



IUM
THE INTERNATIONAL
UNIVERSITY OF MANAGEMENT

—IUM—
ALUMNI
ASSOCIATION

IUM Alumni e-Focus



Ms. Loide Nghuulondo, Class of 2024 | SRC President 2023 | 2024

STUDENT LEADERSHIP AT IUM

The Student's Representative Council (SRC) at the International University of Management (IUM) at the Dorado Main Campus, Windhoek under the auspices of the Office of the Dean of Students, represents the IUM student population at all levels of the institution. It consists of eleven (11) members. The executive members of the SRC include: the (i) President, Ms. Loide Nghuulondo (ii) Vice-President, Ms. Hilma Amadhila (iii) Secretary General, Ms. Priskilla Johannes (iv) Finance Officer, Ms. Hitekipuene Mata and (v) Academic Affairs, Mr. Ridge Kheimseb.

The SRCs primary responsibilities are to organizing the Student General Assembly (SGA), where students voice their concerns and collaborate with the SRC to find solutions; the SRC elections; they are also engaged in social responsibilities to aid in organizing donations from internal and external sources including charity organizations for students; organizes the Vice Chancellor Sports Tournament to honor the Vice Chancellor's dedication to student affairs; the IUM Annual Cultural Festival, which fosters the IUM cultural melting pot and to stay connected to Namibian roots and traditions.

Furthermore, the SRC promotes a healthy and inclusive academic environment. It collaborates with external bodies such as NANSO, SUN, NYC, and international bodies such as UNESCO and UNICEF. These partnerships aim to enhance academic excellence and support student welfare.

IN THIS ISSUE

- STUDENT LEADERSHIP AT IUM
- IUM ALUMNI ACHIEVEMENTS
- HIGHLIGHTS OF THE DAVID NAMWANDI TRUST ANNUAL HALF MARATHON 2024
- DAVID NAMWANDI TRUST ANNUAL HALF MARATHON 2024 HIGHLIGHTS
- ANNOUNCEMENT
- ALUMNI PROMINENT IUM ALUMNI

EDITORIAL DESK

Ms. Taleni Matheus
IUM Alumni Relations Events Officer

Dr. Frieda Shimbuli
Consultant: IUM Alumni Relations

Prof. Kingo Mchombu
Advisor to the Founder & Governing Council

This year, on 23 May 2024 the SRC at the Dorado Main Campus, Windhoek launched the "Student's Go Fund Me" project under the theme "Empowering Future: Bridging the Gap." The intention of this noble project is to support the students struggling with tuition fees and related costs. The project aims to raise at least 1 million Namibian dollars to support students in dire need of financial support to continue with their education. In addition, this project provides crucial financial support to students who do not secure funding from NSFAP or other scholarship sources. The SRC office serves as a vital communication link between students and the university management, prioritizing student needs and concerns. Through intentional leadership with clear goals and clear purpose and with innovative projects, the SRC strives to enhance a positive student experience at IUM.

THE OFFICE OF THE IUM ALUMNI RELATIONS

—*Congratulates*—

Ms. Loide Nghuulondo, Class of 2024

IUM ALUMNI ACHIEVEMENT



Dr. Hamutenya Hafeni Paulus Hainghumbi, Class of 2024

ABSTRACT:

The study explored the contribution of Foreign Direct Investment to knowledge and skills transfer in the Namibian Diamond Industry. The study was underpinned by a constructivism research paradigm, which employed the use of qualitative research methods. A case study design was used to explore knowledge and skills transfer in the diamond industry. Albert Bandura's Social Learning Theory was used to provide the required theoretical strength for understanding knowledge and skills transfer in the diamond industry.

The population consisted of employees in the Diamond industry. Non-probability sampling method was used to select the sample, carried out through the use of purposive sampling technique. Individual interviews were used to collect data from the sample. The textual collected data attracted a thematic analysis method, which was carried out manually and established key themes.

Key findings revealed that Foreign Direct Investment makes a significant contribution to knowledge and skills transfer in the Diamond industry. Foreign investment has provided opportunities to foreign investors to transfer knowledge and skills to local people as employees, ensuring a symbiotic relationship that benefits both foreign investors having access to investment opportunities in the local market, as well as local people getting exposure to needed expertise from foreign investors. Hence, Foreign Direct Investment serves as a conduit for the transfer of knowledge and skills from international investors to local Namibian people. Even though Foreign Direct Investment presents mutual beneficial opportunities to both investors and local people, there are challenges facing the efficient knowledge and skills transfer in the sector. Communication barriers has continued to hamper effective communication in transferring knowledge from foreign investors to local people. Communication barrier is further compounded by cultural differences existing between

THE OFFICE OF THE IUM ALUMNI RELATIONS

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Dr. Hamutenya Hafeni Paulus Hainghumbi, Class of 2024

FACULTY: GRADUATE SCHOOL OF BUSINESS**RESEARCH TITLE:**

EXPLORING EMPLOYEES' VIEWS AND EXPERIENCES ON THE CONTRIBUTION OF FOREIGN DIRECT INVESTMENT TO KNOWLEDGE AND SKILLS TRANSFER AT DIAMOND NAMIBIA, WINDHOEK

foreign and local cultural orientations. To ensure an efficient and effective knowledge and skills transfer that is Foreign Direct Investment-driven, the results of the study were used to advance strategies for optimising effective knowledge and skills transfer processes in the context of Foreign Direct Investment.

Key strategies include the design and development of communication programmes to facilitate effective communication between foreign investors and local people as employees, as well as embracing cross-cultural exposure in facilitating knowledge and skills transfer in the sector. The study implores Foreign Direct Investment companies to consider implementing the strategies to facilitate and improve effective knowledge and skills transfer. The strategies for optimising knowledge and skills transfer through a Foreign Direct Investment-driven approach, are the study's unique contribution to the field of Business Management.



DR. ISHMAEL MUBWANDARIKWA: DIRECTOR OF GRADUATE SCHOOL OF BUSINESS OF THE IUM GRADUATES SCHOOL OF BUSINESS6

IUM-GSB offers various business disciplines that are tailor-made to cater to the gaps within the Namibian business sector. These course offerings subsequently, on completion, lead to the awarding of postgraduate diplomas, MBAs, and PhD qualifications

IUM ALUMNI ACHIEVEMENT



Dr. Adeyanju Anthony, Class of 2024

ABSTRACT:

It is imperative for any economy to pursue economic growth, but the growth path must be sustainable to benefit future generations. This notion aligns with the socioeconomic policies and national goals developed by the Namibian government to sustain economic growth, improve social wellbeing, and protect the natural environment.

However, achieving sustainability can be elusive if progress is not measured accurately. Among many other indicators, the Gross Domestic Product (GDP) is highly regarded as a leading indicator in the measurement of economic progress, despite its criticism in measuring social and environmental progress.

This study examines the viability and potential application of the Wellbeing Index as an alternative to GDP for measuring progress toward a wellbeing economy and sustainable development in Namibia. Through the adoption of a pragmatic research philosophy that combines the worldviews of a constructivist and a post-positivist, this study investigates the Namibian government's perceptions of progress toward sustainability, residents' perception of progress, and the development of a wellbeing index, which later, was applied to assess Namibia's progress toward sustainable development.

Thus, this study adopted a mixed method research and analytical approach to achieve the underlined objectives. A thematic analysis was used to assess the governments' perception of a wellbeing economy, content discourse analysis (CDA) was used to analyse the President's State of the Nation Address (SONA) which outlines the governmental plans for sustainable development, descriptive analysis was used to identify the perception of Namibia residents in relation to wellbeing economy and sustainable development, the Principal Component Analysis (PCA) was used to develop

FACULTY: ENVIRONMENT AND SUSTAINABLE TOURISM**RESEARCH TITLE:****A HOLISTIC MEASURE OF PROGRESS TOWARD ECONOMIC WELLBEING AND SUSTAINABLE DEVELOPMENT IN NAMIBIA**

a wellbeing index and lastly, a comparative analysis was done to ascertain Namibia's level of progress toward sustainability by comparing the Namibia Wellbeing Index (NWI) with the GDP. The findings from the results show that the Namibian government is committed to achieving sustainable development and ready to adopt new indicators to measure progress toward sustainability. The general perception of Namibia's citizens toward sustainability reflects mixed opinions among the respondents. Results on the wellbeing index, developed using PCA and based on eight indicators, offer a more comprehensive view of the economy than GDP, taking into account factors such as social, human, and natural capital, as well as the negative impacts of economic activities on the environment. Between 2011 and 2014, the GDP (scaled for comparison with NWI) increased from 0.93 to its peak at 1.00, suggesting a period of economic growth. Over the same period, the NWI had a steady decrease in value from 1 to 0.6. Beyond 2014, GDP reflected a steady decline while NWI showed more variability especially from 2014 to 2019. Similarly, the NWI proved resilient during the economic impacts of the COVID-19 pandemic, unlike the GDP.

Further results also show that the self-reported life satisfaction trend from 2011 - 2021 (extracted from the World Happiness Report) moves in tandem with the NWI, which reflects that the perception of society in regard to life satisfaction, is positively correlated with the NWI. Thus, the NWI can capture areas of social and environmental factors not measured by GDP. This study concludes that the NWI in conjunction with GDP and other dashboards of indicators can provide a robust measure of progress toward sustainable development. The study recommends the adoption of an efficient wellbeing data collection system and the creation of a wellbeing budget for the Namibian society. It also recommends that Namibia adopts an eco-growth economy, creates green jobs, and promotes wellbeing economy, amongst many other recommendations toward an ideal wellbeing society that can transcend toward sustainable development.

THE OFFICE OF THE IUM ALUMNI RELATIONS WELCOMES OUR NEW IUM ALUMNI ASSOCIATION MEMBER DR. ADEYANJU ANTHONY

-Congratulations-

IUM ALUMNI ACHIEVEMENT



Dr. Ambrosius Hinanentu lipinge, Class of 2024

THE OFFICE OF THE IUM ALUMNI RELATIONS

-Congratulates-

Dr. Ambrosius Hinanentu lipinge, Class of 2024

FACULTY: STRATEGIC MANAGEMENT AND BUSINESS ADMINISTRATION

RESEARCH TITLE:

A POLICY FRAMEWORK FOR HOUSING SUSTAINABILITY FOR LOW-AND MIDDLE- INCOME EARNERS IN WINDHOEK, NAMIBIA

ABSTRACT:

The primary aim of this study was to establish a comprehensive framework for promoting sustainable housing options for individuals with low and moderate incomes in Windhoek, Namibia.

A mixed methods research approach was utilised, involving the distribution of structured questionnaires to Low-and Middle-Income Earners (LMIES) and conducting interviews with both LMIES and other players in the housing sector in Namibia. This study aimed to include a total of 384 participants, and 284 (72.92%) of the LMIEs answered to the survey. A total of eighteen interviews were carried out with government institutions including the City of Windhoek, the National Housing Enterprise, and the Ministry of Urban and Rural Development (MURD). The Statistical Package for Social Sciences (SPSS) was utilised to conduct descriptive and correlation analyses on the quantitative data. The objective was to determine the main drivers of housing affordability, accessibility, and adequacy.

The Word Cloud tool in NVivo was utilised to visually represent the qualitative data and find the key determinants

of housing problems among LMIES. The t-statistic value of 2.6791 indicates a substantial correlation between government policy and the affordability of housing for LMIES in Windhoek. Besides, the t-statistic value of 2.5863 suggests a significant link between social infrastructure and the adequacy of housing for LMIES within the nine areas of Windhoek.

This implies that there is a correlation between social infrastructure, such as amenities, recreational facilities, medical and health services, playgrounds for children, and the sufficiency of housing for LMIES in Windhoek, Namibia. Additionally, the t-statistic value of 2.6475 suggests a significant link between neighbourhood facilities and accessibility of housing for LMIES within the nine areas of Windhoek. The study results were utilised to develop a framework, using theoretical strengths from the Five-steps Approach Stakeholders Engagement model. The created framework offers valuable direction on how housing stakeholders should cooperate to efficiently execute housing sustainability for LMIES.



IUM RADIO STATION COMING SOON LOCATION: DRN SQUARE HOUSE NO.10

IUM RADIO TEAM: From left to right Mrs. Rachel Muhuure: Sales and Administrative Officer, Ms. Shaan Semba: Programmer and Producer and Ms. Sally Jason: Station Manager

HIGHLIGHTS OF THE DAVID NAMWANDI TRUST ANNUAL HALF MARATHON 2024



Colleges/Universities Participants for the 21km with Prof. David Namwandi and Dr. Erastus Shapumba at the extreme right

University 21km RACE	Gender	POSITION	Prize
Mateus Megameno	Male	1st Position	N\$ 5000 Cash prize + Medal + Certificate
Jeremia Beata	Female		
Kambwae Bernadinus	Male	2nd Position	N\$ 2500 Cash prize + Medal + Certificate
Lucia Andrek	Female		
Simeon Elia	Male	3rd Position	N\$ 1500 Cash prize + Medal + Certificate
Akuundungila Julia	Female		

The 2nd edition of the “David Namwandi Trust (DNT) Annual Half Marathon 2024” took place on Saturday, 8 June 2024 at IUM Dorado Park Main Campus, Windhoek. This event was organized by the Office of the IUM Alumni Relations on behalf of DNT. The marathon runners were divided into two categories, namely, university and college students who run the 21KM marathon race while the high school learners run

10KM race respectively. Kick off time for the 21KM was at 06:20am and 06:40am for the high school learners respectively. The event attracted ±400 participants across high schools, colleges and universities in Namibia. In addition, many staff members from IUM, interested parties from other institutions, young and old from the metropolitan area of Windhoek joined the marathon.



David Namwandi Trust Half Marathon 2024 High School Participants for the 10km

HIGH SCHOOL 21KM RACE	GENDER	POSITION	PRIZE
Henock Popyeni	Male	1st Position	N\$ 5000 Cash prize + Medal + Certificate
Frans Nyanyukweni	Female		
Kalili Junias	Male	2nd Position	N\$ 2500 Cash prize + Medal + Certificate
Kandjebo Monika	Female		
Paulus Michael	Male	3rd Position	N\$ 1500 Cash prize + Medal + Certificate
Andowa Metchilde	Female		

Appreciation to all our Sponsors

The Office of the IUM Alumni Relations on behalf of the David Namwandi Trust (DNT) would like to express appreciation to all our sponsors. The DNT appreciates the sponsorship and values the partnership.



DAVID NAMWANDI TRUST ANNUAL HALF MARATHON 2024 HIGHLIGHTS



HIGHLIGHTS OF THE 20TH IUM WINTER GRADUATION 2024



ANNOUNCEMENT

UPCOMING EVENT 2024

IUM ALUMNI HOMECOMING GALA



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IUM ALUMNI HOMECOMING GALA 2024

INVITATION: To all IUM Graduates from 1994-2024 and all Stakeholders

DATE: Saturday, 26 October 2024

TIME: 17H30 For 18h00

VENUE: IUM Dorado Park Main Campus, Tunana Hall 5&6

DRESS CODE: Dress to kill (Red Carpet)

Theme: The year of diligence and concerted efforts towards achieving our set goals

TICKETS:

INDIVIDUAL: N\$500.00

CORPORATE TABLE FOR 10 PEOPLE: N\$10,000.00

Reserve your ticket through the IUM website:

www.ium.edu.na

Due Date: Friday, 12 October 2024 for Reservation



CONTACT PERSON: Ms. Taleni Matheus, IUM Alumni Events Officer
Cell: 081-452-4420 | **Email:** t.matheus@ium.edu.na

Traditionally, the IUM Alumni Homecoming event is when IUM alumni are invited by their Alma Mater to reconnect with their class mates from their respective graduating classes to celebrate a union of their legacy remembering their schooling while at IUM. At this gathering, lecturers, professors, IUM friends, IUM students and IUM alumni come together to reminisce about the good old days

PROMINENT IUM ALUMNI



Ms. Sonia Hamundjebo
Diploma
Class of 2024



Ms. Bergita Shikwambi
Bachelor's Degree (Honours)
Class of 2024



Ms. Laina Amushembe
Bachelor's Degree (Honours)
Class of 2024



Dr. Hamutenya H. P. Hainghumbi
PHD Degree
Class of 2024



Dr. Ambrosius H. Ipinge
PHD Degree
Class of 2024



Dr. Adeyanju Anthony
PHD Degree
Class of 2024



Mr. Natangwe M. Shikesho
Bachelor's Degree (Honours)
Class of 2015



Mr. Frans Kamonga
Bachelor's Degree (Honours)
Class of 2024



Ms. Hilma lita
Bachelor's Degree (Honours)
Class of 2024



Mr. Efraim Kakehongo
Bachelor's Degree (Honours)
Class of 2024



Mr. Kosmas Alugodhi
Bachelor's Degree (Honours)
Class of 2024



Ms. Eva Nehale
Bachelor's Degree (Honours)
Class of 2024



Ms. Kavazuko Kahuure
Bachelor's Degree (Honours)
Class of 2024



Mr. Hosea Hangula
Bachelor's Degree (Honours)
Class of 2024



Ms. Elizabeth Nangolo
Bachelor's Degree (Honours)
Class of 2024



Mr. Benhard Mpasi
Bachelor's Degree (Honours)
Class of 2024

PROMINENT IUM ALUMNI



Ms. Beatha Shakaria
Bachelor's Degree
(Honours) Class of 2024



Mr. Efraim Asino
Bachelor's Degree (Honours)
Class of 2024



Ms. Maria lita
Bachelor's Degree (Honours)
Class of 2024



Mr. Nyambe Mungeli
Master's Degree
Class of 2024



Mrs. Jinga Zirota
Master's Degree
Class of 2023



Ms. Frieda Gideon
Master's Degree
Class of 2023



Ms. Ester Ndakulilwa
Post Graduate
Class of 2023



Mr. Libolius Emmanuel
Bachelor's Degree (Honours)
Class of 2021



Mr. Tylves Shileka
Bachelor's Degree (Honours)
Class of 2022



Ms. Raina Hatutala
Master's Degree
Class of 2022



Ms. Ndamonelago Shigwedha
Bachelor's Degree (Honours)
Class of 2021



Ms. Ndinna Shoongeleni
Master's Degree
Class of 2020



Ms. Victoria Nehale
Bachelor's Degree (Honours)
Class of 2019



Ms. Olivia Kayoo
Bachelor's Degree (Honours)
Class of 2017



Mr. Joseph Ilonga
Master's Degree
Class of 2016



Ms. Sheema Eveline
Bachelor's Degree (Honours)
Class of 2015