

# NUST BRIEF

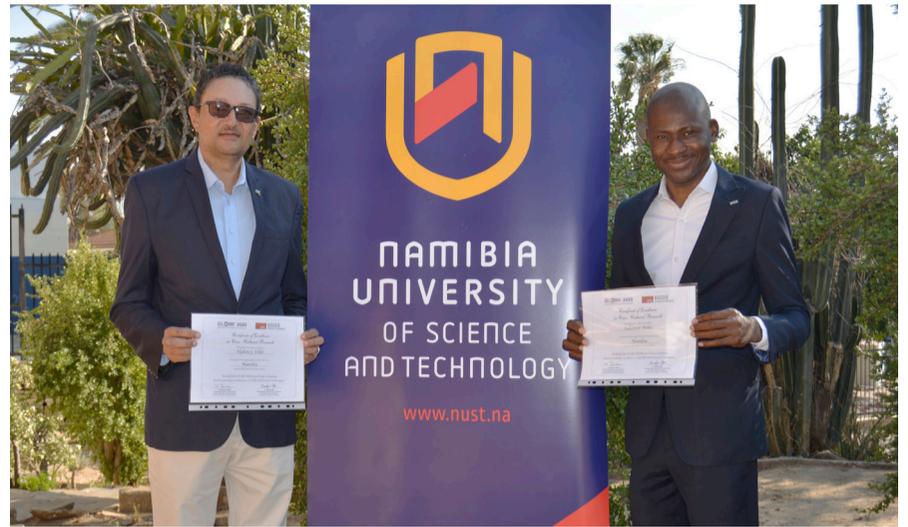
## NUST staff awarded for cross-cultural research

The Harold Pupkewitz Graduate School of Business (HP-GSB) participated in the Global Leadership and Organisational Effectiveness (GLOBE) 2020 Project, marking the first time that Namibia participated in the prestigious study.

The GLOBE 2020 Project is a unique large-scale research study. It looks into cultural practices, leadership ideals, and generalised and interpersonal trust in more than 170 countries in collaboration with over 500 researchers. It has become one of the largest and most comprehensive studies of its kind in the social sciences. This initiative is the extension of over two decades of collaborative work undertaken by the GLOBE research team, and examines the relationships among societal culture, leadership and organisational practices.

The 2020 iteration of the project was the first time that Namibia formed part of the GLOBE network through the participation of Country Co-Investigators, HP-GSB Director, Dr Hylton Villet, and HP-GSB Senior Lecturer in Strategic Human Resource Management,

Dr Sulaiman Atiku. The pair played a key role in collecting data from individuals occupying leadership positions in public and private sector organisations throughout Namibia. They worked alongside leading academics from across the world, contributing cultural information that will ultimately allow more nuanced cross-comparative research. "It is a privilege for us to work alongside renowned academics and distinguished professors, and we feel honoured to have had the opportunity to contribute to this global research study," Dr Villet said. In addition, Dr Atiku said that; "It was important to gather data locally and thereby contribute to the research project as it will allow for a much deeper understanding of how culture, leadership and social practices affect one another, both globally and in Namibia."



From left to right: Dr Hylton Villet and Dr Sulaiman Atiku.

Both Dr Villet and Dr Atiku were each awarded a Certificate of Excellence in Cross-Cultural Research for their outstanding contributions to the Project.



From left to right: Christine Mboma, Nandi Vass, Beatrice Masilingi, and Ndawana Haitembu.

### NUST student runs alongside Masilingi and Mboma

Namibians from all corners of the country have been in a jovial mood, owing to the stellar performance of local athletes on the global stage recently. Christine Mboma and Beatrice Masilingi have become household names. Another rising star on the horizon is NUST's very own, 19 year-old Ndawana Haitembu, a Bachelor of Sports Management student.

She recently bagged a silver medal in the 4x100m relay at the Under-20 World Athletics Championships held in Nairobi, Kenya. In an interview held with the *NUST BRIEF*, Haitembu talks about her passion for athletics.

**Q: Tell us a bit about yourself.**

I grew up in northern Namibia with my two siblings, raised by my mom. I inherited my running abilities from my late father (Daniel Haitembu) who passed away in 2005. He was an athlete, and is still the undisputed Namibian National 400m record holder since 1980.

**Q: When did you discover your passion for running?**

I started doing athletics at the age of seven. I was the fastest girl in my age group and started running with older girls, and still dominated. I then attended Rukonga Vision School in Kavango East where I was elected as the Learner's Representative Council (LRC) under the Sport portfolio. I was the fastest girl at my school and won the

Sportswoman of the Year Award twice.

**Q: What do you want to become once you have completed your studies?**

I want to venture into the sports industry as a Sports Manager, after obtaining my Bachelor of Sports Management degree.

**Q: What would you say is one of the biggest challenges facing most Namibian athletes today?**

Obtaining funding and finding a sponsorship to pursue athletics full time is one of the biggest challenges facing most Namibian athletes today. My wish is that the government and private sector organisations invest more in sport and athletes, in particular. Namibia has many athletes with incredible potential that can fly our country's flag high.

### Researcher develops mobile platform to promote San learners' mental health

Focussing on curbing high school dropout rates in the Donkerbos Village, Omaheke Region, a NUST Computer Science Lecturer, Rosetha Kays, developed a prototype mobile platform for counselling primary school learners.

Kays' research, titled, "Developing Technology to Strengthen Resilience in San Children to Reduce School Dropouts" explored current technologies being used to provide counselling services to San children facing social hardships. "Online counselling on the web or mobile platforms already exist, however many of the services are generic, thus this study is context specific," Kays said.

The mobile counselling platform was developed based on information gathered from stories of successful San youth who had previously dropped out of school and current issues identified by the primary school learners.

"An evaluation of the effectiveness of the application was done after the learners were involved in the project. This was done using psychological tools and resources to weigh

their level of resilience," Kays elaborated. The assessment revealed a positive change in the learners' understanding of others' feelings, awareness of self, self-esteem, coping with stress, demonstrating empathy to others, and knowing who to consult when in need of assistance.

"I now know where to go for help when I have a problem," one student eagerly shared while others explained that they try to resolve problems by talking about them openly.

She suggested a follow-up resilience evaluation test with the same learners, in particular, a longitudinal study.

"Ideally, one would like to have data about their level of resilience and compare this with data about their resilience level while at high school and after having used the application." Kays concluded.



San children testing the counselling application on mobile phones.



**Note of Appreciation**

The Faculty of Computing and Informatics would like to express gratitude to all participants in the Data Science, Machine Learning and Artificial Intelligence (DSMLAI) International Conference (09-12 August 2021).

For the report and recommendations of the conference, scan the QR Code.