



17 September 2024

Ms Z Green  
Industrial Psychology  
Faculty of Economics and Management Sciences

**HSSREC Reference Number:** HS24/6/29

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

**Approval Period:** 13 September 2024 – 12 September 2025

I hereby certify that the Humanities and Social Science Research Ethics Committee of the University of the Western Cape approved the methodology, and ethics of the above-mentioned research project.

Any amendments, extension or other modifications to the protocol must be submitted to the Ethics Committee for approval.

***Please remember to submit an annual progress report at least two months before expiry date. Failure to submit your annual progress report on time will result in the immediate lapse of your ethics approval and you will have to resubmit an entirely new ethics application.***

For permission to conduct research using student and/or staff data or to distribute research surveys/questionnaires at UWC please apply via:

<https://sites.google.com/uwc.ac.za/permissionresearch/home>

*The permission letter must then be submitted to HSSREC for record keeping purposes.*

The Committee must be informed of any serious adverse events and/or termination of the study.

Ms Patricia Josias  
Coordinator: Research Ethics  
University of the Western Cape