

**MIDDLE MANAGERS RESPONSE TO
IMPLEMENTING
THE EMPLOYMENT EQUITY ACT 55/1998**

BY

MATHAPELO MAGDELINE MOJELA

*Dissertation submitted to the Faculty of Humanities,
University of Witwatersrand, Johannesburg, in partial
fulfilment of the requirements of the degree of Master of
Arts in Industrial Social work*

JOHANNESBURG

2006

DECLARATION

I, **MATHAPELO MAGDELINE MOJELA**, hereby declare that the dissertation for the degree of Master of Arts in Industrial Social Work at the University of Witwatersrand hereby submitted by me has not previously been submitted for a degree at this or any other University and is my own work in design and execution and that all reference material contained herein has been duly acknowledged.

Signature: **Date:**.....

DEDICATION

I dedicate this work to my wonderful children ***TREVOR*** and ***TSHOLOFELO***. You have been my source of strength and you helped me to pull through difficulties with your unconditional love. Mommy loves you lots!

ACKNOWLEDGEMENTS

Appreciation goes to wonderful people who inspired me in different ways to carry on with this dissertation.

Thanks to:

- To my family, Rappie, Abby and Lula Mojela, for moral and financial support.
 - My supervisors, Prof Sandra Drower and Dr Tebogo Mabe, for motivating me at times when I wanted to give up. Thanks for believing in me and help me to produce this good work.
 - Lynette Bouwer and Victor Maduka for giving me the opportunity to conduct my study in your organisations.
 - Michelle Louw for word processing my work. You are good.
 - To all the respondents who made this work a reality.
- To my Heavenly Father for giving me the wisdom and blessing me with people who supported me through the thick and thin of my studies.