

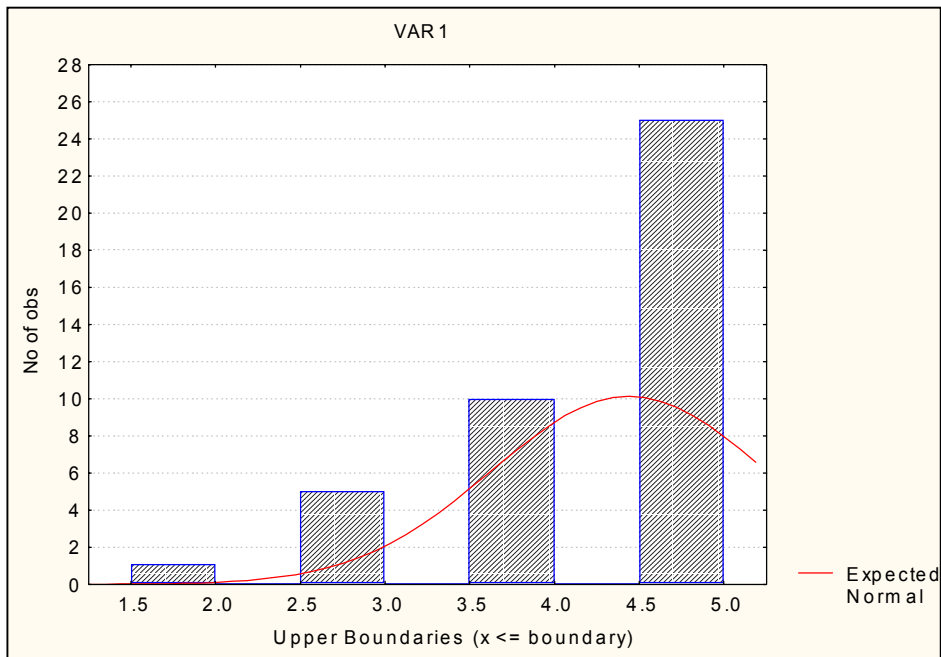
Descriptive Statistics (p. delport2 (final 4 april).sta)

	Valid N	Mean	Minimum	Maximum	Std.Dev.
VAR1	41	4.439024	2	5	0.807737
VAR2	41	4.487805	2	5	0.745719
VAR3	41	4.219512	1	5	0.908631
VAR4	41	4.317073	1	5	0.849677
VAR5	41	4.219512	2	5	0.851827
VAR6	41	4.219512	2	5	0.758689
VAR7	41	4.097561	2	5	0.800152
VAR8	41	4.170732	3	5	0.703649
VAR9	41	4	2	5	0.866025
VAR10	41	4.146341	2	5	0.937043
VAR11	41	4.243902	2	5	0.994497
VAR12	41	4.243902	1	5	1.090424
VAR13	41	4.073171	2	5	0.877218
VAR14	41	3.95122	2	5	0.947397
VAR15	41	4.073171	2	5	0.905269
VAR16	41	4	1	5	1.048809
VAR17	41	4.390244	3	5	0.702782
VAR18	41	4.268293	2	5	0.866729
VAR19	41	4.04878	2	5	0.773021
VAR20	41	4.219512	1	5	1.060948

STATISTICS PERTAINING TO MANAGEMENT

Statement 1

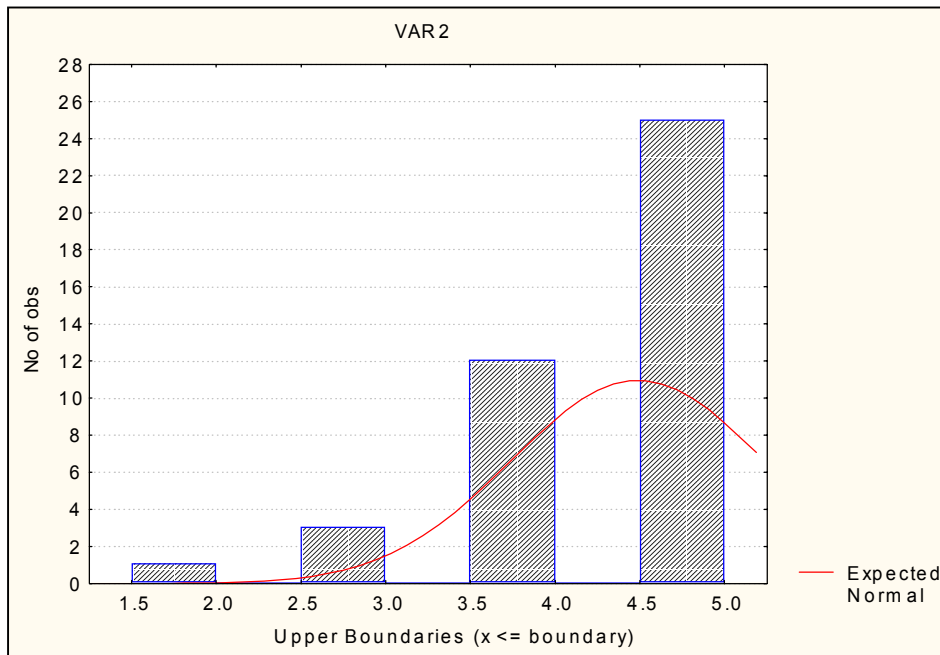
The Company's mission, visions and values



VAR1 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x <= 2.0000	1	1	2.439024	2.439024	2.439024	2.439024
2.0000 < x <= 2.5000	0	1	0	2.439024	0	2.439024
2.5000 < x <= 3.0000	5	6	12.19512	14.63415	12.19512	14.63415
3.0000 < x <= 3.5000	0	6	0	14.63415	0	14.63415
3.5000 < x <= 4.0000	10	16	24.39024	39.02439	24.39024	39.02439
4.0000 < x <= 4.5000	0	16	0	39.02439	0	39.02439
4.5000 < x <= 5.0000	25	41	60.97561	100	60.97561	100
Missing	0	41	0		0	100

Statement 2

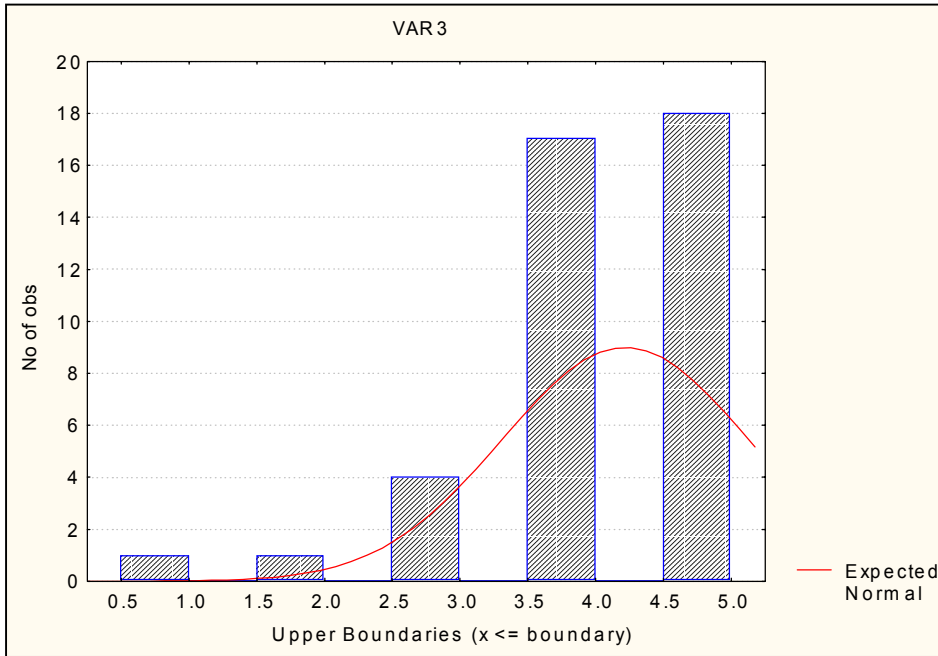
The Company's strategy and objectives for the future



VAR2 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x <= 2.0000	1	1	2.439024	2.439024	2.439024	2.439024
2.0000 < x <= 2.5000	0	1	0	2.439024	0	2.439024
2.5000 < x <= 3.0000	3	4	7.317073	9.756098	7.317073	9.756098
3.0000 < x <= 3.5000	0	4	0	9.756098	0	9.756098
3.5000 < x <= 4.0000	12	16	29.26829	39.02439	29.26829	39.02439
4.0000 < x <= 4.5000	0	16	0	39.02439	0	39.02439
4.5000 < x <= 5.0000	25	41	60.97561	100	60.97561	100
Missing	0	41	0		0	100

Statement 3

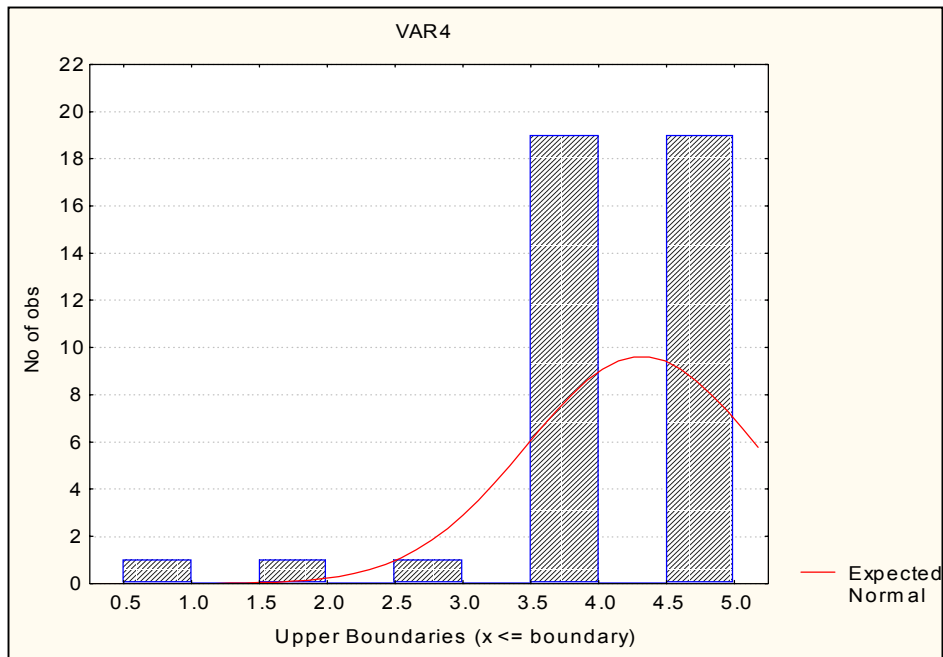
The current performance of the Company in the local as well as global sense



VAR3 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	1	1	2.439024	2.439024	2.439024	2.439024
1.0000 < x <= 1.5000	0	1	0	2.439024	0	2.439024
1.5000 < x <= 2.0000	1	2	2.439024	4.878049	2.439024	4.878049
2.0000 < x <= 2.5000	0	2	0	4.878049	0	4.878049
2.5000 < x <= 3.0000	4	6	9.756098	14.63415	9.756098	14.63415
3.0000 < x <= 3.5000	0	6	0	14.63415	0	14.63415
3.5000 < x <= 4.0000	17	23	41.46341	56.09756	41.46341	56.09756
4.0000 < x <= 4.5000	0	23	0	56.09756	0	56.09756
4.5000 < x <= 5.0000	18	41	43.90244	100	43.90244	100
Missing	0	41	0		0	100

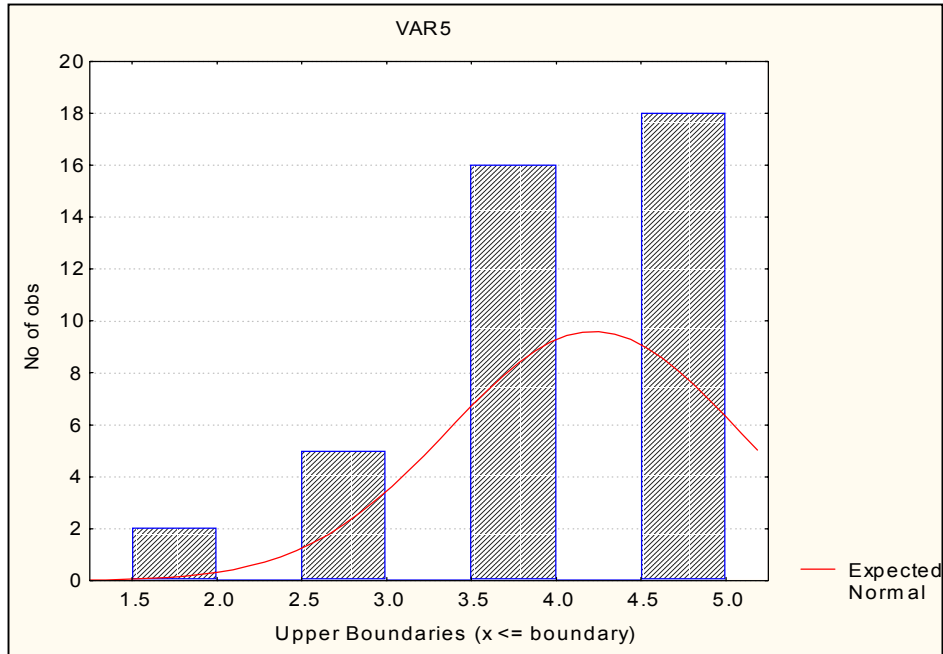
Statement 4

Personal responsibilities and what is expected from me



VAR4 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	1	1	2.439024	2.439024	2.439024	2.439024
1.0000 < x <= 1.5000	0	1	0	2.439024	0	2.439024
1.5000 < x <= 2.0000	1	2	2.439024	4.878049	2.439024	4.878049
2.0000 < x <= 2.5000	0	2	0	4.878049	0	4.878049
2.5000 < x <= 3.0000	1	3	2.439024	7.317073	2.439024	7.317073
3.0000 < x <= 3.5000	0	3	0	7.317073	0	7.317073
3.5000 < x <= 4.0000	19	22	46.34146	53.65854	46.34146	53.65854
4.0000 < x <= 4.5000	0	22	0	53.65854	0	53.65854
4.5000 < x <= 5.0000	19	41	46.34146	100	46.34146	100
Missing	0	41	0		0	100

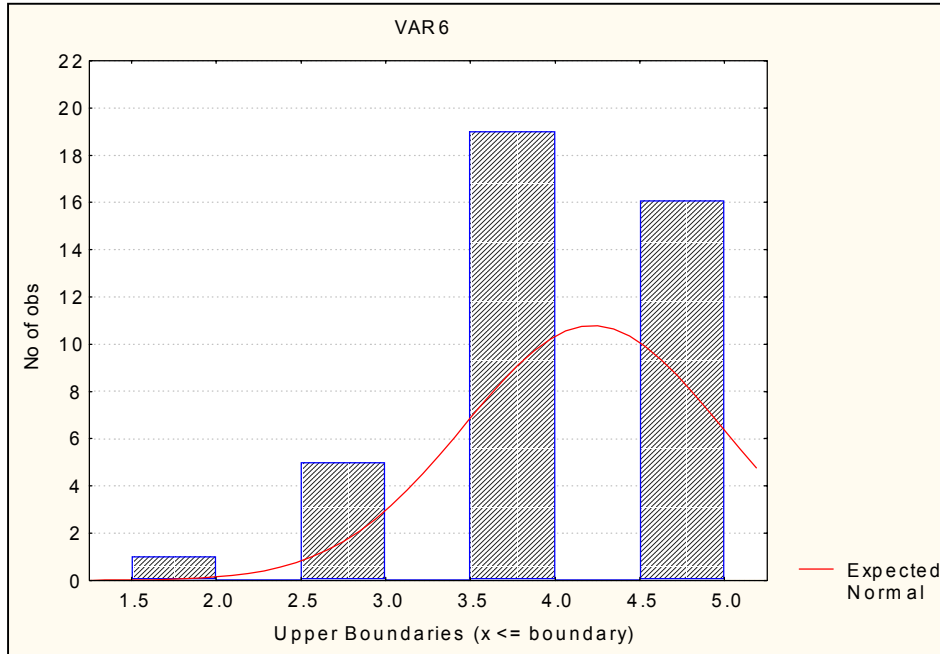
Statement 5
Resources and equipment at my disposal to enhance my own performance



VAR5 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x ≤ 2.0000	2	2	4.878049	4.878049	4.878049	4.878049
2.0000 < x ≤ 2.5000	0	2	0	4.878049	0	4.878049
2.5000 < x ≤ 3.0000	5	7	12.19512	17.07317	12.19512	17.07317
3.0000 < x ≤ 3.5000	0	7	0	17.07317	0	17.07317
3.5000 < x ≤ 4.0000	16	23	39.02439	56.09756	39.02439	56.09756
4.0000 < x ≤ 4.5000	0	23	0	56.09756	0	56.09756
4.5000 < x ≤ 5.0000	18	41	43.90244	100	43.90244	100
Missing	0	41	0		0	100

Statement 6

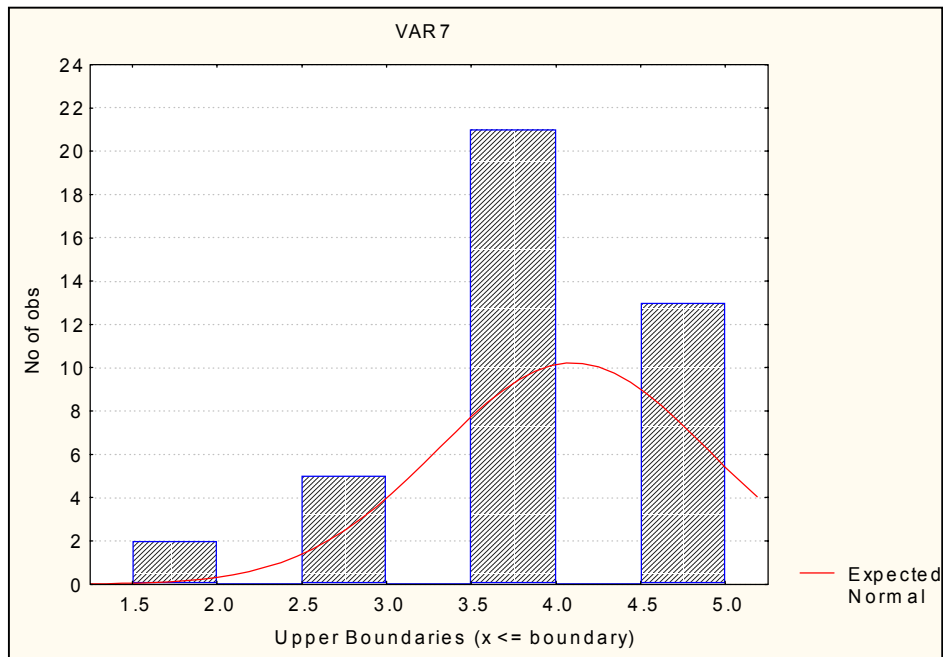
Ongoing progress reports on my own performance, that of my group as well as the Company, based on agreed-to performance parameters



VAR6 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x ≤ 2.0000	1	1	2.439024	2.439024	2.439024	2.439024
2.0000 < x ≤ 2.5000	0	1	0	2.439024	0	2.439024
2.5000 < x ≤ 3.0000	5	6	12.19512	14.63415	12.19512	14.63415
3.0000 < x ≤ 3.5000	0	6	0	14.63415	0	14.63415
3.5000 < x ≤ 4.0000	19	25	46.34146	60.97561	46.34146	60.97561
4.0000 < x ≤ 4.5000	0	25	0	60.97561	0	60.97561
4.5000 < x ≤ 5.0000	16	41	39.02439	100	39.02439	100
Missing	0	41	0		0	100

Statement 7

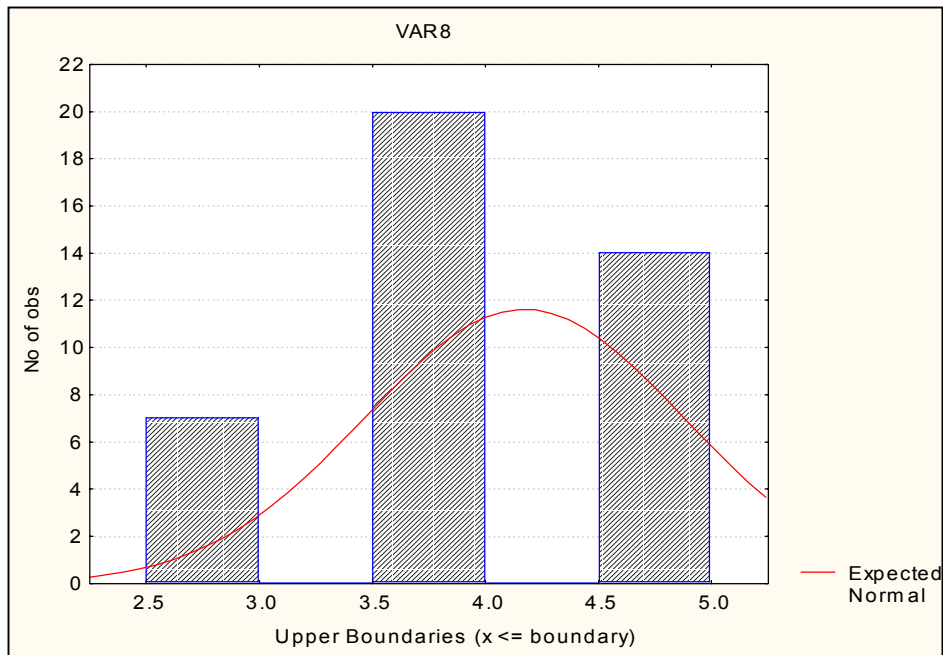
Deviations from plans and possible corrective measures



VAR7 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x <= 2.0000	2	2	4.878049	4.878049	4.878049	4.878049
2.0000 < x <= 2.5000	0	2	0	4.878049	0	4.878049
2.5000 < x <= 3.0000	5	7	12.19512	17.07317	12.19512	17.07317
3.0000 < x <= 3.5000	0	7	0	17.07317	0	17.07317
3.5000 < x <= 4.0000	21	28	51.21951	68.29268	51.21951	68.29268
4.0000 < x <= 4.5000	0	28	0	68.29268	0	68.29268
4.5000 < x <= 5.0000	13	41	31.70732	100	31.70732	100
Missing	0	41	0		0	100

Statement 8

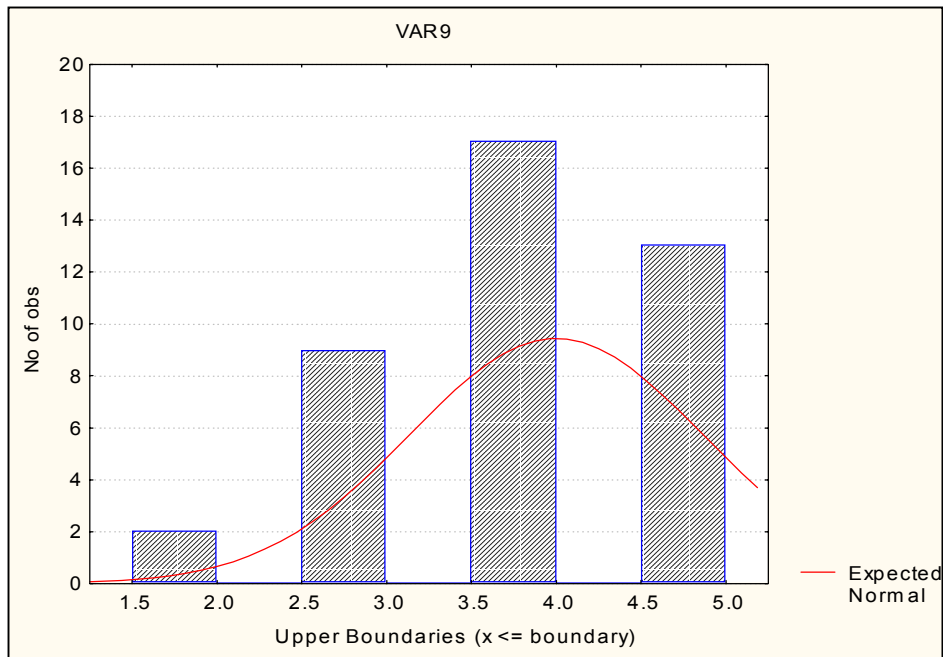
Opportunities for advancement on the short and longer term



VAR8 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
2.5000 < x <= 3.0000	7	7	17.07317	17.07317	17.07317	17.07317
3.0000 < x <= 3.5000	0	7	0	17.07317	0	17.07317
3.5000 < x <= 4.0000	20	27	48.78049	65.85366	48.78049	65.85366
4.0000 < x <= 4.5000	0	27	0	65.85366	0	65.85366
4.5000 < x <= 5.0000	14	41	34.14634	100	34.14634	100
Missing	0	41	0		0	100

Statement 9

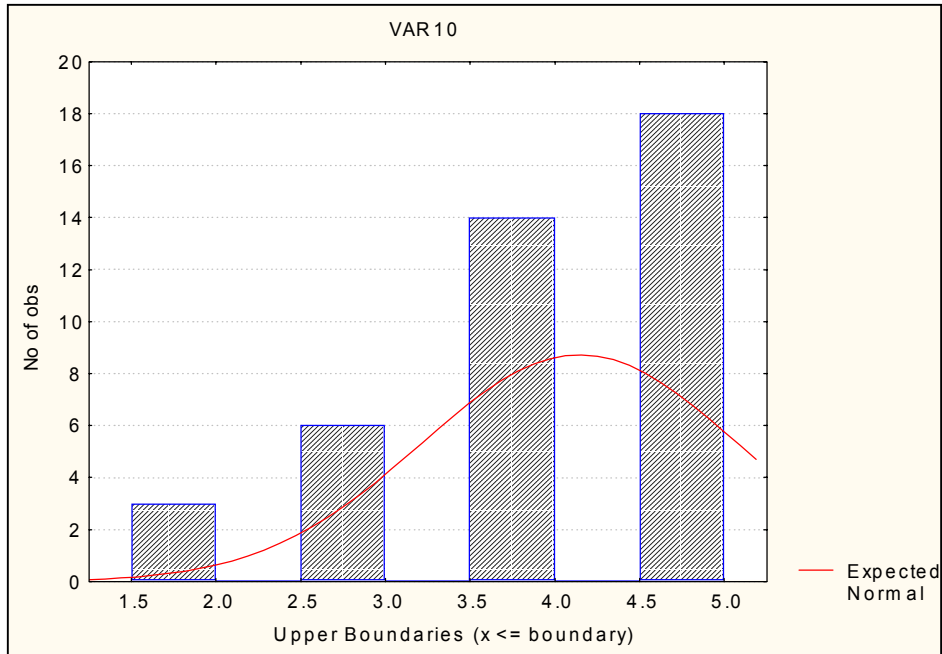
Advantages/B576benefits that the current job holds



VAR9 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x <= 2.0000	2	2	4.878049	4.878049	4.878049	4.878049
2.0000 < x <= 2.5000	0	2	0	4.878049	0	4.878049
2.5000 < x <= 3.0000	9	11	21.95122	26.82927	21.95122	26.82927
3.0000 < x <= 3.5000	0	11	0	26.82927	0	26.82927
3.5000 < x <= 4.0000	17	28	41.46341	68.29268	41.46341	68.29268
4.0000 < x <= 4.5000	0	28	0	68.29268	0	68.29268
4.5000 < x <= 5.0000	13	41	31.70732	100	31.70732	100
Missing	0	41	0		0	100

Statement 10

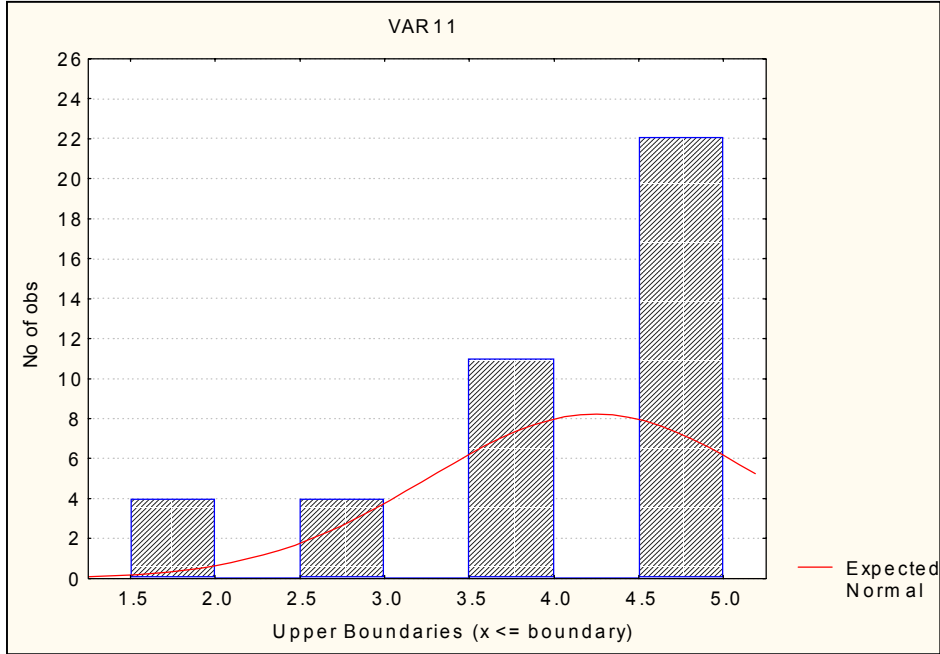
Methods that can be employed to make a contribution towards the Company performance I.e. suggestions, innovations and reporting on perceived/B618real deviations



VAR10 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x <= 2.0000	3	3	7.317073	7.317073	7.317073	7.317073
2.0000 < x <= 2.5000	0	3	0	7.317073	0	7.317073
2.5000 < x <= 3.0000	6	9	14.63415	21.95122	14.63415	21.95122
3.0000 < x <= 3.5000	0	9	0	21.95122	0	21.95122
3.5000 < x <= 4.0000	14	23	34.14634	56.09756	34.14634	56.09756
4.0000 < x <= 4.5000	0	23	0	56.09756	0	56.09756
4.5000 < x <= 5.0000	18	41	43.90244	100	43.90244	100
Missing	0	41	0		0	100

Statement 11

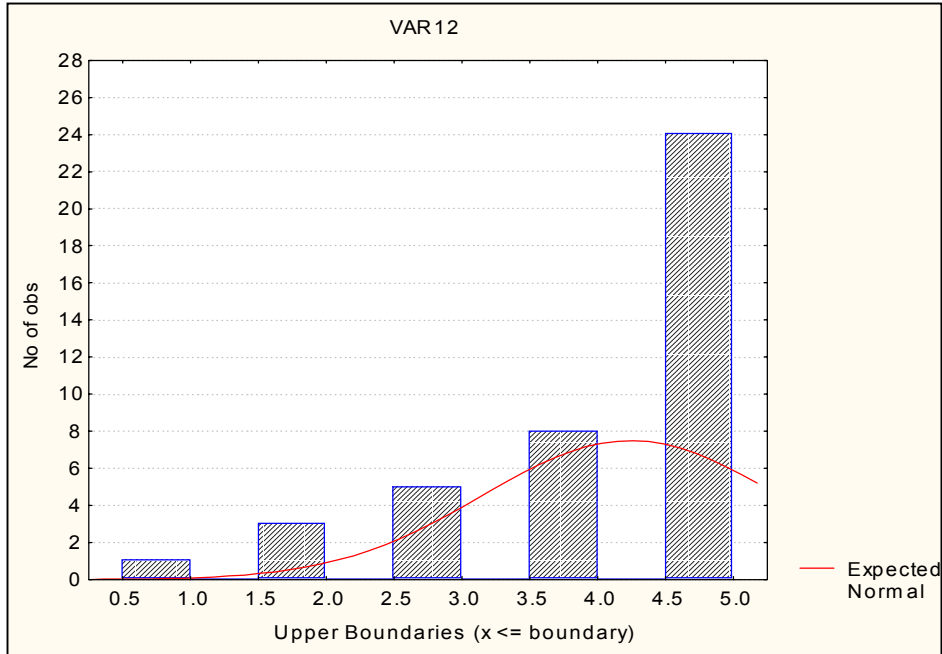
Access to the free flow of information on horizontal (between equals/peers) as well as vertical+B750 (between supervisor and subordinate) level



VAR11 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x <= 2.0000	4	4	9.756098	9.756098	9.756098	9.756098
2.0000 < x <= 2.5000	0	4	0	9.756098	0	9.756098
2.5000 < x <= 3.0000	4	8	9.756098	19.5122	9.756098	19.5122
3.0000 < x <= 3.5000	0	8	0	19.5122	0	19.5122
3.5000 < x <= 4.0000	11	19	26.82927	46.34146	26.82927	46.34146
4.0000 < x <= 4.5000	0	19	0	46.34146	0	46.34146
4.5000 < x <= 5.0000	22	41	53.65854	100	53.65854	100
Missing	0	41	0		0	100

Statement 12

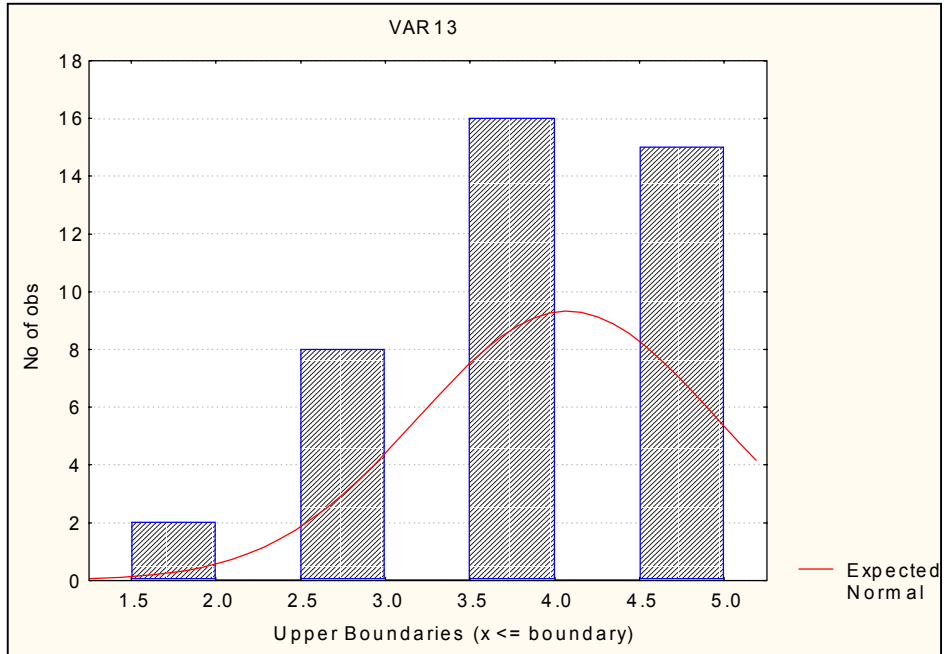
Planned changes or changes being implemented that might impact on me, including legislation and conditions of employment, etc.



VAR12 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	1	1	2.439024	2.439024	2.439024	2.439024
1.0000 < x <= 1.5000	0	1	0	2.439024	0	2.439024
1.5000 < x <= 2.0000	3	4	7.317073	9.756098	7.317073	9.756098
2.0000 < x <= 2.5000	0	4	0	9.756098	0	9.756098
2.5000 < x <= 3.0000	5	9	12.19512	21.95122	12.19512	21.95122
3.0000 < x <= 3.5000	0	9	0	21.95122	0	21.95122
3.5000 < x <= 4.0000	8	17	19.5122	41.46341	19.5122	41.46341
4.0000 < x <= 4.5000	0	17	0	41.46341	0	41.46341
4.5000 < x <= 5.0000	24	41	58.53659	100	58.53659	100
Missing	0	41	0		0	100

Statement 13

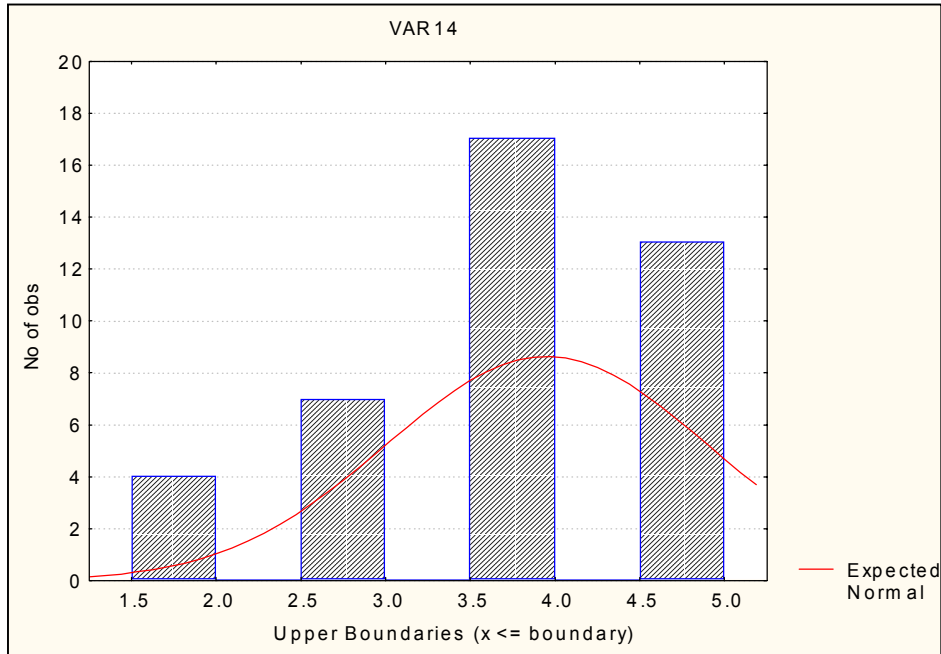
Points of view/B1212reaction of the Company in respect of issues of the day as it relates to the economy, politics, and the social environment



VAR13 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x <= 2.0000	2	2	4.878049	4.878049	4.878049	4.878049
2.0000 < x <= 2.5000	0	2	0	4.878049	0	4.878049
2.5000 < x <= 3.0000	8	10	19.5122	24.39024	19.5122	24.39024
3.0000 < x <= 3.5000	0	10	0	24.39024	0	24.39024
3.5000 < x <= 4.0000	16	26	39.02439	63.41463	39.02439	63.41463
4.0000 < x <= 4.5000	0	26	0	63.41463	0	63.41463
4.5000 < x <= 5.0000	15	41	36.58537	100	36.58537	100
Missing	0	41	0		0	100

Statement 14

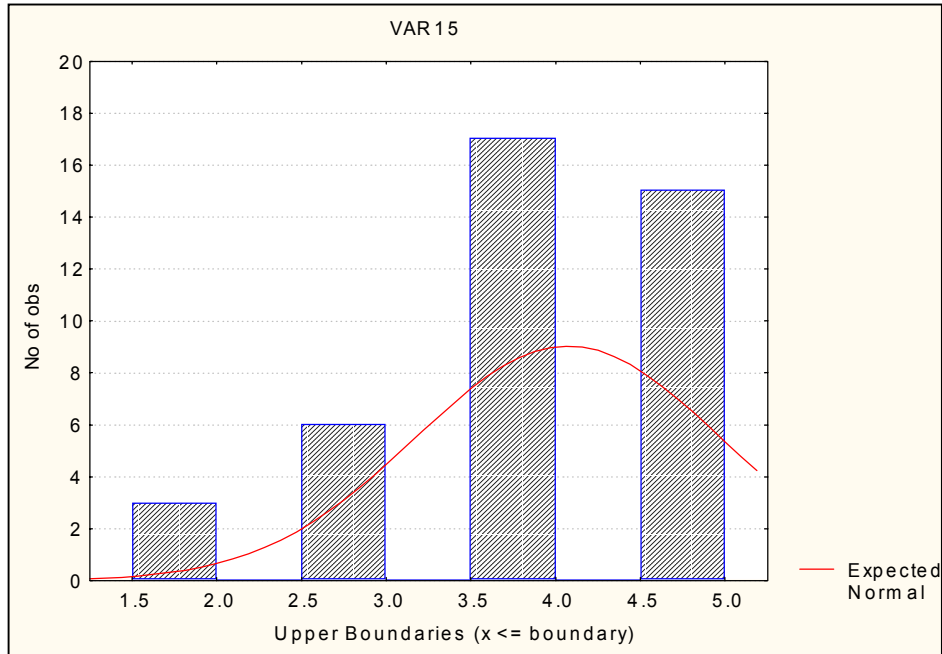
Internal rules, regulations and practices that form the base of Company culture



VAR14 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x <= 2.0000	4	4	9.756098	9.756098	9.756098	9.756098
2.0000 < x <= 2.5000	0	4	0	9.756098	0	9.756098
2.5000 < x <= 3.0000	7	11	17.07317	26.82927	17.07317	26.82927
3.0000 < x <= 3.5000	0	11	0	26.82927	0	26.82927
3.5000 < x <= 4.0000	17	28	41.46341	68.29268	41.46341	68.29268
4.0000 < x <= 4.5000	0	28	0	68.29268	0	68.29268
4.5000 < x <= 5.0000	13	41	31.70732	100	31.70732	100
Missing	0	41	0		0	100

Statement 15

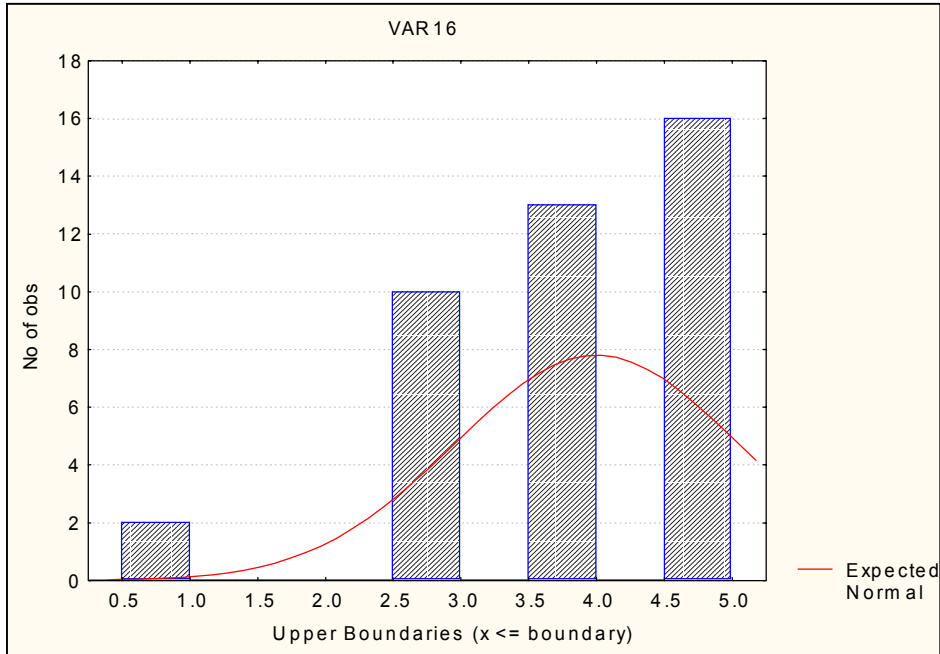
Co-workers, on issues of a social nature, and opportunities to interact with others at work



VAR15 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x <= 2.0000	3	3	7.317073	7.317073	7.317073	7.317073
2.0000 < x <= 2.5000	0	3	0	7.317073	0	7.317073
2.5000 < x <= 3.0000	6	9	14.63415	21.95122	14.63415	21.95122
3.0000 < x <= 3.5000	0	9	0	21.95122	0	21.95122
3.5000 < x <= 4.0000	17	26	41.46341	63.41463	41.46341	63.41463
4.0000 < x <= 4.5000	0	26	0	63.41463	0	63.41463
4.5000 < x <= 5.0000	15	41	36.58537	100	36.58537	100
Missing	0	41	0		0	100

Statement 16

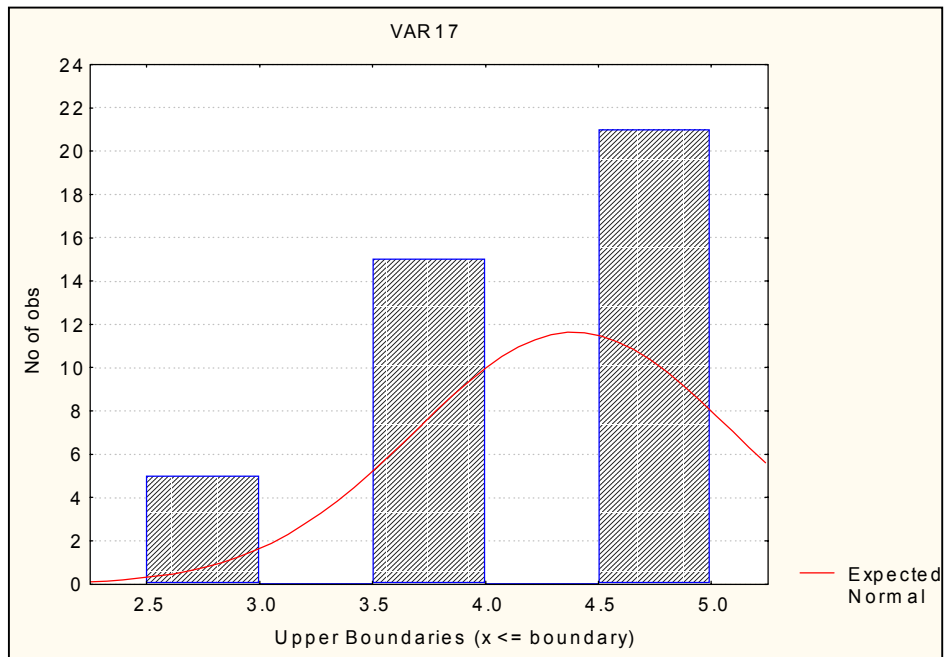
The performance of the opposition in the same industry -
(Impala, Lohnro and Northam Plats)



VAR16 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	2	2	4.878049	4.878049	4.878049	4.878049
1.0000 < x <= 1.5000	0	2	0	4.878049	0	4.878049
1.5000 < x <= 2.0000	0	2	0	4.878049	0	4.878049
2.0000 < x <= 2.5000	0	2	0	4.878049	0	4.878049
2.5000 < x <= 3.0000	10	12	24.39024	29.26829	24.39024	29.26829
3.0000 < x <= 3.5000	0	12	0	29.26829	0	29.26829
3.5000 < x <= 4.0000	13	25	31.70732	60.97561	31.70732	60.97561
4.0000 < x <= 4.5000	0	25	0	60.97561	0	60.97561
4.5000 < x <= 5.0000	16	41	39.02439	100	39.02439	100
Missing	0	41	0		0	100

Statement 17

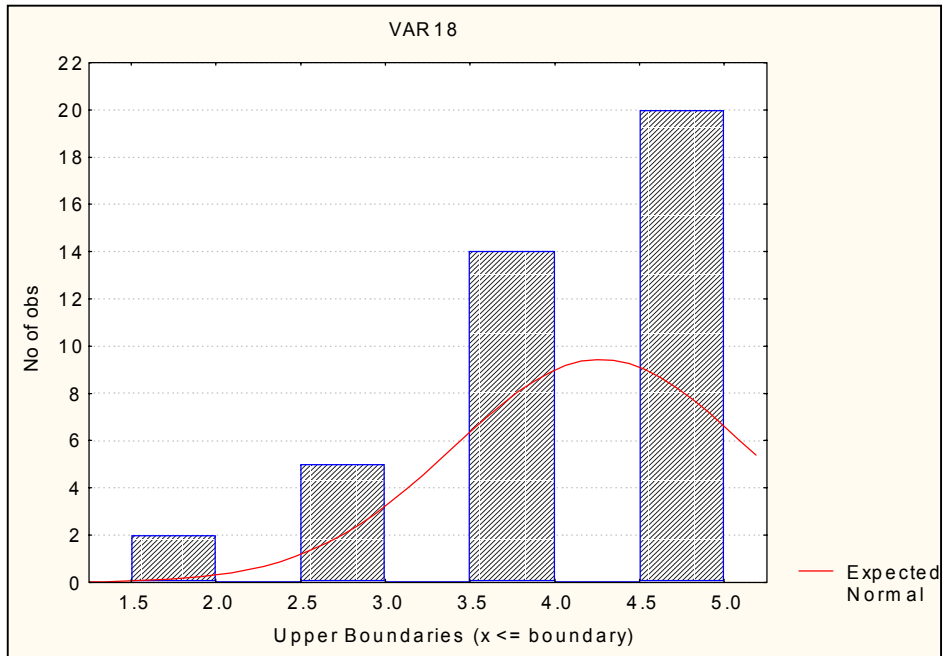
Opportunities for personal development and access to training



VAR17 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
2.5000 < x <= 3.0000	5	5	12.19512	12.19512	12.19512	12.19512
3.0000 < x <= 3.5000	0	5	0	12.19512	0	12.19512
3.5000 < x <= 4.0000	15	20	36.58537	48.78049	36.58537	48.78049
4.0000 < x <= 4.5000	0	20	0	48.78049	0	48.78049
4.5000 < x <= 5.0000	21	41	51.21951	100	51.21951	100
Missing	0	41	0		0	100

Statement 18

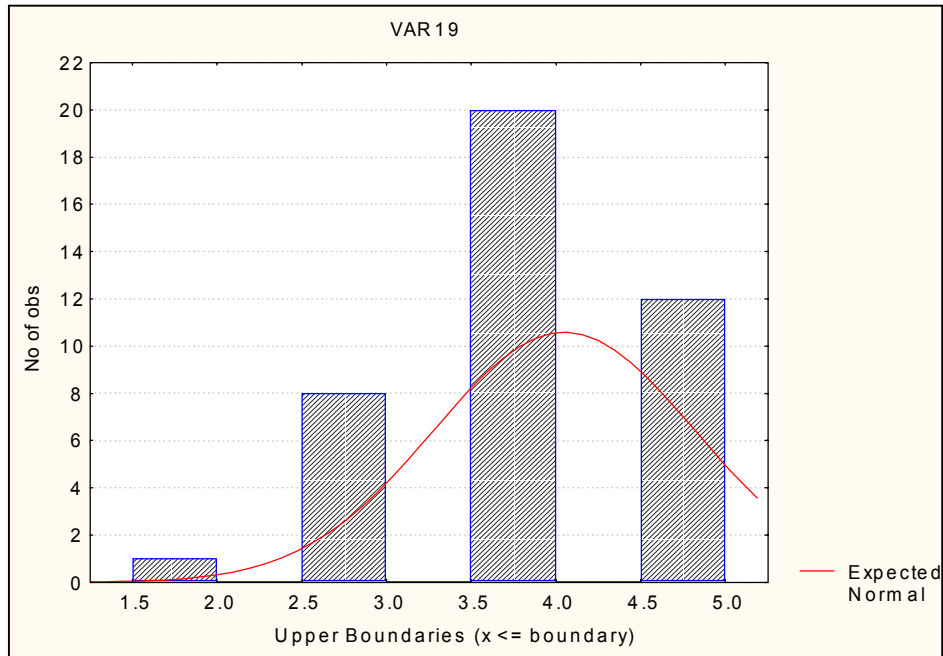
Exposure to and training in the latest technology and developments in own field of expertise



VAR18 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x <= 2.0000	2	2	4.878049	4.878049	4.878049	4.878049
2.0000 < x <= 2.5000	0	2	0	4.878049	0	4.878049
2.5000 < x <= 3.0000	5	7	12.19512	17.07317	12.19512	17.07317
3.0000 < x <= 3.5000	0	7	0	17.07317	0	17.07317
3.5000 < x <= 4.0000	14	21	34.14634	51.21951	34.14634	51.21951
4.0000 < x <= 4.5000	0	21	0	51.21951	0	51.21951
4.5000 < x <= 5.0000	20	41	48.78049	100	48.78049	100
Missing	0	41	0		0	100

Statement 19

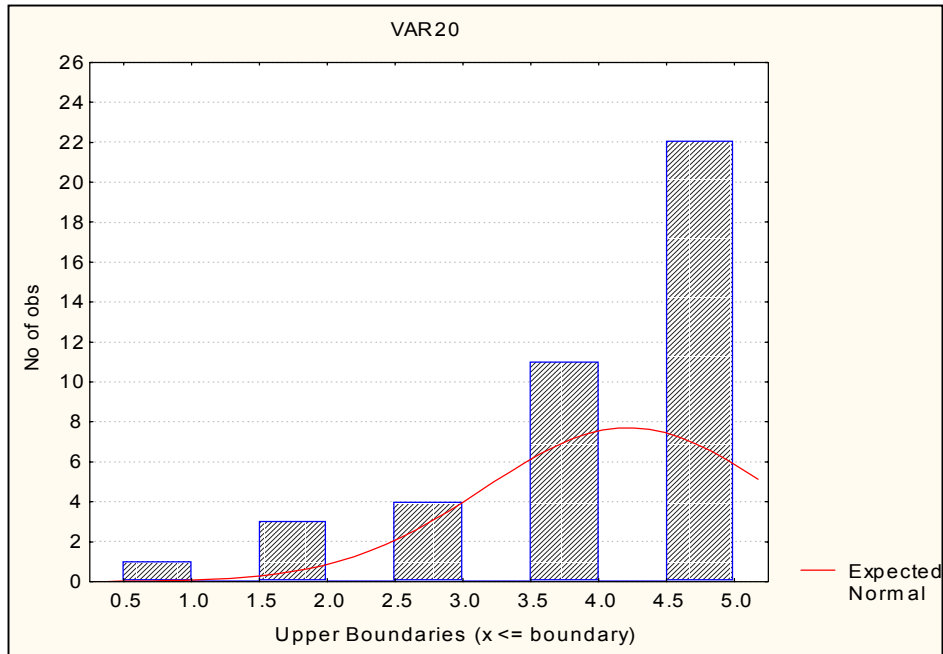
Role played by Company in local community in terms of development, etc.



VAR19 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
1.5000 < x <= 2.0000	1	1	2.439024	2.439024	2.439024	2.439024
2.0000 < x <= 2.5000	0	1	0	2.439024	0	2.439024
2.5000 < x <= 3.0000	8	9	19.5122	21.95122	19.5122	21.95122
3.0000 < x <= 3.5000	0	9	0	21.95122	0	21.95122
3.5000 < x <= 4.0000	20	29	48.78049	70.73171	48.78049	70.73171
4.0000 < x <= 4.5000	0	29	0	70.73171	0	70.73171
4.5000 < x <= 5.0000	12	41	29.26829	100	29.26829	100
Missing	0	41	0		0	100

Statement 20

Opportunity to access, on a personal one-to-one basis, to own supervisor and management in order to exchange ideas and to be "heard"



VAR20 (p. delport2 (final 4 april).sta)						
	Count	Cumul. Count	Percent of Valid	Cumul % of Valid	% of all Cases	Cumul. % of All
.50000 < x <= 1.0000	1	1	2.439024	2.439024	2.439024	2.439024
1.0000 < x <= 1.5000	0	1	0	2.439024	0	2.439024
1.5000 < x <= 2.0000	3	4	7.317073	9.756098	7.317073	9.756098
2.0000 < x <= 2.5000	0	4	0	9.756098	0	9.756098
2.5000 < x <= 3.0000	4	8	9.756098	19.5122	9.756098	19.5122
3.0000 < x <= 3.5000	0	8	0	19.5122	0	19.5122
3.5000 < x <= 4.0000	11	19	26.82927	46.34146	26.82927	46.34146
4.0000 < x <= 4.5000	0	19	0	46.34146	0	46.34146
4.5000 < x <= 5.0000	22	41	53.65854	100	53.65854	100
Missing	0	41	0		0	100