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Appendix 1

The questionnaire
Dear Choir Member,

As a music educator I was deeply moved by the musical experiences created through the Absa choir project over the last three years. I am very excited that this very same choir project has been accepted as the topic for my doctorate in music education (D.Mus.) by the University of Pretoria.

The attached questionnaire forms the basis of my research through which I hope to validate the accomplishments that came through your hard work and dedication. You are hereby invited to participate in this survey by completing the attached questionnaire.

However:

1. Participation is in no way obligatory; you are participating on a completely voluntary basis. Should you wish to abandon your role of observer in this research project, information obtained through your contribution will be extracted from the body of data.

2. This is an anonymous survey and the respondent's identity is nowhere required on the questionnaire.

It would be greatly appreciated if you could complete the entire questionnaire. The success of this study relies on you, the respondent to answer each question thoughtfully.

Please note:

- While it might appear that some of the questions repeat themselves and do not necessarily follow a particular order, I assure you that there is a definite purpose in this.
- There are no right or wrong answers and questionnaires will remain anonymous. Your honest opinions and experiences are valid and appreciated.

Thank you for your co-operation, time and effort.
Yours in music,

Alta van As
# Absa CHOIR FESTIVAL

**Respondent**

*Please answer each question by drawing a circle around the appropriate number in a shaded box or by writing your answer in the shaded box provided.*

## SECTION A / BACKGROUND INFORMATION

1. Is this the **first** time you have participated in the Absa Choir Festival?
   - Yes [ ]
   - No [ ]

2. What region does your choir come from?

3. What is your **age** in completed years?

4. What is your **gender**?
   - Male [ ]
   - Female [ ]

5. To which **ethnic group** do you belong?

6. What **language** or languages do you speak at home?
7. What level in Absa are you employed at?

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<td>E</td>
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<td>I don’t know</td>
<td>8</td>
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Other (specify):

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**SECTION B  OPINIONS AND EXPERIENCES**

8. Please read each of the statements below and answer them using the scale

1 = msd I most strongly disagree
2 = sd I strongly disagree
3 = d I slightly disagree
4 = a I slightly agree
5 = sa I strongly agree
6 = msa I most strongly agree

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<tbody>
<tr>
<td>8.1 Realising that our choir needs and relies on me as a choir member makes me feel part of the team.</td>
<td>1</td>
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</tr>
<tr>
<td>8.2 Absa wants me to experience an increased sense of belonging to the Absa team through participating in the Choir project.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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<tr>
<td>8.3 I have experienced a sense of camaraderie with my fellow choir members.</td>
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<td>2</td>
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<tr>
<td>8.4 We are able to resolve conflict situations in our choir.</td>
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<tr>
<td>8.5 Singing in an Absa choir makes me feel privileged to be employed by this bank.</td>
<td>1</td>
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<tr>
<td>8.6 I would like to sing in an Absa choir again in future.</td>
<td>1</td>
<td>2</td>
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<td>6</td>
</tr>
<tr>
<td>8.7 Participating in this project that involves so many Absa employees gives me an increased feeling of belonging to the greater Absa team.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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<td>6</td>
</tr>
<tr>
<td>8.8 Experiencing the songs from different South African cultural groups gives me an increased sense of pride in our cultural diversity.</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>8.9 Singing together with people from other departments gives me a greater appreciation of the work they do.</td>
<td>1</td>
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**SECTION B (cont.)  OPINIONS AND EXPERIENCES**

8. Please read each of the statements below and answer them using the scale

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<tbody>
<tr>
<td>8.10 I look forward to choir practices.</td>
<td>1</td>
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<tr>
<td>8.11 I will miss the choir activities after the competition is over.</td>
<td>1</td>
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<tr>
<td>8.12 Through initiating and creating this opportunity Dr. Steve Booysen indicates that Absa is interested in me as a human being.</td>
<td>1</td>
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<tr>
<td>8.13 Absa intends for this project to spur growth in employees as individuals.</td>
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<tr>
<td>8.14 I feel pride in representing Absa through our choir.</td>
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<tr>
<td>8.15 Participating in this project motivates me to believe that the Absa team can achieve even greater things tomorrow.</td>
<td>1</td>
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<tr>
<td>8.16 Singing with employees from varying departments in the bank gives me a better personal understanding of the work they do.</td>
<td>1</td>
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<td>8.17 Singing in our choir has a positive influence on my mood.</td>
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<tr>
<td>8.18 I am learning in the choir to share on a more personal level with people from other ethnic groups.</td>
<td>1</td>
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<tr>
<td>8.19 I feel better connected with members of other departments because of singing with them in the choir.</td>
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<td>8.20 The choir is an activity of unifying grounds for employees of different cultural backgrounds.</td>
<td>1</td>
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<tr>
<td>8.21 Through the choir project, I believe that Absa turned words into deeds concerning their slogan “Today, tomorrow, together.”</td>
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<td>8.22 I believe that Absa appreciates what we have accomplished in our choir.</td>
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<tr>
<td>8.23 This project has the employees’ best interest at heart.</td>
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<tr>
<td>8.24 Singing in the choir strengthens my feeling of identifying with the “Today, tomorrow, together” slogan.</td>
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SECTION B (cont.)

OPINIONS AND EXPERIENCES

8. Please read each of the statements below and answer them using the scale

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<td>I strongly disagree</td>
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<td>3</td>
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<td>I slightly disagree</td>
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<td>I slightly agree</td>
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<tr>
<td>5</td>
<td>sa</td>
<td>I strongly agree</td>
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<tr>
<td>6</td>
<td>msa</td>
<td>I most strongly agree</td>
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<tr>
<td>8.25 The choir has broadened my view of the range of departments throughout Absa.</td>
<td>1</td>
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<tr>
<td>8.26 Together we have overcome the challenges that faced our choir.</td>
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<tr>
<td>8.27 I commend Absa for successfully motivating so many employees to participate in this project.</td>
<td>1</td>
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<tr>
<td>8.28 Building a choir with colleagues from other departments improves co-operation towards common Absa goals.</td>
<td>1</td>
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<tr>
<td>8.29 In choir practices I have the opportunity to interact more freely with people from different cultural backgrounds.</td>
<td>1</td>
<td>2</td>
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</tr>
<tr>
<td>8.30 I enjoy singing the songs from other cultures in the choir.</td>
<td>1</td>
<td>2</td>
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<tr>
<td>8.31 I feel proud of my bank for being the first to initiate such a project for their employees.</td>
<td>1</td>
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</tr>
<tr>
<td>8.32 I value the interaction with my fellow choir members during practices and other choir-related activities.</td>
<td>1</td>
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<tr>
<td>8.33 Participating in the Choir project suggests that Absa wants me to be a well-balanced human being.</td>
<td>1</td>
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</tr>
<tr>
<td>8.34 I would find it easier to help solve conflict situations with people from other departments who sang with me in the choir.</td>
<td>1</td>
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<tr>
<td>8.35 Singing in the choir with employees from different departments helps me to see the importance of co-operation between departments.</td>
<td>1</td>
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</tr>
<tr>
<td>8.36 I have mastered the performance of different cultural songs.</td>
<td>1</td>
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<tr>
<td>8.37 The choir affords me a non-threatening opportunity to work closely with people from different cultural backgrounds.</td>
<td>1</td>
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</tr>
<tr>
<td>8.38 Despite the hard work involved in mastering the music, the choir practices were fun.</td>
<td>1</td>
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</tr>
</tbody>
</table>
SECTION B (cont.)  OPINIONS AND EXPERIENCES

8. Please read each of the statements below and answer them using the scale

\[\begin{align*}
1 &= msd & \text{i most strongly disagree} \\
2 &= sd & \text{i strongly disagree} \\
3 &= d & \text{i slightly disagree} \\
4 &= a & \text{i slightly agree} \\
5 &= sa & \text{i strongly agree} \\
6 &= msa & \text{i most strongly agree}
\end{align*}\]

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<th>msa</th>
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<tbody>
<tr>
<td>8.39 At times we share hardships and joys during practices.</td>
<td>1</td>
<td>2</td>
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<tr>
<td>8.40 The commitment and effort that Absa has gone to through the choir project gives me a sense of worth.</td>
<td>1</td>
<td>2</td>
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</tr>
<tr>
<td>8.41 Singing with people from other departments broadens my perception of the function of my own department in relation to other departments in Absa.</td>
<td>1</td>
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</tr>
<tr>
<td>8.42 Singing in the choir makes cultural differences less of an obstacle.</td>
<td>1</td>
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<tr>
<td>8.43 The fun nature of participating in our choir makes choir practicing a stress relieving activity.</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>8.44 I will encourage colleagues to participate in future Absa choir festivals.</td>
<td>1</td>
<td>2</td>
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<td>6</td>
</tr>
<tr>
<td>8.45 I feel happier at the end of choir practices.</td>
<td>1</td>
<td>2</td>
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<td>4</td>
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For Office Use

SECTION C continues on the next page
**SECTIONS C: FURTHER QUESTIONS**

9. List in **order of priority** the **three most important obstacles** your choir encountered in the process of building your choir.

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<th>62</th>
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<tbody>
<tr>
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<tr>
<td>V56</td>
<td>66</td>
</tr>
</tbody>
</table>

10. List the **one greatest achievement** of your choir.

| V57 | 68 |

11. Please indicate the **single greatest benefit** to you **personally** by participating in the choir festival.

| V58 | 70 |

*Please return to the answer you supplied for Question 1 on page 2 above.*

12. If you have participated in the ABSA Choir Festival **before** (i.e. **after 2006**), how **many times** have you participated?

| V59 | 72 |

*Thank you for your time and co-operation*
Appendix 2

Index of Chapter 5 graphs and tables
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Appendix 3

Supplementary DVD