

BU IRC

BOTHO UNIVERSITY
INTERNATIONAL RESEARCH
CONFERENCE 2022

BOOK OF ABSTRACTS
Friday, 25th November 2022

CONFERENCE THEME
BEYOND THE HORIZON
REIMAGINING A SUSTAINABLE FUTURE

BU



Beyond the Horizon: Reimagining a Sustainable Future

It is my pleasure to welcome all of you to the tenth Botho University International Research Conference - BUIRC 2022. We take cognisance of the conference theme; Beyond the Horizon: Reimagining a Sustainable Future, and we have chosen to conduct this conference virtually as the carbon footprint of a virtual academic conference is equivalent to just a single hour-long car journey. The BUIRC went virtual for the past two years during the pandemic and this year we hope to leverage on the great success of the previous virtual conferences by using a more versatile Whova online platform.

The theme for this conference is extremely relevant as we try to understand better the role of universities in creating a sustainable future through education, innovation, and research for sustainability. Faced with a rapidly changing future of work, there is an urgent call to produce future-ready graduates with a mindset for sustainability. Our esteemed speakers will unbundle the value of technology in delivering education including the importance of data science, artificial intelligence, and knowledge of sustainable practices to bring about innovation for sustainability.

At Botho University, over the past five years, we have focused our energy on becoming a sustainable university through digital transformation, building a more student centric pedagogy that helps connect students to their communities, a laser like focus on graduate employability, and creating a green campus environment. The IFC (World Bank

Group) and Deloitte assessment of our digital maturity as part of the Digital for Tertiary Education Project (D4TEP) demonstrated that we are on par with the results for a sample of institutions that includes leaders in digital transformation. Through our international university partnerships, we have been implementing pedagogy such as Challenge Driven Education whereby students use design-based thinking to develop solutions for various challenges faced by the community and hence learn about innovation for sustainable development. IFC also assessed our employability initiatives and gave us an employability score of 77% that is on par with several peer-comparators in Africa and MENA. At our Botswana campus we currently generate over 70% of our power requirements through the rooftop solar project, we have reduced our water consumption by 80%, and have initiated a major recycling project, all these leading to a green campus.

On behalf of all staff and students of Botho University, I thank all our speakers and presenters for their participation and involvement with BUIRC 2022. Your contribution and research will go a long way in building a better understanding and appreciation of sustainability for the future of Africa. I would like to thank our sponsors for their support. I also congratulate the BUIRC team for delivering a successful conference.

Dr. Sheela Raja Ram
Vice-Chancellor & Managing Director
Botho University



**IFC also assessed
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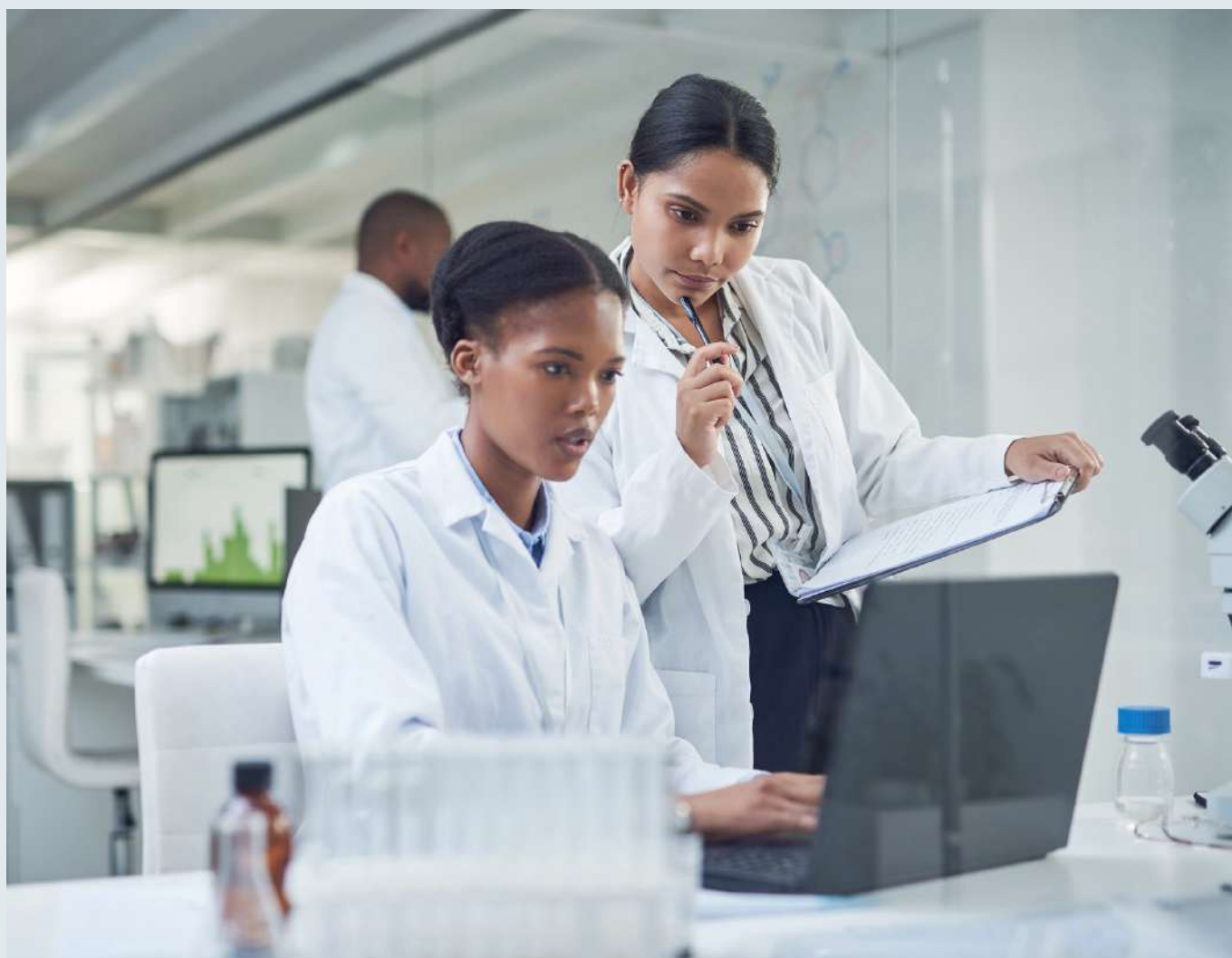
ABOUT BUIRC

BUIRC

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Botho University caters to a wide range of student expectations. Not only are we providing top-notch learning and teaching experience to our students but also an environment where research and innovation thrive. The University has for the last 9 years, run a successful international research conference with participants from all over the world. Last year the University ran its most successful Botho University International Research Conference (BUIRC) virtually despite the Covid-19 pandemic, which attracted at least 800 participants from different corners of the world; Botswana, Nigeria, USA, Kenya, South Africa, Egypt, India, Ghana, Sri Lanka, Portugal, UK, Ethiopia, Zimbabwe, Singapore, United Arab Emirates, China, Brazil France, Italy, Germany, Turkey, Namibia, Tanzania, Lesotho, and Eswatini. This year again the University will hold the annual BUIRC on the 26 th November 2021. BUIRC is a forum for researchers to present their research findings and engage with researchers from institutions in other parts of the world.

This year's conference theme is *Beyond the Horizon: Reimagining a Sustainable Future*



ABOUT BOTHO UNIVERSITY

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Botho University was established in 1997 and has rapidly evolved over the years to become a leading multidisciplinary high-quality tertiary education provider. Botho University was one of the first local tertiary institutions in Botswana to be accredited by the Human Resources Development Council (HRDC). All programmes offered by Botho University are approved by the Botswana Qualifications Authority (BQA), the Council on Higher Education (CHE) in Lesotho and the Namibia Qualifications Authority (NQA). Botho University currently offers programmes through four faculties namely Faculty of Business & Accounting, Faculty of Engineering and Technology, Faculty of Health and Education and Faculty of Hospitality and Sustainable Tourism. From January 2021, the Faculty of Computing and the Faculty of Engineering and Applied Sciences were merged to form a new Faculty of Engineering and Technology. The new Faculty will chart forward Botho University's strategy of building strong, industry-focused Science-Technology-Engineering-Mathematics (STEM) programmes, which are critical to the development of all our economies.

BU currently offers qualifications from certificate level to master's degree level with plans in place for doctoral programmes. With over 3500 students and almost 350 staff members and growing, Botho University is a dynamic and exciting place to be. (refer to specific campus prospectus for details or visit www.bothouniversity.com for the latest updated information on programmes)

Botho University also offers a diverse range of programmes for in-service professionals and organizations. Under the Corporate Training Department, there are over 200 short-term professional development programmes, which can be customized to meet the client's requirements.

BU programmes are offered via fully online Distance Learning Campus and as well as our physical campuses located in Botswana (Gaborone), Lesotho (Maseru), Namibia (Windhoek) and Eswatini (Manzini). Botho University is one of the only Southern African institutions to have established international campuses successfully operating outside Botswana producing well rounded, globally employable graduates.

OUR LEARNING MANAGEMENT SYSTEMS

As a modern university, Botho University is a technology driven institution. This is the strength which Botho University prides itself with from inception. The COVID 19 pandemic

in 2020 had helped BU to demonstrate strength when the team migrated from classroom teaching and learning with ease, thanks to its already well established Blended & Distance Learning infrastructure. Faculty and students from various campuses were able to adapt easily when the University fully moved to "non-contact" teaching. This proved a higher interaction level in comparison to the classroom learning environment. During the COVID-19 pandemic, Botho University deployed high-end technology to ensure that learning and teaching continues in spite of the restrictions that posed a threat to many educational institutions dependent on teaching in physical campuses.

Botho University has invested in a robust state-of-the-art Mobile Learning and e-Learning infrastructure called Blackboard that has been the backbone of its online distance learning programmes. All Botho University students and staff, including those in conventional learning, have been using Blackboard Learn and its Mobile application in a blended mode to enhance teaching and learning (combination of classroom and online learning).

Blackboard Learn is the Botho University Virtual Learning Environment (VLE). It is an online campus that supports teaching and learning, allowing students to access their course materials online. Blackboard App and Blackboard Instructor App are the mobile versions of Blackboard which students can access using their smart phones or tablets. Blackboard provides access to learning materials and activities online. It has a plethora of features and functionality that provides an unparalleled level of student engagement such as discussion forums, wikis, blogs and journals and advanced content management features that allow for textual, audio, visual and pictorial content. In addition, Blackboard provides powerful assessment features that allow plagiarism checking as well as comprehensive reporting and analytics that allow for easy identification of "at-risk" students.

Apart from Blackboard, BU also has an industry leading anti-plagiarism check tool called "Turnitin" making its assessment activities stringent and of international quality.

Blackboard also allows easy and full access to e-Library facilities. With this, we confirm that all our students and Lecturers will be able to access the Both University E-Library, which leads to the following Databases; Emerald, Ebscohost, Proquest, Dawsonera, Jstor and BU Repository, for access of all the E-Books,

E-Journals, theses, dissertations, case studies and many more resources.

CORPORATE TRAINING DEPARTMENT

Botho University has been involved in providing corporate training services since 1997. Our Corporate Training Department works with companies and individuals, helping them to develop crucial competencies and empowering employees at all levels to become more competitive. We develop professional development programmes designed to measurably improve productivity, performance, and profitability.

The CTD curriculum and programme materials go through a stringent quality process. At the end of every training, participant's feedback is collected to evaluate and measure performance which help assist in our future service delivery.

Learning online with Botho university allows clients to take part in discussion on virtual classrooms guided by the lecturers. This collaborative approach enables students to demonstrate an understanding of the subject, while also learning and sharing knowledge with peers from all over.

FUTURE PLANS

Botho University's strategic focus is to increase student diversity by attracting international students. Apart from Botswana, Lesotho, Namibia and Eswatini, BU campuses (both physical and the Blended & Distance Learning Campus) attract several students across Africa. BU's vibrant community includes students from South Africa, Namibia, Zimbabwe, Zambia, Democratic Republic of Congo and Ethiopia to name a few and the list is continuously growing as Botho expands its wings through its Distance Learning programmes.

BOTHO'S PARTNERSHIPS

Botho University also has several partnerships with well-known regional and international institutions such as University of Venda-RSA, KTH Royal Institute of Technology-Sweden, Black Hills State University-USA, University of Louisville-USA, Indian School of Mines-India, Manipal University in India and recently World Tourism Forum Lucerne-Switzerland. Students studying with Botho University have an immense opportunity to take advantage of these international partnerships through student exchange programmes. BU students have had internship programmes in India, USA, UK and Sweden amongst others, thus giving them incredible international exposure.

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OUR QUALITY

Botho University is driven by the core values of integrity, excellence, and inclusiveness and aims to produce well-rounded, entrepreneurial, and globally employable graduates with the attitude, knowledge, skills, and competencies needed to catalyse sustainable economic growth. The focus on quality has resulted in Botho University becoming the only university in Botswana with a BOS ISO 9001:2015 certification. With an impeccable reputation for quality in the market, Botho University graduates are leading the way in transforming the economy.

BLENDED AND DISTANCE LEARNING PROGRAMMES

The Blended and Distance Learning Campus, is driven by high levels of integrity, excellence and inclusiveness which are also the core values of the institution. These values are coupled with state of the art teaching infrastructure, qualified staff and accredited industry specific programmes offering the learner an employable, entrepreneurial and well rounded learning experience.

The University through distance learning offer many cross-disciplinary courses that are unique and designed to suit the upcoming market. With the advent of internet technology, it brings the best convenient method of learning with Accounting, Computing, Business, Hospitality, Education and Information Technology programmes. Blended and distance learning provides online support through emails, discussion forums on Blackboard as well as scheduled meetings between student and lecturer via Skype.

OUR LESOTHO CAMPUS

The Kingdom of Lesotho is an independent country, with a population of roughly 2 million people, which has the unusual distinction of being surrounded by another country, the Republic of South Africa. It is one of the three remaining monarchies in Africa. The Lesotho Government is a parliamentary or constitutional monarchy.

Botho University has a state-of-the-art campus in Maseru Mall, with advanced plans to build a larger campus in the near future. BU Maseru students are currently studying across three faculties. Faculty of Business & Accounting, Faculty of Health and Education and Faculty of Engineering & Technology.

OUR NAMIBIA CAMPUS

Botho University, Namibia opened doors to students in August 2018 after duly getting registered with NCHE offering 100% scholarships to the students of Namibia. BU Namibia is now officially recognized by the Namibia Qualifications Authority and will from now on start admitting students who are eligible for NSFAP scholarship apart from self-sponsored applications. BU Namibia students are currently studying across three faculties. Faculty of Business & Accounting, Faculty of Health and Education and Faculty of Engineering & Technology.

OUR ESWATINI CAMPUS

Botho University has established in Eswatini and in full operation as per the ESHEC authority in accordance with section 19 of The Higher Education Act of 2013, with effect from July 2019. BU's goal in Eswatini is to offer academic programmes of high intellectual and entrepreneurial nature in fields that meet the needs of the Eswatini economy, in order to develop a nation that is already proud of its culture. Focusing on teaching and learning, research, community engagement and internalization, Botho University Eswatini will constantly address the unique needs, competencies and characteristics of the Eswatini environment, with the ultimate goal of cementing our position as the preferred higher education institution within the Eswatini Higher Education sector. BU Eswatini offers programmes from the Faculties of Computing, Health & Education and Business & Accounting.



KEYNOTE SPEAKER

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Dr. Neil Fassina

President of the International Council for Distance and Open Education

Dr. Neil Fassina is the current President of the International Council for Distance and Open Education. He became Okanagan College's President in April 2021, drawn to the institution for its reputation for transforming lives and communities.

Fassina holds a PhD in Management from the Rotman School of Business at the University of Toronto, a BSc in Psychology from the University of Calgary and is a chartered professional in human resources (CPHR), and a chartered director through the Institute of Chartered Directors (ICD.D). As an active researcher, he has authored or co-authored a number of refereed articles, a Canadian Human Resource Management text, and pursues research interests in negotiations, applied

decision making, and the role of education in shaping societies.

Prior to joining OC, Fassina was the President of Athabasca University (2016-21). He served previously as Provost and Vice President Academic at the Northern Alberta Institute of Technology (NAIT) and the Dean of the JR Shaw School of Business and School of Hospitality and Culinary Arts. He has taught as part of his academic career at the University of Toronto, the University of Calgary, the University of Manitoba, and in executive environments.



Prof. Abejide Ade-Ibijola

Full Professor of Artificial
Intelligence (AI) and Applications

Prof. Abejide Ade-Ibijola holds a PhD in Computer Science (Artificial Intelligence) from the University of the Witwatersrand, Johannesburg. He is currently a Full Professor of Artificial Intelligence (AI) and Applications at the Johannesburg Business School (JBS), University of Johannesburg (UJ), South Africa. He is rated by the National Research Foundation (NRF) of South Africa, and he has published 70+ articles in recognised outlets on algorithms, AI tools, and innovations for solving real-world problems in the 4th Industrial Revolution. Abejide has won 65 major teaching, research and innovation awards and secured over R12m in funding towards research, innovation, and social development (training of youth technopreneurs, and unemployed graduates).

Abejide is the Director of Postgraduate Diploma Programmes at the JBS, the Chairperson of the JBS Centre for Entrepreneurship's Advisory Board, the Founder and Chairman of GRIT Lab Africa (a social project for training young Africans in Grit and programming), a Distinguished Professor of Artificial Intelligence at the School of Business, Woxsen University, Hyderabad, India, and holds several academic, consulting, and advisory positions around the world.

He is a member of UJ's Academy of Distinguished Teachers, serves on the UJ's Teaching Portfolio Assessment Committee, and he is also a member of the Senate's Teaching and Learning Committee. He is a Two-time Winner of the UJ

Vice-Chancellor's Distinguished Awards for the Innovation of the year 2019, and Teacher Excellence 2020. Abejide's career is decorated with over 100 awards and recognitions.

TRACK SPEAKERS

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Ed Holroyd Pearce

(Track: Graduate Employability and
Job Creation Track)

**co-Founder and President
of Virtual Internships**

Ed Holroyd Pearce is co-Founder and President of Virtual Internships, a Venture Capital backed UK company which provides transformative remote yet global work experience for students. Before running Virtual internships, Ed jointly ran CRCC Asia, arranging over 10,000 successful work placements in Asia. Prior to this Ed worked in Asset Management and before that at a Chinese Airline. Ed is passionate about employability, social mobility and Asian language and culture and is involved with several related institutions at board level. He was educated at Cambridge University, later completing a masters degree at SOAS, and gaining an MBA at Bayes Business School.



Prof. Yvonne du Plessis

(Track: Sustainable Businesses)

**International and Africanisation
programme manager of the NWU
Business School**

Yvonne du Plessis- BSc Hons, MBA and PhD with specialisation in Organisational Behaviour (University of Pretoria, South Africa), has more than 40 years' experience in Business Management and Leadership. She is a retired Full Professor at the North-West University Business School in South Africa and a rated researcher at the NRF in South Africa. Currently she is the International and Africanisation programme manager of the NWU Business School, with the core focus of enabling the executing of the sustainable development goals as expressed in the UN Agenda 2030. She is also still actively involved with business management and leadership related research and consulting in Africa. Her field of expertise lies in Managing Organisational Behaviour, Strategic Human Resource Management and Behavioural perspective in Project Management, especially related to the Africa. She is a member of the international team of research judges for the International Project Management Association's (IPMA). She is not just an academic who has promoted 25 PhDs, but has published widely in accredited journals, edited, authored, and co-authored a number of books and book chapters on her area of expertise. She has a keen practise-based interest in Managing and Leading the People-side of organisations enabling sustainable development and performance on multiple levels.



Prof. Edson Gandiwa

(Track: SDGs & Sustainable
Eco-Tourism)

**Director Scientific Services, Zimbabwe
Parks and Wildlife Management Authority**

Edson Gandiwa has 18 years of experience in the field of wildlife conservation. Previously, he served as Executive Dean and Professor in the School of Wildlife, Ecology and Conservation at Chinhoyi University of Technology. He has contributed to several projects at national, regional and international levels including the development of protected area management plans, the Zimbabwe Tourism Master Plan, the Communal Areas Management Programme for Indigenous Resources (CAMPFIRE) review, aerial surveys of large mammals, Regional Biodiversity and Ecosystem Services Assessment for Africa and the Sustainable Use of Wild Species Assessment under the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES). His interests cover biodiversity conservation, community-based natural resource management, agritourism, ecotourism, and communication science. He has over 150 peer-reviewed scientific publications and holds a PhD in Wildlife Conservation and Management from Wageningen University, the Netherlands.

TRACK SPEAKERS

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Dr. Juliet Evelyn Bataringaya

(Track: Health and Education
innovation for Sustainability)

Health Systems Strengthening Specialist

Dr. Juliet Evelyn Bataringaya is a Health Systems Strengthening Specialist who has worked for the World Health Organization for the past 19 years.

Her areas of focus are policy and strategic plan development, operational health planning, human resources for health development, strengthening health systems at national and sub-national levels in areas of Primary Health Care, organization of services, public-private partnerships, community-based health services delivery approaches and initiatives and development cooperation effectiveness. In addition, Dr. Bataringaya supports countries to conduct health systems performance assessments at national and sub-national levels, health care evaluation and monitoring progress towards Universal Health Coverage and Sustainable Development Goals.

Dr. Bataringaya has provided technical support to Botswana, Uganda, Rwanda, Kenya, Malawi, United Republic of Tanzania, Eswatini and Lesotho.

Dr. Bataringaya is a medical doctor with master's degree in Health Policy, Planning and Financing from the London School of Hygiene and Tropical Medicine and London School of Economics and master's in Epidemiology from the London School of Hygiene and Tropical Medicine.

She has additional training in Improving the Quality of Health Services from the Harvard School of Public Health; Health Economics and Financing, Results Based Financing, and Civil Registration and Vital Statistics from the World Bank Institute. She has certificates in strengthening Human Resources for Health, Health Care Evaluation, Integrated Disease Surveillance and Response (IDSR) and Leadership and Management.

PAPER PRESENTERS

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Aju Abraham

I started my career as a Research Assistant in 2013 and joined the PhD programme in 2014. I was given the opportunity to work as a junior research fellow during this time. After completing my PhD, I joined as an Academician at Father Muller College of Speech and Hearing in 2017 and continued my career there till January 2021. Following that, I had the opportunity to return to my alma mater. Currently, I am working as an Assistant Professor in the Department of Audiology and Speech Language Pathology, KMC Mangalore, Manipal Academy of Higher Education.



Jomin Gorge



Elizabeth Ndakukamo

TITLE OF PAPER: FUTURISTIC APPLICATIONS OF VUI ON CHILD LANGUAGE DEVELOPMENT

ABSTRACT

Voice User Interface (VUI) are Artificial Intelligence tools which enable children to access a Computing devices and complete task through speech, instead of using learning methods. Artificial Intelligence (AI) or often times referred to as machine intelligence, is intelligence established by robots or gadgets, in difference to the natural intelligence exhibited by humans and other animals. Some of the endeavors that AI is designed to do is speech recognition, learning, planning, and problem solving (Saleh, 2019). VUI, a form of AI, takes a sound that children articulate in a spoken statement, and uses intent recognition to understand the action required to fulfil the child's spoken request. The design of interaction models for artificial intelligence is changing the way in which language development is integrated in early childhood learning. Research has proven that conversational AI improves language teaching and learning, through the use of VUIs which have the capacity to serve as a tool for children's language development, because of its ability for speech-based interaction with children (Saleh, 2019).

The design and features of VUI have been developed to increase the interpersonal level of communication with users and to some degree, make voice assistants behave like humans. The features that have been created, have been shaped in such a way to improve learning efficacy and ease of use for early childhood learning development. The currently available VUIs in the market have been geared to provide children with a simpler way to interact with and access educational technology learning tools VUI tools and devices have been shown to improve them as a learning aid for childhood development. In this regard, the exposure and use of VUI technology has become an integral part of the learning process and development of children. The research posits that there are two primary uses of VUI in childhood learning development (1) exploration, whereby children use VUI as a form of entertainment, and (2) information seeking, children using VUI to develop various knowledge facets. For children in the early language stages currently using language to communicate, VUI language stimulation can help children to engage in continuous communication processes, use and understand various words, and successfully complete more complex sentences.

VUI can serve as an effective language stimulation strategy that can be used in the language development of children. The research seeks to state the problems associated with VUI, and the standard opinions based on research associated with the problem. Moreover, the study seeks to articulate the hypothesis that VUI is an effective tool for early childhood language learning, through the use of peer reviewed evidence and examples, to the hypothesis, to generate new and innovative perspectives.

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Tidimalo Collin Pence

I am a friendly, professional, capable, intelligent, and effective change manager with a proven track record of implementing organizational change. Possessing a demonstrated ability to effect transformational change across a variety of operational areas, thereby making a long-term difference in a company's operational performance. In terms of administration, I am a hands-on, results-oriented transformative leader who values professionalism, teamwork, and team spirit over command and control. I formed a synergistic team based solely on merit and ability to produce results, with no regard for ethnicity. As a team leader, I pioneered in the development of Botho University's first Distance Learning policy, which was revised twice during my tenure to reflect changes in academic demands. This transformative leadership resulted in the university's increased footprint and internationalization. I am a highly engaging certified e-teacher who is committed to making learning enjoyable, intellectually stimulating and thought-provoking. One of my primary goals is to help students realize their full potential and achieve the results they are capable of. My approach is to assist my students in discovering their passion for a subject while also coaching them to perform well by honing their competencies and techniques. In an enjoyable, stimulating, and stress-free environment, I aim to provide both in-depth knowledge and personal motivation and coaching. I enjoyed the challenge of adjusting to new environments as well as the opportunity to collaborate with a diverse and incredibly intelligent group of people. My two-year postgraduate programme in Business Administration-International Business at Amity University India and



Sumburani Sigauke

Sumburani Sigauke is the Accounting and Business Lecturer in the Faculty of Business and Accounting at Botho University. He obtained his Master of Business Administration Degree (MBA) in 2011 from the Zimbabwe Open University. He has a Bachelor of Business Studies Honours Degree from the University of Zimbabwe. He has 20 years of experience teaching at different levels from high school to university level. He also worked in the Accounts Department at Pan African Mining (Muriel Mine). He made paper presentations in Beijing China in July 2012 at the University of International Business and Economics (UIBE) conference and in Gaborone in October 2012 at the Botho College International Research Conference (BCIRC). 1st IDM (Institute of Development Management) Research Conference, October 8-9, 2013, Phakalane, Gaborone, Botswana. His research interests are into small business, entrepreneurship, customer care, relationship marketing, accounting and education. He currently has 5 journal publications. He completed the CIMA Diploma in Management Accounting, and he is a PhD candidate.

Albert Bere

Edson Kambeu

Masters of Arts in Distance Education at Indira Gandhi National Open University in India have given me an open mind, sharp insights, and a wealth of practical experience. The Strategy, Innovation, and Design Thinking course I took at the Gordon Institute of Business Science (University of Pretoria) provided me with the opportunity to examine changing global dynamics and their connections to various sectors. Examine the key competitiveness levers at the individual, company, and national levels. Determine strategies for leveraging global dynamics and changes for local impact. Identify the most recent innovations in various industries around the world; and Examine global trends and their implications for delegates and the company.

TITLE OF PAPER: SMALL BUSINESS FUNDING USING CROWDFUNDING IN BOTSWANA: WHAT ARE THE IMPEDIMENTS

ABSTRACT

Crowdfunding is increasingly becoming a viable alternative source of financing for small businesses around the world. Crowdfunding as a means by which small businesses raise finance from small contributions of investors is particularly popular in the developed world. However, its use by small businesses in Africa in general and Botswana in particular remains limited. This may be due to several impediments inhibiting small businesses in Africa from utilizing crowdfunding platforms. In this paper, we explore the possible impediments to the use of crowdfunding by small business enterprises in Botswana. We apply Principal Component Analysis (PCA) and Natural Language Processing (NLP) methods on data collected from a range of small business enterprises to identify factors hindering the use of crowdfunding as a potential source of finance. The findings of the study have implications on developing viable crowdfunding platforms tailored for small businesses in Botswana.

Key words: Crowdfunding, small businesses, financing

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Nthabiseng Motlohi

Nthabiseng Motlohi is a Lecturer in the Faculty of Health and Education in the Department of Health Information Management at Botho University, Maseru Campus. She holds a Master's degree in Pharmaceutical Sciences (Biopharmaceutics) from Tshwane University of Technology and a Bachelor's honors degree in Pharmacy from National University of Lesotho. Nthabiseng has a career that spans over a decade in pharmaceutical manufacturing, retailing, teaching and research. She has published her research work in peer reviewed journals and presented her research findings at local and international conferences since 2014. Her research experience includes pharmacological activity of herbal formulations, skin lighteners and associated health risks, communicable and non-communicable diseases.



Senate Lesaoana

Senate Lesaoana is currently a Lecturer at Botho University in the Health Information Management Department. She holds a Bachelor's degree in Computer Science and Information Systems from Nelson Mandela Metropolitan University (NMMU). She received her Master's in the field of Medical Informatics from the University of Amsterdam (UvA). Her Master's thesis extended the Labrique et al. (2013) M-health & ICT framework that enumerates the various applications of mobile technology in healthcare particularly in private health facilities in rural and low resource settings. Her areas of interest are e-health and epidemiology.



Retsepile Tjaoane

Retsepile Tjaoane is currently working as a Lecturer in the Faculty of Health and Education. She is a qualified nurse who holds a Bachelor of Science degree in Nursing and Midwifery from National University of Lesotho. She obtained her Master Degree in Public Health specializing in Epidemiology and Health Statistics from Huazhong University of Science and Technology China. She has extensive experience working with different entities. Over these years of academic and professional journey, she has gained diverse experience such as regional grant management, monitoring and evaluation. Her research interests are in Health Policy, Sexual and Reproductive health, Maternal and child health care, communicable diseases such as tuberculosis and HIV/AIDS. She has published a research paper for her Master Degree in an International Organization of Scientific Research Journals (IOSR) entitled: Analysis of Nigeria Health Insurance Scheme: Lessons from China, Germany and United Kingdom.

TITLE OF PAPER:

COVID 19 VACCINE ACCEPTANCE, CONCERNS, AND EXPERIENCES OF SIDE EFFECTS AMONG ADULTS AT INSTITUTIONS OF HIGHER LEARNING IN LESOTHO: A CROSS SECTIONAL STUDY

ABSTRACT

Vaccination hesitancy has challenged the success of public health initiatives for the prevention of communicable disease for many years and continues to increasingly affect the rate at which vaccination campaigns are effectively implemented. WHO classified vaccine hesitancy as one of the top ten threats to global health in 2019 that crippled global efforts to address the spread of communicable diseases. Acceptance rates of COVID 19 vaccine differs significantly across continents. In Africa, acceptance rates of lower than 43% (Egypt) compared to 93% in Australia (Tonga) were reported. The reasons for vaccine hesitancy are contextual and highly varied for different settings. Generally, reasons surrounding uptake or hesitancy of vaccination have been identified and can be broadly grouped into three categories namely contextual (socio-cultural, health systems, economic, political), individual and group influences (personal perceptions, influences of the social environment), and vaccine/vaccination related issues (vaccination schedule, costs, efficacy, safety). Investigating reasons for vaccine hesitancy in specific contexts and cultures would help identify barriers towards vaccine acceptance in context and help the development of tailored strategies to address emerging concerns. The overarching aim of the study was to investigate COVID 19 vaccination acceptance, concerns, and experiences of side effects among staff and students at institutions of higher learning in Lesotho. A cross-sectional quantitative survey was used to address the objectives of the study. Data collection was conducted between May and July 2022. A validated semi-structured and self-administered questionnaire was hand-delivered or emailed to eligible participants in public and private institutions of higher learning based in Maseru. Both random and convenient sampling techniques were used to select participants. The study protocol was approved by the Institutional Research Board of Botho University and the Ministry of Health of Lesotho. Written or online informed consents were obtained from the study participants. Data was analysed using SPSS version 27. Descriptive statistics was used to analyse demographic characteristics of the participants, and proportions of COVID 19 acceptance and concerns. To investigate associations between dependent and independent variables, bivariate and multivariate analysis were performed. A p-value >0.05 was set as a cut off point for significant difference. Data analysis was in progress when this abstract was submitted. The study findings will provide information about the COVID 19 vaccine uptake and emerging challenges associated thereof, and inform the development of tailored vaccine roll out strategies for better outcomes and successful future vaccination campaigns.

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Strike Mbulawa

Strike is an Assistant Professor, Faculty of Business and Accounting, Botho University. He seeks to deepen knowledge of economics and finance by completing independent research projects focused on economic development. Experienced in using quantitative and qualitative research approaches, with expertise in statistical softwares and in-depth understanding of correct research procedures. Self-motivated and hardworking professional with methodological and detail-oriented approach. Strong desire to offer hands-on experience in supporting research efforts and completing independent projects. Eager to author and Publish high-quality papers in peer-reviewed journals. Has published more than 35 articles in peer reviewed journals, 5 book chapters, presented in both international and local conferences and done consultancy work in education, development and human resources development.



Prof Samuel Chingiro

Prof. Samuel Chingiro has over twenty years of academic experience within the field of Economics and Finance. He has held posts in research and lectureship, both at the undergraduate and postgraduate levels in the SADC countries. He has also been involved with Curriculum Development and Academic Advisor- Team Leadership at Botho University. He is a keen researcher in Development Finance, Economic Growth and Finance in general.

TITLE OF PAPER:

EXPORT DIVERSIFICATION IN BOTSWANA: KEY DRIVERS AND POLICY IMPLICATIONS

ABSTRACT

Export diversification appears to be a well sought trade goal for developing countries, with a lot of studies now focusing on the drivers. However, there are no universal diversification determinants that fit for all countries and this study specifically investigated the key drivers in Botswana. The study applies a vector autoregressive estimation, using annual data that spans from 1960 to 2020. The study shows that economic growth, remittances, and exchange rate volatility matters for a successful diversification policy on exports. Enhanced GDP growth and inflow of remittances promote diversification, while exchange rate depreciation dampens it. Both domestic investment and foreign direct investment were also found to be essential drivers. Therefore, policies targeted at attracting investment in public infrastructure projects and private business initiatives are encouraged. Whilst Botswana is on a growth trajectory, policies that attract of foreign oriented financial flows and stabilize the exchange rate management system are ideal for reducing the current concentration of exports in merchandise and commercial services sectors.

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Dr.K.Malar Mathi

Dr.K.Malar Mathi, Professor at Bharathiar School of Management and Entrepreneur Development, Bharathiar University, Coimbatore has earned her doctoral degree from Allahabad Agriculture Institute-Deemed University, Allahabad in the year 2006. She had done a major work on Supply Chain Management of Guava. Prior to this she earned her M.B.A and M.Sc(Ag) degree from the University of Madras and Allahabad University respectively. Ms.Mathi handles Marketing Management and has more than 20 years of experience in both teaching and research. Over the period of time she has published 96 research papers, three books and received many awards and rewards. She is also a part of board of studies, college and academic committee members in different colleges and universities. She had completed a UGC sponsored major research project on Capacity building and skill development of Tribals in Nilgiris district of Tamil Nadu. Currently she is handling a project on green consumer segmentation sponsored by Tamil Nadu Government. She has produced 15 Ph.D and currently has 8 scholars pursuing their doctoral research. She is very



**Manimekalan Kanipriya
Radhakrishnan**

Prof. Samuel Chingiro has over twenty years of academic experience within the field of Economics and Finance. He has held posts in research and lectureship, both at the undergraduate and postgraduate levels in the SADC countries. He has also been involved with Curriculum Development and Academic Advisor- Team Leadership at Botho University. He is a keen researcher in Development Finance, Economic Growth and Finance in general.

TITLE OF PAPER:

GREEN CONSUMER SEGMENTATION FOR SUSTAINABLE CONSUMPTION PATTERN

ABSTRACT

India is placed as fourth in largest emitter of GreenHouse Gas and India is responsible for 5.3% of global emission worldwide. Three planets will be required for us to provide natural resources to sustain current lifestyles. Environmental concern and demand by consumer groups for environmentally friendly products have led to the emergence of a new marketing philosophy called green marketing. Recently increasing attention has been paid to the relationships among consumer behavior, marketing and the environment. Increase in public awareness, environmental consciousness and concern are some of the factors responsible for adopting this new management practice.

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Godfrey Magodi

Professor. Olumide Jaiyeoba got a PhD in Business Administration from Faculty of Business, University of Botswana. Olumide Jaiyeoba is a member of the African Academy of Management and Marketing Science Institute. He is currently the Head of Department of Graduate Studies in Business and Accounting at Botho University where he provides academic and research leadership for Graduate Programmes. He has about 40 Publications to his credit in the Business Field as well as 20 years of experience in Tertiary Education in Botswana. He has attended local and international conferences including International Business Conference and African Academy of Management as well as a reviewer. Professor Olumide Jaiyeoba is

currently an external examiner in Northwest University, Faculty of Management in University of Johannesburg, Faculty of Business, Kwazulu-Natal University and part of team that won the 2017 Emerald African Management Research Fund Award for a research titled: The wholesale-retail nexus: an assessment of the role of African immigrant wholesalers in the development of retail entrepreneurship in South Africa.



Olumide Jaiyeoba

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TITLE OF PAPER:

FACTORS LIMITING SMES GROWTH: CASE OF SEROWE - PALAPYE POULTRY INDUSTRY, CENTRAL DISTRICT OF BOTSWANA

ABSTRACT

The main objective of this study was to establish factors attributed to the slow growth of poultry SMEs in the Serowe-Palapye region. It was evoked by the increase in annual poultry production for the years 1980-2019 (1000-9000 tonnes) but without any significant transition of these SMEs into large sustainable commercial enterprises, or even a decrease in importation of poultry-related products as shown by figures from Statistics Botswana and BIDPA. We presumed that a lack of understanding of the dynamics of factors impacting firm growth by the responsible stakeholders, makes the transition of these emerging SMEs into viable commercial enterprises able to satisfy the sizable local poultry market, to become an impossible dream and therefore, prompting us to carry out this research to provide solutions. Most poultry farms in the Serowe-Palapye region, which was our target area in this study, were subsistence producers or could be classified as micro-enterprises with less than six employees. The industry is female dominated (74%) with less experience in poultry management (61%) but having access to land for commercialisation (75%). This stagnation of poultry SMEs' growth to commercialise has therefore attracted our attention to research and establish factors associated with this delayed growth. To better execute our study and find answers to this delayed growth, we employed a combined methodology of quantitative descriptive statistics and qualitative interpretative approaches to obtain objective information. This study involved subjecting 77 out of the active 391 poultry farmers in the Serowe-Palapye region to our three sections of the questionnaire (A, B and C) physically and over the telephone to obtain data. Our quantitative and qualitative results agree that all factors suppress growth, but external factors have been found to have the most negative impact. Understanding the dynamics of these elements through research and by policymakers and financiers has therefore proved to be crucial if this industry is certainly planned for commercialisation since it has a great potential. The Botswana government will have to motivate for this move and encourage SMEs to commercialize as opposed to subsistence production which is non-sustainable. This will increase self-sufficiency in the animal production sector.

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Noreen Sibanda



Dr Zachary Tambudzai

Dr Zachary Tambudzai was appointed as the Executive Dean of the Faculty of Commerce of Bindura University of Science Education from May 2022. He served as the Deputy Dean of the Faculty of Commerce/Business Sciences at Midlands State University from Dec 2014 to 3 May 2022. Before that, he headed the Department of Economics in acting capacity from 2001 to 2003. He also was both Deputy Dean and Executive Dean of the Faculty of Commerce in acting capacity from 2012 to 2014. He is highly acclaimed in his research areas, including economics, security sector economics, tourism, foreign direct investment and economics of the public sector. He is a well-accomplished

scholar who published in various local and international journals (referred and non-referred) with over 25 articles and has worked on several research and consultancy projects. Besides publishing numerous peer-reviewed research articles he is also part of editorial teams of peer-reviewed journals. Dr Tambudzai has presented at various international conferences hosted by renowned universities that include Oxford University, Coventry and Lancaster in the United Kingdom, Izmir University of Economics in Turkey, UKZN, UCT, Nelson Mandela and University of Free State in South Africa. He presented over 35 conference and seminar research papers. He successfully organised three international conferences

in SA and Zimbabwe. Dr Zachary Tambudzai besides being an accomplished academic with vast experience in higher education management, he has vast community engagement experience. Dr Zachary Tambudzai is the current Chairperson of the ZNCC national training centre board and the ZNCC Midlands branch. He also sits on the National Executive Committee Board of the Zimbabwe National Chamber of Commerce in Zimbabwe. In addition, Dr Tambudzai is a board member of the Bindura University of Science Education Council. Dr Tambudzai has worked with the business community and various arms of government in Zimbabwe. He has participated in ZNCC, CZI, NECF, ZTA, ZIMTRADE, ZIMCOD and the Zimbabwe Economic Society activities. He was a member of the Midlands Provincial Economic Development Committee responsible for producing the Provincial National Development Strategy 1. Dr Zachary Tambudzai holds a PhD in Economics from the University of KwaZulu Natal in South Africa and a Master of Science and BSc Honours degrees in Economics from the University of Zimbabwe.

TITLE OF PAPER:

AN EXAMINATION ON THE SCOPE OF SMART TOURISM IN ZIMBABWE

ABSTRACT

Global tourism entrances are expected to rise by 30% in 2023, subsequent to a 60% growth registered in 2022, but they will still not return to pre-COVID pandemic levels (EIU, 2022). While the tourism sector is still revolving under the influence of Industry 4.0, other sectors are already focusing on Industry 5.0. The main aim of 4.0 technologies has been automation, digitising and connecting all our devices. These have improved efficiency in tourism, however there comes a problem of lack of a personal touch especially in this service-oriented industry which is more about experiences. Tourism 5.0 is about building a synergy between the human factor and the automated systems. In this study we will be examining and reviewing next generation technologies and the extent to which they will influence Smart Tourism and co-creation with humans in Zimbabwe. Content analysis method was used to prepare this exploratory paper with a descriptive nature. Secondary data sources were used and the paper reveals how stakeholders have already implemented some of these technologies in designing tourism services and also how 5.0 is applicable to the Zimbabwean environs especially in the Victoria falls.

Key Words: Next generation technologies, big data, Artificial Intelligence, Value addition, Tourism 5.0, Smart Tourism, Zimbabwe

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Karen Ferreira-Meyers

Prof. Karen Ferreira-Meyers is the current Coordinator Linguistics and Modern Languages at the Institute of Distance Education (University of Eswatini). She holds a PhD in Francophone Literature and 4 Master degrees (Licence en Philologie Romane, English for the Language Practitioner, Instructional Design and Technology, LLM). She published regularly (over 100 scientific articles and book chapters), is a keen translator and interpreter. Her fields of interest include, but are not limited to, Open, Distance and e-Learning, Open Education, Open Science Principles, teaching and learning of languages, teacher training, African literatures, autofiction and autobiography, crime and detective fiction.

TITLE OF PAPER: RESILIENCE-BUILDING TRAINING FOR THE FUTURE

ABSTRACT

The paper gives an overview of the quality-assurance steps undertaken in the design and development of a certificate programme entitled Online Teaching for Educators offered by the Institute of Distance Education of the University of Eswatini (Eswatini, Southern Africa). The focus is on capacity and resilience building as the Covid-19 pandemic made it clear that staff members in various education sectors were struggling to make the transition from face-to-face and blended learning to fully online learning. I will discuss the steps undertaken to continue developing teaching staff's knowledge, skills and attitudes while facing adversity. A detailed list with possible advantages and disadvantages of those steps and actions will show that what has worked best is a combination of online activities (courses, webinars, meetings) together with small face-to-face interactions for some participants. The paper concludes by proposing a model for continued staff development (based in part on work done by Ceesay, 2021 and Mino, 2020). While the staff development activities discussed here are firmly rooted in a Swazi context, the lessons learned are useful to universities and other organisations beyond the borders of Eswatini, beyond the region too.

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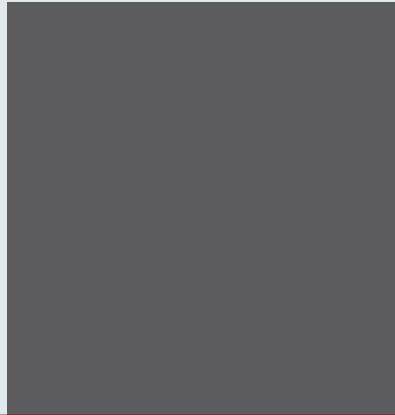
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TITLE OF PAPER:

**TRANSFORMING THE INDIAN HEALTHCARE SECTOR
THROUGH BLOCKCHAIN TECHNOLOGY – APPLICATIONS
AND CHALLENGES**

ABSTRACT

Hospitals, medical devices, clinical trials, outsourcing, telemedicine, medical tourism, Health insurance, and medical equipment are all part of the Indian healthcare business. The sector is expanding at a rapid pace as a result of improved coverage, services, and increased spending by both public and private actors. The present study examines the possible applications of blockchain technology in revolutionizing the Indian health care sector. The study found that blockchain technology could be applied in different areas of the health care sector ranging from electronic health records, remote patient monitoring, digital verification of medical professionals and medical insurance verification. The successful implementation of blockchain technology needs the cooperation of government, regulatory authorities, hospitals and pharmaceutical companies.

Keywords: Blockchain, Health Care, Smart Health Care, Medical Insurance, Electronic Health Records

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Kelemwork Khassaun

Mrs Kassahun has a master's degree in Library and Information Studies from the University of Botswana. Master's degree in Rural Development from Indira Gandhi National Open University (IGNOU). Postgraduate certificate in Library Digitization from the University of Bergen, and currently she is doing her PHD in Information Systems with University of South Africa (UNISA). She has published three research papers and one book chapter. She has presented nine research papers at various national and international conferences.

TITLE OF PAPER:

HEALTH DATA GOVERNANCE AND RESEARCH DATA LITERACY SKILLS OF HEALTH SCIENCE PROFESSIONALS: THE CASE OF BOTHO UNIVERSITY

ABSTRACT

Health data governance has arisen in recent years as a way to address the issue of clinical and research health data. Data governance (DG) is defined as the process of managing the availability, usability, integrity and security of the data based on set standards and procurers. Health research data governance refers to the development of structures and processes for accessing, using, and sharing health research data. In other words, the practices ensure the accessibility, integrity, security and usability of health data. Health Data Governance practices include data quality, reference and master data management, data security, database operations, and metadata management. This study intended to understand how health science professionals at Botho University perceive the practices of health data governance and its implications for their teaching and research practices. This study involved all academic staff of the department of health Information Management, and the study will include staff of Botho University's health center. The research applied a quantitative research method. The questionnaire was distributed to the intended research participants.

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Wilbert Chidaushe

Mr. Wilbert Kudakwashe Chidaushe has a Doctoral of Banking & Finance Student-Zimbabwe Open University (ZOU), Master of Financial Management-Amity University Uttah Pradesh India, Master of Higher Education-Botho University Botswana, Bcomm Finance Honors-NUST Zimbabwe, CIMA, UK-passed Finalist, ACCA UK Strategic Professional Level, GARP-Sustainability and climate Risk (SCR) Certification GARP-Financial Risk and Regulation, SAAA-Higher Diploma in Accountancy IOBZ-Diploma in banking

TITLE OF PAPER:

THE GLOBAL DETERMINANTS OF SUSTAINABILITY LINKED FINANCIAL MARKETS

ABSTRACT

This study explored the global determinants of sustainability linked financial markets. The research further examined the hypothesis, whether there is significant association between sustainability linked financial markets and fossil carbon dioxide emission. A panel logit model was applied from the period 2009 to 2018 on the data derived from the global database of GHG emission of all countries. The results of the logit regression model positively revealed that, at 99% level of significance, the issuance of sustainability linked finance are influenced positively by higher levels of fossil Co2 total and fossil Co2 per capita by country. It was further observed that fossil Co2 per GDP and GHG per GDP by country have a negative association with the issuance of sustainability linked finance. GHG per capita was noted in the logit regression as not having any influence over the issuance of sustainability linked finance at 99% level of confidence. Therefore, the study recommends countries in all the markets that have high emission levels of fossil Co2 per capita and total fossil emissions by country to issue sustainability linked finance to comply with COP21 climate change agreement of limiting global warming levels to below 1.5 degree Celsius and of reducing GHG emissions to zero by 2050. The study observed the presence of blended finance, sustainable and green bonds, guarantees and insurance cover for green projects as the vital tools needed for the success of sustainability linked financial markets. The major impediment to the success of the sustainability linked financial markets was the increasing inequalities of accessing finance that was created by the drive to sustainability.

Key words: A panel logit model, Fossil carbon dioxide emission and sustainability linked financial markets,

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CONFERENCE 2022



Gbenga F. Babarinde.

TITLE OF PAPER:

EFFECT OF INVESTMENT SECURITIES ON THE FINANCIAL PERFORMANCE OF BANKING BUSINESSES ON NIGERIA

ABSTRACT

Aside from banks' investment in real assets, financial assets also called investment securities, is the next line of investment by banks. This suggests that investment securities often form parts of the investment portfolio of banks, particularly deposit money banks (DMBs). Though popular in execution of banking business, investment securities and its effect on banks performance is not so popular among past empirical studies. Hence, this current study explores the effect of investment securities on the financial performance of banking business in Nigeria for the period 2010 to 2020. Specifically, this study aims to evaluate the effect of investment securities on earnings per share, return on assets, and return on equity of DMBs in Nigeria. In line with ex-post facto research design, this study obtained secondary data from the published financial statements of selected DMBs in Nigeria and the panel data was analyzed using Panel Autoregressive Distributed Lag technique. Three simultaneous equations were estimated in this study with each having earnings per share, return on assets and return on equity, respectively, as their dependent variable and investment securities, loan and advances to customers, and bank size as explanatory variables for each of the three models. Empirically, this study establishes the existence of a cointegrating relationship between investment securities and banks' financial performance in Nigeria. A positive and significant correlation was also found to exist between investment securities and each of earnings per share and return on assets of deposit money banks in Nigeria unlike a negative and significant correlation which exists between return on equity and investment securities of banks in Nigeria. Moreover, this study found evidence of investment securities having long-run negative and non-significant effects on earnings per share of deposit money banks in Nigeria. However, in the short-run, investment securities' effect on earnings per share of banks is negative but statistically significant. It was also discovered that investment securities have positive but non-significant effect return on assets of banks in both long-run and short-run. Finding from this study is also of the fact that investment securities have negative and significant effect on return on equity of banks in Nigeria in both long-run and short-run. It is therefore concluded that investment securities negatively affect the financial performance of the banking business of deposit money banks in Nigeria. The study recommends that banks' management should avoid commitment of huge funds into investment in financial securities. Rather, they should diversify their investment portfolio such that less amount is committed to unprofitable investment securities whose returns are easily eroded by market risks.

Keywords: Investment Securities, Financial Assets, Deposit Money Banks, Financial Performance, Banking Business, Nigeria.

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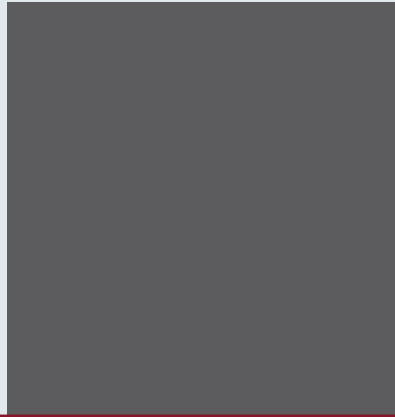
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Strike Mbulawa

Mr. Wilbert Kudakwashe Chidaushe has a Doctoral of Banking & Finance Student-Zimbabwe Open University (ZOU), Master of Financial Management-Amity University Uttah Pradesh India, Master of Higher Education-Botho University Botswana, Bcomm Finance Honors-NUST Zimbabwe, CIMA, UK-passed Finalist, ACCA UK Strategic Professional Level, GARP-Sustainability and climate Risk (SCR) Certification GARP-Financial Risk and Regulation, SAAA-Higher Diploma in Accountancy IOBZ-Diploma in banking



Narain Sinha

TITLE OF PAPER:

GOVERNMENT EXPENDITURE ON HEALTH AND GROWTH IN BOTSWANA: AN ENQUIRY INTO COINTEGRATION AND SPECIFICATION OF DETERMINISTIC COMPONENTS WITH SPECIAL REFERENCE TO THE PANTULA PRINCIPLE.

ABSTRACT

Strike is an Assistant Professor, Faculty of Business and Accounting, Botho University. He seeks to deepen knowledge of economics and finance by completing independent research projects focused on economic development. Experienced in using quantitative and qualitative research approaches, with expertise in statistical softwares and in-depth understanding of correct research procedures. Self-motivated and hardworking professional with methodological and detail-oriented approach. Strong desire to offer hands-on experience in supporting research efforts and completing independent projects. Eager to author and Publish high-quality papers in peer-reviewed journals. Has published more than 35 articles in peer reviewed journals, 5 book chapters, presented in both international and local conferences and done consultancy work in education, development and human resources development.

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Teshale Getu

Nidhi Nalwaya

TITLE OF PAPER:
EVOLUTION OF PRIVATE BANKING SECTOR AND
CORPORATE GOVERNANCE PRACTICE IN ETHIOPIA
- A CONCEPTUAL STUDY

ABSTRACT

The study offers an empirical investigation to examine Evolution of Private Banking and Corporate Governance Practice in Ethiopia. Data for the study was compiled from the annual reports and the financial statements of the six private commercial banks in Ethiopia banks the study applied panel data and fixed effect regression model analysis. Explanatory research design study was used to assess six factors as determinants of bank's financial performance including: Management Efficiency, Firm's Age, CEO duality, capital adequacy, Board Size and Asset Quality. The Findings show that there is a significant negative relationship between board size and financial performance measured by ROA and ROE of private banks in Ethiopia which implies that large size boards negatively influence financial performance, but positive relationships between age and profitability. In general, the findings of study are in line with supporters of the view that a better corporate governance practice is crucial to increasing firm financial performance. Based on the finding and conclusion reached; the study put forward the following major recommendation: attention should be given to maintain the existing number of board size of banks as it helps to improve performance which gives an implication that the size of the board should match with the size of the firm. The research findings suggest that future researchers need to emphasize these important variables and further corporate governance mechanisms.

Key words: Corporate governance, CEO, ROA, ROE, Private Bank, Financial Performance,

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Prof Edward Chikuni

Edward Chikuni is a Professor in the Faculty of Engineering, Botho University. His area of expertise is Engineering Education, Energy and Power Systems. He has a BEng (First Division) Electrical Engineering from the University of Sierra Leone, an MSc in Electrical Power Engineering from the University of Manchester (UMIST) and a PhD (Electrical Engineering) from the University of Wales. His 20 years of academic experience has included teaching major Universities in Zimbabwe, Namibia and South Africa. He has over 25 years' industrial experience acquired during his tenure of senior positions in the Railways and major private sector industries. Prof. Chikuni is registered as a Professional Engineer in

**Ogbonnaya Inya Okoro,
Chukwuemeka Chijioke
Awah, Lovemore Gunda**

the United Kingdom, Botswana, Zimbabwe and South Africa. He is also a Certified Measurement & Verification Professional (CMVP). His consulting experience has included assignments funded by World Bank and Regulatory Authorities in Zimbabwe. He has published over 60 scientific articles in refereed Conferences and Journals

TITLE OF PAPER:

**THE GLOBAL DETERMINANTS OF SUSTAINABILITY LINKED
FINANCIAL MARKETS**

ABSTRACT

This study explored the global determinants of sustainability linked financial markets. The research further examined the hypothesis, whether there is significant association between sustainability linked financial markets and fossil carbon dioxide emission. A panel logit model was applied from the period 2009 to 2018 on the data derived from the global database of GHG emission of all countries. The results of the logit regression model positively revealed that, at 99% level of significance, the issuance of sustainability linked finance are influenced positively by higher levels of fossil Co2 total and fossil Co2 per capita by country. It was further observed that fossil Co2 per GDP and GHG per GDP by country have a negative association with the issuance of sustainability linked finance. GHG per capita was noted in the logit regression as not having any influence over the issuance of sustainability linked finance at 99% level of confidence. Therefore, the study recommends countries in all the markets that have high emission levels of fossil Co2 per capita and total fossil emissions by country to issue sustainability linked finance to comply with COP21 climate change agreement of limiting global warming levels to below 1.5 degree Celsius and of reducing GHG emissions to zero by 2050. The study observed the presence of blended finance, sustainable and green bonds, guarantees and insurance cover for green projects as the vital tools needed for the success of sustainability linked financial markets. The major impediment to the success of the sustainability linked financial markets was the increasing inequalities of accessing finance that was created by the drive to sustainability.

Key words: A panel logit model, Fossil carbon dioxide emission and sustainability linked financial markets,

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Monica Chirinzepi

Senior Midwife, Quality Assurance and Patient Safety Officer



Unice Goshomi

Research Programmes Leader Doctor Unice Goshomi is a Senior Lecturer and a Research Board Chairperson. She is a very experienced nurse midwife with over 30 years of experience in teaching both in the classroom and clinical area and research supervision for nurses and midwives at different levels of training. She also teaches advanced research methods at Masters level for midwives, nurses and across professions. She has

10years experience of marking midwifery examinations at national level and external examiner. She has 4 years of supervising, examining and teaching transferable skills to PhD students in nursing and midwifery and across disciplines. She has particular research interests in midwifery education and practice, as well as the application of qualitative, quantitative and mixed research methods including Evidence Based Practice in all aspects of nursing and midwifery and across disciplines. Recent research and publications focus on midwifery education and practice. She has conducted several research training workshops as well as Lifesaving Skills in EMNOC. She does community work in women's reproductive healthy and Advocacy. Her doctoral research in the in 2018 was A mixed method study to explore midwives development of confidence and Competence in Zimbabwe

TITLE OF PAPER:

BUILDING SUSTAINABLE SEXUAL AND REPRODUCTIVE HEALTH SERVICES FOR ADOLESCENTS AGED 18 AND 19 AT SALLY MUGABE CENTRAL HOSPITAL

ABSTRACT

Despite efforts to provide youth-friendly (ASRH) services, the uptake of services by young people, particularly pregnant adolescents, in LMICs is very low. One of the reasons cited from this behavior is that the ASRH needs of pregnant adolescents are poorly understood and therefore the provision of acceptable ASRH services from their perspective remains a challenge. The purpose of this study was therefore to explore the sexual and reproductive health service needs and describe the perceptions and lived experiences of pregnant adolescents delivering at Sally Mugabe Central Hospital (SMCH). This study uses an exploratory qualitative research design and a conveniently selected sample of pregnant adolescents aged 18 and 19 years. Data was collected using semi-structured questionnaires and subjected to thematic content analysis. A sample size of 46 participants, that is 12 pregnant adolescents aged 18 and 19 delivered at SMCH and 34 midwives from four focus group discussion was used. Four themes emerged from the objectives which are 'Characteristics of study participants', 'Knowledge towards pregnant ASRH services needs', 'Resources required for pregnant ASRH services needs' and 'Practices towards pregnant ASRH service needs'. There was also a need to embrace ICT and male involvement or birth companions during childbirth. The study found out that pregnant adolescents had adequate knowledge of sexual reproductive health service needs, and more negative experiences were reported and out-weighs the positive ones as well as disrespect and abuse to both the adolescents and midwives. The research recommends that pregnant adolescents should value antenatal care services, ICT to be introduced in the pregnant adolescents SRH and midwives to have refresher courses especially of family planning procedures.

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David Chikwere

TITLE OF PAPER:

**FOOD SUPPLY CHAIN DECARBONISATION: TOWARDS A
ZERO EMISSION IN BEVERAGES VALUE CHAIN, A CASE OF
DELTA, ZIMBABWE**

ABSTRACT

Delta Corporation Limited produces and distributes alcoholic beverages in Zimbabwe. It provides lager beer, traditional sorghum beer, soft drinks (Coca-Cola, Schweppes), juice drinks, and teas and ready to drink coffees. It operates a barley malting company and produces glass containers, wine, spirits, PET and blow-molded plastic items (Valela, 2022). This nature of operations results in the emission of carbon dioxide into the environment. The rise in carbon dioxide and greenhouse gas (GHG) emissions in general were ushered in by industrial revolution due to industrial and human activities leading to global warming which accelerated climate change and more extreme weather occurrences in recent decades (IPCC, 2021). Consequently, the UN advocated for decarbonisation to achieve carbon neutrality by 2050 (Guterres, 2020). Decarbonization is the process of lowering carbon dioxide (CO₂) emissions from human activities into the atmosphere in a bid to get rid of it. However, without coordinated action and commitment from all stakeholders, the 2°C target may be missed (Climate Action Tracker, 2021). Organizations that have made efforts to reduce GHG emissions frequently find that their direct emissions are outweighed by those produced by their supply chain networks (Plambeck, 2012). It is against this backdrop that the food supply chain should find sustainable measures to reduce the emission levels. Delta Beverages has a chance to achieve decarbonisation through value chain re-engineering and supply chain strategy which involve suppliers, and consumers (Gong et al., 2018). The beverage manufacturer's value chain entails primary production, which is agriculture through contract farming for 30 000 tons of barley where there are cultivation emissions, carbon emissions from its cold chain, and 22 production facilities which it is running. Emissions also come from transportation of procured products and supplies from over 200 haulage trucks distributing their product countrywide. The prime objective of this paper was to assess various measures that Delta can use to achieve decarbonisation of its value chain and offer specific suggestions to the stakeholders of the food supply chain to address carbon emission issues. In the quest to attain this objective, a structured close-ended Google form questionnaire survey of stakeholders was employed and provided 50 usable responses. The data collected was analyzed using descriptive statistics in SPSS version 26. The major findings of the research were that the quantity of carbon released doubled since 2001 owing to destruction of forests, the existing global pledges are insufficient, the world has already fallen short of the 2015 climate goals, and lack of adoption of essential technology tools to reduce carbon emission. Consequently, the study recommends the adoption of industry 4.0 technology tools like Virtual reality (VR), reduction of packaging by the food industry, use of Electric energy from renewable sources and the implementation of reverse Logistics to enhance carbon neutrality by 2050.

Key words: Decarbonisation, Supply Chain, Value Chain.

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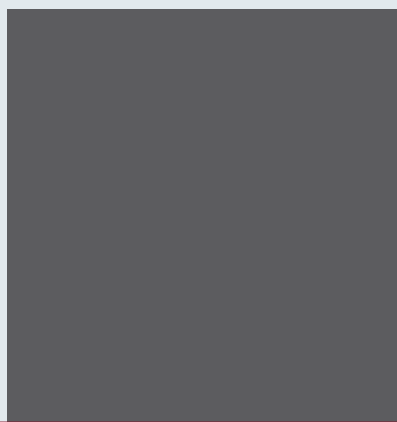
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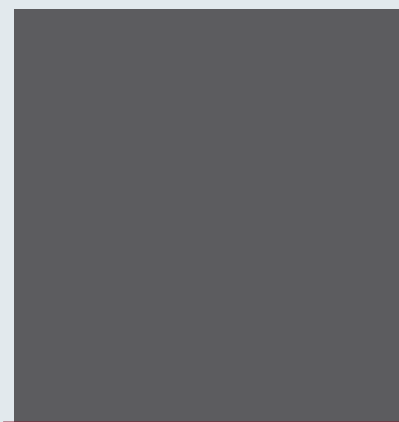


Rebecca Lekoko

Rebecca Nthogo Lekoko is a professor of Adult Education, specializing in community development, community empowerment and lifelong learning. She is the current Dean of the Defence Command and Staff College of the Botswana Defence Force. In her position as a Professor of Adult Education, her practices weave together diverse and pertinent issues pertaining to education for empowerment, leadership in higher education, resilience strategies and participatory approaches. She is also prominent in addressing issues of education for marginalized ethnic groups, inclusive policies, especially for people with disabilities and older adults. She has published extensively in local and international and has attended many conferences serving as a presenter, a keynote speaker, chair of sessions and a discussant to the keynote speaker.



Lone Ketsitlile



Isaac Mazonde



Christopher Tidimane

TITLE OF PAPER:

HIGHER EDUCATION LEADERSHIP IN THE ERA OF COVID 19: PERSPECTIVES TOWARDS SUSTAINABILITY OF AFRICA'S HE

ABSTRACT

The volumes of global leadership traits generated in the literature are huge, coming with an understanding that a trait may perfectly apply in one specific situation and become inapplicable in another one, because of the uniqueness of situations. COVID 19 has further sensitized us that capacity to lead in a crisis situation means stepping beyond these global leadership competences and embracing the cultural self. Culture in Africa is diverse here authors interrogate the African culture of interconnectedness as played out in specific competencies of unity, collective responsibility, compassion and Botho. In the Setswana culture, for example, leaders should have 'botho'; this is an ethical concept that expresses among others a vision of collective approach, believing that no one person has the ability to deal with a crisis situation without involving both the directly and indirectly affected. During COVID 19, for example, the need for feedback and cooperation from others is high all the time. This paper shares stories from an African university setting demonstrating how these features of the African philosophy of interconnectedness applied during COVID 19. The capacity to lead in a crisis situation is a combination of a number of attributes, including stepping beyond the acclaimed global competences and finding purpose and direction is what the traditional culture can offer.

Keywords : COVID 19, African university, African concept of connectedness, global competences, cultural self, sustainability, higher education leadership.

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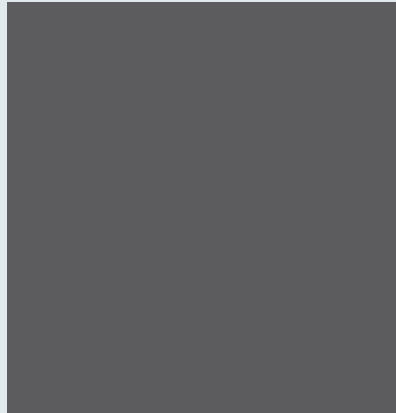
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Prof. Srinth Doss.

Botho University Professor, Faculty of Engineering and Technology, Botho University, Botswana



Lefentse Tlotlo Sorinyane

Post Graduate Student, Faculty of Engineering and Technology, Botho University, Botswana



Oscar Tsie

Faculty of Engineering and Technology, Botho University, Botswana

TITLE OF PAPER:

REMOTE LEARNING AND COLLABORATION IN CHALLENGE DRIVEN EDUCATION AT BOTHO UNIVERSITY – COIL CONCEPT

ABSTRACT

Humanity is facing a number of challenges such as: climate change, poverty, unsustainable production and consumption, food security, health, and environmental degradation. In light of these challenges all countries on earth can be considered to be developing countries in need of substantial transformations to ensure sustainable living conditions for ourselves and future generations. The COVID-19 pandemic has had a hard hit on physical gatherings which brought about diversion to fulltime online learning. Such challenges are drivers of change in our educational systems. This paper introduces the KTH Global Development Hub (GDH) where the Swedish university KTH Royal Institute of Technology has joined forces with Botho University in Botswana and three universities in Kenya, Rwanda, and Tanzania, to collaboratively develop new approaches for education, innovation, and mutual capacity building towards the Sustainable Development Goals (SDG) in UN's 2030 Agenda. This paper also focuses on the remote learning - COIL, collaboration and digitization amongst partner universities in Challenge Driven Education as a significant inception in the education system. Challenge Driven Education has brought about changes to the education system by introducing a different approach to student projects which aims further other than the traditional Problem Based Learning which only involves working on a problem to find a solution. Upon solving these challenges, collaborating teams also involve the use of technology in remote learning; a significant approach to this education system and this is what this paper addresses.

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Dr. Tonderai Vumbunu

Head of Department, Botho University
Dr. Tonderai Vumbunu holds a PhD in Tourism Management from North West University (Potchefstroom campus) in South Africa. Tonderai's research interests and publications mainly focus on sustainably diversifying tourism products in developing countries, product development, tourist motivation, destination development, establishing and strengthening linkages between local communities and tourism enterprises. He has actively participated in workshops and conferences and is keen on establishing vibrant collaborations with industry stakeholders focusing on solution orientated research and producing well-rounded graduates.



Olivia Nthoi

Ms. Olivia Nthoi is Senior Lecturer at Botho University under the Faculty of Hospitality and Sustainable Tourism. She is an academic researcher and community work enthusiast based in Botswana. She holds a Bachelor of Arts Degree, Majoring in Environmental Science and Archaeology (won the University of Botswana Michael Crowder award for the best student in Archaeology department 2008.), a Post Graduate Diploma in Education, a Master of Arts (Development Studies - Sociology) and is currently pursuing a Doctorate of Philosophy focussing on the participation of rural communities in Tourism product development in Botswana. Her interests include Dynamic leadership, Corporate governance and Social Investment as well as Cultural heritage resource management. She has over the years written more than 500 articles on the Guardian Botswana newspaper under the seminal column 'Let's talk Tourism and Heritage



Sethunya Mogami

Esther Sethunya Mogami is a Lecturer and Research supervisor in the area of Hospitality, Tourism, Education and Events, BBA in Tourism and Hospitality (University Of Botswana) Masters in Higher Education, pursuing MBA in Hospitality Management. Of her 9 years teaching experience, she has been working as a lecturer and Head of Department. Her research interests are in Sustainable Events, Hospitality Education and Interior Design and Décor

TITLE OF PAPER:

LESSONS TO BE LEARNT FOR THE GROWTH OF SPORT TOURISM EVENTS IN BOTSWANA THROUGH SOCIAL MEDIA PLATFORMS.

ABSTRACT

Within the realms of contemporary marketing, globally the number of internet and social media users is increasing day by day. The tourism event industry has been affected by this popularity of social media in that, event management and event marketing activities have evolved radically. This paper focusses on the influence of social media marketing on the success of sport tourism events in Botswana. It also focuses on the general management of events with particular emphasis on the annual Jwaneng Desert Bush Walk in Botswana. The role of social media Marketing for this event is examined in three parts, namely, before, during, and after. Analysis of Secondary data and participant observations is included within this paper. The paper unpacks lessons to be learnt for the growth of sport tourism events in Botswana. The effectiveness of social media applications in organizing these events is brought to light, the success rate of applying various methods of implementing the ever-growing features and applications within Social media for events is delved into. The paper also identifies other means of training, quality assurance, certification and occupational health and safety standards for ensuring sustainability of events within today's era.

Keywords: sport tourism, event management, social media, marketing

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Dr. Shantha Indrajith H. Liyanage

Shantha Indrajith H. Liyanage, Fellow, Botho University, Botswana With a blend of experience of thirty years in academia and the industry as a lecturer, practicing lawyer, corporate director, accountant & manager. He has authored five books for Institute of Chartered Accountants of Sri Lanka (ICA-SL) & Association of Accounting Techniques of Sri Lanka (AAT-SL) and presented twenty-two conference papers and published 23

research papers & chapters. He is a reviewer for five journals from Springer Nature, Taylor Francis, Elsevier. & IGI. He has got academic & Professional qualifications in three disciplines, Law, Management & Accounting. Law graduate (LLB) of University of Colombo, Sri Lanka, International Management – MBA(UK) from University of Wales, and Ph.D from South Africa. His academic experience extends in Business Schools in Sri Lanka, Brunei, UK and presently in Botswana.

TITLE OF PAPER:

ENLIGHTENED SHAREHOLDER VALUE IN CORPORATE GOVERNANCE FOR SOCIO-ECONOMIC & ENVIRONMENTAL DEVELOPMENT IN BOTSWANA.

ABSTRACT

There are two global corporate value creation models, the shareholder value creation model/Anglo-American value model and the stakeholder value model/Continental European value model. Botswana, under British influence, has adopted the Anglo-American model. It continues with the old model despite the statutory developments even in the United Kingdom (2006). On the other hand, even though the shareholder value model may be appropriate in a country like the United Kingdom because of its robust social and environmental protection system, it appears that the shareholder value system in Botswana is rather outdated than modern. Hence, this study analyzes contemporary developments in three legal jurisdictions, the United Kingdom (2006), South Africa (2008, with effect from 2011), and India (2013). However, these developments have introduced hybrid value creation models at different levels. The Enlightened Shareholder Value (ESV) model of the United Kingdom has retained shareholder primacy, but the ESV model of South Africa advances towards the stakeholder value model of corporate governance. The Indian corporate governance model (2013) lies between the United Kingdom and South African value creation Models. The above developments indicate that corporate governance could no longer be run exclusively for the benefit of shareholders, especially in a country like Botswana, where corporate growth desperately needs to be aligned with Botswana's socioeconomic and environmental processes. In search of a suitable corporate governance model for Botswana, this qualitative study collected data from various codes of corporate governance, legal, regulatory, and policy documents from the United Kingdom, South Africa, India, and Botswana. The comparative case study (each country as a case study) is the strategy used to analyze the value creation models in these four countries. The analysis found that ESV underpins the Board of directors; new role of fiduciary duty toward stakeholder value model at different degrees. The findings are significant because the adequate provisions of laws and codes of corporate governance for ESV can control public corporations to have greater corporate accountability to achieve socioeconomic and environmental development in Botswana. Hence, this study recommendations shed light on revised ESV in Botswana to be given due consideration by policymakers, lawmakers, corporate leaders, investors, and scholars.

Key Words: Corporate governance, Enlightened Shareholder Value, Shareholder value model, Stakeholder value model, Socio-Economic & Environmental Development.

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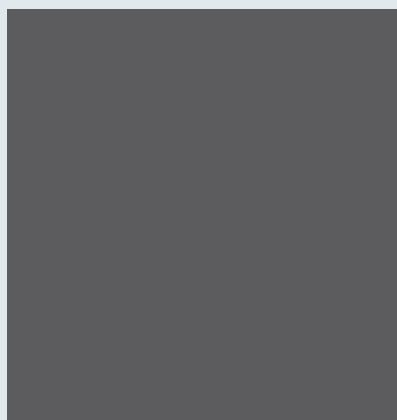
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Brian Moabi

Brian Moabi holds a Master of Science in Applied Psychology from Central China Normal University. He is currently a Lecturer in Counselling at BA ISAGO University. Mr Moabi has research interests in the fields of personal and contextual factors influencing creativity and innovation, applied psychometrics, job satisfaction and work motivation.



Lawrence Wambua

TITLE OF PAPER: ENTREPRENEURSHIP EDUCATION, INNOVATION AND JOB CREATION IN BOTSWANA

ABSTRACT

In recent times, an overwhelming expectation has been shaping up to a demand on the government to absorb most if not all graduates from more than 10 tertiary institutions in Botswana and abroad. Although the government has never explicitly promised to absorb the graduates, Political promises to create jobs and programs for internships, graduate volunteer schemes have for some time been interpreted to mean that the government has a duty to absorb the graduates. This has and will always prove to be a mammoth challenge as job creation is a responsibility even for the private and education sector. This follows that current literature points to a common agreement that entrepreneurship and or entrepreneurship training is integral to the economic development of any country. A great example of alignment of entrepreneurship training and innovation to meet an economic need is the success of the so-called "Asian Tigers" being; Hong Kong, Singapore, South Korea and Taiwan. These are all countries or territories that underwent a great industrialization period which rested on a determination to develop entrepreneurship as a means to create rapid job growth. All these countries largely created jobs from technical and vocational education (TVET) skills. The case study of the success of these four countries attests to the fact that education needs to meet a critical need in the economy. However, training and innovation alone cannot lead to mass job creation. An involvement by both public and private sectors is critical as it creates a smooth transition and growth or incubation of skills. This can largely lead to successful ventures that can absorb graduates. This paper will be analytical in nature and will utilize a desk review of existing literature. The paper examines the role of innovation and complete entrepreneurship training can better harness graduates to create more opportunities for themselves. In addition the paper will explore some of the challenges of entrepreneurship training and innovation on job creation. These include the underlying assumption of the entrepreneurship training, absence of robust start-up infrastructure for graduates and oftentimes non-favourable policy environment and limited government support. Some recommendations are given on the identified challenges and some successful interventions. Prime among the recommendations is that both public and private sectors should intentionally align education funding to critical economic, labour-intensive skills that have higher self-employability and mass job creation potential.

Keywords: entrepreneurship training, innovative output, graduate unemployment, job Creation

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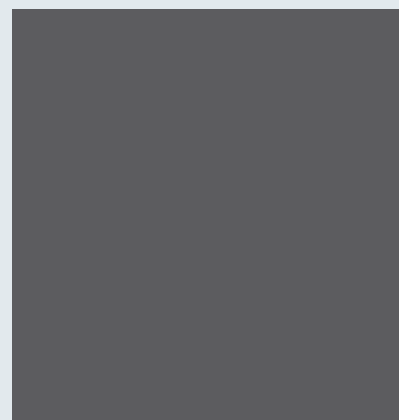
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Mathapelo Mthethwa.

Mathapelo Mthethwa is a student pursuing a Post Graduate Diploma in Higher Education at Botho University. She is currently employed as a lecturer in Eswatini where she specializes in International Travel and Tourism studies. She also takes on business studies modules. She has been an educator for over 6 years in both South Africa and the Kingdom of Eswatini. Her educational background is in the field of Travel and Tourism Management. Driven by passion in education and training she has also done a number of corporate trainings in customer service, for companies such

as Shoprite/Checkers. Mathapelo is also an adventurous young lady and a nature enthusiast. research papers & chapters. He is a reviewer for five journals from Springer Nature, Taylor Francis, Elsevier, & IGI. He has got academic & Professional qualifications in three disciplines, Law, Management & Accounting. Law graduate (LLB) of University of Colombo, Sri Lanka, International Management –MBA(UK) from University of Wales, and Ph.D from South Africa. His academic experience extends in Business Schools in Sri Lanka, Brunei, UK and presently in Botswana.



Jane Iloanya (Ph.D.)

TITLE OF PAPER:

MENTAL HEALTH ISSUES AMONG STUDENTS AND EDUCATORS: A CAUSE FOR CONCERN IN INSTITUTIONS OF HIGHER LEARNING

ABSTRACT

Over 60% of university students met the criterion for at least one mental health problem in the academic year of 2020-2021 (Abrams, 2022), a study conducted in America by Healthy Minds. Over the years, the number of university students and staff experiencing mental health disorders has been rising at an alarming rate. Mental health disorders cover a wide range of conditions which could affect one's mood, thinking and behavior in general. Mental health disorders include mental illnesses such as depression, anxiety disorders and stress. This study will examine the contributing factors leading to mental health problems among students and faculty members in Institution Z. Some of the perceived leading contributing factors highlighted in the institution include, managing a bewildering number of problems such as; the amount of workload both learners and educators are exposed to, dealing with the ongoing political instabilities and violence, Covid-19 related grief, personal relationships, and economic strain. These problems in turn lead to problems such as depression, inadequacy, and poor performance among students and staff members of the institution. This study aims at finding out the real factors responsible for student and staff members mental health issues at institution Z. The intended methods of data collection to be used are mixed methods. This study will include the use of questionnaires, observations and interviews of selected students and educators. The number of participants will be about 15 staff and 150 students which represents 10% of the target population. The target population will include staff members and students who have reported suffering from mental health issues. Other characteristics of the population for this study will also include staff members showing signs of inadequacy in carrying out day to day duties and well performing students who have significantly dropped in grades and have inconsistent attendance. Once this study has been conducted, the institution will be able to ascertain whether their conventional counseling centers are efficient and well-equipped to address issues pertaining to staff and students' mental well-being. It is believed that the findings of this study would help throw some light on the factors responsible for the mental health issues at this particular institution of higher learning and possible solutions on ways in which they can curb this trend to avoid heading towards a catastrophic future.

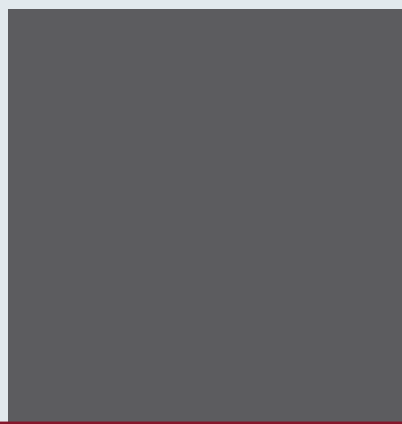
Keywords; mental health, higher education, educators, students, disorders

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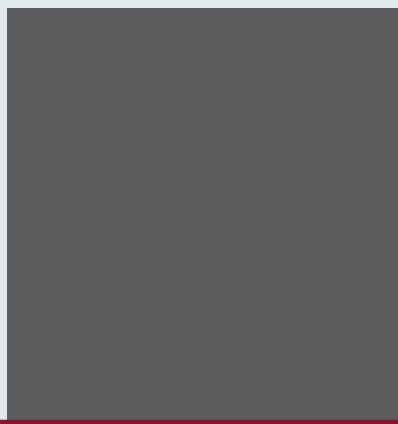
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Kgomotso Matlhagela

(MEDHE Student)



Jane Iloanya (Ph.D.)

Department of Education and Language
Skills
Botho University

TITLE OF PAPER:

EVALUATING THE EFFECTS OF COVID-19 PANDEMIC ON HIGHER EDUCATION TEACHING AND LEARNING

ABSTRACT

The novel coronavirus, a Severe Acute Respiratory Syndrome Coronavirus-2 (SARS-CoV-2), commonly known as Covid-19, is an airborne infectious disease that can spread from an infected person through close contact, inhalation of the virus and touching of infected surfaces. Schools, including institutions of higher learning were forced into lockdowns as a measure to restrict movement of people and transmission of Covid-19 across regions and countries. Covid-19 pandemic affected the educational system due to abrupt transition from traditional classrooms to online teaching and learning. The transformation adversely affected agricultural science students whose curricula activities consisted of practical education and field work. This paper evaluated the effects of Covid-19 pandemic on teaching and learning quality at the Botswana University of Agriculture and Natural Resources (BUAN). The target population were agricultural science lecturers who were directly affected by the Covid-19 and the transformation process; and agricultural science students in both 3rd year and 4th year of studies at BUAN in Gaborone. There were 25 participants in this study (16 students and 9 lecturers). This paper employed a qualitative study approach and a survey design utilizing a deductive approach to collect primary data from participants through self-administered questionnaires consisting of open-ended questions. Data collection also included focus group discussions for students and individual interviews for lecturers. This triangulation of data collection instruments helped to add credibility to the study. Findings show that Covid-19 pandemic adversely affected teaching and learning quality at BUAN. Lockdowns, school closures, poor internet connectivity, lack of access to the internet, inaccurate platforms to transform practical courses online, lack of hybrid technology and postponement of practical courses affected curriculum activities. Notably, there is a gap in educational technology. These outcomes may be used to improve e-learning and explore possibilities to have advanced hybrid technology in order to deliver practical programmes online in times of crises. Findings may also benefit curriculum developers and policy makers in strategic planning. In view of the above findings, it is evident that Covid-19 pandemic affected the quality of teaching and learning for both agricultural science students and their lecturers. There is a need to pay particular attention to the needs of the students which could help in selection of the best virtual teaching and learning methods. As developing countries prepare for the fourth industrial revolution which focuses on Information and Communications Technology (ICT), institutions of higher learning must be equipped with appropriate infrastructure, such as hybrid technology to improve virtual learning technologies. It is time for curriculum developers and policy makers to review processes in order to incorporate ICT in the educational system. Further studies on the impact of Covid-19 pandemic in quality teaching and learning on a larger scale is recommended.

Keywords: Covid-19; online learning; teaching and learning quality; higher education; agricultural science education; BUAN

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Ph.D. Research Scholar, Department of Commerce, Bharathiar University, Coimbatore

Dr.M.SUMATHY

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TITLE OF PAPER:

FACTORS INFLUENCING ENTREPRENEURIAL INTENTION AMONG THE CALICUT UNIVERSITY STUDENTS

ABSTRACT

Entrepreneurship plays a critical role in stimulating the economic growth and development of any nation. Entrepreneurship is the process of introducing a new product or services or a new business in order to make profit while taking on financial risk. By developing a new product or a new business, they create new employment opportunities, which eventually accelerates economic growth of the nation. Due to its significance in terms of economic growth, job creation, sources of innovation, and productivity, entrepreneurship has received major attention. As a result, emerging nations like India encourage students to get involved in entrepreneurship and think about it as a possible career. It is well recognised that college students will be a major source of budding entrepreneurship in the future. So the study seeks to identify the factors that affect the entrepreneurial intention among the students. The researcher developed a well-structured questionnaire based on literature review and identified six variables namely, perceived behavioural control, attitude towards entrepreneurship as a career option, perceived desirability, entrepreneurship education, self- efficacy and subjective norms. A descriptive survey was conducted among 180 students studying under Calicut University. The collected data has been analysed by using regression analysis. The result reveals that all the factors positively influence the entrepreneurial intention among students in the study area. The study concluded that the educational institutions should provide entrepreneurship training programmes within the high school level. It helps students to equip themselves with relevant knowledge, skills and practical knowledge about entrepreneurship.

Key Words: Attitude, Entrepreneurial Intention, Entrepreneurship, Perceived Behavioural control, Self-efficacy.

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Olumide Jaiyeoba

Professor. Olumide Jaiyeoba got a PhD in Business Administration from Faculty of Business, University of Botswana. Olumide Jaiyeoba is a member of African Academy of Management and Marketing Science Institute. He is currently the Head of Department of Graduate Studies in Business and Accounting at Botho University where he provides academic and research leadership for Graduate Programmes. He has about 40 Publications to his credit in the Business Field as well as 20 years of experience in Tertiary Education in Botswana. He has attended local and international conferences including International Business Conference and African Academy of Management as well as a reviewer. Professor Olumide Jaiyeoba is currently an external examiner in Northwest University, Faculty of Management in University of Johannesburg, Faculty of Business, Kwazulu-Natal University and

part of team that won the 2017 Emerald African Management Research Fund Award for a research titled: The wholesale-retail nexus: an assessment of the role of African immigrant wholesalers in the development of retail entrepreneurship in South Africa.

TITLE OF PAPER:

EFFECTS OF COVID-19 PANDEMIC ON PERFORMANCE OF SMALL AND MEDIUM SCALE BUSINESSES IN BOTSWANA

ABSTRACT

The significant role of Small and Medium Scale Enterprises (SMEs) on the economic growth of many countries has been distracted by the Covid-19 global pandemic. This pandemic has brought about market closure, movement restrictions as well as lockdown, which are some of the challenges faced by the SMEs due to this pandemic in Botswana. This research study aimed to investigate the effects of the covid-19 pandemic on the performance of the small and medium scale enterprises in Botswana. Triangulation research approach was used, and the number of participating SMEs was one hundred, which were conveniently sampled from Gaborone, Francistown, Maun, Kasane and Palapye. Convenience sampling was used to gather the hundred participants and a questionnaire was used to gather data. The results of the study revealed that the covid-19 pandemic had a negative impact on the SMEs in Botswana as 100% of the participants reported that the pandemic's overall impact on their businesses was negative. 93% of the respondents indicated that they experienced shortage of staff due to sickness as employees were diagnosed with the covid-19 virus. It was recommended that governments should have measures put in place to assist SMEs when pandemics occur unexpectedly in the future. Finally, further research should cover more areas that the ones covered in this research study, as well as including more variables.

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Shaneeb P*
Dr. M. Sumathy
PhD

TITLE OF PAPER:

FARM TOURISM IN POST COVID-19: A QUICK ASSESSMENT OF KERALA SCENARIO

ABSTRACT

The unexpected covid 19 pandemic has severely damaged Kerala's economy, largely dependent on various forms of tourism blessed with natural endowments. The most unfortunate consequence of covid 19 is safe social distancing, at least for a while until a safe vaccine is developed. Given the newly emerging circumstances, Kerala's tourist model in the post-Covid-19 era will be distinctly farm tourism, as it guarantees a degree of unplanned natural differentiation. Second, a small percentage of visitors are interested in farm tourism, which makes social distancing much easier. Kerala is developing farm tourism as a relatively new travel offering. As a state heavily dependent on agriculture, Kerala has excellent potential to develop farm tourism with additional investment rapidly. According to reports, 30.22 lakh hectares, i.e. 56.78% of the state's total land area, is cultivated in Kerala. Tea, coffee, rubber, pepper, cardamom, ginger and coconut account for more than 1/3 of the cultivated land and another 1/3 of this area is covered by pepper, cardamom and ginger plantations. The state cultivates rice on 350,000 lakh hectares of land. Kerala will soon become a top farm tourism destination if the tourism and agriculture sectors work together. As star hotels and resorts usually cater to a certain type of unscrupulous individuals, protection against the Covid-19 regime is practically difficult. The paper aims to assess the implications of post-Covid Kerala farm tourism. Stakeholders of Kerala farm tourism who are directly or indirectly involved in farm tourism in Kerala are surveyed using a questionnaire. This study attempts to determine how Covid-19 will affect Kerala farm tourism. The Result points out that farm tourism is the most preferred tourism concept among travellers to Kerala post-Covid-19. Local people and unemployed youth will have maximum employment opportunities due to this. Consequently, it is easy to understand from this study the need for post-Covid 19 Kerala to focus more on developing farm tourism than other forms of tourism.

Keywords: Farm tourism, Kerala, Post Covid19

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Kgomotso Matlhagela



Jane Iloanya (Ph.D.)

HEALTH AND EDUCATION

A 52 years old lady, a nurse by profession. 28 years in the nursing profession. graduated with a diploma in general nursing in 1992; post basic midwifery 1996; diploma in family nurse practice 2003, Gaborone institute of health sciences. did further studies: degree in nursing science 2013, university of Botswana; master of degree in nursing science 2019, university of Botswana. currently studying for master of education in higher education at Botho University, Gaborone, Botswana.

TITLE OF PAPER:

EVALUATING THE EFFECTS OF COVID-19 PANDEMIC ON HIGHER EDUCATION TEACHING AND LEARNING

ABSTRACT

The novel coronavirus, a Severe Acute Respiratory Syndrome Coronavirus-2 (SARS-CoV-2), commonly known as Covid-19, is an airborne infectious disease that can spread from an infected person through close contact, inhalation of the virus and touching of infected surfaces.

Schools, including institutions of higher learning were forced into lockdowns as a measure to restrict movement of people and transmission of Covid-19 across regions and countries. Covid-19 pandemic affected the educational system due to abrupt transition from traditional classrooms to online teaching and learning. The transformation adversely affected agricultural science students whose curricula activities comprised of practical education and field work.

This paper evaluated the effects of Covid-19 pandemic on teaching and learning quality at the Botswana University of Agriculture and Natural Resources (BUAN). The target population were agricultural science lecturers who were directly affected by the Covid-19 and the 2 transformation process; and agricultural science students in both 3rd year and 4th year of studies at BUAN in Gaborone. There were 25 participants in this study (16 students and 9 lecturers).

This paper employed a qualitative study approach and a survey design utilizing a deductive approach to collect primary data from participants through self-administered questionnaires comprising of open-ended questions. Data collection also included focus group discussions for students and individual interviews for lecturers. This triangulation of data collection instruments helped to add credibility to the study.

Findings show that Covid-19 pandemic adversely affected teaching and learning quality at BUAN. Lockdowns, school closures, poor internet connectivity, lack of access to the internet, inaccurate platforms to transform practical courses online, lack of hybrid technology and postponement of practical courses affected curriculum activities. Notably, there is a gap in educational technology. These outcomes may be used to improve e-learning and explore possibilities to have advanced hybrid technology in order to deliver practical programmes online in times of crises. Findings may also benefit curriculum developers and policy makers in strategic planning.

In view of the above findings, it is evident that Covid-19 pandemic affected the quality of teaching and learning for both agricultural science students and their lecturers. There is need to pay particular attention to the needs of the students which could help in selection of the best virtual teaching and learning methods. As developing countries prepare for the fourth industrial revolution which focuses on Information and Communications Technology (ICT), institutions of higher learning must be equipped with appropriate infrastructure, such as hybrid technology to improve virtual learning technologies. It is time for curriculum developers and policy makers to review processes in order to incorporate ICT in the educational system. Further studies on the impact of Covid-19 pandemic in quality teaching and learning on a larger scale is recommended.

Keywords: Covid-19; online learning; teaching and learning quality; higher education; agricultural science education; BUAN



Dr. Ivy Rose Mathew

As Pro-Vice Chancellor of Academics and Quality at Botho University, Dr. Ivy Rose Mathew is responsible for the development and implementation of the University's strategic plan with specific focus on academic excellence, quality enhancement, growth, sustainability and integrity. Botho University offers its programmes through campuses in Botswana, Lesotho, Namibia and eSwatini as well as in Distance Learning. Ivy has been instrumental in the founding and development of Distance

Learning campus at the University. Under her leadership, the University transitioned to online and later to hybrid teaching and learning institution during the COVID pandemic.

Ivy received her PhD from University of Botswana. Her PhD focused on increasing the interaction effectiveness in online learning through emerging technologies. Her research areas include eLearning, educational technologies and quality in higher education.



Dr. Anders Rosen

TITLE OF PAPER:

PARTNERSHIP FOR MUTUAL CAPACITY BUILDING TOWARDS THE SDGS

ABSTRACT

Botho University and the KTH Royal Institute of Technology in Sweden, are together with Strathmore University in Kenya and University of Dar Es Salaam in Tanzania, since five years having a partnership that concerns mutual capacity building towards the Sustainable Development Goals (SDGs) in the UN's 2030 Agenda. The partnership involves joint development and implementation of challenge-driven education, innovation and research. Through a student exchange program we are creating conditions for our students to come together in the local contexts of the different universities and countries, and there collaborate with various external stakeholders in projects that are addressing societal challenges in the local context that are related to the SDGs.

This presentation gives insights into how the partnership is organized and implemented at Botho and KTH respectively and together. The challenge-driven education (CDE) concept is explained as a learning approach for reimagining sustainable futures, supporting students in developing career attributes, personal attributes, and social attributes, and in becoming change agents. It is described how the CDE concept is being implemented through teacher training, where teachers from the different universities are meeting online for sharing ideas and developing knowledge, learning approaches, courses, and modules, with support from each other and CDE champions. Examples are given of some specific challenge-driven projects, and obstacles and opportunities in implementing CDE and managing the student exchange are discussed.

The presentation further describes how the CDE concept and implementations are being evaluated and evolved through joint research, where experiences from students as well as teachers and involved external stakeholders are gathered and elaborated and theory and methods are being explored. Examples are given of some specific research questions and studies, for example concerning intercultural and interdisciplinary collaboration, knowledge and experience sharing, and development of concepts and approaches for collaborative online learning (COIL) where students are given opportunities to collaborate and gain international perspectives and experiences without the need for traveling.

The presentation ends with elaborating on the ideas of mutual capacity building and reimagination of sustainable futures and opens up for discussions on issues brought up in the presentation and on opportunities for strengthening the collaboration between universities, researchers, students, industry, public sector, and the civil society, for enhancing value creation and innovation for sustainable development.



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