



**UNIVERSITY of the
WESTERN CAPE**



Tel: 021 959-3184
Email: luthomas@uwc.ac.za

Private Bag X17
Bellville
7535

DEPARTMENT OF INDUSTRIAL PSYCHOLOGY

15 May 2024

Information Sheet: Academic Staff

Project title: The influence of empowering leadership, employee empowerment and institutional climate on organisational commitment within the Higher Education sector in South Africa

Dear Participant,

I, Zaakirah Green, 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 project will investigate how institutional climate, employee empowerment, and empowering leadership affect academic staff members' organizational commitment in the South African higher education sector. Furthermore, the research will determine which of these factors most significantly influences organizational commitment in tertiary educational institutions.

Why am I being invited to participate in this study?

The targeted population for this research project is academics employed within the South African higher education sector. As a result, you are invited to take part in this study as your contributions will be crucial to the success of the study.

What will I be expected to do in this study?

The participant will be required to complete the entire online questionnaire truthfully and timeously by adhering to the deadlines set by the researcher.

What are the potential risks involved in this study?

The researcher does not foresee any potential risks in the participation of the study.

What are the potential benefits involved in this study?

The research participants will benefit from the study since the survey will enable them to reflect on their own lives and the extent to which their institution fosters an environment of empowerment and positivity. Additionally, academics will benefit from the study since they will receive the findings which they can use to emphasize the significance of a dedicated workforce and implement changes within their own institution to foster a dedicated workforce and raise the retention rates.

How will my details be kept confidential?

The electronic data will be protected by an encrypted password that will only be accessible to authorized individuals.

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 request demographic information from the participant such as age, gender, race, marital status, current position, institution and years of employment within the institution.

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

The collection and storage of the participant's personal information will be done by the UWC research team.

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

The personal information of the participants will not be accessible to anyone outside of UWC.

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 shredded thereafter.

How will my personal information be processed?

The personal information of the participants will be only used for the purpose of this research study. Additionally, to ensure that each participant's identity is protected, their personal information will be coded and given a unique number.

Whom do I contact for further information?

Should you require any further information, please do not hesitate to contact me, Zaakirah Green, on my cell phone (084 359 5736) or via email (3831039@myuwc.ac.za). Alternatively, you may also contact my supervisor, Professor Marieta du Plessis in the Department of Industrial Psychology, University of the Western Cape (UWC), mduplessis@uwc.ac.za, (tel 021 959 3175).

To report any serious or adverse events (SAE) emergent from this research, please contact the Humanities and Social Sciences Research Ethics Committee via the Research Development and Postgraduate Support office below:

Tel: 021 959 4111

Email: research-ethics@uwc.ac.za

Mailing Address: University of the Western Cape Private Bag X17
Bellville 7535

This information sheet is for you to keep 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.

(REC-130416-049)