

UKZN HUMANITIES AND SOCIAL SCIENCES RESEARCH ETHICS COMMITTEE (HSSREC)

APPLICATION FOR ETHICS APPROVAL For research with human participants

Information Sheet and Consent to Participate in Research

Date: 24 October 2019

Greetings,

My name is Nyikiwa Agreement Mavunda, I am a PhD student from School of Management, IT and Governance, at the University of KwaZulu-Natal. My email address is 204000630@stuukznac.onmicrosoft.com, cell no: 0738376575.

You are being invited to consider participating in a study that involves research in 'Developing a framework for strategic alignment of human resource practices with the University of KwaZulu-Natal (UKZN) transformation agenda'. The aim and purpose of this research is to develop a framework for strategic alignment of HR practices with the University of KwaZulu-Natal transformation agenda. The study is expected to include 370 participants in all five campuses at UKZN by which 75 questionnaires will be distributed in each campus. The study will involve questionnaires to collect data. The duration of your participation if you choose to enroll and remain in the study is expected to be 15 minutes. The study is funded by the researcher.

The study does not involve any risks. We hope that the study will create the following benefits, to be able to develop a framework for strategic alignment of HR practices with the UKZN transformation agenda which will improve the success rate of change implementation strategies, not only in HR department but throughout the entire institution. The findings on the subject of this research study will contribute to a more practical approach to management of transformation and strategic change at UKZN.

This study has been ethically reviewed and approved by the UKZN Humanities and Social Sciences Research Ethics Committee (approval number_____).

In the event of any problems or concerns/questions you may contact the researcher at 204000630@stuukznac.onmicrosoft.com, cell no: 0738376575 or the UKZN Humanities & Social Sciences Research Ethics Committee, contact details as follows:

HUMANITIES & SOCIAL SCIENCES RESEARCH ETHICS ADMINISTRATION
Research Office, Westville Campus
Govan Mbeki Building
Private Bag X 54001
Durban 4000 KwaZulu-Natal, SOUTH AFRICA
Tel: 27 31 2604557- Fax: 27 31 2604609
Email: HSSREC@ukzn.ac.za

Your participation in the study is voluntary and by participating, you are granting the researcher permission to use your responses. You may refuse to participate or withdraw from the study at any time with no negative consequence. There will be no monetary gain from participating in the study. Your anonymity will be maintained by the researcher and the School of Management, I.T. & Governance and your responses will not be used for any purposes outside of this study.

All data, both electronic and hard copy, will be securely stored during the study and archived for 5 years. After this time, all data will be destroyed.

If you have any questions or concerns about participating in the study, please contact me or my research supervisor at the numbers listed above.

Sincerely

Nyikiwa Mavunda

CONSENT TO PARTICIPATE

I.....have been informed about the study entitled ‘Developing a framework for strategic alignment of human resource practices with the University of KwaZulu-Natal transformation agenda’ by Nyikiwa Agreement Mavunda.

I understand the purpose and procedures of the study of ‘Developing a framework for strategic alignment of human resource practices with the University of KwaZulu-Natal transformation agenda’.

I have been given an opportunity to ask questions about the study and have had answers to my satisfaction.

I declare that my participation in this study is entirely voluntary and that I may withdraw at any time without affecting any of the benefits that I usually am entitled to.

If I have any further questions/concerns or queries related to the study I understand that I may contact the researcher at 204000630@stuukznac.onmicrosoft.com, cell no: 0738376575.

If I have any questions or concerns about my rights as a study participant, or if I am concerned about an aspect of the study or the researchers then I may contact:

HUMANITIES & SOCIAL SCIENCES RESEARCH ETHICS ADMINISTRATION

Research Office, Westville Campus

Govan Mbeki Building

Private Bag X 54001

Durban

4000

KwaZulu-Natal, SOUTH AFRICA

Tel: 27 31 2604557 - Fax: 27 31 2604609

Email: HSSREC@ukzn.ac.za

Signature of Participant

Date

Signature of Witness
(Where applicable)

Date

Signature of Translator
(Where applicable)

Date