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ATTACHMENT A**Results of the entire population**

In the following section all the results of the entire population will be presented in the form of frequency tables which indicates how frequently each factor in the questionnaire was identified by the respondents as impacting on ethical behaviour in organisations.

A list of all the factors is available in chapter 2.

Frequency Table

EF 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	10.6	10.6	10.6
	2	3	4.5	4.5	15.2
	3	15	22.7	22.7	37.9
	4	28	42.4	42.4	80.3
	5	13	19.7	19.7	100.0
	Total	66	100.0	100.0	

EF2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	9.1	9.4	9.4
	2	6	9.1	9.4	18.8
	3	11	16.7	17.2	35.9
	4	30	45.5	46.9	82.8
	5	11	16.7	17.2	100.0
	Total	64	97.0	100.0	
Missing	System	2	3.0		
Total		66	100.0		

EF3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	15.2	15.4	15.4
	2	17	25.8	26.2	41.5
	3	21	31.8	32.3	73.8
	4	14	21.2	21.5	95.4

	5	3	4.5	4.6	100.0
	Total	65	98.5	100.0	
Missing	System	1	1.5		
Total		66	100.0		

EF4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	12.1	12.3	12.3
	2	12	18.2	18.5	30.8
	3	14	21.2	21.5	52.3
	4	18	27.3	27.7	80.0
	5	13	19.7	20.0	100.0
	Total	65	98.5	100.0	
Missing	System	1	1.5		
Total		66	100.0		

EF5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	20	30.3	30.8	30.8
	2	11	16.7	16.9	47.7
	3	15	22.7	23.1	70.8
	4	9	13.6	13.8	84.6
	5	10	15.2	15.4	100.0
	Total	65	98.5	100.0	
Missing	System	1	1.5		
Total		66	100.0		

EF6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	15.2	15.4	15.4
	2	9	13.6	13.8	29.2
	3	18	27.3	27.7	56.9
	4	22	33.3	33.8	90.8
	5	6	9.1	9.2	100.0

	Total	65	98.5	100.0	
Missing	System	1	1.5		
Total		66	100.0		

EF7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	12.1	12.5	12.5
	2	9	13.6	14.1	26.6
	3	20	30.3	31.3	57.8
	4	18	27.3	28.1	85.9
	5	9	13.6	14.1	100.0
	Total	64	97.0	100.0	
Missing	System	2	3.0		
Total		66	100.0		

Frequency Table

OF 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	6.1	6.1	6.1
	2	7	10.6	10.6	16.7
	3	11	16.7	16.7	33.3
	4	30	45.5	45.5	78.8
	5	14	21.2	21.2	100.0
	Total	66	100.0	100.0	

OF2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.5	1.5	1.5
	2	7	10.6	10.6	12.1
	3	4	6.1	6.1	18.2
	4	36	54.5	54.5	72.7
	5	18	27.3	27.3	100.0
	Total	66	100.0	100.0	

OF3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	7.6	7.7	7.7
	2	8	12.1	12.3	20.0
	3	19	28.8	29.2	49.2
	4	20	30.3	30.8	80.0
	5	13	19.7	20.0	100.0
	Total	65	98.5	100.0	
Missing	System	1	1.5		
Total		66	100.0		

OF4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	12.1	12.1	12.1
	2	9	13.6	13.6	25.8
	3	19	28.8	28.8	54.5
	4	23	34.8	34.8	89.4
	5	7	10.6	10.6	100.0
	Total	66	100.0	100.0	

OF5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	7.6	7.6	7.6
	2	6	9.1	9.1	16.7
	3	12	18.2	18.2	34.8
	4	31	47.0	47.0	81.8
	5	12	18.2	18.2	100.0
	Total	66	100.0	100.0	

OF6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	7.6	7.6	7.6
	2	10	15.2	15.2	22.7
	3	18	27.3	27.3	50.0
	4	26	39.4	39.4	89.4
	5	7	10.6	10.6	100.0

	Total	66	100.0	100.0	
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OF7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.5	1.5	1.5
	2	4	6.1	6.1	7.6
	3	9	13.6	13.6	21.2
	4	31	47.0	47.0	68.2
	5	21	31.8	31.8	100.0
	Total	66	100.0	100.0	

OF8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	10.6	10.6	10.6
	2	10	15.2	15.2	25.8
	3	23	34.8	34.8	60.6
	4	21	31.8	31.8	92.4
	5	5	7.6	7.6	100.0
	Total	66	100.0	100.0	

OF9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	10.6	10.8	10.8
	2	20	30.3	30.8	41.5
	3	18	27.3	27.7	69.2
	4	13	19.7	20.0	89.2
	5	7	10.6	10.8	100.0
	Total	65	98.5	100.0	
Missing	System	1	1.5		
Total		66	100.0		

OF10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	10.6	10.6	10.6
	2	12	18.2	18.2	28.8
	3	24	36.4	36.4	65.2
	4	16	24.2	24.2	89.4

	5	7	10.6	10.6	100.0
	Total	66	100.0	100.0	

Frequency Table

IF 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	10.6	10.6	10.6
	2	16	24.2	24.2	34.8
	3	7	10.6	10.6	45.5
	4	25	37.9	37.9	83.3
	5	11	16.7	16.7	100.0
	Total	66	100.0	100.0	

IF2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.5	4.7	4.7
	2	12	18.2	18.8	23.4
	3	13	19.7	20.3	43.8
	4	27	40.9	42.2	85.9
	5	9	13.6	14.1	100.0
	Total	64	97.0	100.0	
Missing	System	2	3.0		
Total		66	100.0		

IF3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.5	4.5	4.5
	2	7	10.6	10.6	15.2
	3	15	22.7	22.7	37.9
	4	32	48.5	48.5	86.4
	5	9	13.6	13.6	100.0
	Total	66	100.0	100.0	

IF4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	6.1	6.2	6.2

	2	17	25.8	26.2	32.3
	3	16	24.2	24.6	56.9
	4	22	33.3	33.8	90.8
	5	6	9.1	9.2	100.0
	Total	65	98.5	100.0	
Missing	System	1	1.5		
Total		66	100.0		

IF5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	7.6	7.6	7.6
	2	9	13.6	13.6	21.2
	3	26	39.4	39.4	60.6
	4	21	31.8	31.8	92.4
	5	5	7.6	7.6	100.0
	Total	66	100.0	100.0	

IF6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	7.6	7.6	7.6
	2	4	6.1	6.1	13.6
	3	19	28.8	28.8	42.4
	4	26	39.4	39.4	81.8
	5	12	18.2	18.2	100.0
	Total	66	100.0	100.0	

IF7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	9.1	9.1	9.1
	2	7	10.6	10.6	19.7
	3	20	30.3	30.3	50.0
	4	27	40.9	40.9	90.9
	5	6	9.1	9.1	100.0
	Total	66	100.0	100.0	

IF8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	6.1	6.1	6.1
	2	7	10.6	10.6	16.7
	3	12	18.2	18.2	34.8
	4	30	45.5	45.5	80.3
	5	13	19.7	19.7	100.0
	Total	66	100.0	100.0	

IF9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	6.1	6.2	6.2
	2	5	7.6	7.7	13.8
	3	32	48.5	49.2	63.1
	4	19	28.8	29.2	92.3
	5	5	7.6	7.7	100.0
	Total	65	98.5	100.0	
Missing	System	1	1.5		
Total		66	100.0		

IF10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	6.1	6.1	6.1
	2	5	7.6	7.6	13.6
	3	10	15.2	15.2	28.8
	4	27	40.9	40.9	69.7
	5	20	30.3	30.3	100.0
	Total	66	100.0	100.0	

IF11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	9.1	9.1	9.1
	2	2	3.0	3.0	12.1
	3	8	12.1	12.1	24.2
	4	32	48.5	48.5	72.7

	5	18	27.3	27.3	100.0
	Total	66	100.0	100.0	

ATTACHMENT B**Results of the private sector and public sector groups where MBA = private sector and MPA = public sector respondents**

In the following section the results in the form of frequency tables are represented for the private sector and public sector respondents.

A list of all the factors can be found in chapter 2.

EF1

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	2	6.3	6.3	6.3
		2	1	3.1	3.1	9.4
		3	6	18.8	18.8	28.1
		4	18	56.3	56.3	84.4
		5	5	15.6	15.6	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	5	14.7	14.7	14.7
		2	2	5.9	5.9	20.6
		3	9	26.5	26.5	47.1
		4	10	29.4	29.4	76.5
		5	8	23.5	23.5	100.0
		Total	34	100.0	100.0	

EF2**EF2**

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	2	6.3	6.3	6.3
		2	5	15.6	15.6	21.9
		3	3	9.4	9.4	31.3
		4	16	50.0	50.0	81.3
		5	6	18.8	18.8	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	4	11.8	12.5	12.5
		2	1	2.9	3.1	15.6
		3	8	23.5	25.0	40.6
		4	14	41.2	43.8	84.4
		5	5	14.7	15.6	100.0
		Total	32	94.1	100.0	
	Missing System	2	5.9			
Total	34	100.0				

EF3**EF3**

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	5	15.6	15.6	15.6
		2	11	34.4	34.4	50.0
		3	9	28.1	28.1	78.1
		4	6	18.8	18.8	96.9
		5	1	3.1	3.1	100.0
	Total	32	100.0	100.0		
MPA	Valid	1	5	14.7	15.2	15.2
		2	6	17.6	18.2	33.3
		3	12	35.3	36.4	69.7
		4	8	23.5	24.2	93.9
		5	2	5.9	6.1	100.0
	Total	33	97.1	100.0		
	Missing System	1	2.9			
Total	34	100.0				

EF4**EF4**

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	2	6.3	6.3	6.3
		2	7	21.9	21.9	28.1
		3	4	12.5	12.5	40.6
		4	11	34.4	34.4	75.0
		5	8	25.0	25.0	100.0
	Total	32	100.0	100.0		
MPA	Valid	1	6	17.6	18.2	18.2
		2	5	14.7	15.2	33.3
		3	10	29.4	30.3	63.6
		4	7	20.6	21.2	84.8
		5	5	14.7	15.2	100.0
	Total	33	97.1	100.0		
	Missing System	1	2.9			
Total	34	100.0				

EF5

EF5

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	10	31.3	31.3	31.3
		2	6	18.8	18.8	50.0
		3	6	18.8	18.8	68.8
		4	6	18.8	18.8	87.5
		5	4	12.5	12.5	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	10	29.4	30.3	30.3
		2	5	14.7	15.2	45.5
		3	9	26.5	27.3	72.7
		4	3	8.8	9.1	81.8
		5	6	17.6	18.2	100.0
		Total	33	97.1	100.0	
	Missing System	1	2.9			
Total	34	100.0				

EF6

EF6

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	5	15.6	15.6	15.6
		2	4	12.5	12.5	28.1
		3	10	31.3	31.3	59.4
		4	13	40.6	40.6	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	5	14.7	15.2	15.2
		2	5	14.7	15.2	30.3
		3	8	23.5	24.2	54.5
		4	9	26.5	27.3	81.8
		5	6	17.6	18.2	100.0
		Total	33	97.1	100.0	
	Missing System	1	2.9			
Total	34	100.0				

EF7

EF7

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	2	6.3	6.3	6.3
		2	5	15.6	15.6	21.9
		3	9	28.1	28.1	50.0
		4	12	37.5	37.5	87.5
		5	4	12.5	12.5	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	6	17.6	18.8	18.8
		2	4	11.8	12.5	31.3
		3	11	32.4	34.4	65.6
		4	6	17.6	18.8	84.4
		5	5	14.7	15.6	100.0
		Total	32	94.1	100.0	
	Missing System	2	5.9			
Total	34	100.0				

OF1

OF1

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	1	3.1	3.1	3.1
		2	5	15.6	15.6	18.8
		3	8	25.0	25.0	43.8
		4	15	46.9	46.9	90.6
		5	3	9.4	9.4	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	3	8.8	8.8	8.8
		2	2	5.9	5.9	14.7
		3	3	8.8	8.8	23.5
		4	15	44.1	44.1	67.6
		5	11	32.4	32.4	100.0
		Total	34	100.0	100.0	

OF2

OF2

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	2	4	12.5	12.5	12.5
		3	3	9.4	9.4	21.9
		4	20	62.5	62.5	84.4
		5	5	15.6	15.6	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	1	2.9	2.9	2.9
		2	3	8.8	8.8	11.8
		3	1	2.9	2.9	14.7
		4	16	47.1	47.1	61.8
		5	13	38.2	38.2	100.0
		Total	34	100.0	100.0	

OF3

OF3

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	1	3.1	3.1	3.1
		2	5	15.6	15.6	18.8
		3	11	34.4	34.4	53.1
		4	12	37.5	37.5	90.6
		5	3	9.4	9.4	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	4	11.8	12.1	12.1
		2	3	8.8	9.1	21.2
		3	8	23.5	24.2	45.5
		4	8	23.5	24.2	69.7
		5	10	29.4	30.3	100.0
		Total	33	97.1	100.0	
	Missing System	1	2.9			
Total	34	100.0				

OF4

OF4

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	3	9.4	9.4	9.4
		2	6	18.8	18.8	28.1
		3	9	28.1	28.1	56.3
		4	13	40.6	40.6	96.9
		5	1	3.1	3.1	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	5	14.7	14.7	14.7
		2	3	8.8	8.8	23.5
		3	10	29.4	29.4	52.9
		4	10	29.4	29.4	82.4
		5	6	17.6	17.6	100.0
		Total	34	100.0	100.0	

OF5

OF5

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	1	3.1	3.1	3.1
		2	2	6.3	6.3	9.4
		3	4	12.5	12.5	21.9
		4	18	56.3	56.3	78.1
		5	7	21.9	21.9	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	4	11.8	11.8	11.8
		2	4	11.8	11.8	23.5
		3	8	23.5	23.5	47.1
		4	13	38.2	38.2	85.3
		5	5	14.7	14.7	100.0
		Total	34	100.0	100.0	

OF6

OF6

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	2	6.3	6.3	6.3
		2	4	12.5	12.5	18.8
		3	12	37.5	37.5	56.3
		4	12	37.5	37.5	93.8
		5	2	6.3	6.3	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	3	8.8	8.8	8.8
		2	6	17.6	17.6	26.5
		3	6	17.6	17.6	44.1
		4	14	41.2	41.2	85.3
		5	5	14.7	14.7	100.0
		Total	34	100.0	100.0	

OF7

OF7

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	1	3.1	3.1	3.1
		2	2	6.3	6.3	9.4
		3	5	15.6	15.6	25.0
		4	17	53.1	53.1	78.1
		5	7	21.9	21.9	100.0
		Total	32	100.0	100.0	
MPA	Valid	2	2	5.9	5.9	5.9
		3	4	11.8	11.8	17.6
		4	14	41.2	41.2	58.8
		5	14	41.2	41.2	100.0
		Total	34	100.0	100.0	

OF8

OF8

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	2	6.3	6.3	6.3
		2	8	25.0	25.0	31.3
		3	10	31.3	31.3	62.5
		4	11	34.4	34.4	96.9
		5	1	3.1	3.1	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	5	14.7	14.7	14.7
		2	2	5.9	5.9	20.6
		3	13	38.2	38.2	58.8
		4	10	29.4	29.4	88.2
		5	4	11.8	11.8	100.0
		Total	34	100.0	100.0	

OF9

OF9

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	2	6.3	6.3	6.3
		2	16	50.0	50.0	56.3
		3	8	25.0	25.0	81.3
		4	6	18.8	18.8	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	5	14.7	15.2	15.2
		2	4	11.8	12.1	27.3
		3	10	29.4	30.3	57.6
		4	7	20.6	21.2	78.8
		5	7	20.6	21.2	100.0
		Total	33	97.1	100.0	
	Missing System	1	2.9			
Total	34	100.0				

OF10

OF10

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	2	6.3	6.3	6.3
		2	8	25.0	25.0	31.3
		3	13	40.6	40.6	71.9
		4	9	28.1	28.1	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	5	14.7	14.7	14.7
		2	4	11.8	11.8	26.5
		3	11	32.4	32.4	58.8
		4	7	20.6	20.6	79.4
		5	7	20.6	20.6	100.0
		Total	34	100.0	100.0	

IF1

IF1

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	2	6.3	6.3	6.3
		2	12	37.5	37.5	43.8
		3	4	12.5	12.5	56.3
		4	13	40.6	40.6	96.9
		5	1	3.1	3.1	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	5	14.7	14.7	14.7
		2	4	11.8	11.8	26.5
		3	3	8.8	8.8	35.3
		4	12	35.3	35.3	70.6
		5	10	29.4	29.4	100.0
		Total	34	100.0	100.0	

IF2

IF2

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	1	3.1	3.3	3.3
		2	9	28.1	30.0	33.3
		3	3	9.4	10.0	43.3
		4	14	43.8	46.7	90.0
		5	3	9.4	10.0	100.0
		Total	30	93.8	100.0	
	Missing System	2	6.3			
Total		32	100.0			
MPA	Valid	1	2	5.9	5.9	5.9
		2	3	8.8	8.8	14.7
		3	10	29.4	29.4	44.1
		4	13	38.2	38.2	82.4
		5	6	17.6	17.6	100.0
		Total	34	100.0	100.0	

IF3

IF3

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	1	3.1	3.1	3.1
		2	4	12.5	12.5	15.6
		3	11	34.4	34.4	50.0
		4	15	46.9	46.9	96.9
		5	1	3.1	3.1	100.0
	Total	32	100.0	100.0		
MPA	Valid	1	2	5.9	5.9	5.9
		2	3	8.8	8.8	14.7
		3	4	11.8	11.8	26.5
		4	17	50.0	50.0	76.5
		5	8	23.5	23.5	100.0
	Total	34	100.0	100.0		

IF4

IF4

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	1	3.1	3.1	3.1
		2	10	31.3	31.3	34.4
		3	11	34.4	34.4	68.8
		4	9	28.1	28.1	96.9
		5	1	3.1	3.1	100.0
	Total	32	100.0	100.0		
MPA	Valid	1	3	8.8	9.1	9.1
		2	7	20.6	21.2	30.3
		3	5	14.7	15.2	45.5
		4	13	38.2	39.4	84.8
		5	5	14.7	15.2	100.0
	Total	33	97.1	100.0		
	Missing System	1	2.9			
Total	34	100.0				

IF5

IF5

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	1	3.1	3.1	3.1
		2	7	21.9	21.9	25.0
		3	14	43.8	43.8	68.8
		4	10	31.3	31.3	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	4	11.8	11.8	11.8
		2	2	5.9	5.9	17.6
		3	12	35.3	35.3	52.9
		4	11	32.4	32.4	85.3
		5	5	14.7	14.7	100.0
		Total	34	100.0	100.0	

IF6

IF6

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	1	3.1	3.1	3.1
		2	2	6.3	6.3	9.4
		3	9	28.1	28.1	37.5
		4	14	43.8	43.8	81.3
		5	6	18.8	18.8	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	4	11.8	11.8	11.8
		2	2	5.9	5.9	17.6
		3	10	29.4	29.4	47.1
		4	12	35.3	35.3	82.4
		5	6	17.6	17.6	100.0
		Total	34	100.0	100.0	

IF7

IF7

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	2	6.3	6.3	6.3
		2	3	9.4	9.4	15.6
		3	10	31.3	31.3	46.9
		4	15	46.9	46.9	93.8
		5	2	6.3	6.3	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	4	11.8	11.8	11.8
		2	4	11.8	11.8	23.5
		3	10	29.4	29.4	52.9
		4	12	35.3	35.3	88.2
		5	4	11.8	11.8	100.0
		Total	34	100.0	100.0	

IF8

IF8

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	2	4	12.5	12.5	12.5
		3	5	15.6	15.6	28.1
		4	17	53.1	53.1	81.3
		5	6	18.8	18.8	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	4	11.8	11.8	11.8
		2	3	8.8	8.8	20.6
		3	7	20.6	20.6	41.2
		4	13	38.2	38.2	79.4
		5	7	20.6	20.6	100.0
		Total	34	100.0	100.0	

IF9

IF9

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	2	3	9.4	9.4	9.4
		3	18	56.3	56.3	65.6
		4	10	31.3	31.3	96.9
		5	1	3.1	3.1	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	4	11.8	12.1	12.1
		2	2	5.9	6.1	18.2
		3	14	41.2	42.4	60.6
		4	9	26.5	27.3	87.9
		5	4	11.8	12.1	100.0
		Total	33	97.1	100.0	
	Missing System	1	2.9			
Total	34	100.0				

IF10

IF10

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	1	3.1	3.1	3.1
		2	1	3.1	3.1	6.3
		3	6	18.8	18.8	25.0
		4	13	40.6	40.6	65.6
		5	11	34.4	34.4	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	3	8.8	8.8	8.8
		2	4	11.8	11.8	20.6
		3	4	11.8	11.8	32.4
		4	14	41.2	41.2	73.5
		5	9	26.5	26.5	100.0
		Total	34	100.0	100.0	

IF11

IF11

Respondent Id			Frequency	Percent	Valid Percent	Cumulative Percent
MBA	Valid	1	2	6.3	6.3	6.3
		2	1	3.1	3.1	9.4
		3	2	6.3	6.3	15.6
		4	20	62.5	62.5	78.1
		5	7	21.9	21.9	100.0
		Total	32	100.0	100.0	
MPA	Valid	1	4	11.8	11.8	11.8
		2	1	2.9	2.9	14.7
		3	6	17.6	17.6	32.4
		4	12	35.3	35.3	67.6
		5	11	32.4	32.4	100.0
		Total	34	100.0	100.0	

ATTACHMENT C**Results of the content analysis**

The table below summarises the results of the content analysis conducted during the theoretical inquiry phase.

MOST IMPORTANT FACTORS IMPACTING ON ETHICAL BEHAVIOUR IN ORGANISATIONS	THE FOLLOWING RESEARCHERS IDENTIFIED THE FACTOR AS IMPACTING ON ETHICAL BEHAVIOUR	RANK ORDER OF FACTORS
Referent others	<ul style="list-style-type: none"> • Bartels (1967) • Campbell and Bond (1982) • Trevino (1986) • Bommer et al (1987) • Dubinsky and Loken (1989) • Wotruba (1990) • Stead et al (1990) • Fritzsche (1991) • Painter-Morland (2001) • CACE report (2002) 	1
Manager Behaviour	<ul style="list-style-type: none"> • Baumhart (1961) • Bartels (1967) • Brenner and Molander (1977) • Chonko and Hunt (1985) • Wotruba (1990) • Stead et al (1990) • Nijhof (1999) • Aronson (2001) • Mafunisa (2002) 	2
Reward system	<ul style="list-style-type: none"> • Hegarty and Sims (1978) • Chonko and Hunt (1985) • Ferrell et al (1989) 	3

	<ul style="list-style-type: none"> (1989) • Wotruba (1990) • Fritzsche (1991) • Kurland (1995) • Mafunisa (2002) 	
Code of conduct	<ul style="list-style-type: none"> • Chonko and Hunt (1985) • Trevino (1986) • Bommer et al (1987) • Ferrell et al (1989) • Campbell and Bond (1982) • Fritzsche (1991) • Mafunisa (2002) 	4
Organisational Culture	<ul style="list-style-type: none"> • Trevino (1986) • Bommer et al (1987) • Ferrell et al (1989) • Wotruba (1990) • Fritzsche (1991) • Nijhof (1999) • Painter-Morland (2001) 	5
Level of moral development	<ul style="list-style-type: none"> • Trevino (1986) • Bommer et al (1987) • Ferrell and Gresham (1989) • Wotruba (1990) 	6

1 = most important factor

As discussed in chapter 4, there were many factors identified in the literature as impacting on ethical behaviour in organisations, however the table above illustrates the factors that was identified most frequently by the different models or articles researched as well as which factor is identified the most in the literature as impacting on ethical behaviour.