

Introduction.

Dear Participant

You are invited to participate in an academic research study conducted by Alisha Jawaharlal, a Masters student from the Department of Human Resource Management at the University of Pretoria. The research study undertaken by the student has been approved by the ethics committee within the department, the ethics number is as follows EMS212/23

The purpose of the study is to by means of qualitative study explore the support networks in family-owned businesses. The intention of this study is to provide practical recommendations to family-owned businesses and advisors of these businesses to allow for effective management of conflict and challenges between family members while promoting business success. In addition to assisting family members in managing their careers and well-being more effectively given the numerous business complexities they face. In conjunction to make recommendations on how to assist family members in managing their careers and well-being more effectively given the numerous business complexities they face.

Please note the following:

- This is an anonymous study and your personal information will not appear on any transcript. The responses you give will be treated as strictly confidential as you cannot be identified in person based on the answers you give.
- Your participation in this study is very important to us. You may, however, choose not to participate and you may also stop participating at any time without any negative consequences.
- I understand that all data collected for this study will be stored on a safe and secure platform as governed by the University of Pretoria's Research Data Management Policy.
- Before the interview, you may be asked to provide demographic information of yourself. This is merely for the researcher to describe the overall sample and context of the study and at no time will your information be made available in such a way that it will compromise your identity.
- The interview will last for a maximum duration of sixty (60) minutes. The interview will last a duration of seventy (70) minutes. An additional 10 minutes have been allocated for client de-briefing (if required). In the event that you cannot attend a face-to-face interview, provisions will be made for a virtual meeting on any preferred electronic platform.
- You will not receive any benefits for participating in this study.
- You consent to the interview being recorded and understand that it will be kept confidential at all times during the research process.
- The results of the study will be used for academic purposes only and may be published in an academic journal. We will provide you with a summary of our findings on request.
- Please contact my study leader, Prof Eileen Koekemoer at eileen.koekemoer@up.ac.za if you have any questions or comments regarding the study.

In research of this nature the study leader may wish to contact respondents to verify the authenticity of data gathered by the researcher. It is understood that any personal contact details that you may provide will be used only for this purpose, and will not compromise your anonymity or the confidentiality of your participation. Choosing to proceed with this study will imply the following:

- You have read and understand the information provided above.
- You give your consent to participate in the study on a voluntary basis.

☒ I consent, begin the study

☐ I do not consent, I do not wish to participate

Informed Consent. If you have chosen to provide consent and begin with the study, please provide your signature below.

I would like to remind you that these responses will be available to the researcher only and there is a secure data management plan set in place to uphold your confidentiality and anonymity



Q1. Which racial group do you belong to ?

- ☒ Indian
- ☐ White
- ☐ African
- ☐ Coloured
- ☐ Other

Q2. What age group do you fall into?

- ☐ 18 - 20
- ☒ 21 - 29
- ☐ 30 - 39
- ☐ 40 - 49
- ☐ 50 - 59
- ☐ 60 - 65

Q3. Please indicate your year of birth

1999

Q4. Identify the gender group you associate with

- ☒ Male
- ☐ Female
- ☐ Non-binary / third gender
- ☐ Prefer not to say

Q5. Please indicate your marital status

- ☒ Single
- ☐ Married
- ☐ Divorced
- ☐ Widower
- ☐ Separated

Q6. Do you have children ?

- ☐ Yes
- ☒ No

Q7. What is the highest qualification that you have obtained ?

- ☐ Matric
- ☐ Diploma
- ☐ Undergraduate Degree
- ☒ Postgraduate Degree (Honours)
- ☐ Postgraduate Degree (Masters)
- ☐ Doctoral Degree

Q8. Have you ever had any working experience outside of your family-owned business?

- ☒ Yes
- ☐ No

Q9. If so, please briefly discuss your prior experience (duration, position held and short description of duties)

I have worked as a cashier, sales associate, as well as a general worker (packer, administrative tasks) in my family's business.

Q10. What industry is your family-owned business placed in?

Clothing industry (Retail)

Q11. What is your relationship to the CEO/Founder of the company? (i.e. child, uncle, spouse)

Child

Q12. What position do you hold in your family-owned business?

- ☐ Top management (such as Chief Marketing Officer, Chief Sales Officer, Chief Financial Officer, President)
- ☐ Middle Management (such as Marketing Manager, Purchasing Head, Sales Manager, Operation Manager, Branch Manager, Finance Manager)
- ☒ Operative Management (such as Supervisor, Junior Manager, Clerk, Inspector)

Q13. For how long has your family-owned business been established ?

- ☐ 1 - 3 years
- ☐ 3 - 6 years
- ☒ 6 years and above

Q14. How long have you been working in your family-owned business for ?

- ☐ Under 1 year
- ☐ 1 - 2 years
- ☐ 2 - 3 years
- ☐ 3 - 4 years
- ☒ 5 years and above

Q15. What is the duration of working experience outside of the family-owned business ?

- ☐ 0 years
- ☒ Under 1 year
- ☐ 1 - 2 years
- ☐ 2 - 3 years
- ☐ 3 - 4 years
- ☐ 5 years and above

Q16. How many other of your family members are employed in the family-owned business?

Interview Session. As indicated, a 70 minute interview session needs to be held after completion of this survey. Please inform me once the survey has been completed so that we can arrange for this session. The interview can be in-person or online. It will be scheduled on a day and time that is most suitable to your schedule. Furthermore, in person interviews will be scheduled at a place that is convenient for you.

Location Data

Location: ([-25.7599](#), [28.2604](#))

Source: GeoIP Estimation

