



19 September 2023

Information Sheet: Questionnaire/Survey

Topic: The role of organisational change and transformational leadership in psychological well-being among academic staff members in South Africa

Dear Participant,

I, Henricho Theo Dixon, am pursuing my Master of Commerce degree in the Department of Industrial Psychology at the University of the Western Cape, South Africa. I would like to invite you to take part in my research project. Please take time to read the following information carefully, and please feel free to ask questions if anything you read is not clear to you or if you'd like more information.

What is the study about?

The research study will investigate the role of organisational change and transformational leadership in psychological well-being among academic staff members in South Africa. This study is particularly interested in investigating the effects of organisational change in the psychological well-being of academics and to explore the role of transformational leadership during organisational change. Additionally, this study will focus on how transformational leaders are able to create mechanisms and strategies to promote and advance the psychological well-being of academics during organisational change.

Why are you being invited to participate in this study?

This research project is specifically targeting academics working in the higher education sector in South Africa. Therefore, you are invited to participate in this study because your input will make a valuable contribution to the success of this research project.

What will you be expected to do in this questionnaire/survey?

The participant will be expected to complete all the questionnaires online and to answer the questions truthfully and submit their responses to the researcher before the set deadline.

What are the potential risks involved in this study?

The researcher does not anticipate or foresee any major risks involved in this study. However, the researcher is aware that the study may trigger negative reactions from respondents. Therefore, the researcher will provide participants who are affected by the study with access to psychological counselling services, if needed.

What are the potential benefits involved in this study?

This study will benefit academics by providing recommendations which may assist academics to improve and better manage their psychological well-being by sharing scientific and validated psychological interventions that have been proven to be effective in improving psychological well-being.

Will my details be kept confidential?

Yes, all personal details and research data will be kept confidential by the research team. Only authorized team members will have access to the data which will be protected by an encrypted password.

In terms of the requirements of the Protection of Personal Information Act (Act 4 of 2013), please note additional information:

What type of personal information will be collected?

The researcher will collect demographical information from the research participants such as gender, age, location, qualifications, job title/rank and years of working experience.

Who at UWC is responsible for collecting and storing my personal information?

The research team at UWC will be responsible for collecting and storing the personal information of research participants.

Who will have access to my personal information outside of UWC?

No one outside of UWC will have access to the personal information of research participants.

How long will my personal information be stored?

Electronic data will be kept on the researcher's/supervisor's password protected computer for five years and deleted thereafter. Hard copies will be kept in a locked drawer for five years and deleted thereafter.

How will my personal information be processed?

The personal information of participants will be strictly used for research purposes. The personal information of each participant will be coded, and a unique number will be assigned to protect the anonymity of each participant.

Who do I contact for further information?

Should you require any further information, please do not hesitate to contact me Henricho Theo Dixon on my cell phone 072 990 1680 or via email 3257120@myuwc.ac.za . Alternatively, may also contact my supervisor Professor Marieta du Plessis in the Department of Industrial Psychology, University of the Western Cape (UWC), via email mduplessis@uwc.ac.za, or 021 959 3175.

To report any serious or adverse effects emergent from this research, please contact the ethics committee below:

Humanities and Social Sciences Research Ethics Committee
Research and Postgraduate Support
University of the Western Cape
Private Bag X17
Bellville 7535
Tel: 021 959 4111
Email: research-ethics@uwc.ac.za

This information sheet is for you to download so that you can be aware of the purpose of the study. With your signature on the attached consent form, you indicate that you understand the purpose of the exercise.