

APPENDIX I

WORK VALUES SURVEY MODULE

QUESTIONNAIRE NUMBER

1-3

CARD NUMBER

4

Please complete the Biographical Section below accurately by ringing the applicable number.

QUESTION 1: SEX

MALE	1	FEMALE	2
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5

QUESTION 2: HOME LANGUAGE

AFRIKAANS	1	ENGLISH	2	GERMAN	3
N SOTHO	4	S SOTHO	5	XHOSA	6
ZULU	7	OTHER	8		

6

If other, please specify

7

QUESTION 3: RELIGION

ANGLICAN	1	DUTCH REFORMED	2	JUDAISM	3
METHODIST	4	PRESBYTERIAN	5	PENTACOSTAL	6
CATHOLIC	7	REFORMED	8	APOSTOLIC	9
LUTHERAN	10	ZIONIST	11	MISSIONARY	12
INDEPENDENT	13	ISLAMIC	14	HINDU	15
N H CHURCH	16	OTHER	17		

8-9

QUESTION 4: EDUCATION QUALIFICATIONS

ILLITERATE NO SCHOOLING	1	STD 5 OR LOWER	2	STD 6	
STD 8	4	STD 10	5	B.DEGREE	6
HONOURS	7	MASTERS	8	DOCTORAL	9

10

QUESTION 5:

How many years of formal school education did you complete? (Starting with primary school; count only the number of years each course should officially take, even if you spent less or more years on it; if you took part-time or evening courses, count the number of years the same course would have taken you full-time).

- | | | | |
|---------------------|---------------------|----------------------|----|
| 1. 10 years or less | 7. 16 years | <input type="text"/> | 11 |
| 2. 11 years | 8. 17 years | | |
| 3. 12 years | 9. 18 years or more | | |
| 4. 13 years | | | |
| 5. 14 years | | | |
| 6. 15 years | | | |

QUESTION 6: INCOME P.A.

R1 000 OR LESS	1	R1 001 - R3 000	2
R3 001 - R5 000	3	R5 001 - R10 000	4
R10 001 - R15 000	5	R15 001 - R18 000	6
R18 001 - R24 000	7	R24 001 - R30 000	8
R30 001 - R45 000	9	R45 001 - R60 000	10
R60 001 - R80 000	11	R80 001-R120 000	12
OVER R120 000	13		

12-13

QUESTION 7: OCCUPATIONAL LEVEL

EXECUTIVE	1	TOP MANAGEMENT	2
MIDDLE MANAGER	3	SUPERVISORY	4
CONSULTANT	5	ADMINISTRATIVE	6
ARTISAN	7	SEMI-SKILLED	8
UNSKILLED LABOR	9		

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QUESTION 8: WHAT KIND OF WORK DO YOU DO?

- a. I am a manager (that is, I have at least one hierarchical subordinate) - go to f.

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- b. I am not a manager and I work most of the time in an office - go to e.
- c. I am not a manager and I do not work most of the time in an office - go to d.
- d. If you are not a manager and you do not work most of the time in an office, what do you do:
1. Work for which normally no vocational training, other than on-the-job training, is required (unskilled or semi-skilled work).
 2. Work for which normally up to four years of vocational training is required (skilled worker, technician, non-graduate engineer, nurse, etc.).
 3. Work for which normally a higher-level professional training is required (graduate engineer, doctor, architect, etc.).
- e. If you are not a manager and you work most of the time in an office, what do you do:
4. Work for which normally no higher-level professional training is required (clerk, typist, secretary, non-graduate accountant).
 5. Work for which normally a higher-level professional training is required (graduate accountant, lawyer, etc.).
- f. If you are a manager, are you:
6. A manager of people who are not managers themselves (that is, a first-line manager).
 7. A manager of other managers.

QUESTION 9: AGE

18 YEARS AND YOUNGER		1	19-21	2	22-25	3	
26-30	4	31-45	5	46-55	6	over 55	7

16

QUESTION 10: FROM WHICH COUNTRY (OR REGION) ARE YOU?

SOUTH AFRICA	1	BOTSWANA	2	LESOTHO	3
MOZAMBIQUE	4	ZAMBIA	5	NAMIBIA	6
ZAIRE	7	S AMERICA	8	ENGLAND	9
CANADA	10	U S A	11	JAPAN	12
TAIWAN & HONG KONG			13	KOREA	14
SOUTHERN EUROPE		15	NORTHERN EUROPE		16
EASTERN EUROPE		17	SELF GOVERNING STATES		18

17-18

QUESTION 11: IF SOUTH AFRICA, PLEASE INDICATE

AFRIKAANS	1	ENGLISH	2	JEW	3
BROWN	4	ASIAN	5	XHOSA	6
SOTHO	7	TSWANA	8	ZULU	9

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VALUE SURVEY QUESTIONNAIRE

Please think of an ideal job - disregarding your present job. In choosing an ideal job, how important would it be to you to (please circle one answer in the column on the right).

- 5. Of very little importance
- 4. Of little importance
- 3. Of moderate importance
- 2. Very important
- 1. Of utmost importance

Q12 Have sufficient time left for your personal or family life? 1 2 3 4 5 20

Q13 Have challenging tasks to do, from which you can get a personal sense of accomplishment? 1 2 3 4 5 21

Q14 Have a little tension and stress on the job? 1 2 3 4 5 22

Q15 Have good physical working conditions (good ventilation and lighting, adequate work space, etc)? 1 2 3 4 5 23

Q16 Have good working relationships with your direct superior? 1 2 3 4 5 24

Q17 Have security of employment? 1 2 3 4 5 25

Q18 Have considerable freedom to adopt your own approach to the job? 1 2 3 4 5 26

Q19 Work with people who cooperate well with one another? 1 2 3 4 5 27

- Q20 Be consulted by your direct superior in his/her decisions?

1	2	3	4	5
---	---	---	---	---

 28
- Q21 Make a real contribution to the success of your company or organization?

1	2	3	4	5
---	---	---	---	---

 29
- Q22 Have an opportunity for high earnings?

1	2	3	4	5
---	---	---	---	---

 30
- Q23 Serve your country?

1	2	3	4	5
---	---	---	---	---

 31
- Q24 Live in an area desirable to you and your family?

1	2	3	4	5
---	---	---	---	---

 32
- Q25 Have an opportunity for advancement to higher paying jobs.

1	2	3	4	5
---	---	---	---	---

 33
- Q26 Have an element of variety and adventure in the job?

1	2	3	4	5
---	---	---	---	---

 34
- Q27 Work in a prestigious, successful company or organization?

1	2	3	4	5
---	---	---	---	---

 35
- Q28 Have an opportunity for helping other people?

1	2	3	4	5
---	---	---	---	---

 36
- Q29 Work in a well-defined job situation where the requirements are clear?

1	2	3	4	5
---	---	---	---	---

 37

Please indicate your degree of agreement or disagreement with the following statements by making a cross in the relevant block.

5. Strongly disagree
4. Disagree
3. Undecided
2. Agree
1. Strongly agree

- Q30 A company's rules should not be broken - even while the employee thinks it is in the organization's best interest.

1	2	3	4	5
---	---	---	---	---

 38

Q31 Most people can be trusted

1	2	3	4	5
---	---	---	---	---

 39

Q32 Most employees have an inherent dislike of work and will avoid it if they can.

1	2	3	4	5
---	---	---	---	---

 40

Q33 A large company is generally a more desirable place to work for than a small company.

1	2	3	4	5
---	---	---	---	---

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QUESTION 34

How frequently, in your work environment, are subordinates afraid to express disagreement with their superiors? (circle the number to your answer)

1. Very frequently 42
2. Frequently
3. Sometimes
4. Seldom
5. Very seldom

QUESTION 35

How long do you think you will continue working for this company? (circle the number to your answer)

1. Two years at the most 43
2. From two to five years
3. More than five years (but I probably will leave before I retire)
4. Until I retire.

QUESTION 36

How often do you feel nervous or tense at work? (circle the number to your answer)

1. I Always feel this way 44
2. Usually
3. Sometimes
4. Seldom
5. I never feel this way.

The descriptions below apply to four different types of managers. First, please read through these descriptions:

Manager 1 Usually makes his/her decisions promptly and communicates them to his/her subordinates clearly and firmly. Expects the subordinates to carry out the decisions loyally and without raising difficulties.

1	2	3	4	5
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Manager 2 Usually makes his/her decisions promptly, but, before going ahead, tries to explain the decisions to his/her subordinates. Gives them the reasons for the decisions and answers whatever questions they may have.

Manager 3 Usually consults with his/her subordinates before he/she reaches his/her decisions. Listens to their advice, considers it, and then announces his/her decision. He/she then expects the subordinates to work loyally to implement it whether or not it is in accordance with the advice they gave.

Manager 4 Usually calls a meeting of his/her subordinates when there is an important decision to be made. Puts the problem before the group and invites discussion. Accepts the majority viewpoint as the decision.

QUESTION 37

Now, for the above types of manager, please mark the one which you would prefer to work under (circle one answer number only):

- 1. Manager 1
 - 2. Manager 2
 - 3. Manager 3
 - 4. Manager 4
- 45

QUESTION 38

And, to which one of the above four types of managers would you say your own superior most closely corresponds?

- 1. Manager 1
 - 2. Manager 2
 - 3. Manager 3
 - 4. Manager 4
 - 5. He/she does not correspond closely to any of them.
- 46

ACTIVISM AND POWERFUL OTHERS - SCALE

Please indicate your degree of agreement or disagreement with the following statements by making a cross in the relevant block.

- 5. Strongly disagree
- 4. Disagree
- 3. Undecided
- 2. Agree
- 1. Strongly agree

Q39 By and large companies change their policies and practices much too often.

1	2	3	4	5
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47

- Q40 I feel like what happens in my life is mostly determined by authoritative persons.

1	2	3	4	5
---	---	---	---	---

 48
- Q41 People like myself have very little chance of protecting our personal interests when there is conflict with those of strong pressure groups.

1	2	3	4	5
---	---	---	---	---

 49
- Q42 My life is chiefly controlled by persons in authority.

1	2	3	4	5
---	---	---	---	---

 50
- Q43 Getting what I want requires pleasing those people above me.

1	2	3	4	5
---	---	---	---	---

 51
- Q44 I am usually able to protect my personal interest.

1	2	3	4	5
---	---	---	---	---

 52
- Q45 My life is determined by my own actions.

1	2	3	4	5
---	---	---	---	---

 53
- Q46 I can pretty much determine what will happen in my life.

1	2	3	4	5
---	---	---	---	---

 54
- Q47 When I make plans, I am almost certain to make them work.

1	2	3	4	5
---	---	---	---	---

 55
- Q48 When I get what I want, it's usually because I worked hard for it.

1	2	3	4	5
---	---	---	---	---

 56
- Q49 To a great extent my life is controlled by accidental happenings.

1	2	3	4	5
---	---	---	---	---

 57
- Q50 Often there is no chance of protecting my personal interest from bad luck.

1	2	3	4	5
---	---	---	---	---

 58
- Q51 When I get what I want, it's usually because I'm lucky.

1	2	3	4	5
---	---	---	---	---

 59
- Q52 It's not always for me to plan too far ahead because many things turn out to be a matter of good or bad fortune.

1	2	3	4	5
---	---	---	---	---

 60

- Q53 Whether or not I get to be a leader depends on whether I'm lucky enough to be in the right place at the right time.

1	2	3	4	5
---	---	---	---	---

 61
- Q54 I have often found that what is going to happen, will happen.

1	2	3	4	5
---	---	---	---	---

 62
- Q55 Whether or not I get into a car accident is mostly a matter of luck.

1	2	3	4	5
---	---	---	---	---

 63
- Q56 Whether or not I get into a car accident depends mostly on how good driver I am.

1	2	3	4	5
---	---	---	---	---

 64
- Q57 How many friends I have depends on how nice a person I am.

1	2	3	4	5
---	---	---	---	---

 65
- Q58 Although I might have good ability I will not be given a leadership responsibility without appealing to those in positions of authority.

1	2	3	4	5
---	---	---	---	---

 66
- Q59 If important people were to decide they didn't like me, I probably wouldn't make many friends.

1	2	3	4	5
---	---	---	---	---

 67
- Q60 Its chiefly a matter of fate whether or not I have few friends or many friends.

1	2	3	4	5
---	---	---	---	---

 68
- Q61 Whether or not I get to be a leader depends mostly on my ability.

1	2	3	4	5
---	---	---	---	---

 69
- Q62 In order to have my plans work, I make sure that they fit in with the desires of people who have authority over me.

1	2	3	4	5
---	---	---	---	---

 70
- Q63 Whether or not I get into a car accident depends mostly on the other driver

1	2	3	4	5
---	---	---	---	---

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Thank you for your co-operation.

APPENDIX II

WERKSWAARDES OPNAME-MODULE

VRAAG 5: VRAELYSNOMMER

1-3

KAARTNOMMER

4

BIOGRAFIESE VRAELYS

Voltooi asseblief die biografiese vraelys deur die toepaslike nommer te omring.

VRAAG 1: GESLAG

MANLIK	1	VROULIK	2
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5

VRAAG 2: HUISTAAL

AFRIKAANS	1	ENGELS	2	DUIITS	3
N SOTHO	4	S SOTHO	5	XHOSA	6
ZOELOE	7	ANDER	8		

6

Indien "ander", spesifiseer asseblief

7

VRAAG 3: GODSDIENS

ANGLIKAANS	1	N G KERK	2	JUDAISME	3
METHODISME	4	PRESBITERIAANS	5		
PINKSTERKERK	6	KATOLIEK	7	GEREFORMEERD	8
APOSTOLIES	9	LUTHERS	10	ZIONISTE	11
SENDINGKERK (NG-KERK)			12	ONAFHANKLIK	13
ISLAM	16	HINDU	17	NH KERK	16
				ANDER	17

8-9

VRAAG 4: OPVOEDKUNDIGE KWALIFIKASIES

ONGESKOOLD	1	STD.5 EN LAER	2	STD.6	3
STD.8	4	STD.10	5	B.GRAAD	6
HONNEURS	7	MEESTERS	8	DOKTORAAL	9

10

VRAAG 5:

Hoeveel jaar formele (skool) opleiding het u voltooi? Beginnende by laerskool, tel die aantal jare wat elke kursus behoort te duur, selfs indien u meer of minder jare daaraan spandeer het. Indien u deelydse of na-uurse kursusse bygewoon het, bereken die aantal jare wat dieselfde kursus sou neem, indien u voltyds gestudeer het.

- | | | | |
|----------------------|--------------------|--|----|
| 1. 10 jaar of minder | 7. 16 jaar | | 11 |
| 2. 11 jaar | 8. 17 jaar | | |
| 3. 12 jaar | 9. 18 jaar of meer | | |
| 4. 13 jaar | | | |
| 5. 14 jaar | | | |
| 6. 15 jaar | | | |

VRAAG 6: VLAK VAN INKOMSTE (PER JAAR)

R1 000 EN MINDER	1	R1 001 - R3 000	2
R3 001 - R5 000	3	R5 001 - R10 000	4
R10 001 - R15 000	5	R15 001 - R18 000	6
R18 001 - R24 000	7	R24 001 - R30 000	8
R30 001 - R45 000	9	R45 001 - R60 000	10
R60 001 - R80 000	11	R80 001 - R120 000	12
BO R120 000	13		

 12-13

VRAAG 7: BEROEPSVLAK

UITVOEREND	1	TOPBESTUUR	2
MIDDEL-BESTUUR	3	TOESIGHOUER	4
KONSULTANT	5	ADMINISTRATIEF	6
AMBAGSMAN	7	SEMI-GESKOOLD	8
ONGESKOOLDE ARBEIDER	9		

 14

VRAAG 8: WATTER TIPE WERK DOEN U?

SUID-EUROPA	15	NOORD-EUROPA	16
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 15

- a. Ek is 'n bestuurder (dit is, ek het ten minste een ondergeskikte) - gaan na vraag f.

- b. Ek is nie 'n bestuurder nie en werk meestal in 'n kantoor - gaan na vraag d.
- c. Ek is nie 'n bestuurder nie en werk ook nie meestal in 'n kantoor nie. Wat doen u wel?

1. Werk waarvoor gewoonlik geen beroepsopleiding, behalwe in-die-werk-opleiding, nodig is nie. (Onopgelei of semi-opgelei).
2. Werk waarvoor nie meer as vier jaar beroepsopleiding nodig is nie. (Opgeleide werk, bv. werktuigkundige, ongegradueerde ingenieur, verpleegster).
3. Werk waarvoor gewoonlik 'n hoër mate van professionele opleiding nodig is. (bv. gegradueerde ingenieur, dokter, argitek).

- d. Indien u nie 'n bestuurder is nie, maar meestal in 'n kantoor werk. Wat doen u?

4. Werk waarvoor gewoonlik geen hoër graadse professionele opleiding nodig is nie. (bv. klerk, tikster, sekretaresse en boekhouer).
5. Werk waarvoor 'n hoër mate van professionele opleiding nodig is. (bv. gegradueerde rekenmeester, advokaat).

- e. Indien u 'n bestuurder is, is u:

6. 'n Bestuurder van persone wat nie self bestuurders is nie (d.w.s. 'n eerstelynbestuurder).
7. 'n Bestuurder van ander bestuurders.

VRAAG 9: OUDERDOM

18 JAAR EN JONGER		1	19-21	2	22-25	3
26-30	4	31-45	5	46-55	6	BO 55
						7

16

VRAAG 10: VAN WATTER LAND (OF STREEK) IS U?

SUID-AFRIKA	1	BOTSWANA	2	LESOTHO	3
MOZAMBIEK	4	ZAMBIA	5	NAMIBIA	6
ZAIRE	7	S.AMERIKA	8	ENGELAND	9
KANADA	10	V S A	11	JAPAN	12
TAIWAN & HONG KONG			13	KOREA	14
SUID EUROPA		15	NOORD EUROPA		16
OOS EUROPA		17	T B V C - STATE		18

17-18

VRAAG 11: INDIEN SUID-AFRIKA, DUI AAN OF U

AFRIKAANS	1	ENGELS	2	JOODS	3
BRUIN	4	ASIAAT	5	XHOSA	6
SESOTHO	7	TSWANA	8	ZOELOE	9

 19
WERKSWAARDEVRAELYS

Stel u die ideale betrekking voor, u huidige betrekking uitgesluit - Hoe belangrik ag u die volgende by die keuse van die ideale betrekking? (Omkring slegs een antwoord nommer by elke vraag).

1. Van uiterste belang
2. Baie belangrik
3. Redelik belangrik
4. Minder belangrik
5. Van baie min belang

V12 Om genoeg tyd te hê vir u persoonlike- en gesinslewe? 1 2 3 4 5 20

V13 Om take te verrig wat uitdagings bied en u 'n persoonlike gevoel van tevredenheid gee? 1 2 3 4 5 21

V14 Om goeie fisiese werksomstandighede te hê (bv. goeie ventilasie en beligting, genoegsame werksoppervlak)? 1 2 3 4 5 22

V15 Om 'n goeie werksverhouding met u direkte toesig-houer te hê? 1 2 3 4 5 23

V16 Om min spanning en druk in u betrekking te hê? 1 2 3 4 5 24

V17 Om verseker te wees van 'n betrekking? 1 2 3 4 5 25

V18 Om redelik mate van vryheid te hê om eie inisiatief te kan gebruik? 1 2 3 4 5 26

V19 Om met mense te werk wat goed met mekaar saamwerk? 1 2 3 4 5 27

- V20 Om deur u toesighouer geraadpleeg te word in sy besluitneming?

1	2	3	4	5
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 28
- V21 Om 'n werklike bydrae te maak tot die sukses van u maatskappy of organisasie?

1	2	3	4	5
---	---	---	---	---

 29
- V22 Om 'n geleentheid te hê om u inkomste te vergroot?

1	2	3	4	5
---	---	---	---	---

 30
- V23 Om u land te dien?

1	2	3	4	5
---	---	---	---	---

 31
- V24 Om in 'n area te bly wat vir u en u gesin aanvaarbaar is?

1	2	3	4	5
---	---	---	---	---

 32
- V25 Om geleentheid te hê tot bevordering?

1	2	3	4	5
---	---	---	---	---

 33
- V26 Om verskeidenheid en avontuur in u werk te hê?

1	2	3	4	5
---	---	---	---	---

 34
- V27 Om vir 'n suksesvolle maatskappy of organisasie te werk?

1	2	3	4	5
---	---	---	---	---

 35
- V28 Om die geleentheid te hê om andere te help?

1	2	3	4	5
---	---	---	---	---

 36
- V29 Om 'n goed-gedefinieerde pos te beklee, waarin verwagtinge duidelik uiteengesit is?

1	2	3	4	5
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 37

Dui asseblief aan tot watter mate u saamstem of verskil met die volgende stellings deur 'n kruis in die toepaslike blokkie te maak.

1. Stem volkome saam
 2. Stem saam
 3. Onseker
 4. Verskil
 5. Verskil sterk
- V30 Die reëls van die maatskappy of organisasie behoort nie verbreek te word nie - selfs al dink die werknemer dat dit in die beste belang van die organisasie sou wees.

1	2	3	4	5
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 38

V31 Meeste mense is betroubaar

1	2	3	4	5
---	---	---	---	---

 39

V32 Meeste mense het 'n inherente teensin in werk en sou dit vermy as hulle kon

1	2	3	4	5
---	---	---	---	---

 40

V33 'n Groot organisasie of maatskappy is 'n beter werkgewer as 'n klein organisasie of maatskappy.

1	2	3	4	5
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 41

VRAAG 34

Hoe dikwels in u werksituasie is die ondergeskiktes bang om te toon dat hulle verskil van hulle meederes?

1. Baie dikwels 42
2. Dikwels
3. Soms
4. Selde
5. Nooit

VRAAG 35

Hoe lank dink u sal u nog vir die maatskappy of organisasie werk?

1. Twee jaar op die meeste 43
2. Twee tot vyf jaar
3. Meer as vyf jaar (maar sal moontlik bedank voor ek aftree)
4. Tot ek aftree.

VRAAG 36

Hoe dikwels voel u senuweeagtig en gespanne in u werk?

1. Altyd 44
2. Dikwels
3. Soms
4. Selde
5. Nooit.

Die beskrywings wat volg het betrekking op vier tipes bestuurders. Lees asseblief eers die beskrywings aandagtig deur en voltooi die daaropvolgende vrae.

Bestuurder 1 Neem gewoonlik dadelik besluite en dra dit ferm en duidelik oor aan sy ondergeskiktes. Hy verwag dat sy besluite lojaal en sonder enige besware uitgevoer sal word.

V39 Organisasies verander hul beleid, prosedures en praktyke veels te dikwels.

1	2	3	4	5
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 47

- Bestuurder 2 Neem ook gewoonlik dadelik besluite, maar voordat hy voortgaan met die uitvoering daarvan verduidelik hy dit eers ten volle aan sy ondergeskiktes en gee redes vir die spesifieke besluite. Hy antwoord ook eers alle vrae wat opduik.
- Bestuurder 3 Raadpleeg gewoonlik eers sy ondergeskiktes voordat hy 'n besluit neem. Hy luister eers na hulle advies, oorweeg dit en maak dan sy eie besluit bekend. Hy verwag dan van al sy ondergeskiktes om die besluite lojaal uit te voer, maak nie saak of dit in oorleg met hulle advies is of nie.
- Bestuurder 4 Reël gewoonlik 'n vergadering en lê enige probleme voor aan sy ondergeskiktes. Hy stel dit oop vir bespreking en aanvaar die besluit van die meerderheid.

VRAAG 37

Kies nou uit die bogenoemde vier tipes bestuurders die een waarvoor u sou verkies om te werk.

1. Bestuurder 1
 2. Bestuurder 2
 3. Bestuurder 3
 4. Bestuurder 4
- | | | | | |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
-
- 45

VRAAG 38

Met watter van die bogenoemde bestuurders kom u huidige bestuurder se styl die meeste ooreen?

1. Bestuurder 1
 2. Bestuurder 2
 3. Bestuurder 3
 4. Bestuurder 4
 5. Geeneen van bogenoemde nie.
- | | | | | |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
-
- 46

AKTIVISME EN OUTORITÊRE PERSOONLIKHEID-SKAAL

Dui asseblief aan tot watter mate u saamstem of verskil met die volgende stelling deur 'n kruisie in die toepaslike blokkie te maak.

1. Stem volkome saam
 2. Stem saam
 3. Onseker
 4. Verskil
 5. Verskil sterk
- V39 Organisasies verander hul beleid, prosedures en praktyke veels te dikwels.
- | | | | | |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
-
- 47

- V40 Ek voel dat dit wat in my lewe gebeur die toedoen van persone in gesagsposisies is.

1	2	3	4	5
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 48
- V41 Wanneer my belange in konflik is met die van sterk drukgroepe, kan ek nie veel doen om my belange te beskerm nie.

1	2	3	4	5
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 49
- V42 Persone in gesagsposisies beheer hoofsaaklik my lewe

1	2	3	4	5
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 50
- V43 Ek moet innemend optree teenoor my meerderes indien ek iets wil bereik.

1	2	3	4	5
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 51
- V44 Ek is gewoonlik daartoe instaat om my persoonlike belange te beskerm.

1	2	3	4	5
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 52
- V45 My optrede is bepalend vir wat in my lewe gebeur.

1	2	3	4	5
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 53
- V46 Ekself bepaal my lewensverloop.

1	2	3	4	5
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 54
- V47 Ek dra sorg dat my planne ten uitvoer gebring word.

1	2	3	4	5
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 55
- V48 Ek bereik my doelwitte deur harde werk.

1	2	3	4	5
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 56
- V49 My lewe word in 'n groot mate beheer deur toeval.

1	2	3	4	5
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 57
- V50 Ek kan nie voorsorgmaatreels tref teen teenspoed nie.

1	2	3	4	5
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 58
- V51 Ek is suksesvol slegs omdat geluk aan my kant is.

1	2	3	4	5
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 59
- V52 Dit is nie wys om vooruit te beplan nie aangesien die noodlot 'n baie groot rol in my lewe speel.

1	2	3	4	5
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 60

- V53 My bevordering tot bestuurder word bepaal deur of ek op die regte plek is op die regte tyd.

1	2	3	4	5
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 61
- V54 My ervaring is dat wat moet wees sal wees.

1	2	3	4	5
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 62
- V55 Geluk bepaal of ek in 'n motorongeluk betrokke sal wees.

1	2	3	4	5
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 63
- V56 My bedrewenheid as 'n motorbestuurder bepaal grootliks of ek in 'n ongeluk betrokke sal raak.

1	2	3	4	5
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 64
- V57 My geaardheid bepaal die grootte van my vriendekring.

1	2	3	4	5
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 65
- V58 Alhoewel ek 'n hoogs bevoegde persoon is, sal ek nie tot bestuurder bevorder word indien persone in gesagsposisies nie van my hou nie.

1	2	3	4	5
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 66
- V59 Indien persone in gesagsposisies nie van my hou nie, sal ek nie 'n groot vriendekring hê nie.

1	2	3	4	5
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 67
- V60 Die grootte van my vriendekring word deur die noodlot bepaal.

1	2	3	4	5
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 68
- V61 My bevoegdheid is bepalend vir my bevordering tot bestuurder.

1	2	3	4	5
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 69
- V62 Ten einde suksesvol te wees moet my planne inpas by die wense van gesagsfigure.

1	2	3	4	5
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 70
- V63 My betrokkenheid in 'n motorongeluk hang grootliks van die ander bestuurder af.

1	2	3	4	5
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 71

Baie dankie vir u samewerking.