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Appendix 1

The questionnaire



Faculty of Humanities
Office of the Dean
2008-05-20

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



QUESTIONNAIRE: 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	1
No	2

2. What **region** does your choir come from?

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

4. What is your **gender**?

Male	1
Female	2

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

6. What **language** or languages do you speak at **home**?

For Office Use

V1

 1

V2

--

 5

V3

--	--

 6

V4

--	--

 8

V5

--

 10

V6

--	--

 11

V7

--	--

 13



For Office Use

7. What **level** in Absa are you **employed** at?

B	1
C	2
T	3
P	4
M	5
S	6
E	7
I don't know	8
Other (specify):	

V8 15

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

	Statement	msd	sd	d	a	sa	msa	
8.1	Realising that our choir needs and relies on me as a choir member makes me feel part of the team.	1	2	3	4	5	6	V9 <input type="text"/> 17
8.2	Absa wants me to experience an increased sense of belonging to the Absa team through participating in the Choir project.	1	2	3	4	5	6	V10 <input type="text"/> 18
8.3	I have experienced a sense of camaraderie with my fellow choir members.	1	2	3	4	5	6	V11 <input type="text"/> 19
8.4	We are able to resolve conflict situations in our choir.	1	2	3	4	5	6	V12 <input type="text"/> 20
8.5	Singing in an Absa choir makes me feel privileged to be employed by this bank.	1	2	3	4	5	6	V13 <input type="text"/> 21
8.6	I would like to sing in an Absa choir again in future.	1	2	3	4	5	6	V14 <input type="text"/> 22
8.7	Participating in this project that involves so many Absa employees gives me an increased feeling of belonging to the greater Absa team.	1	2	3	4	5	6	V15 <input type="text"/> 23
8.8	Experiencing the songs from different South African cultural groups gives me an increased sense of pride in our cultural diversity.	1	2	3	4	5	6	V16 <input type="text"/> 24
8.9	Singing together with people from other departments gives me a greater appreciation of the work they do.	1	2	3	4	5	6	V17 <input type="text"/> 25



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SECTION B (cont.) 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

	Statement	msd	sd	d	a	sa	msa		
8.10	I look forward to choir practices.	1	2	3	4	5	6	V18	<input type="text"/> 26
8.11	I will miss the choir activities after the competition is over.	1	2	3	4	5	6	V19	<input type="text"/> 27
8.12	Through initiating and creating this opportunity Dr. Steve Booyesen indicates that Absa is interested in me as a human being.	1	2	3	4	5	6	V20	<input type="text"/> 28
8.13	Absa intends for this project to spur growth in employees as individuals.	1	2	3	4	5	6	V21	<input type="text"/> 29
8.14	I feel pride in representing Absa through our choir.	1	2	3	4	5	6	V22	<input type="text"/> 30
8.15	Participating in this project motivates me to believe that the Absa team can achieve even greater things tomorrow.	1	2	3	4	5	6	V23	<input type="text"/> 31
8.16	Singing with employees from varying departments in the bank gives me a better personal understanding of the work they do.	1	2	3	4	5	6	V24	<input type="text"/> 32
8.17	Singing in our choir has a positive influence on my mood.	1	2	3	4	5	6	V25	<input type="text"/> 33
8.18	I am learning in the choir to share on a more personal level with people from other ethnic groups.	1	2	3	4	5	6	V26	<input type="text"/> 34
8.19	I feel better connected with members of other departments because of singing with them in the choir.	1	2	3	4	5	6	V27	<input type="text"/> 35
8.20	The choir is an activity of unifying grounds for employees of different cultural backgrounds.	1	2	3	4	5	6	V28	<input type="text"/> 36
8.21	Through the choir project, I believe that Absa turned words into deeds concerning their slogan " Today, tomorrow, together. "	1	2	3	4	5	6	V29	<input type="text"/> 37
8.22	I believe that Absa appreciates what we have accomplished in our choir.	1	2	3	4	5	6	V30	<input type="text"/> 38
8.23	This project has the employees' best interest at heart.	1	2	3	4	5	6	V31	<input type="text"/> 39
8.24	Singing in the choir strengthens my feeling of identifying with the " Today, tomorrow, together " slogan.	1	2	3	4	5	6	V32	<input type="text"/> 40



SECTION B (cont.) 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

	Statement	msd	sd	d	a	sa	msa		
8.25	The choir has broadened my view of the range of departments throughout Absa.	1	2	3	4	5	6	V33	<input type="checkbox"/> 41
8.26	Together we have overcome the challenges that faced our choir.	1	2	3	4	5	6	V34	<input type="checkbox"/> 42
8.27	I commend Absa for successfully motivating so many employees to participate in this project.	1	2	3	4	5	6	V35	<input type="checkbox"/> 43
8.28	Building a choir with colleagues from other departments improves co-operation towards common Absa goals.	1	2	3	4	5	6	V36	<input type="checkbox"/> 44
8.29	In choir practices I have the opportunity to interact more freely with people from different cultural backgrounds.	1	2	3	4	5	6	V37	<input type="checkbox"/> 45
8.30	I enjoy singing the songs from other cultures in the choir.	1	2	3	4	5	6	V38	<input type="checkbox"/> 46
8.31	I feel proud of my bank for being the first to initiate such a project for their employees.	1	2	3	4	5	6	V39	<input type="checkbox"/> 47
8.32	I value the interaction with my fellow choir members during practices and other choir-related activities.	1	2	3	4	5	6	V40	<input type="checkbox"/> 48
8.33	Participating in the Choir project suggests that Absa wants me to be a well-balanced human being.	1	2	3	4	5	6	V41	<input type="checkbox"/> 49
8.34	I would find it easier to help solve conflict situations with people from other departments who sang with me in the choir.	1	2	3	4	5	6	V42	<input type="checkbox"/> 50
8.35	Singing in the choir with employees from different departments helps me to see the importance of co-operation between departments.	1	2	3	4	5	6	V43	<input type="checkbox"/> 51
8.36	I have mastered the performance of different cultural songs.	1	2	3	4	5	6	V44	<input type="checkbox"/> 52
8.37	The choir affords me a non-threatening opportunity to work closely with people from different cultural backgrounds.	1	2	3	4	5	6	V45	<input type="checkbox"/> 53
8.38	Despite the hard work involved in mastering the music, the choir practices were fun.	1	2	3	4	5	6	V46	<input type="checkbox"/> 54



SECTION B (cont.) 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*

	Statement	msd	sd	d	a	sa	msa		
8.39	At times we share hardships and joys during practices.	1	2	3	4	5	6	V47	<input type="text"/> 55
8.40	The commitment and effort that Absa has gone to through the choir project gives me a sense of worth.	1	2	3	4	5	6	V48	<input type="text"/> 56
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.	1	2	3	4	5	6	V49	<input type="text"/> 57
8.42	Singing in the choir makes cultural differences less of an obstacle.	1	2	3	4	5	6	V50	<input type="text"/> 58
8.43	The fun nature of participating in our choir makes choir practicing a stress relieving activity.	1	2	3	4	5	6	V51	<input type="text"/> 59
8.44	I will encourage colleagues to participate in future Absa choir festivals.	1	2	3	4	5	6	V52	<input type="text"/> 60
8.45	I feel happier at the end of choir practices.	1	2	3	4	5	6	V53	<input type="text"/> 61

SECTION C continues on the next page



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SECTION C: FURTHER QUESTIONS

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

V54 62

V55 64

V56 66

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

Guide to graphs and tables in Chapter 5

Figure no: *Graph/table depicting:* *Page:*

Section A:

<i>Figure 1:</i>	Number of times respondents have participated in the AICF	101
<i>Figure 2:</i>	AICF age profile	102
<i>Figure 3:</i>	AICF gender profile	103
<i>Figure 4:</i>	AICF ethnic profile	104
<i>Figure 5:</i>	AICF language profile	104
<i>Figure 6a:</i>	Post levels in Absa Bank	106
<i>Figure 6b:</i>	Post level profile of AICF participants	106

Section B:

Factor 1:

<i>Figure 7:</i>	FUN per number of times participating in the AICF	110
<i>Figure 8:</i>	FUN per Absa region in South Africa	111
<i>Figure 9:</i>	FUN per AICF age profile	111
<i>Figure 10:</i>	FUN per AICF gender profile	112
<i>Figure 11:</i>	FUN per AICF ethnic profile	112
<i>Figure 12a:</i>	FUN per language groups 1-8	113
<i>Figure 12b:</i>	FUN per language groups 9-16	113
<i>Figure 13:</i>	FUN per post level employed at in Absa Bank	114
<i>Figure 14a:</i>	Summative ratings for FUN: I1-I3	115
<i>Figure 14b:</i>	Table of <i>mean</i> and <i>Standard Error</i> of FUN summative ratings	115

Factor 2:

<i>Figure 15:</i>	PABSA per number of times participating in the AICF	116
<i>Figure 16:</i>	PABSA per Absa region in South Africa	117
<i>Figure 17:</i>	PABSA per AICF age profile	117
<i>Figure 18:</i>	PABSA per AICF gender profile	118

<i>Figure 19:</i>	PABSA per AICF ethnic profile	11 8
<i>Figure 20a:</i>	PABSA per language groups 1-9	119
<i>Figure 20b:</i>	PABSA per language groups 10-16	119
<i>Figure 21:</i>	PABSA per post level employed at in Absa Bank	120
<i>Figure 22a:</i>	Summative ratings for PABSA: I1-I3	121
<i>Figure 22b:</i>	Table of <i>mean</i> and <i>Standard Error</i> of PABSA summative ratings	121
 <u>Factor 3:</u>		
<i>Figure 23:</i>	CDIV per number of times participating in the AICF	122
<i>Figure 24:</i>	CDIV per Absa region in South Africa	123
<i>Figure 25:</i>	CDIV per AICF age profile	123
<i>Figure 26:</i>	CDIV per AICF gender profile	124
<i>Figure 27:</i>	CDIV per AICF ethnic profile	1 24
<i>Figure 28a:</i>	CDIV per language groups 1-9	125
<i>Figure 28b:</i>	CDIV per language groups 10-16	125
<i>Figure 29:</i>	CDIV per post level employed at in Absa Bank	126
<i>Figure 30a:</i>	Summative ratings for CDIV: I1-I3	127
<i>Figure 30b:</i>	Table of <i>mean</i> and <i>Standard Error</i> of CDIV summative ratings	127
 <u>Factor 4:</u>		
<i>Figure 31:</i>	TBUILD per number of times participating in the AICF	128
<i>Figure 32:</i>	TBUILD per Absa region in South Africa	129
<i>Figure 33:</i>	TBUILD per AICF age profile	129
<i>Figure 34:</i>	TBUILD per AICF gender profile	130
<i>Figure 35:</i>	TBUILD per AICF ethnic profile	130
<i>Figure 36a:</i>	TBUILD per language groups 1-9	131
<i>Figure 36b:</i>	TBUILD per language groups 10-16	131
<i>Figure 37:</i>	TBUILD per post level employed at in Absa Bank	132
<i>Figure 38a:</i>	Summative ratings for TBUILD: I1-I3	133
<i>Figure 38b:</i>	Table of <i>mean</i> and <i>Standard Error</i> of TBUILD summative ratings	



Factor 5:

<i>Figure 39:</i>	CDEPT per number of times participating in the AICF	134
<i>Figure 40:</i>	CDEPT per Absa region in South Africa	135
<i>Figure 41:</i>	CDEPT per AICF age profile	135
<i>Figure 42:</i>	CDEPT per AICF gender profile	136
<i>Figure 43:</i>	CDEPT per AICF ethnic profile	136
<i>Figure 44a:</i>	CDEPT per 1 language groups 1-9	137
<i>Figure 44b:</i>	CDEPT per 1 language groups 10-16	137
<i>Figure 45:</i>	CDEPT per post level employed at in Absa Bank	138
<i>Figure 46a:</i>	Summative ratings for CDEPT: I1-I3	139
<i>Figure 46b:</i>	Table of <i>mean</i> and <i>Standard Error</i> of CDEPT summative ratings	139

Factor 6:

<i>Figure 47:</i>	MIMPAS per number of times participating in the AICF	140
<i>Figure 48:</i>	MIMPAS per Absa region in South Africa	141
<i>Figure 49:</i>	MIMPAS per AICF age profile	141
<i>Figure 50:</i>	MIMPAS per AICF gender profile	142
<i>Figure 51:</i>	MIMPAS per AICF ethnic profile	142
<i>Figure 52a:</i>	MIMPAS per 1 language groups 1-9	143
<i>Figure 52b:</i>	MIMPAS per 1 language groups 10-16	143
<i>Figure 53:</i>	MIMPAS per post level employed at in Absa Bank	144
<i>Figure 54a:</i>	Summative ratings for MIMPAS: I1-I3	145
<i>Figure 54b:</i>	Table of <i>mean</i> and <i>Standard Error</i> of MIMPAS summative ratings	145

Factor 1-6:

<i>Figure 55a:</i>	Summative data for Section B (factors 1-6)	146
<i>Figure 55b:</i>	Table of <i>mean</i> and <i>Standard Error</i> of Section B summative ratings	146



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Appendix 3

Supplementary DVD