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APPENDICES



Appendix A:

Item Analysis for Sense of Coherence Scale

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	% of Subjects Selected	Direction
1	1-1	5.662	1.633	0.49	1 2 3 4 5 6 7	27 41 13 9 8 1 1	-
3	1-2	5.188	1.620	0.38	1 2 3 4 5 6 7	2 2 6 14 31 33 12	+
5	1-3	5.515	1.867	0.55	1 2 3 4 5 6 7	22 44 13 11 6 3 1	-
10	1-4	4.981	1.922	0.56	1 2 3 4 5 6 7	2 3 10 21 23 30 12	+
12	1-5	5.740	1.887	0.59	1 2 3 4 5 6 7	2 4 4 5 13 43 31	+
15	1-6	5.188	1.484	0.59	1 2 3 4 5 6 7	1 3 4 16 29 39 9	+
17	1-7	4.039	3.245	0.45	1 2 3 4 5 6 7	8 14 21 15 16 15 11	+



Appendix A continued: Item Analysis for Sense of Coherence Scale

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	% of Subjects Selected	Direction
19	1-8	5.416	1.691	0.67	1 2 3 4 5 6 7	1 3 5 15 18 40 19	+
21	1-9	5.464	1.593	0.49	1 2 3 4 5 6 7	1 3 5 9 21 44 17	+
24	1-10	5.516	1.717	0.64	1 2 3 4 5 6 7	2 3 3 10 19 44 19	+
26	1-11	5.117	1.895	0.52	1 2 3 4 5 6 7	0 4 13 12 20 39 12	+
2	2-1	5.792	1.379	0.50	1 2 3 4 5 6 7	1 2 4 6 15 46 27	+
6	2-2	5.406	1.313	0.58	1 2 3 4 5 6 7	11 48 23 9 7 1 0	-
9	2-3	5.269	2.677	0.56	1 2 3 4 5 6 7	5 4 7 7 21 31 24	+
13	2-4	6.412	0.736	0.36	1 2 3 4 5 6 7	56 36 5 2 1 0 0	-



Appendix A continued: Item Analysis for Sense of Coherence Scale

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	% of Subjects Selected	Direction
18	2-5	5.847	1.214	0.48	1 2 3 4 5 6 7	0 1 4 5 19 41 30	+
20	2-6	6.088	1.346	0.63	1 2 3 4 5 6 7	42 40 11 4 1 1 2	-
23	2-7	6.166	1.911	0.42	1 2 3 4 5 6 7	58 24 8 3 3 2 2	-
25	2-8	5.006	2.00	0.61	1 2 3 4 5 6 7	10 36 20 20 7 5 2	-
27	2-9	6.315	0.781	0.52	1 2 3 4 5 6 7	48 41 8 1 0 1 0	-
29	2-10	6.143	1.116	0.67	1 2 3 4 5 6 7	1 0 2 4 9 41 43	+
4	3-1	6.133	1.343	0.53	1 2 3 4 5 6 7	48 33 10 4 3 1 1	-
7	3-2	6.370	1.129	0.54	1 2 3 4 5 6 7	61 26 6 4 1 0 1	-



Appendix A continued: Item Analysis for Sense of Coherence Scale

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	% of Subjects Selected	Direction
8	3-3	6.130	0.983	0.63	1 2 3 4 5 6 7	0 1 1 5 7 46 39	+
11	3-4	5.968	0.999	0.65	1 2 3 4 5 6 7	32 43 18 5 1 1 0	-
14	3-5	6.425	0.699	0.60	1 2 3 4 5 6 7	59 31 6 4 1 0 0	-
16	3-6	5.627	1.656	0.70	1 2 3 4 5 6 7	26 35 25 6 3 2 2	-
22	3-7	6.584	0.353	0.47	1 2 3 4 5 6 7	0 0 0 1 4 32 63	+
28	3-8	6.143	1.161	0.64	1 2 3 4 5 6 7	0 2 2 2 7 44 42	+



Appendix B:

Item Analysis for Hardiness Scale

Question	Scale Item	Item mean	Item variance	Item-scale Correlation	Range	Percentage Selected	Key
1	1-1	3.435	0.499	0.38	1 2 3 4	3 4 40 53	+
8	1-2	3.695	0.394	0.50	1 2 3 4	78 15 6 1	-
11	1-3	3.289	0.647	0.53	1 2 3 4	49 34 15 2	-
14	1-4	3.692	0.395	0.51	1 2 3 4	77 16 6 1	-
17	1-5	3.653	0.467	0.64	1 2 3 4	75 18 5 2	-
20	1-6	3.091	0.933	0.44	1 2 3 4	44 30 18 8	-
23	1-7	3.471	0.457	0.40	1 2 3 4	1 6 36 56	+
26	1-8	3.718	0.294	0.29	1 2 3 4	1 3 21 76	+
29	1-9	3.844	0.229	0.43	1 2 3 4	88 10 1 1	-



Appendix B continued: Item Analysis for Hardiness Scale

Question	Scale Item	Item mean	Item variance	Item-scale Correlation	Range	Percentage Selected	Key
32	1-10	3.864	0.300	0.41	1 2 3 4	93 3 1 3	-
38	1-11	3.705	0.383	0.37	1 2 3 4	78 17 4 2	-
39	1-12	3.737	0.376	0.36	1 2 3 4	81 15 2 2	-
41	1-13	3.263	0.687	0.54	1 2 3 4	48 33 16 3	-
44	1-14	3.526	0.555	0.52	1 2 3 4	65 25 7 3	-
47	1-15	3.302	0.665	0.55	1 2 3 4	49 37 10 4	-
50	1-16	3.172	0.707	0.49	1 2 3 4	41 41 14 5	-
3	2-1	3.399	0.506	0.37	1 2 3 4	2 8 38 52	+
4	2-2	3.630	0.279	0.33	1 2 3 4	0 2 47 45	+
5	2-3	3.354	0.475	0.48	1 2 3 4	2 6 47 45	+



Appendix B continued: Item Analysis for Hardiness Scale

Question	Scale Item	Item mean	Item variance	Item-scale Correlation	Range	Percentage Selected	Key
7	2-4	3.857	0.226	0.44	1 2 3 4	90 6 3 1	-
10	2-5	3.360	0.646	0.47	1 2 3 4	54 31 12 3	-
13	2-6	3.581	0.549	0.37	1 2 3 4	71 19 7 3	-
16	2-7	2.838	1.019	0.44	1 2 3 4	32 32 23 12	-
19	2-8	3.795	0.286	0.50	1 2 3 4	84 13 1 2	-
22	2-9	3.523	0.353	0.31	1 2 3 4	0 4 38 57	+
25	2-10	3.705	0.260	0.33	1 2 3 4	0 2 25 73	+
28	2-11	3.182	0.499	0.46	1 2 3 4	34 53 12 2	-
31	2-12	3.737	0.350	0.49	1 2 3 4	80 16 3 2	-
34	2-13	3.649	0.591	0.45	1 2 3 4	78 13 4 5	-



Appendix B continued: Item Analysis for Hardiness Scale

Question	Scale Item	Item mean	Item variance	Item-scale Correlation	Range	Percentage Selected	Key
35	2-14	3.078	0.773	0.48	1 2 3 4	40 31 26 3	-
42	2-15	3.276	0.817	0.42	1 2 3 4	53 27 14 6	-
45	2-16	3.627	0.461	0.51	1 2 3 4	72 19 6 2	-
48	2-17	3.393	0.609	0.45	1 2 3 4	55 31 11 3	-
2	3-1	3.620	0.365	0.34	1 2 3 4	0 6 26 68	+
6	3-2	3.383	0.568	0.51	1 2 3 4	52 36 9 3	-
9	3-3	2.773	0.942	0.59	1 2 3 4	26 39 23 13	-
12	3-4	2.779	1.029	0.28	1 2 3 4	30 31 26 13	-
15	3-5	3.107	0.842	0.47	1 2 3 4	43 30 22 5	-
18	3-6	2.659	0.913	0.43	1 2 3 4	20 39 27 14	-



Appendix B continued: Item Analysis for Hardiness Scale

Question	Scale Item	Item mean	Item variance	Item-scale Correlation	Range	Percentage Selected	Key
21	3-7	1.828	0.597	0.31	1 2 3 4	3 15 45 37	-
24	3-8	3.192	0.616	0.40	1 2 3 4	3 14 44 39	+
27	3-9	2.581	0.763	0.42	1 2 3 4	11 36 38 15	+
30	3-10	3.202	0.702	0.56	1 2 3 4	42 41 11 5	-
33	3-11	1.854	0.625	0.38	1 2 3 4	2 18 42 37	-
36	3-12	2.896	0.801	0.60	1 2 3 4	28 42 22 8	-
37	3-13	2.675	1.050	0.49	1 2 3 4	26 30 28 15	-
40	3-14	2.744	0.847	0.46	1 2 3 4	22 40 27 10	-
43	3-15	3.594	0.442	0.52	1 2 3 4	68 26 4 2	-
46	3-16	3.692	0.304	0.24	1 2 3 4	73 23 4 0	-
49	3-17	2.682	1.152	0.48	1 2 3 4	29 27 26 18	-



Appendix C

Item Analysis: Organisational Climate Questionnaire

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	Percentage of Subjects Selected	Direction
1	1-1	3.260	1.303	0.740	1 2 3 4 5	6 28 8 49 9	+
17	1-2	3.971	0.626	0.460	1 2 3 4 5	2 4 8 66 20	+
33	1-3	2.782	1.300	0.710	1 2 3 4 5	6 26 17 40 11	-
49	1-4	3.156	1.158	0.730	1 2 3 4 5	4 32 15 42 7	+
65	1-5	2.666	1.430	0.670	1 2 3 4 5	4 30 11 37 18	-
2	2-1	3.458	1.086	0.690	1 2 3 4 5	4 21 9 56 9	+
18	2-2	4.101	0.811	0.570	1 2 3 4 5	1 8 6 50 35	+
34	2-3	3.721	1.442	0.650	1 2 3 4 5	29 43 5 19 5	-
50	2-4	3.682	1.139	0.660	1 2 3 4 5	3 18 8 51 20	+
66	2-5	3.016	1.406	0.660	1 2 3 4 5	8 37 14 31 10	-



Appendix C continued: Item Analysis for Organisational Climate Questionnaire

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	Percentage of Subjects Selected	Direction
3	3-1	3.834	1.489	0.650	1 2 3 4 5	36 39 4 16 5	-
19	3-2	4.140	0.601	0.680	1 2 3 4 5	0 6 5 58 31	+
35	3-3	3.620	1.210	0.700	1 2 3 4 5	3 20 10 47 20	+
51	3-4	3.896	0.859	0.760	1 2 3 4 5	1 12 8 55 24	+
67	3-5	3.802	0.899	0.610	1 2 3 4 5	2 13 6 61 18	+
4	4-1	4.101	0.844	0.620	1 2 3 4 5	2 8 5 51 35	+
20	4-2	4.231	0.625	0.660	1 2 3 4 5	1 4 6 50 39	+
36	4-3	3.497	1.088	0.610	1 2 3 4 5	12 52 14 18 4	-
52	4-4	3.799	0.661	0.620	1 2 3 4 5	1 8 12 66 13	
68	4-5	3.737	0.830	0.570	1 2 3 4 5	2 12 11 61 14	+
5	5-1	3.841	1.088	0.690	1 2 3 4 5	4 11 8 51 26	+



Appendix C continued: Item Analysis for Organisational Climate Questionnaire

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	Percentage of Subjects Selected	Direction
21	5-2	3.740	0.959	0.730	1 2 3 4 5	3 11 13 55 18	+
37	5-3	3.279	1.149	0.550	1 2 3 4 5	6 22 15 50 6	+
53	5-4	3.584	0.983	0.730	1 2 3 4 5	5 8 28 44 16	+
69	5-5	4.032	0.798	0.660	1 2 3 4 5	30 53 9 6 2	-
6	6-1	3.068	1.648	0.670	1 2 3 4 5	13 28 12 34 13	+
22	6-2	3.705	1.169	0.790	1 2 3 4 5	4 15 8 52 21	+
38	6-3	3.023	1.509	0.700	1 2 3 4 5	13 28 11 40 8	+
54	6-4	3.932	0.823	0.730	1 2 3 4 5	2 7 10 57 24	+
70	6-5	3.695	1.004	0.680	1 2 3 4 5	2 16 10 55 17	+
7	7-1	3.672	1.110	0.660	1 2 3 4 5	1 22 4 54 19	+
23	7-2	3.591	1.073	0.740	1 2 3 4 5	3 17 14 50 16	+



Appendix C continued: Item Analysis for Organisational Climate Questionnaire

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	Percentage of Subjects Selected	Direction
39	7-3	3.308	1.428	0.720	1 2 3 4 5	7 27 9 44 14	+
55	7-4	3.403	1.390	0.700	1 2 3 4 5	5 26 9 43 17	+
71	7-5	3.123	1.270	0.650	1 2 3 4 5	7 44 10 33 6	-
8	8-1	4.000	0.734	0.540	1 2 3 4 5	1 9 6 58 26	+
24	8-2	3.782	0.670	0.600	1 2 3 4 5	1 9 13 65 12	+
40	8-3	3.357	1.346	0.680	1 2 3 4 5	14 44 10 26 5	-
56	8-4	2.812	1.211	0.680	1 2 3 4 5	5 27 23 34 11	-
72	8-5	2.734	1.228	0.670	1 2 3 4 5	11 42 14 29 4	+
9	9-1	3.938	0.973	0.580	1 2 3 4 5	2 12 5 53 28	+
25	9-2	2.877	1.543	0.660	1 2 3 4 5	8 32 11 34 14	-
41	9-3	4.110	0.605	0.600	1 2 3 4 5	1 4 7 59 29	+



Appendix C continued: Item Analysis for Organisational Climate Questionnaire

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	Percentage of Subjects Selected	Direction
57	9-4	3.523	1.061	0.430	1 2 3 4 5	11 57 8 21 3	-
73	9-5	3.081	1.243	0.580	1 2 3 4 5	6 41 17 28 8	-
10	0-1	2.708	1.402	0.740	1 2 3 4 5	18 31 19 28 5	+
26	0-2	3.188	1.263	0.560	1 2 3 4 5	5 31 12 43 9	+
42	0-3	3.114	1.276	0.770	1 2 3 4 5	6 31 17 37 9	+
58	0-4	3.140	1.120	0.770	1 2 3 4 5	5 28 20 40 6	+
74	0-5	3.347	0.928	0.630	1 2 3 4 5	4 19 19 53 4	+
11	1-1	3.951	0.839	0.700	1 2 3 4 5	1 10 6 57 25	+
27	1-2	4.266	0.656	0.690	1 2 3 4 5	1 4 3 50 42	+
43	1-3	3.867	0.986	0.650	1 2 3 4 5	2 12 9 51 26	+
59	1-4	3.906	1.254	0.770	1 2 3 4 5	35 41 9 11 4	-



Appendix C continued: Item Analysis for Organisational Climate Questionnaire

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	Percentage of Subjects Selected	Direction
75	1-5	3.851	1.017	0.760	1 2 3 4 5	3 12 8 53 25	+
12	2-1	3.523	1.055	0.660	1 2 3 4 5	15 46 18 19 2	-
28	2-2	2.851	1.750	0.610	1 2 3 4 5	9 34 9 28 20	-
44	2-3	3.692	1.012	0.640	1 2 3 4 5	16 59 7 15 3	-
60	2-4	3.562	1.207	0.610	1 2 3 4 5	18 47 10 22 3	-
76	2-5	2.977	1.438	0.450	1 2 3 4 5	7 40 6 38 9	-
13	3-1	3.253	1.332	0.610	1 2 3 4 5	6 28 14 41 12	+
29	3-2	3.792	1.249	0.770	1 2 3 4 5	3 15 11 42 30	+
45	3-3	3.727	1.036	0.790	1 2 3 4 5	3 11 19 45 22	+
61	3-4	3.711	1.374	0.800	1 2 3 4 5	28 40 11 16 5	-
77	3-5	4.049	0.709	0.720	1 2 3 4 5	2 5 7 59 27	+



Appendix C continued: Item Analysis for Organisational Climate Questionnaire

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	Percentage of Subjects Selected	Direction
14	4-1	3.841	1.010	0.760	1 2 3 4 5	2 12 10 51 25	+
30	4-2	4.208	0.541	0.630	1 2 3 4 5	1 2 4 59 33	+
46	4-3	4.143	0.850	0.670	1 2 3 4 5	2 7 5 47 39	+
62	4-4	3.370	1.818	0.700	1 2 3 4 5	9 26 8 32 25	+
78	4-5	3.542	1.170	0.730	1 2 3 4 5	4 19 9 53 14	+
15	5-1	3.260	1.322	0.800	1 2 3 4 5	7 24 17 41 12	+
31	5-2	3.347	1.454	0.690	1 2 3 4 5	6 26 12 39 17	+
47	5-3	3.156	1.300	0.820	1 2 3 4 5	9 22 21 39 9	+
63	5-4	3.341	1.238	0.750	1 2 3 4 5	5 26 10 49 10	+
79	5-5	3.448	1.273	0.790	1 2 3 4 5	6 17 16 46 15	+
16	6-1	3.932	0.713	0.390	1 2 3 4 5	3 3 14 59 21	+



Appendix C continued: Item Analysis for Organisational Climate Questionnaire

Question	Scale Item	Item Mean	Item variance	Item-scale Correlation	Range	Percentage of Subjects Selected	Direction
32	6-2	3.584	1.496	0.700	1 2 3 4 5	7 17 10 43 24	+
48	6-3	3.276	1.667	0.780	1 2 3 4 5	12 22 7 43 15	+
64	6-4	3.513	1.334	0.750	1 2 3 4 5	6 18 17 40 20	+
80	6-5	3.419	1.419	0.600	1 2 3 4 5	7 21 14 41 18	+