

Graduate School of Business Leadership\_RERC

Date: 10/02/2025

Dear: Mr Letsai Mashishi

Ref #: 2024\_SBL\_DBL\_009\_FA-0957

Name: Mr Letsai Mashishi

Student #: 36856789

**Decision: Ethics Approval from February 2025 to January 2028**

**Researcher:** Mr Letsai Mashishi

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Pretoria

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**Supervisor:** Dr Devan Govedner govend@unisa.ac.za

**AN ANALYSIS OF STRATEGY IMPLEMENTATION OF SHORT LEARNING PROGRAMS IN SOUTH AFRICAN HIGHER EDUCATION INSTITUTIONS**

**Qualification:** DBL

Thank you for the application for research ethics clearance by the Graduate School of Business Leadership\_RERC for the above mentioned research study Ethics approval is granted for three years.

The **low-risk application** was **reviewed by Graduate** School of Business Leadership\_RERC on **04 February 2025** in compliance with the Unisa Policy on Research Ethics and the Standard Operating Procedure on Research Ethics Risk Assessment.

The proposed research may now commence with the provisions that:

1. The researcher(s) will ensure that the research project adheres to the values and principles expressed in the UNISA Policy on Research Ethics.
2. Any adverse circumstance arising in the undertaking of the research project that is relevant to the ethicality of the study should be communicated in writing to the Graduate School of Business Leadership\_RERC .
3. The researcher(s) will conduct the study according to the methods and procedures set out in the approved application.
4. Any changes that can affect the study-related risks for the research participants, particularly in terms of assurances made with regards to the protection of participants' privacy and the confidentiality of the data, should be reported to the Committee in writing, accompanied by a progress report.

5. The researcher will ensure that the research project adheres to any applicable national legislation, professional codes of conduct, institutional guidelines and scientific standards relevant to the specific field of study. Adherence to the following South African legislation is important, if applicable: Protection of Personal Information Act, no 4 of 2013; Children's act no 38 of 2005 and the National Health Act, no 61 of 2003.
6. Only de-identified research data may be used for secondary research purposes in future on condition that the research objectives are similar to those of the original research. Secondary use of identifiable human research data requires

additional ethics clearance.

7. No field work activities may continue after the expiry date (**January 2028**). Submission of a completed research ethics progress report will constitute an application for renewal, for Ethics Research Committee approval.

#### **Additional Conditions**

1. Disclosure of data to third parties is prohibited without explicit consent from Unisa.
2. De-identified data must be safely stored on password protected PCs.
3. Care should be taken by the researcher when publishing the results to protect the confidentiality and privacy of the university.
4. Adherence to the National Statement on Ethical Research and Publication practices, principle 7 referring to Social awareness, must be ensured: "Researchers and institutions must be sensitive to the potential impact of their research on society, marginal groups or individuals, and must consider these when weighing the benefits of the research against any harmful effects, with a view to minimising or avoiding the latter where possible." Unisa will not be liable for any failure to comply with this principle.

#### **Note**

The reference number 2024\_SBL\_DBL\_009\_FA-0957 should be clearly indicated on all forms of communication with the intended research participants, as well as with the Committee.

Kind regards,



Prof N Mlitwa  
Chair of Graduate School of Business Leadership\_RERC  
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Prof P Msweli  
Executive Dean / By delegation from the Executive Dean of Graduate School of Business Leadership\_RERC  
E-mail: mswelp@unisa.ac.za