

PROF MANDLA MAKHANYA, OYIHLOKO NESANDLA SIKATJHANSELA
EYUNIVESITHI YESEWULA AFRIKA
UKWETHULWA KWEKULUMO: UMNANYA WOKUTHOKOZA
UKUSEBENZA ISIKHATHI ESIDE NGABONONGORWANA
E-ZK MATTHEWS HALL
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Ngiyathokoza MPhathihlelo, Dr Nic van Staden, ongumphathi: wezokuLawula nokuBhadela, i-*HR* kanye nosolwazi wethu osele athethe umhlalaphasi.

- Dr P Mokgobu – osiSandla seHloko:kezokuThuthukiswa kweZiko
- Nom Z Dlamini – omLawuli wesiGungu: ku-*HR*
- Kanye namanye amalunga abaphathi abakhulu kanye nabanye abaphathi ngokunabileko abalapha
- Abasebenzindawonye bethu abahloniphekileko
- Kanye nabavakatjhi bethu beQophelo eliPhezulu ekuseni namhlanjisi – abamukeli babonongorwana bokusebenza isikhathi eside

Nginamukela noke ngezandla ezifuthumeleko.

IYunivesithi yeSewula Afrika kuyindawo ekarisa khulu yokusebenza. Njengabanengi benu namhlanjisi, ngisebenze eYunisa isikhathi eside – eqinisweni, eminyakeni embalwa edlulileko ngithole unongorwana

wokusebenza isikhathi eside. Ngalesi sikhathi, ngisebenze emikhakheni yomibili wezefundo kanye nomkhakha osekela ukulawulwa eyunivesithi. Yeke-ke, ngicabanga kobana ngingatjho, ngokuzithemba, ukobana nginelwazi elihle ngale yunivesithi kanye nabantu abasebenza lapha.

Kanti kufanele nginitjele ukobana, njengombana ngingosolwazi wesosiyoloji ngokubandulwa, ukobana kubabantu abangikarako. Kufana nalokha nawucabanga ukuthi unelwazi elidephileko ngamatjhuguluko weziko, njengombana ucabanga ukobana uyabazi abasebenzi bakho kanti nokuthi omunye nomunye yini angakwazi ukuyiletha etafuleni, lapho bese kwenzeke ongakakulindeli.. Usolwazi wezefundo ozithuleleko ngokungakalindceleki uzakuba mrhubhululi odumileko. Umlawuli ozithobileko uzakukhombisa ikghono lemvelo kanye noburholi obuphambili. Kanti i-imeyili ethokozako ethi “thank you” izakuthunyelwa – ukusukela kubasebenzi nanyana abafundi – lokhu kuhlaba ehlizweni ngendlela yokuthi kuvuselela ngobutjha ukukholelwa kwakho kumuntu begodu kukukhumbuza ukobana akunatshwayo elingenzeka lingabonwa.

Lokhu ngikutjho ngombana, ngeendlela ezinengi, i-Unisa ifana nomndeni. Eqinisweni, i-Unisa imundeni (*is a family*) – begodu sizibiza ngokuthi sima-*Unisans*. Kanti “kuziingazi” zethu

ezisingathekiso ezisibumbanisako ndawonye kanti lokho angekhe sakuphikisa, kumsebenzi wethu, kukuthembeka kwethu begodu kukuzibophelela kwethu ekusebenzeni ndawonye kanye nakuleyunivesithi.

Kanti, ngendlela efanako, ngizizwa ngibophelelekile ukobana ngniikhumbuze isitjho semandulo esithi: *You can choose your friends, but you can't choose your family*. Ekhabo lakhona, ngabe lokho kutjho ukuthini, nasiqala ubujamo be-Unisa, kutjho bona angekhe wazikhethela ukobana amalunga womndeni we-Unisa kuzakuba bobani.. Siqatjhiwe kulomndeni omkhulu kangaka, kanti ngalokho, kutjho bona siphawe woke amalunga womndeni omutjha. Kanti ngandlelathize, kufanele lokhu sikwenze kusebenze. Kufanele sithole iindlela ezihle zokusebenzisana nalabo abasendaweni yethu kanye nezikweni loke mazombe bekufike lapho sizizwa sisebenzisana kuhle nabanye. Sidzimelele kwabanye. Siyathembana sisoke, kanti sithembekile kithi soke kanye nakuyunivesithi. Sifanele bona sakhe ikhaya elinethabo nelakhanako *“home away from home”*. Lokho akusilula – Ngiyacabanga bona soke siyakwazi lokho. Ngineqiniso lokobana noke ninelwazi eliziimbonelo lapho bekwenzeka siphogwe kabuhlungu basebenzindawonye bethu nanyana liziko ngokwalo..

Ngineqiniso, lokobana emindenini yethu, soke sinomalume munye “uncle” olivila, ngakelinye ihlangothi sinomani “aunty” ohlala asibangela imiraro ngasosoke isikhathi qobe kuhlanguana komndeni, ngakelinye ihlangothi sinomnakwethu “brother” oqale izelamani zakhe ukobana zihlale zimthengela yoke into ayifunako, sinodadwethu “sister” ohlala asenzela iziga, nanyana ababelethi ababukhali nalabo ababuthakathaka. Kodwana nanyana kunjalo, ngakelinye ihlangothi sinelunga lomndeni eliphumelele lafika ezingeni eliphezulu, kanti sizikhakhazisa ngedumo lepumelelo yalo. Kanti ngakelinye ihlangothi sinelunga lomndeni elinethando begodu elihlakaniphileko okulilunga elihlala lisehlizweni yethu isikhathi eside ngemuva kokuhlongakala. Soke sinabantu esibathandako, esibanikela koke nesibakhulisako, kanti akukho esikuqalileko kibo. Naphezu kwalezi zinto eziphikisanako nje, siyayithanda imindenini yethu kanti siyazithanda neenkhati zokuhlanguana kwemindenini ngombana, ngakelinye izinga elidephileko sibambene. Siyakuzwisisa lokho, okhunye nakho koke, nanyana kunjani laba kubabantu bekhethu nanyana kukumbi nanyana kukuhle, ngihlala nginabo.

Lokhu kuyafana nabasebenzi be-Unisa. Nibabantu bekhethu kanti name ngingewenu. Kanti nakunjalo sibabantu abahlala ndawonye – nanyana kukuhle nanyana kukumbi nanyana kumnyama nanyana kubovu. Kanti uZimu uyazi, ngineqiniso lokobana isikhathi sakho e-

Unisa silkhamba nokuhle kanye nokumbi, kodwana anginakho ukuthandabuza ukobana okuhle kuzokususa okumbi.

Namhlanjesi, ngizokunikela iintifikeyiti ezitshwaya iminyaka esukela kweyi-10 yokusebenza ukufikela eminyakeni ema-45. Basebenzindawonye, lokhu, kungitjela bona umhlobo welunga lomndeni elifunwa mumuntu woke. Ningilabo bantu abazisebenzela bathulile, bafeza iinrhuluphelo zabo begodu basebenzela ama-*Unisans* kanye nabafundi bethu. UMatewu 12:25 (NKJV) uthi: *“Every kingdom divided against itself is brought to desolation, and every city or house divided against itself will not stand.”* Nina, abasebenzindawonye bethu abahloniphekileko abakhona namhlanjesi, bayikghomu ehlanganisa umndeni we-Unisa ndawonye. Ngiyakholwa, ukobana okunengi kwalokhu, kukhambisana neqiniso lokobana uzwisisa begodu usekela leyunivesithi ehle kangaka kanye nendima eyidlalako emphakathini wethu kanye nenarhakazini.

I-Unisa yakha ikusasa labantu, i-Unisa ivula amathuba begodu inikela ithemba. I-Unisa seyifake isandla begodu iragela phambili nokufaka isandla ekwakheni umphakathi othuthukako. Basebenzindawonye, lokhu, kuyinto esizikhakhazisa ngayo. Kodwana, ngendlela efanako, i-Unisa iyazikhakhazisa ngokuba nabasebenzi abazwisisa begodu abazibophelele ekufezekiseni lomsebenzi ohlonipheke kangaka

begodu oqakatheke kangaka kanti abasebenzi abenze lomsebenzi ngokuzimisela okungaka.

Abantu engibabona phambi kwami ekuseni namhlanjesi kungilabo engikhe ngakhuluma ngabo. Omunye nomunye wenu, akukhathaleki ukuthi ngiyiphi indima oyidlalako e-Unisa nanyana umsebenzi okhambisana nendima leyo, lokho kwenze i-Unisa ibe ngilokhu engikho namhlanjesi. Okuqakatheke ngaphezu kwalokho, omunye nomunye unomthintela awenzileko ngendlela ephathekako ekuthuthukisweni kwepilo kanye nepilo yananyana ngimuphi umfundi oqede iziqu zakhe e-Unisa ngesikhathi sakho sokusebenza. Kumisebenzi eminye embalwa engakunikela umphumela owanelisa ngalendlela.

Kodwana niyazi ukobana, angekhe kwabalula. Ukuba li-*Unisan* kukhamba neenzuzo ezinengi. Sibaqatjhi abahle, nanyana ungasimadanisa nobani. Kanti ngiyazi ukobana kabanengi benu, name ngiyazibala phakathi, i-Unisa isinikele lokhu esinakho namhlanjesi begodu isenze saba ngilokhu esingikho namhlanjesi, kanti ngalokho kufanele – kanti ngineqiniso lokobana – siyakuthabela lokho. Sikuthabele ukunzinza kezomnotho, sikwazile ukuthenga izindlu, sathenga iinkoloyi besafundisa abantwana bethu. Ezingeni letuthuko yomuntu ngamunye, sikghonile ukobana sikhuthazeke

ukuthi sithuthukise amabizelo wethu kanti sinikelwe iintlabagelo ezisiza kezerhubhululo netuthuko, okuzizinto ezirhalelwa maziko amanengi. Yeke-ke, iye, i-Unisa kukade ilizoko elilungileko, kanti nagadesi iseseliziko elihle kithi.

Anginakho ukuzaza ukuthi nizakuthabela lokhu kanti begodu niyazikhakhazisa ngalokhu. Lo kumnyanya wokunikelwa kwabonongorwana bokuthokoza ukusebenza isikhathi eside, lokhu okutjhoko kimi, ukobana uyathembeka begodu uzimisele. Namhlanjesi, size lapha ukuzokugidinga nokuthokoza imisebenzi yenu kuleyunivesithi yethu, kubafundi bethu, kanti eqinisweni enarheni yekhethu.

Basebenzindawonye, ipilo ye-Unisa isikhathi eside kangaka kanye nepumelelo yayo kungenca yemizamo yalabo ababephethe ngaphambilini. Njengeziko, siwuthabela khulu begodu siwuthokoza khulu umsebenzi kanye negalelo lenue-Unisa kanye nabafundi bethu, esikhathini sagadesi nesidlulileko, kanye nakuSewula Afrika, nakunarhakazi yekhethu kanye nephasini loke zombebele. Ehlangothini loMkhandlu kanye nabaPhathi be-Unisa, ngibawa bona namukele amagama wethu wokuthokoza kanye nokuthokoza igalelo lenu eminyakeni eyedlulileko.

Siyathokoza nisebenze kuhle khulu!