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We are glad to present the 34th volume of International Journal of Engineering Research in Africa to our readers. This volume contains articles describing the research results in the fields of materials science in the mechanical engineering, construction materials, technological processes in the chemical production, power distribution, communication engineering and engineering management. The articles will be useful for many engineers as well as for academic teachers and students majoring in these fields of engineering science. What will it take to turn South Africa around? In this insightful and provocative book, Frans Rautenbach proposes a complete overhaul of policy thinking, and provides fresh arguments that effectively address South Africa's unemployment, race problems and lack of education. Rautenbach examines the fundamental problem of rent-seeking, to which he proposes two antidotes: the free market and decentralisation of government. Along the way he tackles holy cows such as affirmative action, trade unions, labour law and welfare payments. He also addresses contentious topics such as racism, white privilege, political correctness, state funding of higher education and mounting evidence that trade unions substantially suppress employment growth. Written by a labour lawyer with a proven track record in a range of policy issues, South Africa Can Work speaks effectively to a cross-section of readers of all disciplines, and brings sorely needed good news. Foreword by: Marshall Goldsmith, #1 NY Times bestselling author, Thinkers50-#1 Executive Coach and the only two-time #1 Leadership Thinker in the World Complexity has met its match! Today, organizations are grappling with ambiguity, volatility

and paradox surrounding the challenges they face. This is complexity. But too many leaders approach complexity the wrong way - they push their people harder and harder and tackle problems one-at-a-time over months, sometimes even years and nearly always in a linear fashion. It's like setting a pot of water on "low" and waiting for it to boil. To solve the seemingly intractable challenges that leaders bang their heads against for months - to get the metaphorical water to boil - you must generate a high amount of heat very quickly. In this book, the authors share their proven formula for dramatically shortening the process and solving an organization's toughest challenges in mere days. South African Human Resource Management focuses on the knowledge and skills that managers at all levels need. The authors integrate contemporary international research and implementation with a South African perspective. Going for Growth 2011 highlights the structural reforms needed to restore long-term growth in the wake of the crisis. For each OECD country and, for the first time, six key emerging economies (Brazil, China, India, Indonesia, Russia and South Africa), five reform priorities are identified. IF YOU CAN'T BEAT THEM... After living with penis size anxiety for most of his 50 years author, Ant Smith, decided we needed an honest self-help book on the subject. Something to turn up in search results other than the endless (and expensive) so called 'enlargement guides'. After organising London's first ever Big Small Penis Party and giving countless interviews on what it's like living with a little willy, Ant has plenty to say on the matter! You will read the only methods for penis enlargement in this book. But more importantly you will read how to overcome the anxiety itself - because without managing that, no size is ever going to lead to peace. THIS IS A REALLY TOUGH SUBJECT so there is plenty of humour, candour and real-life stories in these pages. If you are suffering yourself, or if you are body-positive, or if you are just curious THIS is a must read. Many students across the globe seek further education for future employment opportunities. Vocational schools offer direct training to develop the skills needed for employment. New emphasis has been placed on reskilling the workforce as technology has infiltrated all aspects of business. Teachers must be prepared to teach these new skill requirements to allow students to directly enter the workforce with the necessary competences intact. As the labor market and industry are changing, it is essential to stay current with the best teaching practices within vocational education courses to provide the future workforce with the proper tools and knowledge. The Research Anthology on Vocational Education and Preparing Future Workers discusses the development, opportunities, and challenges of vocational education courses and how to best prepare students for future employment. It presents the best practices in curriculum development for vocational education courses and analyzes student outcomes. Covering topics such as industry-

academia collaboration, student satisfaction, and competency-based education, this major reference work is an essential resource for academic administration, pre-service teachers, educators of vocational education, libraries, employers, government officials, researchers, and academicians. Collected papers from the first Scramble for Africa conference held from 25-27 May 2011. As a result of a rigorous, methodical process that (ISC) follows to routinely update its credential exams, it has announced that enhancements will be made to both the Certified Information Systems Security Professional (CISSP) credential, beginning April 15, 2015. (ISC) conducts this process on a regular basis to ensure that the examinations and We are glad to present our readers with the 40th volume of International Journal of Engineering Research in Africa. This volume contains articles describing the research results in the fields of materials science, mechanical engineering, power distribution and power control, construction materials and technologies, technological processes in the wastewater treatment and industrial engineering. The articles will be useful for many engineers as well as for academic teachers and students majoring in these fields of engineering science. Through 25 chapters authored by some of the leading researchers in the field, the Human Resources Development Review 2008 provides an extensive overview of the contextual factors driving human resources development in South Africa. A key theme throughout the volume is the importance of a multi-faceted skills development strategy operating at three levels. The first entails high-skills policies aimed at expanding export-oriented manufacturing production and services provision, particularly in new globally competitive 'niche' areas. The second relates to the economy's ongoing need for intermediate skills, as is evident in the shortage of skilled artisans and technologists. Finally, the provision of basic, entry-level skills is important in view of the urgent need for large-scale job creation schemes, triggered by public sector initiatives, to ameliorate high levels of unemployment and despondency, especially amongst the youth. The purpose of education has been debated in recent years, especially surrounding its curriculum and structure. In order to fully understand this discussion, the relationship between education and the labor market must be explored. Global Perspectives on Work-Based Learning Initiatives is a pivotal reference source that provides vital research on recent progress in selected countries across the globe in educational programs designed to better prepare students for the workforce through the use of work-related learning. While highlighting topics such as degree apprenticeships, integrated learning strategy, and economic development, this book is ideally designed for education administrators, professors, business and education professionals, academicians, researchers, and graduate-level students seeking current research on the relationship between the education and labor

market. We are glad to present the 35th volume of International Journal of Engineering Research in Africa. This volume contains articles describing the research results in the fields of materials science in the mechanical engineering, construction materials, technological processes in the chemical production, power distribution and engineering management. The articles will be useful for many engineers as well as for academic teachers and students majoring in these fields of engineering science. "Yusuf brings this book to life with some epic stories from falling in love for the first time, parading in his orange Speedo on Clifton Beach, to travelling the world as a flight attendant, experiencing life like you have never seen before" Provided by the Internet. A comprehensive work based on personal interviews and insider knowledge - bound to become a classic The past three decades have seen a remarkable rise of Afrikaners in business. With Koos Bekker at its helm, media group Naspers began dominating the Johannesburg Stock Exchange and was turned into a global consumer internet group. Johann Rupert strongly extended Richemont's share internationally in the upper-end market of luxury goods, while Christo Wiese and Whitey Basson at Pepkor and Shoprite became Africa's largest clothing and food retailers. Fortunes describes how these and other business leaders, such as Jannie Mouton, Michiel le Roux, Douw Steyn, Roelof Botha, Hendrik du Toit and a number of commercial farmers, built their empires. It looks at their life and business philosophies and what makes them such successful entrepreneurs. Recent years have also seen the sensational collapse of Steinhoff International, the furniture retailer led by Markus Jooste that destroyed some of these fortunes. While Jooste is the topic of one of the chapters, another looks at the philanthropic projects most of these

tycoons are involved in. About 50km outside of Cape Town lies the beautiful town of Stellenbosch, nestled against vineyards and blue mountains that stretch to the sky. Here reside some of South Africa's wealthiest individuals: all male, all Afrikaans - and all stinking rich. Johann Rupert, Jannie Mouton, Markus Jooste and Christo Weise, to name a few. Julius Malema refers to them scathingly as 'The Stellenbosch Mafia', the very worst example of white monopoly capital. But who really are these mega-wealthy individuals, and what influence do they exert not only on Stellenbosch but more broadly on South African society? Author Pieter du Toit begins by exploring the roots of Stellenbosch, one of the wealthiest towns in South Africa and arguably the cradle of Afrikanerdom. This is the birthplace of apartheid leaders, intellectuals, newspaper empires and more. He then closely examines this 'club' of billionaires. Who are they and, crucially, how are they connected? What network of boardroom membership, alliances and family connections exist? Who are the 'old guard' and who are the 'inkommers', and what about the youngsters desperate to make their mark? He looks at the collapse of Steinhoff: what went wrong, and whether there are other companies at risk of a similar fate. He examines the control these men have over cultural life, including pulling the strings in South Africa rugby. Investigative journalist Jacques Pauw exposes the darkest secret at the heart of Jacob Zuma's compromised government: a cancerous cabal that eliminates the president's enemies and purges the law-enforcement agencies of good men and women. As Zuma fights for his political life following the 2017 Gupta emails leak, this cabal - the president's keepers - ensures that after years of ruinous rule, he remains in power and out of prison. But is Zuma the puppet master, or their puppet? Journey with Pauw as he explores the shadow mafia state. From KwaZulu-Natal and the

Western Cape to the corridors of power in Pretoria and Johannesburg - and even to clandestine meetings in Russia. It's a trail of lies and spies, cronies, cash and kingmakers as Pauw prises open the web of deceit that surrounds the fourth president of the democratic era. -- from back cover. This book critically investigates the flourishing monument phenomenon in post-apartheid South Africa, notably the political discourses that fuel it; its impact on identity formation, its potential benefits, and most importantly its ambivalences and contradictions. Offers an insight into the circumstances under which the policies were developed, implemented and reviewed, as well as a study of the outcomes. This book addresses questions such as: How could an organisation with no previous experience of governing accomplish a peaceful transition to democracy? How did they do it and where are they going? Robbins/Judge provide the research you want in the language your students understand; accompanied with the best selling self-assessment software, SAL. Some topics include management functions; the social sciences; helping employees balance work and other responsibilities; improving people skills; improving customer service; motivational concepts; communication; power and politics; conflict and negotiation; culture; and stress management. Globally accepted and written by one of the most foremost authors in the field, this is a necessary read for all managers, human resource workers, and anyone needing to understand and improve their people skills. Exploring the landscape. 2. Going for Growth 2011 highlights the structural reforms needed to restore long-term growth in the wake of the crisis. For each OECD country and, for the first time, six key emerging economies (Brazil, China, India, Indonesia, Russia and South Africa), five reform priorities are identified.