



APPLICATION FOR ETHICAL APPROVAL – MA level

CAIS AM GYMERADWYAETH MOESGOL – Lefel MA

CEFNOGWYD / APPROVED	A GYFEIRIWDYD / REFERRED	NIS CEFNOGWYD/ NOT SUPPORTED
Mae'r ffurflen hon i'w llenwi gan bob myfyriwr MA cynnal ymchwil, prosiectau neu gynyrchiadau. Dylai'r ffurflen hon gael ei chwblhau gan y myfyriwr mewn ymgynghoriad â thiwtor y modiwl. Rhaid i bob ffurflen gael ei ystyried gan y Pennaeth Ysgol/Cyfadrn / Gyfadrn. Rhaid i bob ffurflen gael ei gyflwyno i Fwrdd y Gyfadrn Moeseg. Bydd y ffurflen yn cael ei adrodd i'r Pwyllgor Moeseg y BrifYsgol/Cyfadrn os anarferol a / neu y tu allan arfer arferol.		This form is to be completed by all MA students conducting research, projects or productions. This form should be completed by the student in consultation with the module tutor. All forms must be considered by the Head of School/Faculty. All forms must be presented to the Faculty Ethics Board. The form is only to be reported to the University Ethics Committee if it is unusual and/or falls outside of normal practice.

ADRAN 1 – MANYLION MYFYRIWR

SECTION 1 - STUDENT DETAILS

Enw Llawn Full Name	Apurva Jignesh Parmar		
Ysgol/Cyfadrn/ Cyfadrn School/Faculty	University of Wales trinity saint David	Rhif Myfyriwr Student Number	2211066
Tiwtor y Modiwl/ Cydlynnydd Rhaglen Module Tutor/ Programme Co-ordinator	Rexon Nting	Enw'r Gradd Name of Degree	M.B.A General Management

Teitl dangosol yr Traethawd Hir:

Indicative Title of Dissertation:

"Navigating Crisis: Exploring the Impact of Transformational Leadership on Employee Performance in the UK Hotel Industry Amidst the COVID-19 Pandemic"

ADRAN 2 – GWEITHGAREDD YMCHWIL

SECTION 2 – RESEARCH ACTIVITY

Ydy'r prosiect yn cynnwys:	Does the project include:	Ydy / Yes	Nac ydy/No
Defnyddio holiadur neu offeryn ymchwil tebyg (atodwch gopi drafft)	Use of questionnaire or similar research instrument (attach draft copy)	Yes	
Defnyddio prawf ysgrifenedig neu gyfrifiadurol	Use of written or computerised test		No

Cyfweliad (cysylltwch gwestiynau posibl)	Interview (attach provisional questions)		No
Dyddiaduron	Diaries		No
Arsylwi ar gyfranogwyr a hwythau'n ymwybodol o hynny	Participant observation with their knowledge		No
Arsylwi ar gyfranogwyr a hwythau ddim yn ymwybodol o hynny	Participant observation without their knowledge		No
Recordio fideo neu sain	Video or audio-taping		No
Mynediad i wybodaeth bersonol neu gyfrinachol heb gydsyniad penodol y cyfranogwyr	Access to personal or confidential information without the participants specific consent		No
Defnyddio unrhyw gwestiynau, ysgogiadau prawf, cyflwyniad y gallai rhai cyfranogwyr eu profi fel rhywbeth sy'n achosi niwed / tramgwydd corfforol, meddyliol neu emosiynol	Administration of any questions, test stimuli, presentation that may be experienced as physically, mentally or emotionally harmful / offensive		No
Cyflawni unrhyw weithredoedd allai achosi embaras neu effeithio ar hunan-barch	Performance of any acts which may cause embarrassment or affect self-esteem		No
Ymchwilio i gyfranogwyr sy'n ymwneud â gweithgareddau anghyfreithlon	Investigation of participants involved in illegal activities		No
Gweithdrefnau lle defnyddir twyll	Procedures that involve deception		No
Gweini unrhyw sylwedd, cyfrwng neu blasebo	Administration of any substance, agent or placebo		No
Dull arall o gasglu data neu fformat cyflwyno (esboniwch)	Other method of data collection or presentation format (please explain)		No

Os 'Na' wedi cael ei dicio ym mhob blwch, dylai'r ffurflen gael ei llofnodi gan Bennaeth yr Ysgol/Cyfadrn / Gyfadrn a'r canlyniad a adroddwyd i'r Pwyllgor Moeseg ar ddiwedd y semester.

Os 'Ydw' wedi cael ei dicio mewn un neu fwy o'r blychau, rhaid i'r myfyriwr gwblhau'r ffurflen hon a'i chyflwyno i diwtor y modiwl. Rhaid i'r ffurflen wedyn yn cael ei ystyried yn y Bwrdd Moeseg Gyfadrn cyn dechrau ar unrhyw waith ymchwil.

If 'No' has been ticked in each box, the form should be signed by the Head of School/Faculty/Faculty and the outcome reported to the Ethics Committee at the end of the semester.

If Yes has been ticked in one or more boxes, the student must complete this form and submit it to the module tutor. The form must then be considered at the Faculty Ethics Board prior to the start of any research.

Llofnodau

Os nad oes unrhyw faterion moesegol sylweddol, dylid ffurflen hon gael ei chwblhau a'i llofnodi gan y myfyriwr a'r goruchwyliwr ac yna llofnodi gan Bennaeth yr Ysgol/Cyfadrn.

Signatures

If there are no significant ethical issues, this form should be completed and signed by both the student and the supervisor and then signed by the Head of School/Faculty.

Myfyriwr / Student

Dyddiad: / Date:

Apurva Jignesh Parmar	
Cydlynnydd y prosiect / Tiwtor Project co-ordinator / Tutor Arolygwr / Supervisor	
Rexon Nting	
Pennaeth Ysgol/Cyfadrn / Head of School/Faculty	
Dyddiad: / Date:	

1.	Braslun o'r prosiect	Project outline
The purpose of this study is to learn how good leadership affects employee performance in UK hotels during the COVID-19 epidemic. The study will look at how hotel managers' leadership practices impact their teams' capacity to perform successfully under pressure. The study's goal is to identify the precise leadership attributes that contribute to employee commitment and success.		
2.	Disgrifiad Rhowch fraslun cryno o'r prosiect, heb unrhyw jargon, ac yn cynnwys beth bydd angen i'r cyfranogwyr ei wneud. Esboniwch unrhyw dermau technegol neu derminoleg sy'n benodol i'r ddisgyblaeth (Uchafswm 300 o eiriau.)	Description Provide a brief outline, free from jargon, of the project including what participants will be required to do. Explain any technical terms or discipline-specific terminology (Max 300 words.)
The purpose of this study is to learn how good leadership affects employee performance in UK hotels during the COVID-19 epidemic. The study will look at how hotel managers' leadership practices impact their teams' capacity to perform successfully under pressure. The study's goal is to identify the precise leadership attributes that contribute to employee commitment and success. Participants: Hotel staff from various jobs around the UK will be asked to participate. They will be asked to fill out a survey regarding their leadership experiences and their own performance throughout the epidemic. The questionnaire will ask about their bosses' communication, assistance, and the general work environment. Language: To describe the goal of the study and the activities assigned to participants, the study will utilize basic language. Managers' leadership abilities will be defined as how they advise and motivate their teams. Employee performance refers to how successfully people do their duties and respond to changes. The COVID-19 epidemic will be viewed as a continuing worldwide health problem. Benefits: This study can assist hotel managers in enhancing their leadership styles, resulting in improved team performance and satisfaction. The insights of participants will help to create a more supportive work atmosphere amid uncertain times. Overall, the research intends to investigate how leadership affects employee performance during the pandemic, with the objective of giving hotel managers with practical advice on how to promote a healthy and productive work environment.		
3.	Dulliau Arfaethedig: Rhowch fraslun o'r dulliau casglu data neu o natur yr amser mewn ymarferiadau (hyd at 500 o eiriau).	Proposed Methods: Outline how the data will be collected or the nature of rehearsal time (up to 500 words).
Proposed Methods: Data Collection and Rehearsal Data Collection: During the COVID-19 epidemic, the research will use a quantitative way to collect data on the impact of transformational leadership on employee performance in the UK hotel business. The primary data-gathering instrument will be a structured online survey. This survey will include multiple-choice and		

Likert-scale questions intended to assess participants' impressions of leadership behaviours as well as their own performance.

Survey Content: Sections of the survey will include leadership behaviours, employee performance, and demographic information. Managers' communication, support, and adaptation will be evaluated under the section on leadership behaviours. Work engagement, job happiness, and perceived productivity will all be evaluated in the employee performance area. Age, gender, work function, and years of experience will be covered in demographic questions.

100 Participants will be chosen using a stratified random selection approach to produce a varied and representative sample of hotel employees from various sizes and types of hotels in the UK. This method will assist in avoiding bias and guarantee that the study's findings may be applied to a larger range of hotel sector contexts.

Process of Data Collection: Participants will be invited to participate in the online survey through email. The goal of the study, the confidentiality of replies, and the expected time necessary to complete the survey will all be explained in the email. Respondents will access the survey link and offer their replies anonymously after agreeing to participate.

Nature of Rehearsal Time: In this context, rehearsal time refers to the period during which participants interact in the survey, imitating their real replies. While the comments of participants will be anonymous and used only for research purposes, the rehearsal process allows them to reflect on their experiences and thoughts before submitting their final answers. It guarantees that replies are accurate and complete, which contributes to the data's dependability.

Data Analysis: The descriptive analysis will be performed on the collected survey data using excel.

Overall, the proposed methodologies prioritize data collecting secrecy, accuracy, and ethical issues. The nature of rehearsal time provides consistent replies, which contributes to the validity of the study's findings. The data analysis will give insights into the influence of transformative leadership on employee performance, adding to the field's current expertise.

5.	Lledaenu Gwybodaeth / Cynulleidfa: Rhestrwch i bwy y rhoddir neu y dangosir copi o'r canlyniadau neu adroddiad / cyflwyniad terfynol.	Dissemination of Information / Audience: List to whom a copy of the results or final report / presentation will be given or shown.
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NA

6.	Lleoliad y Prosiect: Nodwch bob lleoliad lle y cesglir data neu y cynhelir ymarferiadau / cynhyrchiad.	Location of Project: Identify all locations where data will be collected or rehearsals/ production will take place.
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Various parts of UK

7.	Cymeradwyaeth Arall: Oes angen cael cymeradwyaeth unrhyw sefydliad arall cyn cychwyn neu gwblhau'r prosiect? Os felly, gan bwy ac a ydy wedi'i sicrhau eisoes?	Other Approvals: Is there a requirement for approval from any other organisation / institution prior to starting or completing the project? If so, by whom and has it been obtained?
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NA		

ADRAN 4 – MANYLION CYFRANOGWYR / CYNULLEIDFA

SECTION 4 - PARTICIPANT / AUDIENCE DETAILS

Pwy yw'r cyfranogwyr arfaethedig?	Who are the intended participants?	Ydw / Yes	Na / No
Myfyrwyr / staff Y Drindod Dewi Sant	Students / staff of Trinity Saint David		No
Oedolion (dros oed 16 ac yn gymwys i gydsynio)	Adults (over the age of 16 and competent to give consent)	Yes	
Plant a phobl ifanc dan oed	Children / legal minors		No
Cleifion neu gleientiaid gweithwyr proffesiynol	Patients or clients of professionals		No
Rhywun sy'n cael ei gadw yn y ddalfa neu y mae'r llys wedi cymryd cyfrifoldeb amdano	Anyone in custodial care or for whom the court has assumed responsibility		No
Aelod o unrhyw sefydliad lle mae'n bosibl bod angen i unigolyn arall hefyd gydsynio.	A member of any organisation where another individual may also need to give consent.		No
Eraill: Nodwch: / Others: please identify:			

Nifer, Oed a Ffynhonnell y Cyfranogwyr Rhowch fanylion yr demograffeg y cyfranogwyr / gynulleidfa.		Participant / Audience Number and Age Provide details of the demographics of the participants / audience.
Nifer o Gyfranogwyr / yn y Gynulleidfa	Participant/ Audience number	Hotel employees
Grŵp oedran y Cyfranogwyr/y Gynulleidfa	Participant/ Audience age group	Adults (various age groups)

ADRAN 5 – RISGIAU YN PROSIECT

SECTION 5 – RISKS IN PROJECT

Bydd y diffyg ateb cadarnhaol i bob un o'r cwestiynau hyn yn arwain at y gofyniad eglurhad a gallai arwain at oedi yn eich ymchwil. Dim neu Dim NID yn dderbyniol.	A lack of a positive answer to all of these questions may result in the requirement of further explanation and a delay in your research. None or Nil is not acceptable.
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Risg Posibl: (corfforol, seicolegol, cyfreithiol, cymdeithasol neu economaidd)		Potential Risk: (physical, psychological, legal, social or economic)	
A oes unrhyw risg bosibl i:		Is there any potential risk to:	Ydw / Yes Na / No
A	Cyfranogwyr?	Participants?	No
B	Ymchwilydd?	Researcher?	No
C	BrifYsgol/Cyfadrn?	University?	No

2	Rheoli Risg: Os oes, beth yw'r risg a sut y bydd yn cael ei reoli?	Management of Risk: If yes, what is the risk and how will it be managed?
NA		

3	Os ydych yn delio â phlant ac oedolion sy'n agored i niwed a ydych wedi gwneud cais am dystysgrif DRS?	If you are dealing with children and vulnerable adults have you applied for a DRS certificate?
NA		

ADRAN 6 – MONITRO, ADBORTH A CHYFRINACHEDD

SECTION 6 - MONITORING, FEEDBACK AND CONFIDENTIALITY

1.	Monitro: Os ydych yn sylwi ar unrhyw ymddygiad sy'n groes Cod y BrifYsgol/Cyfadrn Ymarfer, unrhyw ganllawiau a gyhoeddir gan y gymdeithas broffesiynol priodol neu weithred anghyfreithlon. Amlinellwch eich strategaeth adrodd.	Monitoring: Should you observe any behaviour that contravenes the University's Code of Practice, any guidelines published by the appropriate professional association or is illegal outline the strategy of your reporting action.
NA		
A wnewch chi roi gwybod am unrhyw ymddygiad sydd yn erbyn Cod Ymarfer y BrifYsgol/Cyfadrn neu sy'n anghyfreithlon?		Ydw / Yes Na / No
A ydych yn darparu adborth i'r cyfranogwyr?		NA
A fyddwch yn dogfennu'r 'caniatâd i gymryd rhan yn y prosiect'		Yes
Will you report any behaviour that is against the University's Code of Practice or is illegal?		
Will feedback be provided to participants?		
Will you be documenting the 'consent to participate in the project'		

			Ydw / Yes	Na / No
1.	Ydych chi'n gyfrifol am storio a diogelwch y data eu casglu?	Are you responsible for the storage and security of the data collected?	Yes	
2.	Sut y bydd y data yn cael ei storio?	How will the data be stored?		

The data will be stored on the personal harddisk of the researcher and it will remain accessible to only the researcher.
The backup of the collected data will be stored on the University's cloud drive. It will be in encrypted form. Also it will be password protected and will remain accessible to the researcher only.

3.	Mynediad i Ddata: Pwy fydd yn cael mynediad at y data? A oes unrhyw amodau i gael mynediad?	Data Access: Who will have access to the data? Are there any conditions to access?
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Only researcher will have access to the data.

4.	Cyfrinachedd / Anhysbysrwydd: Rhestrwch y dulliau a fydd yn cael eu defnyddio i sicrhau cyfrinachedd ac anhysbysrwydd y cyfranogwyr.	Confidentiality / Anonymity: List the methods that will be used to ensure the confidentiality and anonymity of participants.
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The personal identifier of the participants will not be collected to protect the anonymity of the participants.

Rhaid i'r adran hon gael ei chwblhau gan bob parti perthnasol cyn y gellir cyflwyno' r cais i'r Bwrdd Moeseg Gyfadran.	This section must be completed by all concerned parties before it can be submitted to the Faculty Ethics Board.
Datganiad Mae'r wybodaeth a gynhwysir yma yn gywir, hyd eithaf fy ngwybodaeth a'm cred. Rwyf wedi ceisio dynodi unrhyw risgiau a phroblemau sy'n gysylltiedig â'r prosiect / ymchwil neu gynhyrchiad ac rwyf yn cydnabod f'ymrwymadau innau a hawliau'r cyfranogwyr.	Declaration The information contained herein is, to the best of my knowledge and belief, accurate. I have attempted to identify any risks and issues related to the project/research or production and acknowledge my obligations and the rights of the participants.

Llofnodau

Dylai'r ffurflen hon gael ei chwblhau a'i llofnodi gan y myfyriwr a'r goruchwyliwr lofnodi ac yna gan Bennaeth yr Ysgol/Cyfadrn/

Signatures

This form should be completed and signed by both the student and the supervisor and then signed by the Head of School/Faculty

Myfyriwr / Student

Dyddiad: / Date:

Apurva Jignesh Parmar	
Cydlynnydd y prosiect / Tiwtor Project co-ordinator / Tutor Arolygwr / Supervisor	Dyddiad: / Date:
Rexon Nting	
Pennaeth Ysgol/Cyfadrn / Head of School/Faculty	
Dyddiad: / Date	
Rhaid i bob cais am ymchwil ar sail cyfweiliadau gynnwys y dogfennau canlynol:	All interview based research applications must provide the following pro-forma documents:
1. Ffurflen gydsynio ddrafft 2. Sampl o'r cwestiynau a ofynnir 3. Taflen wybodaeth am yr ymchwil sy'n esbonio'n glir ddiben y prosiect, y deilliannau disgwyledig a'r rheini y dangosir y canlyniadau iddynt.	1. A draft consent form 2. A sample of the questions that will be asked 3. An information sheet on the research that clearly explains what the project is, what the expected outcomes are and who the results will be shown to.

DYCHWELWCH I'R GYFADRAN MOESEG CYDLINYDD
PLEASE RETURN TO THE FACULTY ETHICS CO-ORDINATOR

Cadeirydd y Pwyllgor Moeseg Gyfadrn /Chair of the Faculty Ethics Committee

Dyddiad: / Date:

1. Draft consent form

CONSENT FORM **(To be used if participants are 18 or over)**

Programme of Study: Apurva Jignesh Parmar

Dissertation or Project Title: Exploring the Impact of Transformational Leadership on Employee Performance in the UK Hotel Industry Amidst the COVID-19 Pandemic"

Supervisor: Rexon Nting

Please tick to agree

- | | | |
|-------|--|--------------------------|
| i. | I consent to the processing of my personal information for the purposes explained to me. I understand that such information will be treated in accordance with the terms of the Data Protection Act 2018’. | ☐ |
| ii. | By taking part in this study I fully understand that ‘Submission of a partially completed or fully completed questionnaire implies consent to participate in the study and that I will be unable to withdraw my data’. | ☐ |
| iii. | I confirm that I have read the participant information sheet for the above study and I have been given a copy to keep. | ☐ |
| iv. | I understand what the study is about and I have had the opportunity to discuss with the researcher and ask questions about the study. | ☐ |
| v. | The procedures involved have been explained to me. I know what my part will be in the study and how the study may affect me. | ☐ |
| vi. | I understand that my involvement in this study and particular data from this research will remain strictly confidential. Only researchers involved in the study will have access to the data. | ☐ |
| vii. | It has been explained to me what will happen to the data once the study has been completed. | ☐ |
| viii. | I understand that I have the right to stop taking part in the study at any time without reason or prejudice to myself. | ☐ |
| ix. | I know who to contact if I have any questions/concerns about my participation and I have their contact details. | ☐ |
| x. | I fully and freely consent to participate in the study. | ☐ |
| | | ☐ |

Participant’s name:

Participant’s signature:.....

Date:

Researcher’s Name:

Researcher’s Signature:

Date:

2. Questionnaire

Questionnaire: Impact of Transformational Leadership on Employee Performance

Please indicate your level of agreement with the following statements using a 5-point Likert scale, where 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree.

Demographic Information: Please provide the following demographic information:	
Age:	
Gender:	
Years of Experience in the Hotel Industry	
Objective 1: To review the level of transformational leadership demonstrated by hotel managers amid the Covid-19 outbreak in the UK	
My hotel manager demonstrated visionary thinking during the Covid-19 outbreak.	1 2 3 4 5
My hotel manager effectively communicated the importance of safety protocols to the team.	1 2 3 4 5
My hotel manager motivated and inspired the team during challenging times.	1 2 3 4 5
My hotel manager displayed empathy towards the challenges faced by the team.	1 2 3 4 5
Objective 2: To measure the performance of the employees within the hotel industry in the UK amid the pandemic	
I have maintained a high level of commitment to delivering excellent customer service during the pandemic.	
I have been able to adapt to new safety and health protocols effectively.	1 2 3 4 5

I have shown resilience in managing increased work demands during the pandemic.	1 2 3 4 5
Objective 3: To analyze the interrelationship between transformational leadership and employee performance in the UK hotel industry amid the challenges imposed by the Covid-19 pandemic	
The transformational leadership demonstrated by my manager positively influenced my performance.	1 2 3 4 5
I feel more motivated to perform well due to the transformational leadership in our hotel.	1 2 3 4 5
Objective 4: To evaluate the key behaviors and factors of transformational leadership that have the most promising influence on employee performance in the UK hotel industry amid the pandemic	
Clear communication from leadership has positively impacted my job performance.	1 2 3 4 5
Inspirational actions taken by leadership have increased my commitment to the organization.	1 2 3 4 5

Your participation in this survey is greatly appreciated. Your responses will contribute to valuable insights for our research. Thank you!

3. Participants Information Sheet

Participant Information Sheet

Programme of Study:

Dissertation or Project Title: IMPACT OF TRANSFORMATIONAL LEADERSHIP ON EMPLOYEE PERFORMANCE DURING COVID-19: A STUDY BASED ON THE

HOTEL INDUSTRY OF THE UK

Dear Participant,

You are being invited to take part in a research study. Before you decide whether to participate, it is important for you to understand why the research is being done and what it will involve. Please take time to read the following information carefully and ask us if there is anything that is not clear or if you would like more information. Take time to decide whether or not you wish to take part.

What is the purpose of the study?

The research has aimed to critically assess whether transformational leadership has a promising implication on the performance of the organizational employees in the UK.

The objectives which will help in accomplishing this specific aim are as follows:

- To review the level of transformational leadership demonstrated by hotel managers amid the Covid-19 outbreak in the UK
- To measure the performance of the employees within the hotel industry in the UK amid the pandemic
- To analyze the interrelationship between transformational leadership and employee performance in the UK hotel industry amid the challenges imposed by the Covid-19 pandemic
- To evaluate the key behaviours and factors of transformational leadership that have the most promising influence on employee performance in the UK hotel industry amid the pandemic

What will I have to do if I take part?

- You will be asked to fill survey. There will be 10-12 multiple choice-based questions. You can skip any specific question/questions which you are not comfortable answering it.

What are the possible disadvantages or risks of taking part?

- There are no any foreseeable disadvantages or risks that are linked with taking part.

Do I have to take part?

You are under no obligation to participate in this study. If you do decide to take part, you are free to withdraw at any time without giving a reason. If you do not take part or withdraw from the study at a later date, it will not disadvantage you. Except in the case of partially completed, anonymous on-line questionnaires, all data related to your responses will also be safely destroyed unless you state otherwise. Submission of a partially completed or fully completed questionnaire implies consent to participate in the study and you will be unable to withdraw your data.

What will happen to the information?

Your participation in this study and all information collected will be kept strictly confidential in accordance with the Data Protection Act (2018).

No personal identifiable information will be collected to protect anonymity.

The collected data will be securely stored on a password protected computer and safely disposed of once the project/dissertation has been completed.

The results of this study will be reported as part of my degree programme and may be further disseminated for scientific benefit. The results will be available to you on request.

Who should I contact for further information or if I have any problems/concerns?
(Do not use personal phone or email details)

If you have any queries regarding the conduct of the programme in which you are being asked to participate, please contact:

Include both student and supervisor details