

16 May 2016

Mrs Rakshika Sibran (200501234)  
Graduate School of Business & Leadership  
Westville Campus

Dear Mrs Sibran,

**Protocol reference number: HSS/0543/016M**

**Project title:** The relationship between internal communication and employee engagement at UKZN

**Full Approval – Expedited Approval**

With regards to your application received on 10 May 2016. The documents submitted have been accepted by the Humanities & Social Sciences Research Ethics Committee and **FULL APPROVAL** for the protocol has been granted.

**Any alteration/s to the approved research protocol i.e. Questionnaire/Interview Schedule, Informed Consent Form, Title of the Project, Location of the Study, Research Approach and Methods must be reviewed and approved through the amendment/modification prior to its implementation. In case you have further queries, please quote the above reference number.**

**Please note: Research data should be securely stored in the discipline/department for a period of 5 years.**

**The ethical clearance certificate is only valid for a period of 3 years from the date of issue. Thereafter Recertification must be applied for on an annual basis.**

I take this opportunity of wishing you everything of the best with your study.

Yours faithfully



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**Dr Shamila Naidoo (Deputy Chair)**

/ms

Cc Supervisor: Dr Muhammad Hoque  
Cc Acting Academic Leader Research: Dr E Mutambara  
Cc School Administrator: Ms Zarina Bullyraj

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**Humanities & Social Sciences Research Ethics Committee**

**Dr Shenuka Singh (Chair)**

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