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ANNEXURE A – EXPERT REVIEW

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Faculty of Economic and Management
Sciences

12 October 2009

Department of Human Resource Management

**A MULTI-DIMENSIONAL MEASURE OF PSYCHOLOGICAL OWNERSHIP FOR SOUTH
AFRICAN ORGANISATIONS**

**Relevance Assessment questionnaire
Psychological Ownership Dimensions and Elements**

Dear Participant

I am developing an instrument to measure psychological ownership in South African organisations. Psychological ownership is defined as '**A state in which individuals feel as though the target of ownership (material or immaterial in nature) or piece of it is 'theirs' (i.e. 'It is MINE!')**'.

You are asked to serve as a content expert because of your experience and expertise in applied psychology or related fields. Your participation and contribution in the instrument review process is valuable to this study, which is part of a PhD in Human Resource Management in the Department of Human Resource Management at the University of Pretoria. Your voluntary participation and time spend are highly appreciated.

The instrument consists of items related to different dimensions of psychological ownership. Psychological ownership will be assessed with a seven point rating scale, with 1 representing *Strongly Disagree* and 5 representing *Strongly Agree*, for each item. The different dimensions of psychological ownership that will be assessed are as follow:

- A. *Self-efficacy*
- B. *Self-identity*
- C. *Sense of belongingness*
- D. *Accountability*
- E. *Territoriality*
- F. *Autonomy*
- G. *Responsibility*

On the attached form you are asked to provide some biographic information on yourself as expert and to judge the *relevance* and *clarity* of each item related to the specific dimension of psychological ownership. You will also be asked to comment on the *comprehensiveness* of the entire instrument and addition or deletion of items.

Please complete the questionnaire and send it **back by 7 December 2009**. Thank you very much for your time and effort.

Chantal Olckers
E-mail: chantal.olckers@up.ac.za
Tel: 083 284 0269 / 012 420 3435

I provide consent by completing this questionnaire: Yes (tick)

Relevance questionnaire on psychological ownership dimensions and associated descriptive elements

Please complete the following questionnaire comprising of 5 pages. There is no right or wrong answer. Judge **each item** honestly, as you perceive it, based on your experience and expertise. Indicate with an **X** in the relevant block '*not essential*' or '*essential*' to the specific dimension of psychological ownership. Indicate with an **X** in the relevant block if the '*item is clear*' or if the '*item is unclear*'. You should have marked 2 **X** at each question.

A. Relevance

| DIMENSIONS and descriptive elements of psychological ownership | Indicate the relevance for the dimension A-G and each element. Please do not omit any. | | | |
|--|--|-----------|---------------|-----------------|
| What is the relevance of the following dimensions and elements with regard to contributing towards psychological ownership? | Not essential | Essential | Item is clear | Item is unclear |
| A. Self-efficacy Def: The individual's judgment about their capability to perform across a variety of situations. | | | | |
| 1. I am confident that I can make suggestions about ways to improve the working of my work unit. | | | | |
| 2. I have the confidence to suggest doing things differently in my work unit. | | | | |
| 3. I am confident that I can design new procedures for my work unit/area. | | | | |
| 4. I am confident that I am able to analyse a long-term problem to find a solution. | | | | |
| 5. I am confident that when I make plans that will benefit the organisation, I can make them work. | | | | |
| 6. I am confident that I have the ability to act within the responsibilities of my job. | | | | |
| 7. I am confident that I can meet my performance expectations that were agreed with me upfront. | | | | |

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| | | | | |
|---|--|--|--|--|
| B. Self-identity Def: A personal cognitive connection between an individual and an object (e.g. organisation). The individual's perception of oneness with the target (e.g. the organisation). | | | | |
| 8. I personally experience the successes and failures of the organisation as my successes and failures. | | | | |
| 9. I feel that by identifying with the characteristics of the organisation it helps me develop a sense of who I am. | | | | |
| 10. I feel the need to be seen as a member of the organisation. | | | | |
| 11. It is important to me that others think highly of my organisation. | | | | |
| 12. My personal values and that of the organisation are aligned and cared for. | | | | |
| 13. It is important to me to defend my organisation to outsiders when it is criticised. | | | | |
| 14. It is important to me to support my organisation's goals and policies. | | | | |
| 15. I am proud to say to every person I meet that this is my organisation. | | | | |
| C. Sense of belongingness Def: The extent to which an individual feels 'at home' in the work place. | | | | |
| 16. I think about this organisation as MY organisation. | | | | |
| 17. I perceive myself to be psychologically intertwined with the fate of the organisation. | | | | |
| 18. I feel that I belong in this organisation. | | | | |
| 19. I feel 'at home' in this organisation. | | | | |
| 20. This organisation cares for me as a person and looks after me. | | | | |
| 21. There is a strong relationship between me and my team . | | | | |
| 22. I give and receive affection from my colleagues and this bonds us with the organisation. | | | | |
| D. Accountability Def: The implicit or explicit expectation of the perceived right to hold others and oneself accountable for influences on one's target of ownership. | | | | |
| 23. I will hold management accountable for their decisions. | | | | |

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| | | | | | |
|-----------|--|--|--|--|--|
| 24. | I have the right to hold myself and others accountable for organisational performance. | | | | |
| 25. | It is important to me to have the right to information about the organisation, such as performance and projection and about my personal and team performance. | | | | |
| 26. | In my organisation we are allowed to make mistakes and own up to it. | | | | |
| 27. | In my organisation I accept responsibility and take the consequences of these decisions. | | | | |
| 28. | I work in an open environment where everyone is allowed to challenge a decision or strategy as long as it is done constructively. | | | | |
| E. | Territoriality Def: An individual's behavioural expression of his/her feelings of ownership toward a physical or social object. | | | | |
| 29. | It is important to me that my organisation allows me to personalise my work space. | | | | |
| 30. | It is important to me to defend my work space from others in the organisation. | | | | |
| 31. | It is important to me to have a work space or work area of my own. | | | | |
| 32. | It is important to me to protect my belongings from others in the organisation. | | | | |
| 33. | It is important to me that people I work with do not invade my work space. | | | | |
| 34. | It is important to me to protect my ideas from being used by others in the organisation. | | | | |
| 35. | It is important to me to discourage others from attempting to enter my work space. | | | | |
| 36. | It is important to me to know and have access to all policies and procedures of the organisation. | | | | |
| 37. | Every person in our organisation knows the boundary of acceptable and unacceptable behaviour. | | | | |
| F. | Autonomy Def: Refers to the regulation of the self and is the extent to which a person needs or is eager to experience individual initiative in performing a job. | | | | |

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| | | | | | |
|-----------|--|--|--|--|--|
| 38. | My job gives me the freedom to schedule my work and determine how it is done. | | | | |
| 39. | My job allows me to have control over my working environment. | | | | |
| 40. | My job allows me to participate in making decisions that affect my task domain. | | | | |
| 41. | My job allows me the opportunity for independent thought and action. | | | | |
| 42. | My job allows me to do my work independently. | | | | |
| 43. | My job allows me to use my personal initiative and judgment in carrying out my work. | | | | |
| 44. | My job gives me the freedom to do pretty much what I want in my job. | | | | |
| 45. | My job gives me the freedom to act morally for the purpose of doing good for my organisation independently of incentives. | | | | |
| 46. | My job allows me to apply informed consent to my activities that I deem necessary to action my task domain. | | | | |
| 47. | My autonomy to act is restricted by the policies and procedures of the organisation but does not inhibit my ability to deliver the tasks required. | | | | |
| G. | Responsibility Def: The state of cognitive and emotional acceptance of responsibility. | | | | |
| 48. | I accept full responsibility for my actions within the organisation. | | | | |
| 49. | I accept ownership for the results of my decisions and actions. | | | | |
| 50. | I strive to contribute as much as possible to the effectiveness of the organisation. | | | | |
| 51. | I feel personally responsible for the work I do in my organisation. | | | | |
| 52. | I feel I should personally take the credit or blame for the results of my work in the organisation. | | | | |
| 53. | The buck stops with me and I ensure that the task / complaint is resolved successfully every time. | | | | |
| 54. | If I cannot deliver on a task for whatever reason, I maintain the responsibility to find an alternative resource or solution. | | | | |

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B. Clarity

Psychological ownership items should be well written, distinct, and at an appropriate reading level for professional, highly-skilled and skilled individuals employed in various types of organisations (both the private and public sector), from the diverse South African population. If you have indicated that items are not clear, do you have any suggestions for clarifying items:

C. Comprehensiveness

Do you think that all the dimensions of the desired content domain of psychological ownership have been included in the instrument? Please provide any suggestions for the deletion or inclusion of items.

D. Biographical information

(Please complete the following information that represents you as indicated. This information is important in order to compile a diverse panel of experts.)

1. **Age (years)**

2. **Work experience in applied psychology or related field:**years

3. **Gender (indicate with x)**

| | |
|--|--------|
| | Male |
| | Female |

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4. Ethnic group (indicate with x)

| | |
|--------------------------|----------|
| <input type="checkbox"/> | Black |
| <input type="checkbox"/> | Coloured |
| <input type="checkbox"/> | Indian |
| <input type="checkbox"/> | White |

5. Highest qualification (indicate with x and specify field of study)

| | |
|--------------------------|-------------------|
| <input type="checkbox"/> | Bachelor's degree |
| <input type="checkbox"/> | Honour's degree |
| <input type="checkbox"/> | Master's degree |
| <input type="checkbox"/> | Doctoral degree |

6. Economic sector (indicate with x and specify Industry)

| | |
|--------------------------|---------------------|
| <input type="checkbox"/> | Primary sector |
| <input type="checkbox"/> | Secondary sector |
| <input type="checkbox"/> | Tertiary sector |
| <input type="checkbox"/> | Government services |
| <input type="checkbox"/> | Other |

Thank you for completing this questionnaire.

Please e-mail to: chantal.olckers@up.ac.za

or

Send to: Chantal Olckers, Department of Human Resource Management, Room 3-95, Economic and Managements Sciences Building, University of Pretoria, 0001

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ANNEXURE B – QUESTIONNAIRE

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Faculty of Economic and Management
Sciences
12 March 2010

**Informed consent for participation in an academic
research study**

Department of Human Resource Management

**A MULTI-DIMENSIONAL MEASURE OF PSYCHOLOGICAL OWNERSHIP FOR SOUTH
AFRICAN ORGANISATIONS**

Dear Respondent

You are invited to participate in an academic research study conducted by Chantal Olckers, a Doctoral student from the Department Human Resource Management at the University of Pretoria.

Purpose of the study: To develop an instrument to measure the psychological ownership of employees in South African organisations.

Please note the following:

- This study involves an anonymous survey. Your name will not appear on the questionnaire and the answers you give will be treated as strictly confidential.
- Your participation in this study is very important to us. You may, however, choose not to participate and you may also stop participating at any time without any negative consequences.
- Please complete the attached questionnaire ALL questions should please be answered in a visible and honest manner. The questionnaire consists out of 8 pages. This should not take more than 15 minutes of your time.
- The results of the study will be used for academic purposes only and may be published in an academic journal.
- Please tick the following box to indicate that you give your consent to participate in the study on a voluntary basis.

Research conducted by:

Ms. C Olckers (89071451)
Cell: 083 284 0269
E-mail: chantal.olckers@up.ac.za

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Please rate each statement by indicating your response with a **X**. There is no right or wrong answers.

This part of the questionnaire consists of items related to different dimensions of psychological ownership, being assessed on a six point rating scale, ranging from 1 = Strongly disagree to 6 = Strongly agree.

| | STATEMENTS | Strongly disagree | Disagree | Slightly disagree | Slightly agree | Agree | Strongly agree |
|----|---|-------------------|----------|-------------------|----------------|-------|----------------|
| 1 | I am confident that I can make improvements to my work environment. | 1 | 2 | 3 | 4 | 5 | 6 |
| 2 | I feel I need to defend my work environment from others in the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3 | It is important to me that others think highly of my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 4 | I have the right to access information in my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 5 | I am confident that in my capacity I can design new procedures. | 1 | 2 | 3 | 4 | 5 | 6 |
| 6 | I feel the need to defend my organisation to outsiders when it is criticised. | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | I know the boundaries between acceptable and unacceptable behaviour. | 1 | 2 | 3 | 4 | 5 | 6 |
| 8 | I acknowledge my mistakes in the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 9 | I feel the need to support my organisation's goals and policies. | 1 | 2 | 3 | 4 | 5 | 6 |
| 10 | I am confident that I am able to analyse a problem to find a sustainable solution. | 1 | 2 | 3 | 4 | 5 | 6 |
| 11 | I have the freedom to schedule my work and determine how it is done. | 1 | 2 | 3 | 4 | 5 | 6 |
| 12 | I am proud to say that "this is my organisation" to people that I meet. | 1 | 2 | 3 | 4 | 5 | 6 |
| 13 | I have control over my working environment. | 1 | 2 | 3 | 4 | 5 | 6 |
| 14 | I feel the need to have a work space or work area of my own. | 1 | 2 | 3 | 4 | 5 | 6 |
| 15 | I am confident that when I make plans that will benefit the organisation, I can make them work. | 1 | 2 | 3 | 4 | 5 | 6 |
| 16 | I accept the consequences of my decisions in the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |

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| | STATEMENTS | Strongly disagree | Disagree | Slightly disagree | Slightly agree | Agree | Strongly agree |
|----|--|-------------------|----------|-------------------|----------------|-------|----------------|
| 17 | I am allowed to participate in making decisions that affect my task domain. | 1 | 2 | 3 | 4 | 5 | 6 |
| 18 | I act to the benefit of my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 19 | I have the opportunity for independent thought and action. | 1 | 2 | 3 | 4 | 5 | 6 |
| 20 | I am confident in my ability to execute the required tasks of my job. | 1 | 2 | 3 | 4 | 5 | 6 |
| 21 | I feel part of the larger organisational entity. | 1 | 2 | 3 | 4 | 5 | 6 |
| 22 | I feel the need to protect my belongings from others in the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 23 | I am allowed to do my work independently. | 1 | 2 | 3 | 4 | 5 | 6 |
| 24 | I feel a strong linkage between me and my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 25 | I am confident that I can meet my performance expectations that were agreed with me upfront. | 1 | 2 | 3 | 4 | 5 | 6 |
| 26 | I feel that people I work with should not invade my work environment. | 1 | 2 | 3 | 4 | 5 | 6 |
| 27 | I feel as if this organisation is “MY” organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 28 | I take responsibility for my decisions in the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 29 | I am allowed to use my personal initiative and judgment in carrying out my work. | 1 | 2 | 3 | 4 | 5 | 6 |
| 30 | I am confident to negotiate annual targets / strategic objectives for my work environment. | 1 | 2 | 3 | 4 | 5 | 6 |
| 31 | I feel that I belong in this organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 32 | I have the freedom to do pretty much what I want in my job. | 1 | 2 | 3 | 4 | 5 | 6 |
| 33 | I would take action against inappropriate behavior in my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 34 | I feel ‘at home’ in this organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 35 | I feel the need to protect my intellectual property from being used by others in the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 36 | I am confident that I can implement policies and procedures in my work environment. | 1 | 2 | 3 | 4 | 5 | 6 |
| 37 | I feel that this organisation cares for me as a person and looks after me. | 1 | 2 | 3 | 4 | 5 | 6 |
| 38 | I have almost complete responsibility for deciding how and when the work is done. | 1 | 2 | 3 | 4 | 5 | 6 |

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| | STATEMENTS | Strongly disagree | Disagree | Slightly disagree | Slightly agree | Agree | Strongly agree |
|----|--|-------------------|----------|-------------------|----------------|-------|----------------|
| 39 | I feel the need to discourage others to invade my work space. | 1 | 2 | 3 | 4 | 5 | 6 |
| 40 | I feel totally comfortable being in the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 41 | I can uphold myself when representing my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 42 | I have considerable opportunity for independence and freedom in how I do my work. | 1 | 2 | 3 | 4 | 5 | 6 |
| 43 | I feel that this organisation is part of me. | 1 | 2 | 3 | 4 | 5 | 6 |
| 44 | My organisation does not inhibit my ability to deliver the tasks required. | 1 | 2 | 3 | 4 | 5 | 6 |
| 45 | I would challenge a decision or strategy being made in the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 46 | I am confident to act as an expert in my field for my work environment. | 1 | 2 | 3 | 4 | 5 | 6 |
| 47 | I accept full responsibility for my actions within the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 48 | I feel I should take the consequences of my work in the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 49 | I feel I have a considerable emotional investment in my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 50 | I would protect, care and nurture all elements of my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 51 | I personally experience the successes and failures of the organisation as my successes and failures. | 1 | 2 | 3 | 4 | 5 | 6 |
| 52 | I feel I have a strong bond with the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 53 | I would report inappropriate behavior in my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 54 | I accept ownership for the results of my decisions and actions. | 1 | 2 | 3 | 4 | 5 | 6 |
| 55 | I feel secure in this organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 56 | I feel that I have common interests with my organisation that is stronger than our differences. | 1 | 2 | 3 | 4 | 5 | 6 |
| 57 | I would invest time and energy beyond my job in the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 58 | I hold management in my organisation accountable for their decisions. | 1 | 2 | 3 | 4 | 5 | 6 |
| 59 | If the buck stops with me, I ensure that the task / complaint is resolved successfully every time. | 1 | 2 | 3 | 4 | 5 | 6 |
| 60 | I proactively enhance both tangible and intangible targets of my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |

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| | STATEMENTS | Strongly disagree | Disagree | Slightly disagree | Slightly agree | Agree | Strongly agree |
|----|---|-------------------|----------|-------------------|----------------|-------|----------------|
| 61 | I feel the need to be seen as a member of the organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 62 | If I cannot deliver on a task for whatever reason, I maintain the responsibility to find an alternative resource or solution. | 1 | 2 | 3 | 4 | 5 | 6 |
| 63 | I feel personally responsible for the work I do in my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 64 | I hold others accountable for organisational performance. | 1 | 2 | 3 | 4 | 5 | 6 |
| 65 | I will maintain the identity (brand) of my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 66 | I feel that my personal values and that of the organisation are aligned. | 1 | 2 | 3 | 4 | 5 | 6 |
| 67 | I hold myself accountable for organisational performance. | 1 | 2 | 3 | 4 | 5 | 6 |
| 68 | I feel the need to endorse the policies and procedures of my organisation. | 1 | 2 | 3 | 4 | 5 | 6 |
| 69 | I am allowed to decorate, rearrange and personalise my physical work environment. | 1 | 2 | 3 | 4 | 5 | 6 |

The following 8 items are measured on a seven-point scale, ranging from 1 = strongly disagree to 7 = strongly agree.

| | STATEMENTS | Strongly disagree | Moderately disagree | Slightly disagree | Neither agree or disagree | Slightly agree | Moderately agree | Strongly agree |
|----|---|-------------------|---------------------|-------------------|---------------------------|----------------|------------------|----------------|
| 70 | I think that I could easily become as attached to another organisation as I am to this one. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 71 | I do not feel like “part of the family” at my organisation. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 72 | I do not feel “emotionally attached” to this organisation. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 73 | This organisation has a great deal of personal meaning for me. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 74 | I do not feel a strong sense of belonging to my organisation. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 75 | I really feel as if this organisation’s problems are my own. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

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| | | | | | | | | |
|----|--|---|---|---|---|---|---|---|
| 76 | I enjoy discussing my organisation with people outside it. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 77 | I would be very happy to spend the rest of my career with this organisation. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

The following three items are measured on a six-point rating scale. Please note that the scale differs with each question.

| | STATEMENTS | | | | | | |
|----|---|------------------------|--------------------------|------------------------|-----------------------|------------------------|---------------------|
| 78 | Thought about quitting my job in this organisation cross my mind. | 1 Never | 2 Rarely | 3 Sometimes | 4 Often | 5 Very often | 6 All the time |
| 79 | I plan to look for a new job within the next 12 months. | 1 Strongly disagree | 2 Moderately disagree | 3 Slightly disagree | 4 Slightly agree | 5 Moderately agree | 6 Strongly agree |
| 80 | How likely is it that, over the next year, you will be actively looking for a new job outside of this organisation? | 1 Very unlikely | 2 Moderately unlikely | 3 Somewhat unlikely | 4 Some-what likely | 5 Moderately likely | 6 Very likely |

The following three items are measured on a seven-point scale, ranging from 1 = strongly disagree to 7 = strongly agree.

| | STATEMENTS | Disagree strongly | Disagree | Disagree slightly | Neutral | Agree slightly | Agree | Agree strongly |
|----|--|-------------------|----------|-------------------|---------|----------------|-------|----------------|
| 81 | Generally speaking, I am very satisfied with this job. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 82 | I seldom think of quitting this job. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 83 | I am generally satisfied with the kind of work I do in this job. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Biographical information

Please complete the biographical information hereunder.

84. Please indicate your age: _____ years

85. Please indicate your gender

| | |
|---|--------|
| 1 | Male |
| 2 | Female |

86. Which ethnic group do you belong to?

| | |
|---|----------|
| 1 | Black |
| 2 | Coloured |
| 3 | Indian |
| 4 | White |

87. Please indicate your highest level of education /qualification

| | |
|---|-------------------|
| 1 | Grade 12 |
| 2 | Diploma |
| 3 | Bachelor's degree |
| 4 | Honor's degree |
| 5 | Master's degree |
| 6 | Doctoral degree |

88. Indicate the sector in which your organisation operates

| | |
|---|-------------------------------|
| 1 | Financial services |
| 2 | Chemical / Petroleum |
| 3 | Information Technology |
| 4 | Education / Teaching |
| 5 | Government |
| 6 | Retail |
| 7 | Telecommunications |
| 8 | Professional Services |
| 9 | Other, please specify..... |

89. Indicate at what level you operate in your organization

| | |
|---|-------------------------|
| 1 | Operational level |
| 2 | Junior Management level |
| 3 | Middle Management level |
| 4 | Senior Management level |
| 5 | Executive level |

90. How many years have you been working at your current organisation?

_____ years

91. How many years have you been working in your current job?

_____ years

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92. Are you registered at a Professional Body?

| | |
|---|---------------------------|
| 1 | Yes (please specify)..... |
| 2 | No |

Thank you for your valuable time and contribution!