



Combined Letter of Introduction and Informed Consent

Department of Human Resource Management

Exploring support networks in family-owned businesses: the influence on family members' career progression and well-being

Research conducted by:

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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 ...

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 ninety (90) minutes. The interview will last a duration of eighty (80) 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.

Please sign the form to indicate that:

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

Deepna

Participant's signature

6th December 2023

Date