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Middle managers response to implementing the Employment Equity Act 55/1998

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2008-03-31T13:33:36Z
http://hdl.handle.net/10539/4727

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APPENDIX A

SUBJECT INFORMATION SHEET

STUDY TITLE: MIDDLE MANAGERS RESPONSE TO IMPLEMENTING EMPLOYMENT EQUITY ACT 55 OF 1998

HELLO

I am ***Mathapelo Mojela*** doing my Masters Degree in Industrial Social Work with University of Witwatersrand. Your organization was chosen as one of the bigger organization in South Africa. Your senior was contacted and you were identified as a prospective respondent. This study will be done in two organizations from the banking sector and your organization will be notified of the final results.

You are therefore requested to participate in my study on the above topic. I would like to ask you some questions that will take approximately 30 minutes and the questions are structured in the form of open and closed-ended questions. Your participation in this study is voluntary and the information you share with me will be treated highly confidential. There are no right or wrong answers. The questionnaire will be anonymous. No other person will get hold of your responses except me. Your organization will be given the findings of the study at the end of the research project, which will not identify your individual responses.

You have the right to decline to answer all the questions or withdraw at any time of the study. In this regard, the study has no impact whatsoever in your job loss or other organizational sanctions. No identifying information except your age, race and gender will appear on the questionnaire.

Your participation in this study is of utmost important, as your responses will help as the findings of the study. This will help to develop the research document. Would you please fill the consent form on the next page if you agree to participate?

For any enquiries please do not hesitate to contact me on this number ***083 334 8587***.

Thanks for showing interest in my study.

Mathapelo Mojela

Date: ……..

CONSENT FORM

I, …….. (the undersigned) consent to participate in Ms. Mojela's research study. I agree that my responses be utilized in analysis and written up in a research dissertation for academic purposes. I have read and understood the subject information sheet and have no rejection to it.

Date: ……

Signature: ……

I ***Mathapelo Mojela*** (the researcher), agree that I have explained this study to the above participant and ensured that he/she understood his/her rights before giving the consent. I confirm that my research study will be conducted as the subject information has explained.

Date: ……

Signature: ……