

Appendix A: Pre-test Scenario A

**An experimental study of Organisational Change and Communication
Management – Pre-test Questionnaire Scenario 1**

Please consider the following scenario and rate the key words on the scales below as indicated, in terms of how you view this organisation and the change process it is going through:

Scenario 1: This organisation is going through a major change process. The change is structured and the process is planned in detail with specified objectives to be reached within a given time span and a carefully planned budget. The decisions surrounding the changes are made by top management and communicated to all employees. The changes are mostly infrastructural/tangible changes. Top management are management orientated and a change management team is assigned by management to manage the process. The process is monitored throughout by management, measuring performance against strictly set goals. Problems associated with the changes are controlled immediately to avoid unnecessary conflicts and waste of money. Management gives recognition for the achievement of set goals. Management controls all information and relevant and essential information is communicated.

Change									
Structured	1	2	3	4	5	6	7	Flexible and continuous	
Managed by									
Process with set goals	1	2	3	4	5	6	7	Outcomes based	
Communication									
Downward	1	2	3	4	5	6	7	All directions	
Decision-making									
Management	1	2	3	4	5	6	7	Employees	
Change type									
Change – structural	1	2	3	4	5	6	7	Transformation/ cultural	
Environment									
Predictable/stable	1	2	3	4	5	6	7	Fast changing/turbulent	
Top management									
Management orientated	1	2	3	4	5	6	7	Leadership orientated	
Change managers									
Change management team assigned by management	1	2	3	4	5	6	7	Employees assign change leaders	
Monitoring									
Tightly and easily monitored according to goals	1	2	3	4	5	6	7	Employees give feedback and share information	
Problems managed									
Controlled	1	2	3	4	5	6	7	Managed constructively	
Conflicts									
Are avoided	1	2	3	4	5	6	7	Allowed & creatively managed	
Time and money									
No waste	1	2	3	4	5	6	7	Long-term view	

Information								
Management control – only relevant and essential information communicated	1	2	3	4	5	6	7	Complete openness and transparency of information
Driven by								
Goals	1	2	3	4	5	6	7	Vision
Evaluation								
Management measures against set goals and provides recognition	1	2	3	4	5	6	7	Peer evaluation provides award system for changes in behaviour

Appendix B: Pre-test Scenario B

**An experimental study of Organisational Change and Communication
Management – Pre-test Questionnaire Scenario 2**

Please consider the following scenario and rate the key words on the scales below as indicated, in terms of how you view this organisation and the change process it is going through:

Scenario 2: This organisation is going through a major change process. The change is flexible and continuous, and the process is managed according to desired outcomes and a vision set by all those involved in the process. The decisions surrounding the changes are made by relevant employees involved in the changes, and communicated freely in all directions. The changes are mostly transformational involving cultural intangible changes. Top management are leadership orientated and a change management team is assigned by employees to lead the process. The process is monitored throughout by getting feedback and sharing information with all parties involved and problems associated with the changes are managed by allowing conflicts and managing it creatively. Peer evaluation provides award system for changes in behaviour. The process is characterised by complete openness and transparency.

Change								
Structured	1	2	3	4	5	6	7	Flexible and continuous
Managed by								
Process with set goals	1	2	3	4	5	6	7	Outcomes based
Communication								
Downward	1	2	3	4	5	6	7	All directions
Decision-making								
Management	1	2	3	4	5	6	7	Employees
Change type								
Change – structural	1	2	3	4	5	6	7	Transformation/ cultural
Environment								
Predictable/stable	1	2	3	4	5	6	7	Fast changing/turbulent
Top management								
Management orientated	1	2	3	4	5	6	7	Leadership orientated
Change managers								
Change management team assigned by management	1	2	3	4	5	6	7	Employees assign change leaders
Monitoring								
Tightly and easily monitored according to goals	1	2	3	4	5	6	7	Employees give feedback and share information
Problems managed								
Controlled	1	2	3	4	5	6	7	Managed constructively
Conflicts								
Are avoided	1	2	3	4	5	6	7	Allowed & creatively managed
Time and money								
No waste	1	2	3	4	5	6	7	Long-term view

Information								
Management control – only relevant and essential information communicated	1	2	3	4	5	6	7	Complete openness and transparency of information
Driven by								
Goals	1	2	3	4	5	6	7	Vision
Evaluation								
Management measures against set goals and provides recognition	1	2	3	4	5	6	7	Peer evaluation provides award system for changes in behaviour

Appendix C: Questionnaire A

Respondent No.			
Organisation			
Questionnaire A			



**An experimental study of Organisational Change and
Communication Management – Questionnaire**

Dear respondent,

I appreciate your willingness to help me with my research. I am a PhD student at the University of Pretoria and need this research in order to complete my degree. The findings of this research will also be used to attempt to improve communication and relationships between organisations and different stakeholders during transformation and change. This could ultimately lead to higher productivity and the resulting enhancement of the quality of living of all South Africans.

I would like to request that you fill this in as soon as possible as I would like to have all the questionnaires returned by the **second week in November 2000** in order to complete my studies by the end of the year. I thank you in advance for assisting me with this major goal and hope that you will also ultimately gain from this research.

Kind regards,
Ursula Ströh

Senior Lecturer in Communication Management
Department of Marketing and Communication Management
University Of Pretoria

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Fax number: +27(12) 362-5085 (w)
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**An experimental study of Organisational Change and
Communication Management – Questionnaire**

Please read the following scenarios:

Scenario A: This organisation is going through a major change process. The change is structured and the process is planned in detail with specified objectives to be reached within a given time span and a carefully planned budget. The decisions surrounding the changes are made by top management and communicated to all employees. The changes are mostly infrastructural/tangible changes. Top management are management orientated and a change management team is assigned by management to manage the process. The process is monitored throughout by management, measuring performance against strictly set goals. Problems associated with the changes are controlled immediately to avoid unnecessary conflicts and waste of money. Management gives recognition for the achievement of set goals. Management controls all information and only relevant and essential information is communicated.

Scenario B: This organisation is going through a major change process. The change is flexible and continuous, and the process is managed according to desired outcomes and a vision set by all those involved in the process. The decisions surrounding the changes are made by relevant employees involved in the changes, and communicated freely in all directions. The changes are mostly transformational involving cultural intangible changes. Top management are leadership orientated and a change management team is assigned by employees to lead the process. The process is monitored throughout by getting feedback and sharing information with all parties involved and problems associated with the changes are managed by allowing conflicts and managing it creatively. Peer evaluation provides the award system for changes in behaviour. The process is characterised by complete openness and transparency.

Now, please consider the following scenario again **carefully** and then answer the questions by circling the appropriate number that best describes your reaction to the various statements:

Scenario A: This organisation is going through a major change process. The change is structured and the process is planned in detail with specified objectives to be reached within a given time span and a carefully planned budget. The decisions surrounding the changes are made by top management and communicated to all employees. The changes are mostly infrastructural/tangible changes. Top management are management orientated and a change management team is assigned by management to manage the process. The process is monitored throughout by management, measuring performance against strictly set goals. Problems associated with the changes are controlled immediately to avoid unnecessary conflicts and waste of money. Management gives recognition for the achievement of set goals. Management controls all information and only relevant and essential information is communicated.

		Don't agree at all			↔ Totally agree			
1	This organisation treats people like me fairly and justly	1	2	3	4	5	6	7
2	Whenever this organisation makes an important decision, I know it will be concerned about people like me	1	2	3	4	5	6	7
3	This organisation can be relied on to keep its promises	1	2	3	4	5	6	7
4	I believe that this organisation takes the opinions of people like me into account when making decisions	1	2	3	4	5	6	7
5	I feel very confident about this organisation's skills	1	2	3	4	5	6	7
6	This organisation has the ability to accomplish what it says it will do	1	2	3	4	5	6	7
7	This organisation and people like me are attentive to what each other say	1	2	3	4	5	6	7
8	This organisation believes the opinions of people like me are legitimate	1	2	3	4	5	6	7

9	In dealing with people like me, this organisation has a tendency to throw its weight around	1	2	3	4	5	6	7
10	This organisation really listens to what people like me have to say	1	2	3	4	5	6	7
11	The management of this organisation gives people like me enough say in the decision-making process	1	2	3	4	5	6	7
12	I feel that this organisation is trying to maintain a long-term commitment to people like me	1	2	3	4	5	6	7
13	I can see that this organisation wants to maintain a relationship with people like me	1	2	3	4	5	6	7
14	There is a long lasting bond between this organisation and people like me	1	2	3	4	5	6	7
15	Compared to other organisations, I value my relationship with this organisation more	1	2	3	4	5	6	7
16	I would rather work together with this organisation than not	1	2	3	4	5	6	7
17	I am happy with this organisation	1	2	3	4	5	6	7
18	Both the organisation and people like me benefit from the relationship	1	2	3	4	5	6	7
19	Most people like me are happy in their interactions with this organisation	1	2	3	4	5	6	7
20	Generally speaking, I am pleased with the relationship this organisation has established with people like me	1	2	3	4	5	6	7
21	Most people enjoy dealing with this organisation	1	2	3	4	5	6	7

(Answer each statement according to how much you agree to each item describing your relationship with the organisation portrayed in the above scenario where 1 = **Don't agree at all with this statement** and 7 = **Totally agree with this statement**)

Indicate on the following scale how willing you would be to change your behaviour if this scenario occurs:

I am willing to change my behaviour according to:								
the requirements of the organisation in this scenario	1	2	3	4	5	6	7	what I think the situation requires of me
I will change my behaviour:								
within the time frame set by the organisation	1	2	3	4	5	6	7	as fast as I think the situation requires of me
I will change as far as:								
this organisation wants me to change	1	2	3	4	5	6	7	I think the situation requires of me
I am willing to do:								
what the organisation wants me to do	1	2	3	4	5	6	7	what I believe the situation requires of me

University of Pretoria etd – Ströh, U M (2005)

Without rereading the scenario at the beginning of the questionnaire, indicate on this scale how you would describe the organisation in the first scenario (A) and the change process being followed in terms of:

Change:								
Structured and planned	1	2	3	4	5	6	7	Flexible and continuous
Communication:								
Downward	1	2	3	4	5	6	7	All directions
Decision-making:								
Management	1	2	3	4	5	6	7	Employees
Change managers:								
Change management team assigned by management	1	2	3	4	5	6	7	Employees assign change leaders
Conflicts:								
Are avoided	1	2	3	4	5	6	7	Allowed & creatively managed
Information:								
Management control – only relevant and essential information communicated	1	2	3	4	5	6	7	Complete openness and transparency of information
Evaluation:								
Management measures against set goals and provides recognition	1	2	3	4	5	6	7	Peer evaluation provides award system for changes in behaviour

We are going to repeat the same process now with the other scenario. Please consider this scenario **carefully** as it differs from the previous scenario, and answer the questions by circling the appropriate number that best describes your reaction to the various statements:

Scenario B: This organisation is going through a major change process. The change is flexible and continuous, and the process is managed according to desired outcomes and a vision set by all those involved in the process. The decisions surrounding the changes are made by relevant employees involved in the changes, and communicated freely in all directions. The changes are mostly transformational involving cultural intangible changes. Top management are leadership orientated and a change management team is assigned by employees to lead the process. The process is monitored throughout by getting feedback and sharing information with all parties involved and problems associated with the changes are managed by allowing conflicts and managing it creatively. Peer evaluation provides the award system for changes in behaviour. The process is characterised by complete openness and transparency.

(Answer each statement according to how much you agree to each item describing your relationship with the organisation portrayed in the above scenario where 1 = **Don't agree at all with this statement** and 7 = **Totally agree with this statement**)

		Don't agree ←————→ Totally agree						
		1	2	3	4	5	6	7
1	This organisation treats people like me fairly and justly	1	2	3	4	5	6	7
2	Whenever this organisation makes an important decision, I know it will be concerned about people like me	1	2	3	4	5	6	7
3	This organisation can be relied on to keep its promises	1	2	3	4	5	6	7
4	I believe that this organisation takes the opinions of people like me into account when making decisions	1	2	3	4	5	6	7
5	I feel very confident about this organisation's skills	1	2	3	4	5	6	7
6	This organisation has the ability to accomplish what it says it will do	1	2	3	4	5	6	7
7	This organisation and people like me are attentive to what each other say	1	2	3	4	5	6	7
8	This organisation believes the opinions of people like me are legitimate	1	2	3	4	5	6	7
9	In dealing with people like me, this organisation has a tendency to throw its weight around	1	2	3	4	5	6	7
10	This organisation really listens to what people like me have to say	1	2	3	4	5	6	7
11	The management of this organisation gives people like me enough say in the decision-making process	1	2	3	4	5	6	7
12	I feel that this organisation is trying to maintain a long-term commitment to people like me	1	2	3	4	5	6	7
13	I can see that this organisation wants to maintain a relationship with people like me	1	2	3	4	5	6	7
14	There is a long lasting bond between this organisation and people like me	1	2	3	4	5	6	7
15	Compared to other organisations, I value my relationship with this organisation more	1	2	3	4	5	6	7

		Don't agree ←————→ Totally agree at all						
16	I would rather work together with this organisation than not	1	2	3	4	5	6	7
17	I am happy with this organisation	1	2	3	4	5	6	7
18	Both the organisation and people like me benefit from the relationship	1	2	3	4	5	6	7
19	Most people like me are happy in their interactions with this organisation	1	2	3	4	5	6	7
20	Generally speaking, I am pleased with the relationship this organisation has established with people like me	1	2	3	4	5	6	7
21	Most people enjoy dealing with this organisation	1	2	3	4	5	6	7

Indicate on the following scale how willing you would be to change your behaviour if this second scenario occurs:

I am willing to change my behaviour according to:								
the requirements of the organisation in this scenario	1	2	3	4	5	6	7	what I think the situation requires of me
I will change my behaviour:								
within the time frame set by the organisation	1	2	3	4	5	6	7	as fast as I think the situation requires of me
I will change as far as:								
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I am willing to do:								
what the organisation wants me to do	1	2	3	4	5	6	7	what I believe the situation requires of me

University of Pretoria etd – Ströh, U M (2005)

Without rereading the second scenario of the questionnaire, indicate on this scale how you would describe the organisation in this second scenario and the change process being followed in terms of:

Change:								
Structured and planned	1	2	3	4	5	6	7	Flexible and continuous
Communication:								
Downward	1	2	3	4	5	6	7	All directions
Decision-making:								
Management	1	2	3	4	5	6	7	Employees
Change managers:								
Change management team assigned by management	1	2	3	4	5	6	7	Employees assign change leaders
Conflicts:								
Are avoided	1	2	3	4	5	6	7	Allowed & creatively managed
Information:								
Management control – only relevant and essential information communicated	1	2	3	4	5	6	7	Complete openness and transparency of information
Evaluation:								
Management measures against set goals and provides recognition	1	2	3	4	5	6	7	Peer evaluation provides award system for changes in behaviour

Now that we have gone through both scenarios, please carefully consider which of the two scenarios best describes the change approach followed in the organisation you work for?

Scenario A	
Scenario B	

Has the organisation you work for been through major changes recently?

YES	
NO	

Finally we would like to ask you a few classification questions:

Highest educational level:

Standard 10/Grade 12 - Matric	
Diploma	
B Tech degree	
University degree	
Higher diploma	
Post graduate	
Other:	

Years employed in this organisation?

years

Level in this organisation?

Top management	
Higher management	
Middle management	
Entry level management	
Non-managerial	

What is your designation?

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I thank you again for your kind assistance.

Appendix D: Questionnaire B

Respondent No.			
Organisation			
Questionnaire B			



An experimental study of Organisational Change and Communication Management – Questionnaire

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**An experimental study of Organisational Change and
Communication Management – Questionnaire**

Please read the following scenarios:

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Scenario B: This organisation is going through a major change process. The change is structured and the process is planned in detail with specified objectives to be reached within a given time span and a carefully planned budget. The decisions surrounding the changes are made by top management and communicated to all employees. The changes are mostly infrastructural/tangible changes. Top management are management orientated and a change management team is assigned by management to manage the process. The process is monitored throughout by management, measuring performance against strictly set goals. Problems associated with the changes are controlled immediately to avoid unnecessary conflicts and waste of money. Management gives recognition for the achievement of set goals. Management controls all information and only relevant and essential information is communicated.

Now, please consider the following scenario again **carefully** and then answer the questions by circling the appropriate number that best describes your reaction to the various statements:

Scenario A: This organisation is going through a major change process. The change is flexible and continuous, and the process is managed according to desired outcomes and a vision set by all those involved in the process. The decisions surrounding the changes are made by relevant employees involved in the changes, and communicated freely in all directions. The changes are mostly transformational involving cultural intangible changes. Top management are leadership orientated and a change management team is assigned by employees to lead the process. The process is monitored throughout by getting feedback and sharing information with all parties involved and problems associated with the changes are managed by allowing conflicts and managing it creatively. Peer evaluation provides the award system for changes in behaviour. The process is characterised by complete openness and transparency.

(Answer each statement according to how much you agree to each item describing your relationship with the organisation portrayed in the above scenario where 1 = **Don't agree at all with this statement** and 7 = **Totally agree with this statement**)

		Don't agree at all ←————→ Totally agree						
1	This organisation treats people like me fairly and justly	1	2	3	4	5	6	7
2	Whenever this organisation makes an important decision, I know it will be concerned about people like me	1	2	3	4	5	6	7
3	This organisation can be relied on to keep its promises	1	2	3	4	5	6	7
4	I believe that this organisation takes the opinions of people like me into account when making decisions	1	2	3	4	5	6	7
5	I feel very confident about this organisation's skills	1	2	3	4	5	6	7
6	This organisation has the ability to accomplish what it says it will do	1	2	3	4	5	6	7
7	This organisation and people like me are attentive to what each other say	1	2	3	4	5	6	7
8	This organisation believes the opinions of people like me are legitimate	1	2	3	4	5	6	7

		Don't agree at all ←————→ Totally agree						
9	In dealing with people like me, this organisation has a tendency to throw its weight around	1	2	3	4	5	6	7
10	This organisation really listens to what people like me have to say	1	2	3	4	5	6	7
11	The management of this organisation gives people like me enough say in the decision-making process	1	2	3	4	5	6	7
12	I feel that this organisation is trying to maintain a long-term commitment to people like me	1	2	3	4	5	6	7
13	I can see that this organisation wants to maintain a relationship with people like me	1	2	3	4	5	6	7
14	There is a long lasting bond between this organisation and people like me	1	2	3	4	5	6	7
15	Compared to other organisations, I value my relationship with this organisation more	1	2	3	4	5	6	7
16	I would rather work together with this organisation than not	1	2	3	4	5	6	7
17	I am happy with this organisation	1	2	3	4	5	6	7
18	Both the organisation and people like me benefit from the relationship	1	2	3	4	5	6	7
19	Most people like me are happy in their interactions with this organisation	1	2	3	4	5	6	7
20	Generally speaking, I am pleased with the relationship this organisation has established with people like me	1	2	3	4	5	6	7
21	Most people enjoy dealing with this organisation	1	2	3	4	5	6	7

Indicate on the following scale how willing you would be to change your behaviour if this scenario occurs:

I am willing to change my behaviour according to:								
the requirements of the organisation in this scenario	1	2	3	4	5	6	7	what I think the situation requires of me
I will change my behaviour:								
within the time frame set by the organisation	1	2	3	4	5	6	7	as fast as I think the situation requires of me
I will change as far as:								
this organisation wants me to change	1	2	3	4	5	6	7	I think the situation requires of me
I am willing to do:								
what the organisation wants me to do	1	2	3	4	5	6	7	what I believe the situation requires of me

University of Pretoria etd – Ströh, U M (2005)

Without rereading the scenario at the beginning of the questionnaire, indicate on this scale how you would describe the organisation in the first scenario (A) and the change process being followed in terms of:

Change:								
Structured and planned	1	2	3	4	5	6	7	Flexible and continuous
Communication:								
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We are going to repeat the same process now with the other scenario. Please consider this scenario **carefully** as it differs from the previous scenario, and answer the questions by circling the appropriate number that best describes your reaction to the various statements:

Scenario B: This organisation is going through a major change process. The change is structured and the process is planned in detail with specified objectives to be reached within a given time span and a carefully planned budget. The decisions surrounding the changes are made by top management and communicated to all employees. The changes are mostly infrastructural/tangible changes. Top management are management orientated and a change management team is assigned by management to manage the process. The process is monitored throughout by management, measuring performance against strictly set goals. Problems associated with the changes are controlled immediately to avoid unnecessary conflicts and waste of money. Management gives recognition for the achievement of set goals. Management controls all information and only relevant and essential information is communicated.

(Answer each statement according to how much you agree to each item describing your relationship with the organisation portrayed in the above scenario where 1 = **Don't agree at all with this statement** and 7 = **Totally agree with this statement**)

		Don't agree at all			←→ Totally agree			
		1	2	3	4	5	6	7
1	This organisation treats people like me fairly and justly	1	2	3	4	5	6	7
2	Whenever this organisation makes an important decision, I know it will be concerned about people like me	1	2	3	4	5	6	7
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4	I believe that this organisation takes the opinions of people like me into account when making decisions	1	2	3	4	5	6	7
5	I feel very confident about this organisation's skills	1	2	3	4	5	6	7
6	This organisation has the ability to accomplish what it says it will do	1	2	3	4	5	6	7
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8	This organisation believes the opinions of people like me are legitimate	1	2	3	4	5	6	7
9	In dealing with people like me, this organisation has a tendency to throw its weight around	1	2	3	4	5	6	7
10	This organisation really listens to what people like me have to say	1	2	3	4	5	6	7
11	The management of this organisation gives people like me enough say in the decision-making process	1	2	3	4	5	6	7
12	I feel that this organisation is trying to maintain a long-term commitment to people like me	1	2	3	4	5	6	7
13	I can see that this organisation wants to maintain a relationship with people like me	1	2	3	4	5	6	7
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15	Compared to other organisations, I value my relationship with this organisation more	1	2	3	4	5	6	7

		Don't agree at all ←→ Totally agree						
16	I would rather work together with this organisation than not	1	2	3	4	5	6	7
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20	Generally speaking, I am pleased with the relationship this organisation has established with people like me	1	2	3	4	5	6	7
21	Most people enjoy dealing with this organisation	1	2	3	4	5	6	7

Indicate on the following scale how willing you would be to change your behaviour if this second scenario occurs:

I am willing to change my behaviour according to:								
the requirements of the organisation in this scenario	1	2	3	4	5	6	7	what I think the situation requires of me
I will change my behaviour:								
within the time frame set by the organisation	1	2	3	4	5	6	7	as fast as I think the situation requires of me
I will change as far as:								
this organisation wants me to change	1	2	3	4	5	6	7	I think the situation requires of me
I am willing to do:								
what the organisation wants me to do	1	2	3	4	5	6	7	what I believe the situation requires of me

University of Pretoria etd – Ströh, U M (2005)

Without rereading the second scenario of the questionnaire, indicate on this scale how you would describe the organisation in this second scenario and the change process being followed in terms of:

Change:								
Structured and planned	1	2	3	4	5	6	7	Flexible and continuous
Communication:								
Downward	1	2	3	4	5	6	7	All directions
Decision-making:								
Management	1	2	3	4	5	6	7	Employees
Change managers:								
Change management team assigned by management	1	2	3	4	5	6	7	Employees assign change leaders
Conflicts:								
Are avoided	1	2	3	4	5	6	7	Allowed & creatively managed
Information:								
Management control – only relevant and essential information communicated	1	2	3	4	5	6	7	Complete openness and transparency of information
Evaluation:								
Management measures against set goals and provides recognition	1	2	3	4	5	6	7	Peer evaluation provides award system for changes in behaviour

Now that we have gone through both scenarios, please carefully consider which of the two scenarios best describes the change approach followed in the organisation you work for?

Scenario A	
Scenario B	

Has the organisation you work for been through major changes recently?

YES	
NO	

Finally we would like to ask you a few classification questions:

Highest educational level:

Standard 10/Grade 12 - Matric	
Diploma	
B Tech degree	
University degree	
Higher diploma	
Post graduate	
Other:	

Years employed in this organisation?

years

Level in this organisation?

Top management	
Higher management	
Middle management	
Entry level management	
Non-managerial	

What is your designation?

--

I thank you again for your kind assistance.

Postscript

'n D?

*Boom se bas
skilfer af
die binnekant ontbloot
weer en wind se verweer*

*Ek struikel voort -
probeer net sin maak
maar skryf 'n D
in die middel van hierdie donker nag!*

*Elke woord en aksie
'n moskometers
om die 'feite'
te probeer vertel?
Nee, 'n sepie
wat mense laat
wonder oor die post-modernisme
van hiper-realiteit
of wetenskap
of verwysing
of subjektiwiteit van die chaos-teorie*

*Ek sal oorleef
al moet ek die Mount Everest
alleen uit!
Ek sal oorleef
met 'n D in my rugsak!*

Ek sal oorleef!

11 Oktober 2000

Procrastination

*... and I find everything else to do
... ridiculous!!!!*

*This mountain is only mine
- only my lonely struggle
- only my sacred fights
with these thoughts
these words
- the essence of academia
The turmoil of every paragraph
arduously every chapter
frustrating to find meaning*

*Chaotically I refer
to everyone
who thought they knew, and did
integrating their labour.*

*I'm still trying to find
focal point of theory
choking in phenomenology...
I strive to see a unique thing
some new approach
a little contribution
to intellectualism.*

*Change the world!
Leave a legacy!
Ha!!*

*For what?
... to be more than I am
to do something worthy
to get recognition
self-aggrandizing?*

*I dream of a place
cyber space in a brain
where perfection is the paradox
within the sacred sphere
creating knowledge
and making a difference
eloquently deconstructing
the upside-down puzzle
obtaining a degree...*

*For what?
To prove that I can?
To Know?
To be...*

A PhD!?

27 April 2001