die land plaasvind, hang in 'n groot mate af van die kwaliteit van vakkundige advies wat van 'n relatief klein groepie vakspecialiste in die land ontvang word. "BEPA is 'n dinamiese navorsingsorganisasie met 'n trotse tradisie van navorsing en navorsers wat reeds 'n

groot impak op die ekonomie van die land gehad het en in die toekoms nog sal hê. BEPA stel homself ten doel om hierdie funksie verder uit te brei en om 'n instelling te word wat onder die voorstes, nie net in Suid-Afrika nie, maar ook in die wêreld, gereken sal word," sê prof Schoeman.

**Die navorsingsvelde waarin BEPA tans spesialiseer, sluit onder meer die volgende aspekte in: 'n ekonometriese vooruitskattingsmodel, internasionale handelsbeleid, ontwikkelingsbeleid, fiskale beleid, monetêre beleid en arbeidsbeleid.**

## **Ekonometriese vooruitskattingsmodel**

BEPA spog reeds sedert 1987 met 'n makro-ekonometriese model van die Suid-Afrikaanse ekonomie waarmee vooruitskattings van die makroveranderlikes gedoen word. Die resultate van die model word as insette by verskeie nasionale en internasionale navorsingsprojekte gebruik.

Gespesialiseerde navorsing waarin die jongste ekonometriese tegnieke deur BEPA se ekonometrici gebruik word, word gereeld gedoen om die struktuur van die model op te gradeer.

## **Internasionale handelsbeleid**

Die wêreldwye tendens om handel tussen lande oop te stel ten einde ekonomiese groei te versnel, noodsaak BEPA om heelwat navorsing oor internasionale handelsbeleid te doen. Daarbenewens is die verbintenis met die internasionale *Project Link* (*Linkage of International Economic Forecasting Models*) van besondere belang, aangesien BEPA se navorsingsresultate op hierdie manier oor die wêreld weerklank vind. *Project Link* is 'n projek van die Verenigde Nasies waarvolgens 'n model vir internasionale handel in stand gehou word en waarvoor BEPA die Suid-Afrikaanse insette voorsien.

## **Ontwikkelingsbeleid**

BEPA het reeds 'n hele aantal publikasies oor ontwikkelingsbeleid die lig laat sien. Een daarvan was die publikasie oor die noodsaaklikheid en implementering van omgewingsrekeningkunde in

die stelsel van nasionale rekeninge, wat in 1996 verskyn het. Die aankondiging van die owerheid se makro-ekonomiese groeistrategie (GEAR) en die kritiese evaluering daarvan, het ook as stimulus vir verdere navorsing in hierdie verband gedien.

## **Fiskale beleid**

Uit die moderne literatuur is dit duidelik dat die afskaling van die staat se rol in die ekonomie 'n noodsaaklike voorvereiste vir ekonomiese groei en ontwikkeling in 'n land is. Dit is dus belangrik dat fiskale beleid deeglik gemonitor word om veral oormatige beslaglegging van 'n land se skaars bronne deur die staat te voorkom. BEPA moniteer in hierdie verband die Suid-Afrikaanse regering se staatsuitgawes en -inkomste en sy handhawing van fiskale dissipline.

## **Monetêre beleid**

Die instandhouding van die Departement Ekonomie se ekonometriese model vereis dat monetêre teorie en beleid voortdurend nagevors word. BEPA het heelwat medewerkers wat op hierdie gebied spesialiseer.

## **Arbeidsbeleid**

Die snelveranderende arbeidsomgewing, gekenmerk deur nuwe arbeidswetgewing, het tot gevolg gehad dat heelwat navorsing oor arbeidsbeleid in die afgelope jaar gedoen is. Verskeie voordragte en publikasies het reeds hieruit voortgevloei.

# New taught

Two new PhD degrees were introduced in the Faculty of Economic and Management Sciences, largely to open up opportunities for advanced studies to students from the non-commercial sciences.

The need for high level training in the economic and management sciences is increasing and present avenues of study in this field offer insufficient growth opportunities. To provide for this need, the University of Pretoria has just become the first South African university to offer taught PhD degrees in the economic and management sciences. These degrees were introduced largely to open up opportunities for advanced studies to students from the non-commercial sciences.

Often members of the natural sciences and engineering fields are interested in, or have a need for, advanced training in the field of economics or management. This will now be possible with the PhD degrees to be offered by the Graduate School of Management and the School of Public Management and Administration.

The Department of Economics also plans to offer a PhD in 1999. Students enrolled for a master's degree in this Department will be given credit for the subjects they have completed when they enrol for a PhD.

The nature of the degrees, as well as the way in which they will be presented, will allow entrants from any field of study, provided that the applicant has obtained a master's degree or equivalent thereof. The head of the department concerned may, however, set additional admission requirements.

These degrees also open up opportunities for inter-disciplinary studies even across faculty borders, which will contribute to broadening the students' knowledge and skills.

The introduction of the PhD degrees brings the University in line with international tendencies, as similar degrees are offered in almost all overseas countries. This may also lead to greater interest among overseas students to further their studies in economic and management sciences at the University of Pretoria.

The curricula and syllabi for the various degrees will be based on the relevant areas of advanced studies in each department. A basic requirement would be an in-depth study in a field as well as two supporting fields within the department.

# ht doctorates

## *a first in South Africa*

### PhD in Management Sciences

The Graduate School of Management is one of the departments that will offer a PhD degree in Management Sciences for the first time in 1998. The doctorate, with Organisational Behaviour as its major subject, will be the first of its kind in the country and its standard will compare favourably with similar degrees offered abroad. Prof Adré Boshoff, who teaches at the Graduate School of Management, is closely involved in the development of the programme. He investigated similar courses at leading international universities in order to determine how the degree should be structured.

Prominent overseas management experts have indicated their willingness to teach as part of this programme. Lecturers of the Graduate School of Management presenting the degree include: Prof Boshoff, himself an internationally recognized scholar; Prof Ronel Erwee, who has just returned from Australia after teaching and completing research at the University of Southern Queensland; and Ms Crystal Hoole, who recently completed her doctoral degree on the work commitment of South African employees.

"The main goal of this degree is to educate business leaders as authorities in the various fields of study," said Prof Boshoff. "This degree will, by implication, also be suitable for people interested in an academic career. Careful student selection will be used to obtain the right student mix on the course."

As a direct result of the definite need in the country for practical tuition, it was decided to present the course in such a way that it will not only have a broad theoretical basis, but will also be relevant for management

practice. Subjects such as Entrepreneurship and International Management will be presented to support the study of Organisational Behaviour," explained Prof Boshoff.

The only prerequisite for the degree is a management-orientated master's degree. Students can enrol for either full or part-time study and are expected to attend two to three day meetings at the University of Pretoria four times a year. Tuition for the part-time course will be held over a three year period and students will be able to complete their theses afterwards over one or two years.

For the full-time course, tuition will take place over a period of 18 months, after which the students' research will start. Part of the course will be presented using the telematic learning method.

### PhD at SPMA

The School of Public Management and Administration (SPMA) will also offer a PhD degree for the first time in 1998. This degree has benefitted extensively from international comments. "The PhD will prepare students for today's challenges and those of the new millennium. The public sector and related fields are confronted by challenges that compel students of today to acquire advanced knowledge, skills and research techniques relevant to a rapidly changing and developing public sector," said Prof Sibusiso Vil-Nkomo, Director: School of Public Management and Administration.

"Furthermore, international collaboration in teaching and research will enhance the quality of our PhD



Students who complete this PhD programme will be able to make a significant contribution in domestic and international affairs.

degree and numerous well-renowned institutions have agreed to work with us.”

In this programme, students will develop excellent conceptual and analytical skills, applying qualitative and quantitative approaches. These techniques will be combined with the use of modern technology to promote advanced analysis and interpretation of data, as well as the development of relevant policy scenarios.

The PhD will be a course work programme comprising core courses and electives. The combination of the two will help students to identify and select a field of concentration, thus leading to a topic of specialisation for in-depth study. A student will develop a specialisation in a field with the option of a related concentration in a second field, for example, a major in public sector economics with a secondary concentration in fiscal intergovernmental relations.

The SPMA places emphasis on innovative research on themes, topics, programmes and trends in public affairs in a democratic and changing South Africa.

Teaching methods will include in-class lectures, tele-teaching and tele-conferencing and students will be required to engage in research, analysis and application. They will also be encouraged to participate in professional conferences, seminars and colloquiums.

Compulsory courses will include Co-operative Governance and Intergovernmental Relations, Public Sector Economics/Micro and Macro Economics, Theories and Practices of Public Administration and Management, Public Human Resources and Management, and Financial Management and the Public Sector.

Successful completion of the comprehensive examination on taught subjects will allow the candidate to proceed to a qualifying examination in the form of practical and analytical assignments and papers, in which the student can develop a policy proposal on a particular matter. After passing the practical examination, a student should submit a proposal for a research project for the thesis.

“Students who complete this PhD programme will be able to make a significant contribution in domestic and international affairs. The latter is critical if South Africa is to be relevant in the new millennium, as global competitiveness is now based on the quality of human resources and innovation which nations can contribute to the world. We seek to produce graduates who will have a better understanding of the public problems that confront our country and the world,” said Prof Vil-Nkomo.





# Investment opportunities in Maputo Development Corridor



Messrs Alex Antonites and Tienie Ehlers investigated the investment opportunities in the Maputo Development Corridor

The governments of South Africa and Mozambique should do more to convince investors of the investment opportunities in the Maputo Development Corridor. The private sector, both locally and abroad, is less excited about the multi-billion rand project than the two governments.

This is one of the findings by University of Pretoria business management lecturers Messrs Tienie Ehlers and Alex Antonites, following research into the investment potential of the planned corridor.

The purpose of their study was to identify and investigate potential obstacles and opportunities for local and international investors in the Maputo-Mpumalanga Development Corridor (MDC). This Corridor could be considered an important business nucleus in the eastern region of Southern Africa. The study therefore attempted to measure the perception of potential investors of this Corridor's ability to attract investment, with particular reference to the process of regional economic integration. The sectors with the greatest potential investment opportunities for international investors are tourism, transport and trade. The two lecturers identified chemical products as providing the weakest opportunity for investment.

Enormous obstacles also exist, such as the gap between law enforcement in general and general investment law. According to Messrs Ehlers and Antonites, there is also a lack of motivation in the private sector to attract and facilitate investment. The most important obstacles identified by respondents were security concerns, bureaucracy and labour problems and productivity concerns. International investors are also concerned about interest rates.

The study was very concentrated, with fieldwork carried out over a period of two months. Interested and affected individuals and organisations were approached, nationally and internationally, rather than spot-checks being done at random. Possible investors had already been identified by both governments. Specific private and international investors were therefore approached, with role players in Maputo, Mpumalanga and Gauteng being visited in person.

Despite repeated attempts by Messrs Ehlers and Antonites, no feedback on questionnaires could be obtained from the private sector in Mozambique - mainly as a result of language and other communication problems. This sector appears highly unmotivated and doesn't see any advantages in the process. After investigation, the lecturers came to the conclusion that a lack of feedback would, in any event, not have a significant influence on the results, since a private sector that could possibly invest in the Corridor does not really exist in Mozambique.

From the contemporary research, it is quite clear that opportunities for investment in South Africa and Mozambique do indeed exist. Messrs Ehlers and Antonites maintain that this study should be regarded merely as an introduction to further research.

# Departmen

"This Department is proud of what it has achieved over the past ten years. We can rightfully take our place in the ranks of the best departments of this kind in the world."

In celebration of its tenth anniversary, the Department of Informatics pulled out all the stops to make 1997 a year to remember. Many activities were organised to coincide with the celebrations. One of the events, a glittering dinner, afforded staff, alumni and friends the opportunity to get together and look back on the Department's highlights of the past ten years.

The Department has an interesting history. The Department of Commercial Computer Science was founded in 1986, following the informal offering of lectures in Commercial Computer Science by the Department of Accounting and Auditing and the Department of Computer Science, for a number of years. The then Principal of the University, Prof JM Joubert, referred to the Department for the first time in the University's 1987 Annual Report.

It was not possible to immediately appoint a head for the Department, and Prof G Wiechers was appointed in October 1986 on a part-time basis. The first personnel started office on 1 January 1987 and Prof Roode was appointed as the first Head of Department on 1 August 1988 - a position he has filled ever since.

The name of the Department was changed to Informatics on 1 January 1989. This name probably found its origin in the Netherlands and is attributed to Verrijn-Stuart to Zoutendijk, a professor at the State University at Leiden at the time. The name is a combination of the words *informatie* and *matemática*. "Zoutendijk probably tried to indicate a field of study closer to the present-day Computer Science, rather than what is currently meant by Informatics at the University of Pretoria," said Prof Roode.

The name change, from Commercial Computer Science to Informatics, compelled the Department to reconsider the field of study and to identify issues that needed to be addressed. Informatics is a dynamic field that can hardly be defined. It can be seen as an inter-disciplinary field in which information, information systems and the integration thereof with the organisation are studied in order to improve the effectiveness of the total system.

"The central issue that Informatics addresses is how to reconcile the contribution of the development, implementation and management of information systems and information technology in attaining the mission of the organisation on the one hand, with the responsibility of ensuring the social acceptability of these systems on the other," explained Prof Roode.

## Marketing campaign

In 1991, the Department, together with final year students from the Department of Graphic Art, designed a logo, so as to create an identity for the Department. The two core elements of the logo - the computer and the figure - nicely illustrate what Informatics entails.



# t of Informatics

## *chalks up a decade*

The marketing campaign clearly explained that the first priority of the course is to train students to use the computer as a useful and effective medium for the effective management of information. The accent on this element highlights the important difference between Computer Science and Informatics. While Computer Science focuses more on the machine, that is the hardware and software, Informatics is focused on the person using the computer.

### Developments in the field

The Department stays at the forefront of developments in the field of informatics - and the highlights of the past ten years bear attest to this. They include the following:

In 1990, the Department formalised its under-graduate curriculum and introduced unique approaches to teaching in the area of information systems.

In 1992, the graduate programme of the Department started and the first master's and doctoral students completed their studies. To date, twelve students have completed a doctoral programme in Informatics.

Since 1992, the Department has been receiving annual visits from foreign experts who participate for up to three months in the postgraduate and research programmes of the Department.

In 1993, the Department completed an investigation for the Human Sciences Research Council on the training of computer specialists.

In 1994, an investigation was completed for the Industrial Development Corporation on technology-supported education and training in South Africa. The Department also started an Advanced Certificate Programme in Information Systems Management, in which participants complete eight modules over a one year period. Approximately 160 people have, since its inception, obtained this Certificate.

In 1995, the Department started to review its under-graduate programmes. The investigation continued until 1996 and the newly developed courses have been offered since 1997.

In 1996, the Department started with a very successful community development project, UniSchool, which offers computer literacy training. They also started a research programme, together with the Departments of Didactics and Electrical and Electronic Engineering, for the SEIDET community service project at Siyabuswa. The use of computer-supported co-operative learning is investigated in this project, supported financially by the Foundation for Research and Development. The Department also underwent external evaluation of its graduate and post-graduate programmes. Both evaluations were done by overseas experts on special assignment.

In 1997, the Department reviewed its post-graduate courses to bring them more in line with market needs. The new honours, master's and doctoral courses will be phased in from 1998.

"This Department is proud of what it has achieved over the past ten years. We can rightfully take our place in the ranks of the best departments of this kind in the world. I trust that we will, as in the past, go from strength to strength over the next ten years," said Prof Roode.



**Prof Dewald Roode (middle, back) with his team at the Department of Informatics**

# onder

“Die ideale teelaarde vir ondernemendheid is 'n atmosfeer van vrye denke, kritiek, meningsverskille, waagmoed en lae gesagsvlakke.”

**N**avorsers by die Nagraadse Bestuurskool het gedurende 1997 een van die mees omvattende navorsingstudies tot nog toe oor die individu se betrokkenheid by sy werk aangepak.

Prof Adré Boshoff, internasionaal erkende akademikus en dosent by die Nagraadse Bestuurskool, en me Crystal Hoole, wat onlangs haar doktorsgraad oor werkbetrokkenheid voltooi het, se internasionale studie fokus op die werkbetrokkenheid van individue in Suid-Afrikaanse ondernemings en hoe werkbetrokkenheid tussen lande verskil. Die navorsing het te gelyker tyd in Suid-Afrika en Nieu-Seeland plaasgevind, met die oog daarop om die resultate van die studies in die twee lande te vergelyk, en dit mettertyd ook in ander lande van toepassing te maak.

Die eerste fase van die Suid-Afrikaanse navorsing is teen Oktober 1997 afgehandel, terwyl die Nieu-Seelandse projekteleiers, 'n oud-Suid-Afrikaner, dr Hillary Bennet, en me Ruth Jillings, beide verbonde aan die Massey Universiteit, binnekort hul resultate bekend sal maak.

Die eerste fase het die kruisvalidering (toetsing vir toepaslikheid in verskillende kulture) van die meetinstrumente in die Suid-Afrikaanse konteks ingesluit. Tweedens is bepaal of die instrumente werklik dié fasette meet waarvoor hul geïdentifiseer is en in watter mate Suid-Afrika se resultate met dié in ander lande ooreenstem.

Twee steekproewe van sowat 1 000 mense - verteenwoordigend van sowat 50 organisasies en groepe waaronder die konstruksiebedryf, ingenieurs- en MBA studente, asook 1 500 persone van 'n groot finansiële en 'n tersiële instansie - het meegewerk om die studie een van die omvattendstes nóg in hierdie vakgebied te maak.

As vertrekpunt vir hul navorsing wou prof Boshoff en me Hoole vasstel of die individu se betrokkenheid by sy werk gedurende 'n transformasieproses in 'n organisasie groter of kleiner word. Aspekte soos rolkonflik en rolverwarring by die individu, sowel as die individu se intensie om te bedank, is ondersoek. Alhoewel hierdie aspekte reeds hewige debat in die literatuur ontlok het, en dit in die werkwêreld groot kommer wek, is dit nog nooit op so 'n groot skaal ondersoek nie.

Werkbetrokkenheid kan in terme van vier fasette omskryf word, naamlik:

- die waarde wat 'n individu aan sy/haar werk heg;
- die betrokkenheid van die individu by sy/haar spesifieke pos;
- die individu se loopbaan-/beroepsbetrokkenheid; en
- die individu se betrokkenheid by sy/haar organisasie.

# Die individu se werkbetrokkenheid die soeklig

Prof Boshoff en me Hoole wys op die gapings in die navorsing wat reeds oor hierdie fasette gedoen is, veral wat betref die verwantskap tussen, en meting van bogenoemde fasette. Bestaande meetinstrumente is ook nie behoorlik gekruisvalideer nie.

Die resultaat van die studie het daarop gedui dat die betrokkenheid van die individu by sy organisasie, sy loopbaan, sy spesifieke pos en sy werkwaardes faktore is wat 'n rol by algemene werkbetrokkenheid speel. 'n Model wat die verwantskap tussen die faktore aandui is ook ontwikkel. Dit skyn belowende moontlikhede vir praktiese gebruik in organisasies te hê.

## Internasionale samewerking

Sodra die Nieu-Seelandse data beskikbaar is, sal hervalidering van die meetinstrumente ook daar gedoen word. Hierdie belangrike voorbereidingswerk sal die fondasie van toekomstige navorsing vorm en sodoende die pad vir internasionale navorsing oopmaak. Ander lande, waaronder Bulgarye, België, Engeland en Australië, het reeds te kenne gegee dat hulle graag aan die studie wil meewerk, en prof Boshoff hoop om die VSA en die Stille Oseaan Randlande ook te betrek. Lande wat in 'n oorgangstydperk verkeer, word spesifiek vir deelname geteiken.

Die Nieu-Seelandse navorsers het die Universiteit in Junie 1997 besoek, waarna prof Boshoff en me Hoole in Julie na Nieu-Seeland vertrek het om 'n kongres oor die navorsing toe te spreek. Daarna het hulle die VSA besoek, vergesel

van die Nieu-Seelandse navorsers, om oor dieselfde onderwerp by die Internasionale Kongres oor Vooruitgang en Bestuur op te tree.

## Tuks Bestuurskool vorm kern

Die Nagraadse Bestuurskool sal reg deur die navorsing die kern van hierdie navorsingsprojek vorm. "Die resultate van die navorsing beskik oor die potensiaal om 'n permanente impak op die Suid-Afrikaanse samelewing te maak, aangesien die private sektor hul bestuursbeleid en -strategieë ter bevordering van individue se werkbetrokkenheid kan herformuleer om hul onderneming meer mededingend te maak," sê prof Boshoff.

Volgens me Hoole maak dit wat reeds in die werkbetrokkenheidsprojek gedoen is die deur vir talle ander navorsingsgeleenthede oop. So byvoorbeeld kan die werkbetrokkenheid van individue uit verskillende bevolkingsgroepe nou in betekenisvolle navorsing vergelyk word. Laasgenoemde is veral in die Suid-Afrikaanse konteks van belang. 'n

Groter verskeidenheid van veranderlikes wat moontlik 'n invloed op werkbetrokkenheid kan hê, behoort ook verder ondersoek te word.

Persone wat sou belangstel om in hierdie uitdagende projek saam te werk - ook persone uit ander dissiplines - word uitgenooi om met prof Adré Boshoff en me Crystal Hoole, tel (012) 420-3345, in verbinding te tree.



Me Crystal Hoole en prof Adré Boshoff

# EcoWorld Conference

a first for SA

The Department of Tourism Management, together with the Centre for Wildlife Management at the University of Pretoria, hosted the second International EcoWorld Conference on Wildlife and Nature-based Tourism at Gallagher Estate, Midrand, during 1997.

The event marked the first investment conference of its kind to be staged in Africa and coincided with the Africa Travel Market at the same venue.

The Conference assessed the trends, outlooks, policy frameworks, investment incentives and funding sources for both small and large investors and developers in game ranching and lodges, wildlife, hunting, resorts and tourism services in Africa's key growth areas.

The Conference also explored community involvement in tourism development, as well as the challenge of ensuring that Africa's unique character and cultural identity are maintained and further enhanced in future tourism development.

Much interest was provoked from key international investors, and speakers included Mr Geoffrey

Lipman, Chief Executive of the World Travel and Tourism Council, Mr Bertrand de Clers, Director of the International Game Foundation and Dr Dawie de Villiers, Deputy Secretary General of the World Tourism Organisation.

Within the overall focus of the Conference, the following four key themes received attention: a global and African tourism vision into the next millennium; development and investment opportunities in Africa; investment climate and financing of tourism projects; and case studies of how entrepreneurs have capitalised on nature-based and wildlife potential in Africa, having created successful commercial enterprises which are environmentally sensitive and community based. Case studies included the Transfrontier Conservation Areas between South Africa and Mozambique, the Shamwari Game Reserve in the Eastern Cape, Wilderness Safaris, Conservation Corporation and Nzalama Wildlife.

"EcoWorld '97 highlighted the potential of appropriate tourism to be one of Africa's most unique and appealing investments," said Prof Ernie Heath, Head of the Department of Tourism Management, and one of the conference speakers. "Africa could become one of the modern world's most sought-after destinations, as it offers high-return investment for those who have learned how to harness its resources."

**"EcoWorld '97 highlighted the potential of appropriate tourism to be one of Africa's most unique and appealing investments."**

# Pilots experience a number of stressors

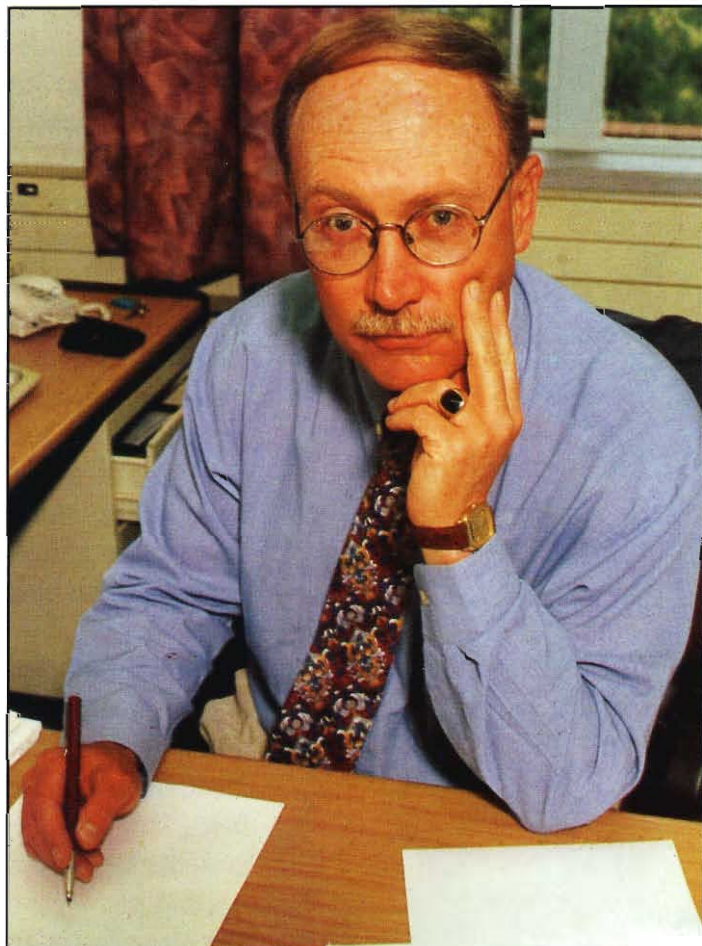
It is extremely important that pilots employed in the airline industry should perform optimally at all times. Factors hampering and endangering their optimal work performance should be identified in time and programmes devised to minimise or remove the negative impact of these factors.

A leading South African national commercial airline company realised this and approached the Department of Human Resource Management in 1995 to do a study to identify the potential stressors in the working environment of pilots in their employ. This was the first study of its kind to be undertaken within the company, and was, in part, prompted by the company's need to address problematic aspects of its pilots' working environment. The study formed part of a larger programme aimed at improving the quality of its employees' performance and curbing the high turnover of pilots, due to increased competition for existing manpower among national and international airlines.

"To achieve the objectives of this study, we had to use a quantitative, as well as a qualitative, research procedure," said Prof Hein Brand of the Department of Human Resources Management.

"The data analysis indicated that the pilots of the airline company in question experienced certain stressors to such an extent that serious attention by the company was justified. Stressful areas identified included disruption of the pilots' home circumstances, extensive periods away from home, measure of anxiety and strain during grading, and the responsibility and accountability attached to the job," said Prof Brand.

Prof Brand presented his findings at the 9<sup>th</sup> International Symposium on Aviation Psychology in Columbus, Ohio (USA) during 1997. The University of Pretoria was the only university in Africa to make a presentation at the Symposium.



**Prof Hein Brand of the Department of Human Resources Management**

# A South



**"A**ustralian universities have progressed further along the information superhighway than South African universities have," said Prof Ronel Erwee, describing her one year sabbatical at the University of Southern Queensland (USQ) in Australia in 1997.

Prof Erwee was warmly received as visiting professor on the USQ campus in January 1997 and was promptly introduced to information technology which is not new to South Africa, but which is not being used as often here.

She was impressed by the variety of Internet training available to staff and students, the high frequency of e-mail use as a communication medium and the progress on preparing study material for Internet delivery on the USQ campus. But in a community where pre-schoolers at a farm school learn to speak Japanese, this information "connectedness" is to be expected.

Services to the 9 000 distance education students in, amongst others, Singapore, include telephone tutorials, residential schools and the USQ Connect system (an example of computer mediated communication systems in the University).

On campus, students have access to Internet and CD-ROM resources through the library, weekly group tutorials, as well as lectures.

"The Faculty of Business at USQ started to build their own 'learning centre' in 1997 and it is interesting to see the similarities with the planning of the University of Pretoria's new Graduate Centre," said Prof Erwee.

"The USQ faculty has obtained offices in Brisbane to be closer to the corporate market. However, they do not offer the same range of executive development programmes as the University of Pretoria's Graduate School of Management," she pointed out.

## Research and teaching

Prof Erwee lectured in International Comparisons of Human Resource Management in the Asia Pacific region. "The pressure to do research and to publish is fierce," she said. Research colloquiums, where lecturers and PhD students presented their research to colleagues for comment, were held every two weeks.

She also presented workshops on International Management to DBA students and on Managing Diversity to MBA students at the Royal Melbourne Institute



**Prof Ronel Erwee**



# African blossoms

## *in Australia*

of Technology (RMIT). Diversity management in South Africa and Australia was also the subject of her research in Australia. On her return to South Africa, she was instrumental in establishing The Diversity Connection, a network consisting of specialists in the diversity management field.

Prof Erwee has had papers accepted for the Pan Pacific Conference in Kuala Lumpur, the Industrial and Organisational Psychology Conference in Melbourne and the Decision Sciences Institute in Sydney and has won a Best Presentation Award at the SEEANZ Conference. She had to decline invitations to present papers in Taiwan SEEANC due to financial and time constraints. Manuscripts submitted for review in journals have also elicited positive comment, while her work with Mr Jacques Strydom, a South African MBA student, will be replicated in Australian companies.

### Skills training

The technological and specialist support which lecturers receive at USQ is impressive. For example, lecturers who need a specific skill, such as applying for the myriad of funding grants at university, regional and federal levels, are trained in Research Grant Writing Skills Workshops. A feminist pedagogy seminar tapped into the interest in addressing gender in the curriculum, while editors and reviewers discussed their guidelines for publication at the Publish or Perish Workshop. The latter included an interactive writing skills session.

### Involvement in committees

Prof Erwee's knowledge has been used in various sections of the University: she served on the Faculty's Higher Degrees and Research Committee, in various research planning and teaching innovations groups, as well as the Women's Network. She also participated in departmental and faculty administration initiatives.

"Australian female academics constantly upgrade their teaching and research skills, not only to improve their career prospects in a highly competitive market, but also to benchmark against quality standards in the academic sector," said Prof Erwee.

She was elected to chair the Academic Subcommittee of the Women's Network on her arrival as associate professor at the USQ.

The Subcommittee's unusually high level of activity was considered atypical compared to less active committees. Three workshops, submissions to the West Committee on Higher Education and participation in the regional Women in Leadership Conference formed part of their busy agenda.

An interactive course in Developing Global Management Competencies during the Women in Leadership Conference proved so successful that Prof Erwee repeated it at an Australian Human Resources Institute meeting.

Her presentation at the Business and Professional Women's Brisbane Chapter on Is your net working? provided practical guidelines on the expansion of business networks.

Prof Erwee also gathered the most senior women, faculty and general staff members to brainstorm on how they can act as role models in the community.

She describes her experience as educational and stimulating and came back with interesting ideas, especially with regard to telematic teaching being implemented at UP at present.

With the new expertise she gained abroad, she will once again make a significant contribution to every aspect of tertiary education on her home ground at the Graduate School of Management.

# Tydskrif word vlagskip vir navorsing

**D**ie Suid-Afrikaanse Tydskrif vir Ekonomiese en Bestuurswetenskappe (SATEB), die Fakulteit se vlagskip vir navorsing, bied nou heelwat nuwe publikasiemoontlikhede aan belangstellendes.

SATEB publiseer teoretiese en empiriese artikels in die dissiplines: Bemerkings- en Kommunikasiebestuur, Ekonomie, Handels- en Arbeidsreg, Informatika, Menslike Hulpbronbestuur en Organisasiegedrag, Ondernemingsbestuur, Finansiële Bestuur, Publieke Administrasie, Staatsleer, Statistiek en Aktuariële Wetenskap.

'n Blik op enige SATEB-uitgawe bring die leser onder die indruk van die kwaliteit en wetenskaplikheid wat die joernaal handhaaf. Verskeie internasionale referente en outeurs dra ook by tot die gehalte van die artikels wat geplaas word. Dienslewering aan outeurs van artikels geniet hoë prioriteit en daar word beplan om die wagtyd vir aanvaarde artikels om gepubliseer te word in 1998 tot 'n maksimum van nege maande te verkort.

Hierdie geakkrediteerde tydskrif bied aan veral dosente heelwat publikasiemoontlikhede in ekonomiese en bestuursvakke. Die redaksie van die tydskrif werk nou met die Fakulteit se navorsingskomitee en departementshoofde saam met die oog daarop om navorsingsuitsette te verhoog. Hulle beoog ook om met die daarstelling van 'n referentebasis netwerke met instellings in die private sektor te vestig, deurlopende kontak met ander universiteite en teknikons te handhaaf en om subskripsiegetalle te verhoog.

Persone wat belangstel om bydraes tot SATEB te lewer, kan met me Sonja Laing, tel (012) 420-3458, of proff Adré Boshoff, tel (012) 420-3345, of Mihkel Truu, tel (012) 420-3470, die hoofredakteure, in verbinding tree.



**Die redaksie van SATEB is: (Voor) Me Crystal Hoole, mev Sansia Brink, (agter) mev Retha Groenewald, prof Adré Boshoff, prof Mihkel Truu, mnr Dirk Scholtz en mev Sonja Laing**

# New heads of department

welcomed in Faculty

**P**rof Jan H van Heerden is the new Head of the Department of Economics. He was appointed as of 1 August 1997 and will continue along the path established by the late Prof Geert de Wet.

Prof van Heerden was introduced to the University of Pretoria when, after matriculating from Voortrekker High School in Boksburg, he enrolled to study Econometrics. He has been a member of staff at the University since 1987.

He obtained a Master of Economics (*cum laude*) at the Western Illinois University, and a PhD in Economics at Rice University in Houston, Texas.

One of Prof van Heerden's aims will be to expand co-operation with other South African universities, as well as with other departments within the Faculty. An example of this is the fact that the Department has been asked to present a number of subjects in the PhD-programme of the School of Public Management and Administration (SOBA).

"A new challenge to be faced in the near future is the implementation of telematic education by means of television and the Internet, since we are beginning to compete for students in the international market. We are also aiming to make staff appointments from abroad so as to ensure that the courses which are lectured at undergraduate and postgraduate levels measure up to world standards," said Prof van Heerden.



**Prof Jan H van Heerden**

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**P**rof Sibusiso Vil-Nkomo, a former member of the National Public Service Commission, was appointed Director of the School of Public Management and Administration (SPMA) at the Faculty from 1 April 1997.

Prof Vil-Nkomo's experience as commissioner with the National Public Service Commission is a major asset to the SPMA. His appointment affords the University an opportunity to make a major contribution in the transformation of the public service through training.

He obtained a BA (*magna cum laude*) in 1980 at the Lincoln University and subsequently obtained an MA (1983) and PhD (1985) at the University of Delaware in America. Career highlights include the Lindback Award for Distinguished Teaching and, on 19 April 1996, he was honoured with the Presidential Citation for Outstanding Achievement by the University of Delaware.

Prof Vil-Nkomo's mission is to advance the SPMA's international competitiveness and to establish partnerships with a range of leading institutions in the field.



**Prof Sibusiso Vil-Nkomo**

# The virt

The UP's virtual campus will allow students to do all their studying through the Internet, whether on the main campus in Pretoria, elsewhere in South Africa or even overseas. Individuals will be able to study whenever, wherever and however they prefer and at their own pace.

**T**he University of Pretoria's virtual campus has become a reality and will be in full operation towards the end of 1999. The University has identified the dire need for distance learning in higher education in the face of existing training models that cannot cope with the training needs of the country. A flexible learning model for education and training is fast emerging at this University and will be realised by means of a telematic education system.

## Flexible learning

"Flexible learning" refers to a student-centred philosophy to teaching and learning which allows flexibility in terms of: entry and exit to learning programmes; modes of teaching and learning; programme components; evaluation methods; choice regarding time, place and pace of learning; and many more.

Flexible learning offers a learning environment with multiple choices of study, individually responsive time frames for learning activities, learning that is situated in the real world context and participation of learners without limitation of class time. Telematic education forms part of a flexible learning environment, bringing education and training to the people, wherever they are.

## Telematic education

The term "telematic education", refers to a client-driven education strategy which consists of an innovative integration of different delivery modes, such as contact education through lecturers, interactive television education, paper based distance education and education through multimedia or the Internet. Telematic education is a cost-effective way of teaching and learning and will facilitate increased admission to University programmes. Apart from the fact that the cost of a telematic course will be much less than that of a regular course, it will also contribute to the quality of education, as telematic programmes are developed and designed by a team consisting of subject, educational and computer specialists.

The UP's virtual campus will allow students to do all their studying through the Internet, whether on the main campus in Pretoria, elsewhere in South Africa or even overseas. Individuals will be able to study whenever, wherever and however they prefer and at their own pace. Distance is not the issue anymore.

# Virtual campus

*is a reality at UP*

Often, everyday responsibilities such as earning a living prevent people from improving their present qualifications, be it matric, a diploma or a degree. Telematic education offers opportunities for effective and affordable education for all - within the comfort of your home or working environment, or through the facilities of an accredited learning centre nearby.

Activities such as registering and paying course fees, receiving and studying through interactive Web-based courseware, completing assignments and projects, participating in electronic conferences, communicating with fellow students, lecturers, tutors or counsellors and writing exams will all be possible with this system.

UP Online, an initiative closely linked with the virtual campus, will also provide several personalised Web-based academic and administrative functions, for example: access to registered students' academic and financial records; personal and course details; and campus news and publications. In order to ensure confidentiality, this online service will be accessible only by means of a personalised password.

## Unit for Telematic Education

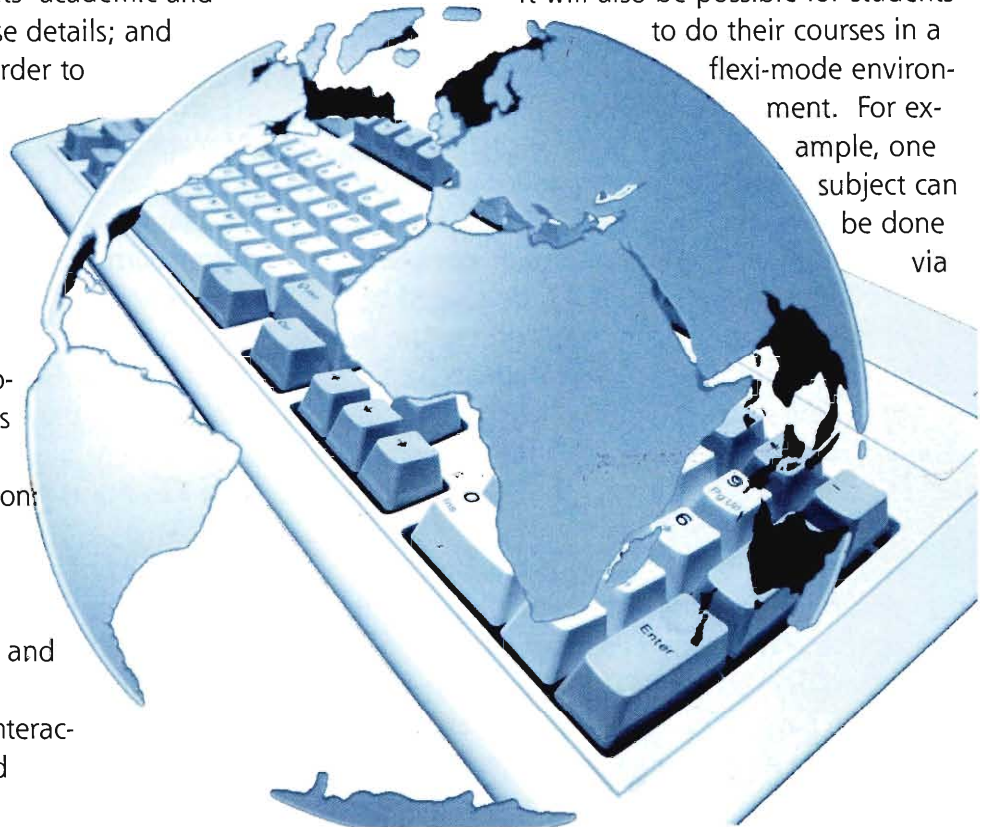
In order to facilitate this venture, the Unit for Telematic Education was established in November 1997. This Unit is comprised of the following groups, working together in a networked fashion:

- ❑ TeleHelp (Client service and educational support)
- ❑ TeleMedia (Study material design and development)
- ❑ TeleTuks (Video conferencing, interactive video teaching and video production)

- ❑ TeleWeb (Web-based education and training)
- ❑ TelePlan (Telematic research and development)

"The distance education and technological solutions offered by the University of Pretoria will not force a person to opt for any one mode of education alone," said Prof Nic Alberts, Director of the Graduate School of Management and one of the pioneers in telematic teaching in the Faculty of Economic and Management Sciences. "With distance education, students can start their studies full-time and progress to being working adults while still studying at the same university. They can communicate with lecturers using various technologies, only visiting the campus for specific tutorials or practical sessions, finally doing an examination via a computer network or a video conference with the lecturers," explained Prof Alberts.

It will also be possible for students to do their courses in a flexi-mode environment. For example, one subject can be done via



accredited paper-based correspondence education through a UP partner like National Private Colleges, and another through Web-based distance education. For other subjects, contact classes on the main campus can be taken and certain practical training can be done at a nearby company. Any workable combination is possible.

## Flexible delivery modes

### 1. Interactive television

The Faculty of Economic and Management Sciences uses real as well as technological and electronic contact modes such as interactive television and satellite technology to reach students individually and at learning centres. The use of tutors and learning facilitators to support telematic learners is also important. With interactive television, students can use telephones or other mechanisms to directly interact with the presenter on air, to raise an issue or ask specific questions regarding the subject being discussed. The other students can hear the question being asked or the issue being discussed and thus benefit from the discussion live on air. They can even join the discussion.

### 2. Web-based distance education and interactive multimedia

Interactive television teaching via satellite is not the only way for students to communicate with lecturers, tutors and fellow students. Educational videos, interactive multimedia (IMM), the World Wide Web (WWW), electronic mail (e-mail) and list server technologies enable students to be in constant touch with subject matter, lecturers and classmates. Educational videos are produced in the TeleTuks studios on campus and then distributed to students. IMM, developed by TeleMedia, uses a compact disk (CD) to capture lecture and teaching-learning situations. Students then use a multimedia computer to "see and hear" the lecturer and get interactively involved with the training material.

The WWW is used to incorporate IMM and all the other electronic communication technologies in the teaching-learning environment. Instead of using a TV, a video cassette recorder (VCR), a CD, etc. separately, students can have access to IMM and interactive telematic study material via the Internet with a multimedia computer. Self-assessment exercises with

immediate feedback form part of the interactive study material. Assignments can be completed and submitted via the Internet, while marked assignments and feedback from the lecturer or tutor will also be available via the Internet. It will furthermore be possible for students to study in groups via the Internet and in real time.

"The University of Pretoria prides itself on being technologically innovative. We use technology to take the distance out of distance education in order to enable prospective students, even in the most remote location, to feel close to their lecturers. Students are hereby empowered academically, as well as technologically, to become active members of an educated nation," said Prof Alberts.

### 3. Paper based distance education

The traditional correspondence type of distance education, supported by occasional contact sessions, is still available to students that do not have access to computers and the Internet. In these cases, students receive interactive paper based study material that enhances effective, self-directed distance learning and provides opportunities for self-assessment. Many paper based distance education programmes are also delivered in partnership with other distance education institutions such as National Private Colleges.

### Programmes offered by the Faculty

Programmes offered telematically by the Faculty in 1998 are postgraduate diplomas in Auditing and Management Accounting, BCom(Business Management) and the MBA and MPA degrees. The latter two courses are offered in 1998 only at the Edupark in Pietersburg. To formalise this arrangement, the Graduate School of Management and the School of Public Management and Administration established an agreement with the Graduate School of Leadership at the University of the North.

### The Faculty is also online

The Faculty of Economic and Management Sciences is also online and prospective or current students are now able to surf the Internet in the comfort of their own home for information on BCom and BAdmin degrees, as well as postgraduate degrees such as MBA and MPA degrees. Our address is <http://www.up.ac.za/academic/economic/economic.html>

# The changing face of labour relations *in South Africa*

"South African industrial relations trends have been extremely volatile and unpredictable since the new era of industrial relations started after the 1994 elections and the new Labour Relations Act came into operation on 11 November 1996," said Prof Piet Nel, lecturer at the Graduate School of Management and advisor on labour relations management to various NGO's and private sector organisations.

"The process of evolution and adjustment has been rapid and has taken many unexpected turns. Currently, this unpredictability is worse than ever before, due to the changing role of the major players, namely the State, employers and labour," explained Prof Nel. "Consequently, the Government's political dispensation, new alignments in employers' and trade union organisations as well as the participation of the international community, have opened up a new dynamism in labour relations which is extremely difficult to predict beyond the year 2000, as far as industrial relations in particular is concerned."

According to Prof Nel, the Constitution plays a major role in the South African socio-economic environment, since every employable citizen is influenced by section 23 of the Constitution, which states that every person shall have the right to fair labour relations practices. Every person also has the right to strike on condition that it is part of the process of collective bargaining. Employers also have the right to lock out employees under certain circumstances.

"Discussions regarding employer organisations and labour are mainly about the relationship between individual employers and their employees. If this relationship is strained or fraught with conflict, the macro situation will be very unstable and strike prone," continued Prof Nel.

"It is therefore essential that employers pay attention to the employment relationship. The first step is to establish an integrated strategy on decisions concerning the individual and the collective dimension of the employment relationship. Human resources decisions in particular should therefore not be taken without taking cognisance of trade union and management relations. Similarly, no labour relations decision ought to be taken prior to considering the implications for human resources management."

Prof Nel maintained that the employment relationship ought to be an integral part of enterprise management and no business decisions ought to be taken without considering the implications on this relationship.

"A management strategy, taking macro and micro issues regarding the employment relationship into consideration, should therefore be formulated by organisations to optimise the chances of having harmonious relations beyond 2000 and to develop a partnership with the labour movement so as to compete internationally," he said.



**Prof Piet Nel, lecturer at the Graduate School of Management**

# Nuwe kursusse

bevredig behoefte

Verskeie kursusse word deur die Fakulteit aangebied om in die opleidingsbehoefte van die openbare en private sektore te voorsien. 'n Paar van dié kursusse word hier uitgelig.

## Sertifikaatprogram en Universiteitsdiploma in Finansiële Rekeningkunde

Die Sertifikaatprogram in Finansiële Rekeningkunde, wat deur die Departement Rekeningkunde aangebied word, is daarop gemik om opleiding aan studente te verskaf wat van voornemens is om as lede van die Verenigde Koninkryk-gebaseerde *Association of Chartered Certified Accountants (ACCA)* te registreer. Lede van hierdie Vereniging praktiseer tans in 130 lande as professionele rekenmeesters. Lidmaatskap word bekom deur 14 vraestelle wat deur die ACCA oor 'n tydperk van drie tot vier jaar afgeneem word, te slaag, en 'n verpligte tydperk van klerkskap te deurloop.

Die Universiteit van Pretoria se graadkursus BCom(Finansiële Rekeningkunde) word reeds deur die ACCA geakkrediteer, aangesien die volle voorgeskrewe sillabus in dié graadkursus gedek word. Benewens dié graadkursus, het die Departement Rekeningkunde ook in 1997 begin met die aanbied van 'n informele program waarin daar uitsluitlik gekonsentreer word op die "Foundation Stage" - die eerste fase van die ACCA-eksamens wat afgelê moet word.

ACCA-handboeke word gebruik en lesings word hoofsaaklik op ACCA-voorskrifte afgestem. Toelatingsvereistes is laer as dié vir die formele graadkursus. Die "open learning" materiaal van die ACCA is ook beskikbaar, ten einde studente wat geen toegang tot 'n dosent het nie, in staat te stel om die betrokke vraestel te slaag.

Hierdie sertifikaatprogram is reeds in 'n Nasionale Private Kolleges-sertifikaat, wat deur die UP geakkrediteer word, omskep. Modusse wat vir onderrig gebruik word, is korrespondensie; korrespondensie gekoppel aan periodieke interaktiewe televisie-uitsendings; asook kontakonderrig.

Interaktiewe televisie-uitsendings geskied op 'n gereelde grondslag, naamlik vier ure per week na geselekteerde gebiede, ten einde studente te ondersteun. Talle lesings sal ook op 'n deurlopende basis in Pretoria en Johannesburg aangebied word.

Die Departement Rekeningkunde beoog ook om met ingang van 1999 'n Universiteitsdiploma in te stel wat die "Certificate Stage" en "Professional Stage" (onderskeidelik die tweede en finale fases van die ACCA-program) omsluit. Toelatingsvereistes vir dié diploma is óf dieselfde as vir die bogenoemde Sertifikaatprogram, óf 'n bewys dat die "Foundation Stage" elders reeds geslaag is. Kontakonderrig sal slegs deur UP-personeel gekanaliseer word.

## Nagraadse diplomakursusse in Ouditkunde en Bestuursrekeningkunde

Die Skool vir Rekenmeestersopleiding (SRO) van die Universiteit van Pretoria, is een van die belangrike rolspelers in die veld van rekenmeestersopleiding in Suid-Afrika. Die Skool bied nou twee diplomakursusse aan wat ook deur middel van telematiese onderrig aangebied sal word. Die een is 'n Nagraadse Diploma in Ouditkunde en die tweede 'n Nagraadse Diploma in Bestuursrekeningkunde.

Die toelatingsvereistes is 'n BCom(Rekeningkundige Wetenskappe)-honnoursgraad of 'n ekwiwalent van 'n geakkrediteerde universiteit. Die volledige kursus strek oor 'n volle jaar en lesings word na-ure aangebied. Lesings sal gedurende Junie 'n aanvang neem en tot die volgende jaar Julie deurloop.



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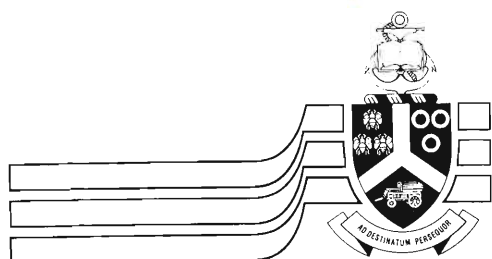
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# Verbree

'n Boek is sekerlik een van dié beste instrumente vir die verwerwing van kennis en vaardighede. Personeel van die Fakulteit lewer jaarliks 'n belangrike bydrae tot die daarstelling van handboeke, wat op die Suid-Afrikaanse mark gerig is. Kommuniké fokus op enkele van die nuwe boeke wat hierdie jaar verskyn het.

## **Aankope- en Materiaalbestuur (Derde uitgawe)**

Hierdie hersiene uitgawe van 'n Suid-Afrikaanse standaardwerk bied heelwat nuwe perspektiewe. Die boek bevat 'n oorsig van die basiese aankoop- en materiaalbestuursbeginsels; die aktiwiteite wat elke aankoopbestuurder moet uitvoer; asook hulpmiddele en toepassingsterreine van genoemde beginsels. Die jongste uitgawe van hierdie toonaangewende boek bied opwindende nuwe insigte. Lesers wat reeds met die vorige uitgawes bekend is, kan nie bekostig om hierdie een mis te loop nie.

*Outeurs: WMJ Hugo, DC van Rooyen en JA Badenhorst*

*Uitgewer: JL van Schaik*

## **Accounting Standards (Sixth edition)**

This text has been written to assist students exposed to accounting statement. The questions and solutions contained in the text allow the practical application of the theory underlying the scope and authority of accounting statements. Changes brought about by new accounting statements issued as a consequence of the South African Institute of Chartered Accountants' Harmonisation and Improvement of Accounting Standards Project, have been incorporated in this latest edition.

*Authors: HRB Opperman, SF Booyesen, M Koen, Q Vorster en CS Binnekade*

*Publisher: Juta & Co, Ltd*

## **Beskrywende Rekeningkunde (Sewende uitgawe)**

Die sewende uitgawe van hierdie baie geslaagde titel bied 'n oorsig oor Suid-Afrikaanse rekeningkundige standpunte en riglyne. Dié boek lig ook sekere aspekte van die standpunte en riglyne met voorbeelde toe. Onderwerpe wat spesifiek aandag vereis - soos die openbaarmaking van die rekeningkundige beleid, verdienste en dividende per aandeel en selfs samevoeging van besighede - word in besonderhede bespreek.

*Outeurs: Q Vorster, WA Joubert, M Koen en C Koornhof*

*Uitgewer: Juta & Co, Ltd*

## **Menslike Hulpbronbestuur (Vierde uitgawe) (Ook in Engels beskikbaar)**

Menslike Hulpbronbestuur het die afgelope dekade een van die mees dinamiese studieveld in Suidelike Afrika geword. Die impak van nuwe wetgewing, bv die Wet op Arbeidsverhoudinge, vereis kerngesonde en regverdige verhoudinge tussen werkgewers en hul werknemers.

Die vierde uitgawe van *Menslike Hulpbronbestuur* dek die belangrikste areas soos hierbo uiteengesit, en verskaf aan bestuurders, akademici en studente oor die hele spektrum van sake-aktiwiteite in Suid-Afrika die jongste inligting en praktiese toepassings oor hoe om met 'n organisasie se menslike hulpbronne om te gaan.

*Outeurs: PS Nel, PD Gerber en P van Dyk*

*Uitgewer: International Thomson Publishing*

# d jou kennis

## **A Practical Guide on Implementing Suggestion Systems**

Commercial and industrial success depends on how well the businessman or entrepreneur is able to translate the ideas of those around him into tangible products. The problem attached to implementing these ideas is that there seldom exists a mechanism whereby they can be presented to management. One of the oldest tools which can be used to overcome this problem, is the suggestion scheme. This book is a practical guide on the implementation and management of such schemes. It analyses their advantages and disadvantages and examines in depth the alternative methods of submission, evaluation and patents. It also explores the possibility of suggestion scheme associations.

*Author: Andrew E Marx*

*Publisher: Juta & Co, Ltd*

## **Capital Investment Decisions, Principles and Applications**

In a world of scarce and diminishing resources, high levels of risk and uncertainty, and increasing competition, sound capital investment decision-making has become imperative. In this timely book, the authors provide the necessary theoretical insights and, above all, practical step-by-step guidelines on how to evaluate capital investment projects for large and small enterprises. This distinctive book will provide essential reading for students in Financial Management, Financial Accounting, and Management Accounting, as well as for consultants, project managers and financial executives.

*Authors: GS du Toit,*

*EW Neuland and EJ Oost*

*Publisher: Unisa*

## **Produksie- en Operasionele Bestuur: 'n Suid-Afrikaanse perspektief (Tweede uitgawe)**

Die tweede uitgawe van hierdie handboek bou voort op die deeglike basis wat gelê is in die eerste. Nuwe ontwikkelings in die vakgebied is geakkommodeer waar dit op die inhoud van toepassing is. Die handboek is primêr gerig op die behoeftes van die voorgraadse student maar kan ook met vrug deur alle bestuurders wat met die verskaffing van produkte of dienste gemoeid is, gebruik word.

*Outeurs: SA Adendorff, PS Botes, PWC de Wit,*

*BJ van Loggerenberg en RJ Steenkamp*

*Uitgewer: International Thomson Publishing*

## **South African Industrial Relations (Third edition)**

This book is invaluable in the quest to understand and practise the mechanics of the new labour dispensation in South Africa. The book incorporates all the recent changes in the volatile and challenging subject area of industrial relations. This edition focuses on the fact that industrial relations and human resources management should be seen as interdependent subject areas. There are also chapters on in-house practices such as strike management, workplace forums, dismissals and retrenchments, and shopfloor-level human resources practices.

*Author: PS Nel*

*Publisher: JL van Schaik*



# Youngest department

on campus now one year old

**T**he young and dynamic Department of Tourism Management, established on 1 January 1997, is growing rapidly. "We are well on our way to achieving our short and medium term goals of optimising the challenges and opportunities of educational and industry-based needs," said Prof Ernie Heath, Head: Department of Tourism Management.

This Department is positioned as the strategic "hub" between the tourism industry's need for education, research and consultation services, and the wider spectrum of current and potential tourism-related facilities and services at the University of Pretoria.

More than 370 students were registered for the BCom(Tourism Management) degree in 1997 - a growth of 85% in student numbers since 1995.

Various practical short courses are offered as an integral part of the course in Tourism Management. These include Fidelio, Galileo, COTAC 1 Tourism course and a Food Preparation Management course. Industry experts from managerial positions in key sectors of the industry participated in the courses by lecturing on various case study examples and sharing their expertise and practical experience.

## Tuks Tourism Student Association

The members of the Tuks Tourism Student Association (TTSA) are also actively involved in facilitating matters concerning the broader spectrum of the tourism industry, liaison with staff of the Department of Tourism, as well as student activities.

The TTSA is involved in initiatives that include the organising and hosting of the annual cocktail function for key industry role-players and the running of an employment office for students to do their practical work.

With regard to marketing the course and the Department, both internally and externally, the TTSA's initiatives involve participating in World Tourism Day on campus, printing a quarterly newsletter and organising the printing of T-shirts with the Departmental logo.

The TTSA also holds a seat on the University's Central Student Council and is currently one of the largest student bodies on the UP campus, with 400 members.

Educational excursions to Hostex and the Satour Indaba in Durban, as well as social outings and events such as a European tour, form part of their annual programme.

**Student members of the TTSA participated in World Tourism Day by painting a mural on the graffiti wall on campus. Prof Ernie Heath (left) looks on.**



Jan Visser vereer by internasionale

# produktiwiteitskongres

**T**wee baie eksklusiewe eerbewyse is by die tiende Wêreld-produktiwiteitskongres in Santiago, Chili, aan dr Jan Visser, Uitvoerende Direkteur van Suid-Afrika se Nasionale Produktiwiteitsinstituut (NPI) en buitengewone professor by die Departement Ondernemingsbestuur, oorhandig. Hy is maar die tweede persoon wat die Voorsitterstoekening van die Wêreld-konfederasie van Produktiwiteitswetenskap (WKPW) ontvang.

Hierdie toekening is aan hom gegee uit erkenning vir sy uitmuntende bydrae tot die WKPW en die hoogstaande manier waarop hy die organisasie verteenwoordig. Die tweede toekening was die Presidentstoekening van die Wêreld-akademie van Produktiwiteitswetenskap (WAPW). Hy het die toekening ontvang vir sy "bydrae tot die uitvoering van die organisasie se missie".

Dr Visser, wat die President van die Pan-Afrikaanse Produktiwiteitsassosiasie (PAPA) is, is 'n lid van die WKPW-raad en 'n genoot van die Akademie



**Dr Jan Visser, Uitvoerende Direkteur van Suid-Afrika se Nasionale Produktiwiteitsinstituut**

# Komplekse steekproefneming

vorm 'n belangrike deel van navorsing

**K**omplekse steekproefneming en die ontleding van komplekse steekproefdata maak vandag 'n belangrike deel van navorsingsondersoeke uit. Daarsonder is dit dikwels onmoontlik of onprakties om 'n goeie verteenwoordigende en wetenskaplik verantwoordbare steekproef te trek, veral waar beperkte fondse beskikbaar is.

Die uitdagings waarvoor navorsers tans te staan kom, is om 'n steekproef sodanig te ontwerp dat die resultate verkry uit die steekproef veralgemeenbaar en 'n werklike weerspieëling van die bevolking is.

Mev Ariane Neethling van die Departement Statistiek, mev Riëtte Eiselen van die Departement Statistiek aan Unisa en prof Dawie Stoker het tydens die jaarkonferensie van die SA Statistiese Vereniging 'n werkwinkel oor komplekse steekproefneming en die ontleding van komplekse steekproefdata aangebied, met die doel om aan navorsers en statistici leiding oor hierdie onderwerp te gee.

'n Vraag wat onder andere tydens die werkwinkel bespreek is, is hoe die elemente van 'n bevolking uitgekies moet word sodat die steekproef so verteenwoordigend moontlik van die betrokke bevolking sal wees. "Hiertoe verskeie wetenskaplik verantwoordbare steekproefnemingsmetodes ontwikkel," sê mev Neethling. "Die 'beste' steekproefnemingsmetode vir enige spesifieke opname hang in 'n groot mate van die doel van die opname af. Geldige veralgemenings kan slegs gemaak word as die steekproef verteenwoordigend van die bevolking is."

Die voordele van komplekse steekproefneming, oftewel meerstadium-steekproefneming, is dat dit meer ekonomies en prakties is, asook 'n beter verteenwoordigende steekproef van die bevolking waarborg.

Een van die eerste vrae wat navorsers in hierdie verband vra, is: Hoe groot moet die steekproef wees? Hoewel hierdie onderwerp tydens die werkwinkel bespreek is, bly dit 'n moeilike vraag om direk te beantwoord, aangesien verskeie faktore in ag geneem moet word alvorens die grootte van 'n steekproef bepaal kan word. "'n Verdere aspek wat ook dikwels uit die oog verloor word, en waarvan enige navorser/statistikus kennis moet neem, is die invloed van 'n komplekse steekproef op die ontleding van data. Hierdie invloed moet deurgaans in gedagte gehou word wanneer navorsing gedoen en die data selfs met behulp van 'n statistiese pakket ontleed word," sê mev Neethling.

"Waar daar van komplekse steekproefneming gebruik gemaak word, moet elke navorser toesien dat die steekproef so getrek word dat die beste verteenwoordigende steekproef verkry kan word en dat steekproefdata korrek ontleed en geïnterpreteer word."



**Mev Ariane Neethling van die Departement Statistiek**

# Informatics

*offers new graduate courses*

The Department of Informatics continually updates its curricula to keep up with international trends in the field. In order to meet the specific needs of the market and to stay on the forefront of informatics training in South Africa, it was decided early in 1997 to restructure graduate programmes in the Department.

In contrast to the four year programme of most overseas universities, the undergraduate programme of the Department of Informatics extends over only three years. The current honours programme, instead of being a fourth undergraduate year, has over the years evolved into an independent degree of high status.

"Indeed, on close inspection, it would seem that the quality of honours courses offered compare favourably with typical master's courses at many other universities. Offering the honours course at this rather high level has resulted in many potential students refraining from enrolling for the course," said Prof Dewald Roode, Head: Department of Informatics. "It was consequently decided to adjust the level of the honours course and to implement a new syllabus in accordance with the needs of the market."

The master's degree at the Department was only offered by dissertation until 1994, when a taught master's degree was successfully implemented, in addition to the existing option. The syllabus for this degree was again scrutinised and enhanced during 1997, resulting in a programme tailored to the needs of the working information systems specialist, as well as providing the required background for prospective doctoral students.

The above led to the following restructured graduate programme as an outcomes based programme:

- The honours course is seen as a finishing fourth year of the undergraduate programme, which must contain material that is much more technical and that concentrates less on managerial aspects.
- The master's course is aimed at students who have had a number of years of exposure in the industry and should address the material from a management perspective. The programme is not seen as preparing students for the doctoral programme, although it is a prerequisite for the latter.
- The PhD doctoral programme consists of a preliminary study programme, followed by a dissertation prepared under the guidance of a supervisor.

"Although we would welcome full-time master's and doctoral students, it is a longer-term objective to work towards. In our very successful doctoral programme, twelve part-time students have received doctorates since 1992. Only time will tell whether the change from part-time to full-time graduate study will be possible in the South African milieu in the foreseeable future," said Prof Roode.

# Green

The Environmental Reporting Unit of the University's Department of Accounting, currently in its fourth year and leader in its field in South Africa, is undertaking an ongoing research initiative to establish accounting practices with regard to environmental accounting in South Africa.

**T**he worldwide trend towards including reports on companies' involvement in environmental issues in their annual financial reports is at present being experienced in South Africa. There is an increasing likelihood that companies will, in the future, be evaluated in terms of, amongst other things, their track record in environmental conservation.

Accounting for the environment, or "green accounting" as it has become known, is a relatively recent development in accounting, evolving from the notion that business entities have a social responsibility in addition to their primary objective of maximising profit.

Proff Charl de Villiers and Quintus Vorster of the University of Pretoria's Department of Accounting found that most managers, auditors and users of financial statements agree that more corporate environmental reporting is needed. Some environmental information is already required in the financial statements of companies for the purpose of complying with generally accepted accounting practices.

"Companies whose activities have an obvious impact on the environment, such as mining houses, petro-chemical companies and energy corporations, are for example, more inclined to engage in green reporting than other companies," said Prof de Villiers.

The Environmental Reporting Unit of the University's Department of Accounting, currently in its fourth year and leader in its field in South Africa, is undertaking an ongoing research initiative to establish accounting practices with regard to environmental accounting in South Africa. Through this research, they are also setting achievable standards for environmental reporting, in order to promote a high level of disclosure. The Unit annually publishes a research report on environmental accounting practices in South Africa.

As current accounting practices in South Africa can best be determined from the annual reports published by companies listed on the Johannesburg Stock



# reporting

## *is a worldwide trend*

Exchange, a survey of green reporting in these annual reports forms part of the research initiative.

An analysis of 606 annual reports with 1996 year-ends was conducted this year by monitoring trends in environmental reporting against a checklist of disclosure possibilities. This checklist was compiled from an analysis of international disclosure practices and amended for circumstances found in South Africa during previous reports.

Prof Vorster believes that the checklist used in the analysis represents a standard that can be set as an achievable goal for environmental disclosure in South Africa. International bodies, such as the United Nations, the Canadian Institute of

Chartered Accountants and the Institute of Chartered Accountants in England and Wales, have also made recommendations regarding the environmental issues that should be disclosed by corporations worldwide.



**Mrs Santie van Tonder, Prof Charl de Villiers and Prof Quintus Vorster worked on the project regarding Green Reporting in South Africa**

"Although there is a trend for more corporations to report on their environmental involvement, environmental reporting by South African corporations is not at the same level, or found in as many corporations, as in the developed world," said Prof de Villiers. "Tukkies' Environmental Reporting Unit therefore has a major role to play in encouraging this practice in South African companies and helping them implement environmental accounting as part of their social responsibility function."

# Sy afsterwe laat 'n leemte



Wyle prof Geert de Wet

**P**rof Geert de Wet se afsterwe op 1 Februarie 1997 het 'n groot leemte in die Departement Ekonomie gelaat. Prof De Wet sal onthou word as iemand wat hom veral daarvoor beywer het om die Departement internasionaal bekend te stel deurdat sy ekonometriese model deel van 'n wêreld ekonometriese model van die Verenigde Nasies se *Project Link* geword het. Lede van *Project Link* vergader twee maal per jaar om die wêreld se ekonomie vooruit te skat.

Prof De Wet het altyd seker gemaak dat lede van die Departement ook internasionale konferensies soos die *Conference of Political Economists*, oftewel COPE, bywoon. Hy het dit verder bewerkstellig dat die eksterne evaluering van die Departement deur wêreldbekende ekonome gedoen word. Dié evaluering is eers na sy dood uitgevoer en wel deur drie eksterne evalueerders, naamlik prof Peter Pauly van die Universiteit van Toronto, Kanada, prof Stephen Hall, verbonde aan die *London Business School of Economics*, asook prof Johan du Pisanie van Unisa.

Prof De Wet het baie op sy terrein gepubliseer en is dikwels genooi om referate, lesings en voordragte in die buiteland te lewer. Sy publikasies en standpunte oor die ekonomie word internasionaal hoog geag.

Prof De Wet het op sowel plaaslike as internasionale besture van verskeie vakverenigings gedien en was ook President van die Ekonomiese Vereniging van Suid-Afrika. Hy het gereeld op die redaksies van ekonomiese vaktydskrifte gedien en is dikwels deur erkende buitelandse instansies genooi om lesings te gee en bydraes tot boeke te lewer.

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Die Fakulteit wil graag kontak met al sy \*oudstudente behou. As u 'n oudstudent van hierdie Fakulteit is, sal ons graag u besonderhede wil ontvang. *Communiqué* en ander relevante inligting word gratis aan ons oudstudente gestuur. Voltooi asseblief hierdie vorm en stuur dit aan ons. Indien u 'n adresverandering onder ons aandag wil bring, kan u ook hierdie vorm gebruik. Pos of faks dit aan: Die Dekaan, Fakulteit Ekonomiese en Bestuurswetenskappe, Universiteit van Pretoria, PRETORIA, 0002, faks (012) 362-5194. U is welkom om die Hoof: Skakelafdeling, by tel (012) 420-3328 te skakel indien u enige navrae het.

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Geslag: .....		UP-studentenommer: .....
Taalvoorkeur (Afr/Eng): .....		Voorkeuradres (Pos/Huis/Werk): .....
Graad of diploma aan Tukkies verwerf:		Jaar verwerf: .....
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..... Kode:.....		Posbenaming: .....
Huidige werkgewer: .....		

\* 'n Oudstudent van die Fakulteit is iemand wat: 'n BCom- of BAdmin-graad of 'n diploma aan die Universiteit van Pretoria (UP) verwerf het; of 'n nagraadse kwalifikasie aan die Fakulteit behaal het; of een suksesvolle studiejaar aan die Fakulteit voltooi het; of 'n ander graad of diploma aan UP of 'n ander universiteit verwerf het, maar drie jaar of meer in diens van die Fakulteit was. Pos of faks asseblief die vorm na bostaande adres.



