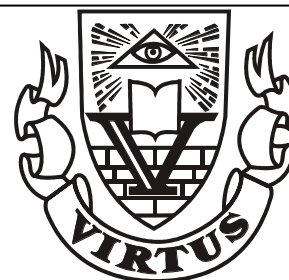


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Due to the continual increase of the significance of information technology (IT), the need to provide governance in the deployment, use and management of the artefacts is simultaneously essential. However, even though different frameworks have been employed, the implementation of IT governance has never been easy for many organisations. This is attributed to many factors, such as people, process and technological artefacts. IT governance frameworks differ in one area or another, making their selection challenging for organisations. As a result, some organisations have more than one IT governance framework. This, on one hand, sometimes results in duplication of the frameworks' functionalities, thereby adding to the environment complexity. On another hand, some IT governance frameworks are short of functions in regard to the organisation's objectives. These challenges are attributed to the lack of an architectural framework, of consolidated best practices.

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Shadrack Themba Mzangwa

In this article, the author seeks to explore what the unions' members experience pertaining the recognition and operation of the public sector labour unions at the higher education institutions. A focus on this paper is made mainly on the recognition of the labour unions which operate in two of the South African higher education institutions. The objective of the study was to determine what experiences and challenges do unions' members (both ordinary and officials of the unions) undergo and observe from their presence in operating at the higher education institutions.

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Many perspectives have been propounded and written about the restructuring and privatisation reform. However, this paper endeavours to give a South African approach to the reform profoundly delving into its historical approach on the original definition, methods, factors, criteria and goals of the reform. This paper seeks to demonstrate that this reform has its origins in the apartheid government policy which was intended at strengthening and revitalising the apartheid political economy in the 1980s. This paper posits that the privatisation and restructuring reform originated from the then South African government policy initiatives in the 1980s.

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To switch presumes two kinds of transactions carried out by the same person: on the one hand, the decision to exit an investment line (switch-out) and, on the other hand, the decision to enter into a new investment line (switch-in). What motivates the decision makers? This paper, considering a sample of Italian occupational pension funds, investigates the impact of short-term and long-term performance on the switch decision process and whether the same performance can lead investors to make opposite switch decisions. Some irrational behaviors are identified.

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