

**ROUTE FORM**

<b>COMPONENT: Strategy Management &amp; Enterprise Integration</b>				<b>DATE: 25 Jan 12</b>	
<b>SUBJECT: Request for Permission to use Department for Academic Research</b>					
<b>AUTHOR</b>			<b>SUPERVISOR</b>		
Ntombikayise Nzimande			<b>Name</b>	Matshepo Msibi	
Deputy Director: Strategic & Operational Support			<b>Rank</b>	Senior Manager: Strategy	
(011) 689 8178			<b>Tel:</b>	(011) 689 4767	
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<b>Mark Route (1, 2, 3, 4, etc.)</b>	<b>Floor</b>	<b>No*</b>	<b>Signature</b>	<b>Date</b>	<b>Remarks</b>
Acting DDG: SMEI – S. Mabuza	9 <sup>th</sup>				
Acting DDG: Corporate Services – S. Fourie	8 <sup>th</sup>		<i>[Signature]</i>		
HOD – S. Lumka	9 <sup>th</sup>		<i>[Signature]</i>	21/2/2012	

**Remarks:**

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**DEPARTMENT OF FINANCE**  
  
02 FEB 2012  
OFFICE OF THE HEAD OF DEPARTMENT  
PRIVATE BAG 112  
WILBERGHEIM



**Ref: Marietjie Holzhausen**  
**Tel: + 27 11 6520361**  
**E-mail: holzhmjb@unisa.ac.za**

25 January 2012

**TO WHOM IT MAY CONCERN**

**NON-DISCLOSURE LETTER**

This is to certify that, Ntombikayise Nzimande, student number 71920129 will be doing an in-depth study (MBA5932) Research Project, as part of the requirements in obtaining the MBA postgraduate degree through the UNISA Graduate School of Business Leadership.

The Business School will observe any confidentiality requirements as requested regarding any information made available to the group in assisting with this study. The students must give their agreement as well to the confidentiality requirement.

On completion of this study, a copy of the report will be presented to you. The student will then return the copies used for examination purposes to you, if required.

On behalf of the **SBL** I thank you for your willingness to be of assistance.

Yours sincerely

**PROF AA OKHAREDIA**  
**ACADEMIC DIRECTOR**  
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The Head of Department  
Gauteng Department of Finance  
Corner Sauer & Fox Street  
Private Bag X 112  
Marshalltown  
2107  
Johannesburg  
South Africa

25 January 2012

Dear Mr S. Lumka

REQUEST FOR PERMISSION TO USE THE DEPARTMENT OF FINANCE FOR ACADEMIC RESEARCH ENTITLED: HIGH STAFF TURNOVER, A STUDY FOR THE GAUTENG PROVINCIAL DEPARTMENT OF FINANCE.

I am an employee of the Department under Strategy Management & Enterprise Integration Business Unit, currently pursuing Masters of Business Administration (MBA): Dissertation with the University of South Africa (UNISA) Graduate School of Business Leadership.

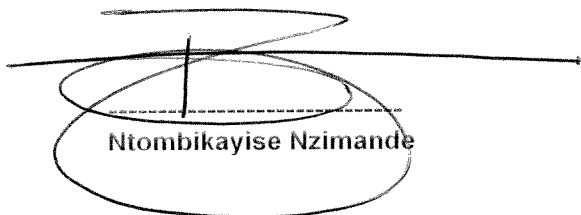
In order to fulfill the requirements of the MBA, I am required to conduct research project/study therefore permission is sought for the use of Department as the entity for acquiring information towards the development and completion of academic research.

The main objectives of the study are:

- i) To explore and describe factors leading to high staff turnover;
- ii) To identify the impact of high staff turnover on service delivery; and
- iii) To recommend possible solutions.

I pledge to make the outcome of this research available to the Department based on the conditions to be agreed up.

Sincerely Yours

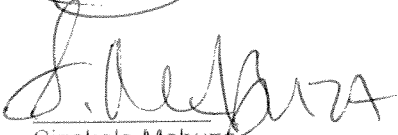


Ntombikayise Nzimande

REQUEST FOR PERMISSION TO USE THE DEPARTMENT OF FINANCE FOR ACADEMIC  
RESEARCH ENTITLED: HIGH STAFF TURNOVER, A STUDY FOR THE GAUTENG PROVINCIAL  
DEPARTMENT OF FINANCE.

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Recommended /  Not Recommended



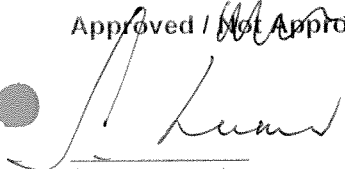
Sizakele Mabuza  
Acting Deputy Director-General:  
Strategy Management & Enterprise Integration  
Date: 02/02/12

Recommended /  Not Recommended



Sanet Fourie  
Acting Deputy Director-General: Corporate Services  
Date: 02/02/2012

Approved /  Not Approved



Stewart Lumka  
Head of Department  
Date: 2/2/2012