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Strategic leadership and employee engagement at the University of the Witwatersrand

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Interview Guide

Research Title: Strategic Leadership and employee engagement at the University of Witwatersrand

Introduction

My name is Vanishree Pillay and I am a student at the Wits Schools of Governance. I am currently reading for my Masters degree. In fulfilment of the degree I am required to undertake a research report. My research topic is Strategic Leadership and employee engagement in the University of the Witwatersrand. Given the new leadership that the institution has undergone, the research will aim to highlight employees views and experience of this leadership in relation to their engagement with the institution.

This session will take approximately 60 minutes to complete. You are not obligated to answer any question if you do not feel comfortable doing so. You can stop me at any point if you do not want to proceed further or stop me if you need me to clarify a question if it is unclear. Your identity and responses are strictly confidential and will not be divulged to any persons. Your answers to the questions will be used purely for the purposes of this research. Are you happy for us to proceed with the interview and are you comfortable that I will be recording the session?

Respondent No :

Date:

Time:

Questions

1. Tell me about yourself, place of birth, cultural background etc
2. How long have you been with Wits University? Where were you employed prior to joining this institution
3. How would you rank the University as an employer? Given you past places of employment?
4. From your commencement date to present what would you say has been the highlight of your time spent at the institution?
5. What was your initial impression of the new leadership of the university? and would you say that your expectations have been met?
6. What were some of experiences of the past leadership in comparison with current leadership?
7. In your view how has the new leadership affected you as an employee/student?
   Probe:
   - *In relation to the mandate of your job with regards to expectations on deliverables*
   - *Do you feel a loss of control over what was familiar that has now become foreign? (eg. The way things used to be done as opposed to how it has to be done now?)*
   - *Are you happy and feeling positive about the trajectory the institution os taking?*
8. How do you feel about your role and identity as an employee in this institution?
   - *Are you motivated to perform and deliver well*
   - *Do you feel apart of a family or just a cog in the wheel*
   - *Do you see a bright future for yourself with this organization.*
9. What in your view constitutes good leadership? (criteria that are tell tale signs of leadership)
10. Do you think that the leadership of the day will take Wits to greater heights? What are your views on the future of the organization?