

Dear research participant,

My name is Samkelisiwe Pearl Makhathini and I am a Masters candidate studying at the University of KwaZulu-Natal, Howard College in Durban, Kwa-Zulu Natal. My contact details are as follows: 212511251@stu.ukzn.ac.za or Samkelisiwe.makhathini@gmail.com
Tel: 066 098 7929.

You are being invited to participate in a study that looks at Leadership Styles, Employee Engagement, and Job Satisfaction amongst Millennials and Generation Z employees. The aim and purpose of this research are to investigate whether the leadership style embodied by a leader, influences the employee engagement and job satisfaction of millennials and generation Z employees under his/her supervision. The study is expected to enroll 150 millennials and generation Z employees employed by this University across all its five campuses. This research will require about 30mins of your time. During this time, you will complete 5 questionnaires, the questionnaires can be administrated at your convenience place and time.

How will you benefit from participating in this study?

This study aims to explore leadership styles, employee engagement and job satisfaction among millennials and generation Z employees, to determine if leadership style and employee engagement can predict job satisfaction and to determine the extent to which leadership style moderates the relationship between employee engagement and job satisfaction. Many studies conducted on millennials and generation Z employees focus on their attitudes and motivation (Long, 2017; Amayah & Gedro, 2014; Ferri-Reed, 2014), yet, little is known about the influence that leadership styles have on their engagement and satisfaction levels (Long, 2017), especially in the South African context.

Very little is done to teach management about the importance of choosing an appropriate leadership style and the dangers associated with a wrong leadership style. On most occasions, leaders are promoted into leadership roles without being groomed for the role or receiving necessary leadership skills to be successful in their new positions. This has a negative impact on the organisation, teams who are led by command, control, power, fear, and autocracy are known to be unhappy, dysfunctional, and disengaged (Kolzow, 2014). This study aims to address these gaps. The researcher hopes that with the literature and findings of this study, new fruitful techniques will emerge that will seek to better the workplace and well-being of millennials, generation Z, and employees in general. This study will pave the way for an effective leadership training program, which aims to ensure that leaders inspire flourishing individuals and powerful teams.

With that said, there will be no direct benefit to you if you participate in this research, but your participation is likely to help generate knowledge and a greater understanding of the relationship between leadership styles, employee engagement and job satisfaction and how leadership styles influence engagement and job satisfaction levels among millennials and generation Z employees.

This study has been ethically reviewed and approved by the UKZN Humanities Research Ethics Committee

In the event of any problems or concerns/questions you may contact the researcher at Samkelisiwe Pearl Makhathini; the research supervisor or the UKZN Humanities Research Ethics Committee, contact details are as follows:

For questions related to the study	Your rights as a research participant
Researcher: Samkelisiwe Pearl Makhathini	Humanities Research Ethics Administration

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Or Samkelisiwe.makhathini@gmail.com	Private Bag X 54001
Research Supervisor:	Durban
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	Email: HssrechHumanities@ukzn.ac.za

It is important to note:

1. What if you decide you do not want to participate in this study?

Your participation is voluntary and your identity will be protected throughout the research study. Please be advised that you may choose not to participate in this research study and should you wish to withdraw at any stage, you have the full right to do so and your action will not disadvantage you in any way.

2. Will you incur any cost if you choose to participate in this study?

No, all the costs of this research study are borne by the researcher.

3. How will your identity be protected? / How will confidentiality be maintained?

It is the ethical duty of the researcher to ensure that the confidentiality of the respondent, as well as the privacy of the information provided, is maintained. Thus, participants are given letters of consent which will give a summary of the purpose of the study and information regarding the research being confidential and voluntary.

To make sure that participants are aware of their rights, the researcher will be sure to inform all participants that their identity is protected, this will be visible in the consent form, the confidentiality of the data will be safeguarded. Participation is strictly voluntary, participants may withdraw from the study at any time. To further safeguard the collected data, which include the questionnaires, will be stored in a secure vault for five years, and thereafter, will be destroyed by shredding.

Thank you for your time.

CONSENT FORM

I(Full name of participant) have been informed about the study entitled: *Leadership Styles, Employee Engagement, and Job Satisfaction Amongst Millennials and Generation Z employees* facilitated by Samkelisiwe Pearl Makhathini. I consent to participate in the research project.

Please tick or
initial

I understand the purpose and procedures of the study.

☐

I understand that if I decide at any time during the study that I no longer want to take part, I can notify the researchers, withdraw without having to give a reason and without any consequences to me.

☐

I agree that the research team may use my data (information) for future research, publications in journals, and other research outputs. I understand that any such use of identifiable data would be reviewed and approved by a research ethics committee. In such cases, as with this project, my identity would not be identifiable in any report.

☐

I consent to the research team contacting me via an agreed method such as telephone, home-visit or any other agreed method for follow-up interviews

☐

Signature of Participant

Date

Signature of Witness
(Where applicable)

Date
