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Annexure A

RESEARCH QUESTIONNAIRE (O₁)

Pages 317 - 325 marked (1- 8)



Chair in Entrepreneurship

Department of Business Management

RESEARCH QUESTIONNAIRE

PLEASE NOTE: This questionnaire must only be completed by **women** entrepreneurs or potential **women** business owners

All information will be treated as **STRICTLY CONFIDENTIAL** and will only be used for academic purposes. Please feel free to contact the researcher if you need any information concerning the questionnaire.

Researcher: Melodi Botha
Tel (012) 420 4774
Fax (012) 362 5198
E-mail: melodi@postino.up.ac.za

Instructions for completion:

1. Please answer the questions as objectively and honestly as possible.
2. Place a cross (x) in the space provided after each question which reflects your answer the most accurately.
3. Where asked for comments or to express own opinion, keep answers short and to the point.
4. Please answer all questions applicable to you, as this will provide more information to the researcher so that an accurate analysis and interpretation of data can be made.
5. Please note: **Potential** Women Entrepreneurs do not complete questions 8 – 21.
6. **Already established** Women Entrepreneurs complete all the questions.
7. Please remember your respondent and group numbers on the next page for future use.

PART A: DEMOGRAPHIC DETAILS

1. Please indicate the province where your head office/main business is situated

OR

where you intend on locating your business

| | | | |
|---------------|---|--------------------|---|
| Eastern Cape | 1 | Northern Cape | 6 |
| Free State | 2 | Northern Province | 7 |
| Gauteng | 3 | Northwest province | 8 |
| Kwazulu-Natal | 4 | Western Cape | 9 |
| Mpumalanga | 5 | | |

2. What is your age?

.....years

3. What is the highest level of education you are in possession of?

| | |
|-------------------------------|---|
| Less than matric | 1 |
| Matric (Grade 12) | 2 |
| National Diploma (3 years) | 3 |
| Baccalaureus Degree (3 years) | 4 |
| B Tech Degree (4 years) | 5 |
| Honours Degree | 6 |
| Masters Degree | 7 |
| Doctors Degree | 8 |
| Other | 9 |

4. Home language.....

5. Race

| | |
|----------------------|---|
| Black | 1 |
| Coloured | 2 |
| Indian | 3 |
| White (Caucasian) | 4 |
| Other (specify)..... | 5 |

6. What is your marital status?

| | |
|-----------------|---|
| Never married | 1 |
| Married | 2 |
| Divorced | 3 |
| Widowed | 4 |
| Living together | 5 |

Respondent

Group

FOR OFFICE
use only

V1 1-3

V2 4-5

V3 6

V4 7-8

V5 9

V6 10-11

V7 12

V8 13

PART B: BUSINESS INFORMATION

7. Do you own your own business?

| | |
|--|---|
| Yes | 1 |
| No | 2 |
| No, but intend on starting my own business. When? (eg. Six months from now)..... | 3 |

IF YOU ANSWERED NO, GO TO QUESTION NUMBER 22

Note: This part must only be completed by those women who already own their own businesses

8. When did you start your business?

| | |
|-------|------|
| Month | Year |
| | |

9. Indicate the form of business ownership

| | |
|-------------------------|---|
| Sole proprietor | 1 |
| Partnership | 2 |
| Close Corporation | 3 |
| Company (Public) | 4 |
| Company (Private) | 5 |
| Business Trust | 6 |
| Non-profit organisation | 7 |
| Other (specify)..... | 8 |

10. In which sector does the main focus of your business lie?
(E.g. Service, Retail, Manufacturing, Food, Education, Medical, Beauty)

.....

11. Annual sales/turnover

| | |
|-------------------------------------|---|
| 0 – R150 000 | 1 |
| R150 001 – R250 000 | 2 |
| R250 001 – R500 000 | 3 |
| R500 001 – R1 Million | 4 |
| More than R1 Million – R2,5 Million | 5 |
| More than R2,5 Million | 6 |

12. Provide an indication of the value of your capital assets

| | |
|---------------------------|---|
| R0 – R100 000 | 1 |
| R100 001 - R250 000 | 2 |
| R250 001 – R2 million | 3 |
| R2 million – R5 million | 4 |
| R5 million – R10 million | 5 |
| R10 million – R50 million | 6 |

V9 14

V10 15-18

V11

19-20

V12 21-24

V13 25

V14 26-27

V15 28

V16 29

13. Number of employees working in your business.....

V17
30-32

14. Average number of customers per month.....

V18
33-35

Please rate your business enterprise in terms of:

15. How successful is your business (successful = achieve business goals)?

V19
36

| 1 | 2 | 3 | 4 |
|---|---|---|---|
| Unsuccessful (not achieving business goals) | Somewhat successful (achieve some business goals) | Mostly successful (mostly achieving all business goals) | Highly successful (always achieving all business goals) |

16. How profitable is your business?

V20
37

| 1 | 2 | 3 | 4 |
|------------------------------------|----------------------------------|--|---|
| Regularly not covering fixed costs | Mostly covering fixed costs only | Profitable (mostly have surplus money left after covering costs) | Highly profitable (always have surplus money left after covering costs) |

17. How satisfied do you think your clients/customers are?

V21
38

| 1 | 2 | 3 | 4 |
|---|---|-------------|--|
| Highly satisfied (exceed customer expectations) | Somewhat satisfied (meet customer expectations) | Do not know | Highly dissatisfied (do not meet customer expectations at all) |

18. How long did it take your business to break-even (Marginal income = expenses)?

V22
39

| 1 | 2 | 3 | 4 |
|---------|--------------|----------------------|----------------------|
| Not yet | 3 – 6 Months | 7 months to one year | Longer than one year |

19. Give an indication of how your business has grown in terms of:
Increase in employees and/or turnover since you started your business.

V23
40-41

.....
.....
.....
.....

V24
42-43

V25
44-45

20. Where would you like your business to be six months from now?

V26
46-47

...Employees:
...Turnover:
...Profit:

V27
48-49

21. How do you plan to achieve that?

.....

V28

50-51

V29

52-53

Note: To be completed by all the participants

22. Indicate how important you think the following factors are/will be for your business success

| Factor | | 1 | 2 | 3 | 4 |
|--------|--|----------------------|--------------------|------------------|----------------|
| | | Not important at all | Fairly unimportant | Fairly important | Very important |
| 1 | Location | | | | |
| 2 | Product/ Service | | | | |
| 3 | Customer care | | | | |
| 4 | Low prices | | | | |
| 5 | Good quality | | | | |
| 6 | Sufficient parking | | | | |
| 7 | Capital | | | | |
| 8 | Your level of training and acquiring skills | | | | |
| 9 | Your employees' level of training and acquiring skills | | | | |

V30 54

V31 55

V32 56

V33 57

V34 58

V35 59

V36 60

V37 61

V38 62

23. How would you rate yourself on the following items?

| Item | | 1 | 2 | 3 | 4 | 5 |
|------|------------------------------------|-----------|------|---------|------|-----------|
| | | Very poor | Poor | Average | Good | Excellent |
| 1. | Taking advantage of an opportunity | | | | | |
| 2. | Product knowledge | | | | | |
| 3. | Commitment to business | | | | | |
| 4. | Enthusiasm | | | | | |
| 5. | Performance motivation | | | | | |
| 6. | Business Planning | | | | | |
| 7. | Running a business | | | | | |

V39 63

V40 64

V41 65

V42 66

V43 67

V44 68

V45 69

| Item | | 1 | 2 | 3 | 4 | 5 |
|------|----------------------------------|-----------|------|---------|------|-----------|
| | | Very poor | Poor | Average | Good | Excellent |
| 8. | Persistence and determination | | | | | |
| 9. | Being independent and in control | | | | | |
| 10. | Need for achievement | | | | | |
| 11. | Leadership abilities | | | | | |
| 12. | Knowledge of competitors | | | | | |
| 13. | Good communication skills | | | | | |

V46 70
 V47 71
 V48 72
 V49 73
 V50 74
 V51 75

PART C: WOMEN ENTREPRENEURSHIP PROGRAMME

24. What do you expect from the Women Entrepreneurship Programme?

| | Strongly Disagree | Disagree | Agree | Strongly agree |
|---|-------------------|----------|-------|----------------|
| | 1 | 2 | 3 | 4 |
| To start/grow a business | | | | |
| To compile a business plan | | | | |
| To be more creative | | | | |
| To develop new products | | | | |
| Networking with other women entrepreneurs | | | | |
| Financial and cash flow planning | | | | |
| To market my products and business | | | | |
| Other (please specify)..... | | | | |

V52 76
 V53 77
 V54 78
 V55 79
 V56 80
 V57 81
 V58 82

V59 83-84

25. How would you rate yourself in terms of your knowledge and skills about the following?

| Item | | 1 | 2 | 3 | 4 |
|------|--|-------------------------|----------------|--|----------------------|
| | | No knowledge whatsoever | Some knowledge | Some knowledge but need more knowledge | Sufficient knowledge |
| 1. | Ability to obtain financial assistance for your business | | | | |
| 2. | Using mentors and counsellors | | | | |
| 3. | Making use of networking opportunities | | | | |

V60 85
 V61 86
 V62 87

| Item | | 1 | 2 | 3 | 4 |
|------|---|-------------------------|----------------|--|----------------------|
| | | No knowledge whatsoever | Some knowledge | Some knowledge but need more knowledge | Sufficient knowledge |
| 4. | Creative problem solving | | | | |
| 5. | Compiling a Feasibility study | | | | |
| 6. | Compiling a Business Plan | | | | |
| 7. | Sustainable competitive advantage | | | | |
| 8. | Break-even analysis | | | | |
| 9. | Drawing up financial statements | | | | |
| 10. | Managing growth | | | | |
| 11. | Business failure signs and causes | | | | |
| 12. | Conducting market research | | | | |
| 13. | Cash flow management | | | | |
| 14. | General management | | | | |
| 15. | Marketing of business/products/s ervices | | | | |
| 16. | Legal aspects – company/Business registration | | | | |
| 17. | Human Resource management | | | | |
| 18. | Financial management | | | | |
| 19. | Risk orientation | | | | |
| 20. | Creativity and innovation | | | | |
| 21. | Opportunity identification | | | | |
| 22. | Using role models for guidance | | | | |

- V63 88
- V64 89
- V65 90
- V66 91
- V67 92
- V68 93
- V69 94
- V70 95
- V71 96
- V72 97
- V73 98
- V74 99
- V75 100
- V76 101
- V77 102
- V78 103
- V79 104
- V80 105
- V81 106
- V82 107
- V83 108
- V84 109
- V85 110

Entrepreneurial Performance

26. Please indicate with which of the following you would like the Women Entrepreneurship Programme/workshop to assist you.

| | Strongly disagree | Disagree | Agree | Strongly agree |
|---------------------------------|-------------------|----------|-------|----------------|
| | 1 | 2 | 3 | 4 |
| Growth in net value of business | | | | |
| Recruitment of employees | | | | |
| Increasing productivity levels | | | | |
| Increasing profitability | | | | |

Technical Skills: The Business Plan

27. Do you currently have a written business plan for your business?

| | |
|-----|---|
| Yes | 1 |
| No | 2 |

V86
111

28. If yes, who compiled the business plan?
.....

V87
112-113

29. When was it done/updated?
.....

V88
114-115

30. If not, indicate why not (Please choose only one).

| | |
|--|---|
| Do not have time to do it | 1 |
| Do not know how to do it | 2 |
| Do not have sufficient information to do it | 3 |
| Do not think it is necessary to have a business plan | 4 |
| Other (please specify)..... | 5 |

V89
116

31. What criteria do you think financial institutions use to judge a business plan?
.....
.....
.....
.....

V90
117-118

V91
119-120

V92
121-122

V93
123-124

**THANK YOU VERY MUCH FOR YOUR CO-OPERATION IN
COMPLETING THIS QUESTIONNAIRE**

Annexure B

ENTREPRENEURIAL LEARNING PROGRAMME EVALUATION INSTRUMENT (O₂)

Pages 326 - 333 marked (1- 7)



Chair in Entrepreneurship

Department of Business Management

ENTREPRENEURIAL LEARNING PROGRAMME EVALUATION INSTRUMENT

PLEASE NOTE: This questionnaire must only be completed by **women** entrepreneurs or potential **women** business owners

All information will be treated as **STRICTLY CONFIDENTIAL** and will only be used for academic purposes. Please feel free to contact the researcher if you need any information concerning the questionnaire.

Researcher: Melodi Botha
Tel (012) 420 4774
Fax (012) 362 5198
E-mail: melodi@postino.up.ac.za

Instructions for completion:

1. Please answer the questions as objectively and honestly as possible.
2. Place a cross (x) in the space provided after each question which reflects your answer the most accurately.
3. Where asked for comments or to express own opinion, keep answers short and to the point.
4. Please answer all questions applicable to you, as this will provide more information to the researcher so that an accurate analysis and interpretation of data can be made.
5. Please note: **Potential** Women Entrepreneurs do not complete question 2.
6. **Already established** Women Entrepreneurs do not complete question 1.
7. Please insert the respondent and group numbers that were given to you when you completed the first questionnaire and remember these numbers for future use.

PART A: BUSINESS INFORMATION

Note: Women who already own their own businesses DO NOT complete this question

1. If you are not a business owner yet, did this programme influence/motivate you to start your own business?

Respondent
Group

| | |
|-----|---|
| Yes | 1 |
| No | 2 |

If not, kindly supply reasons:

.....

Note: Potential women entrepreneurs DO NOT complete this question

2. If you are a business owner already, did this programme motivate you to start multiple businesses?

| | |
|-----|---|
| Yes | 1 |
| No | 2 |

If not, kindly supply reasons:

.....

3. Where would you like your business to be six months from now in terms of:

... Turnover:
 ... Employees:
 ... Profit:.....

4. How do you plan to achieve that?

.....

For office use only

V1 1-3

V2 4-5

V3 6

V4 7-8

V5 9-10

V6 11-12

V7 13

V8 14-15

V9 16-17

V10 18-19

V11 20-21

V12 22-23

V13 24-25

5. How would you rate yourself, regarding the following skills, after the completion of the programme?

| Item | | 1 | 2 | 3 | 4 | 5 |
|------|------------------------------------|-----------|------|---------|------|-----------|
| | | Very poor | Poor | Average | Good | Excellent |
| 1. | Taking advantage of an opportunity | | | | | |
| 2. | Product knowledge | | | | | |
| 3. | Commitment to business | | | | | |
| 4. | Enthusiasm | | | | | |
| 5. | Performance motivation | | | | | |
| 6. | Business Planning | | | | | |
| 7. | Running a business | | | | | |
| 8. | Persistence and determination | | | | | |
| 9. | Being independent and in control | | | | | |
| 10. | Need for achievement | | | | | |
| 11. | Leadership abilities | | | | | |
| 12. | Knowledge of competitors | | | | | |
| 13. | Good communication skills | | | | | |

- V14 26
- V15 27
- V16 28
- V17 29
- V18 30
- V19 31
- V20 32
- V21 33
- V22 34
- V23 35
- V24 36
- V25 37
- V26 38

PART B: WOMEN ENTREPRENEURSHIP PROGRAMME

General information

6. Indicate your level of satisfaction with the Women Entrepreneurship Programme?

| | | | |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
|---|---|---|---|

Highly satisfied Fairly satisfied Dissatisfied Highly dissatisfied

- V27 39

If, dissatisfied please provide reasons

.....

V28 40-41

V29 42-43

7. If I did not attend the programme, I would not have known the following:

.....

V30 44-45

8. The Programme content will be useful to me in starting/growing my own business.

V31 46-47

| | |
|-----|---|
| Yes | 1 |
| No | 2 |

V32 48

If not, kindly supply reasons:

.....

V33 49-50

V34 51-52

9. I would recommend this programme to a friend/colleague.

V35 53

| | |
|-----|---|
| Yes | 1 |
| No | 2 |

10. Indicate whether you agree/disagree that the following expectations were met during the Women Entrepreneurship Programme.

V36 54

| | Strongly Disagree | Disagree | Agree | Strongly agree |
|---|-------------------|----------|-------|----------------|
| | 1 | 2 | 3 | 4 |
| To start/grow a business | | | | |
| To compile a business plan | | | | |
| To be more creative | | | | |
| To develop new products | | | | |
| Networking with other women entrepreneurs | | | | |
| Financial and cash flow planning | | | | |
| To market my products and business | | | | |
| Other (please specify)..... | | | | |

V37 55

V38 56

V39 57

V40 58

V41 59

V42 60

V43 61-62

11. How would you rate yourself in terms of your knowledge and skills, after the completion of the Programme, about the following?

| Item | | 1 | 2 | 3 | 4 |
|------|--|-------------------------|---------------------------------|--|----------------------|
| | | No knowledge whatsoever | Some knowledge but insufficient | Some knowledge but need more knowledge | Sufficient knowledge |
| 1. | Ability to obtain financial assistance for your business | | | | |
| 2. | Using mentors and counsellors | | | | |
| 3. | Making use of networking opportunities | | | | |
| 4. | Creative problem solving | | | | |
| 5. | Compiling a Feasibility study | | | | |
| 6. | Compiling a Business Plan | | | | |
| 7. | Sustainable competitive advantage | | | | |
| 8. | Break-even analysis | | | | |
| 9. | Drawing up financial statements | | | | |
| 10. | Managing growth | | | | |
| 11. | Business failure signs and causes | | | | |
| 12. | Conducting market research | | | | |
| 13. | Cash flow management | | | | |
| 14. | General management | | | | |
| 15. | Marketing of business/products/services | | | | |
| 16. | Legal aspects – company/Business registration | | | | |
| 17. | Human Resource management | | | | |
| 18. | Financial management | | | | |
| 19. | Risk orientation | | | | |
| 20. | Creativity and innovation | | | | |
| 21. | Opportunity identification | | | | |
| 22. | Using role models for guidance | | | | |

V44 63V45 64V46 65V47 66V48 67V49 68V50 69V51 70V52 71V53 72V54 73V55 74V56 75V57 76V58 77V59 78V60 79V61 80V62 81V63 82V64 83V65 84

Entrepreneurial Performance

12. Please indicate whether you agree/disagree that the Women Entrepreneurship Programme will assist you in improving the performance of the following areas in your business.

| | Strongly Disagree | Disagree | Agree | Strongly agree |
|---------------------------------|--------------------------|-----------------|--------------|-----------------------|
| | 1 | 2 | 3 | 4 |
| Growth in net value of business | | | | |
| Recruitment of employees | | | | |
| Increasing productivity levels | | | | |
| Increasing profitability | | | | |
| Other | | | | |
| | | | | |

V66 85

V67 86

V68 87

V69 88

V70 89-90

Technical Skills: The Business Plan

Indicate to what extend you agree or disagree with the following statements:

13. The Women Entrepreneurship Programme provided me with the opportunity to prepare a business plan for my business.

| | | | |
|-------------------|----------|-------|----------------|
| 1 | 2 | 3 | 4 |
| Strongly Disagree | Disagree | Agree | Strongly Agree |

V71 91

14. The programme provided the opportunity to present my business plan to peers, facilitators and potential funding institutions.

| | | | |
|-------------------|----------|-------|----------------|
| 1 | 2 | 3 | 4 |
| Strongly Disagree | Disagree | Agree | Strongly Agree |

V72 92

The Facilitator/lecturer

Indicate to what extend you agree or disagree with the following statements:

15. The facilitator/lecturer was able to keep my attention throughout the programme.

| | | | |
|-------------------|----------|-------|----------------|
| 1 | 2 | 3 | 4 |
| Strongly Disagree | Disagree | Agree | Strongly Agree |

V73 93

16. The facilitator/lecturer encouraged the participants to take part in class discussions throughout the programme/workshop.

V74 94

| | | | |
|-------------------|----------|-------|----------------|
| 1 | 2 | 3 | 4 |
| Strongly Disagree | Disagree | Agree | Strongly Agree |

17. The facilitator/lecturer was very passionate and enthusiastic throughout the programme.

V75 95

| | | | |
|-------------------|----------|-------|----------------|
| 1 | 2 | 3 | 4 |
| Strongly Disagree | Disagree | Agree | Strongly Agree |

18. The facilitator/lecturer has practical experience of business start-ups.

V76 96

| | | | |
|-------------------|----------|-------|----------------|
| 1 | 2 | 3 | 4 |
| Strongly Disagree | Disagree | Agree | Strongly Agree |

If you would like your business to be monitored six months from now please provide your e-mail address.

.....

THANK YOU VERY MUCH FOR YOUR CO-OPERATION IN COMPLETING THIS QUESTIONNAIRE

Annexure C

FOLLOW-UP RESEARCH QUESTIONNAIRE (O₃)

Pages 334 - 340 marked (1- 6)



Chair in Entrepreneurship

Department of Business Management

FOLLOW-UP RESEARCH QUESTIONNAIRE

PLEASE NOTE: This questionnaire must only be completed by **women entrepreneurs**

All information will be treated as **STRICTLY CONFIDENTIAL** and will only be used for academic purposes. Please feel free to contact the researcher if you need any information concerning this questionnaire.

Researcher: Melodi Botha
Tel (012) 420 4774
Fax (012) 362 5198
E-mail: melodi@postino.up.ac.za

Instructions for completion:

1. Please answer the questions as objectively and honestly as possible.
2. Place a cross (x) in the space provided after each question which reflects your answer most accurately.
3. Where asked for comments or to express own opinion, keep answers short and to the point.
4. Please answer all questions as this will provide more information to the researcher so that an accurate analysis and interpretation of data can be made.
5. Save this questionnaire on your computer and complete the questions by typing in the appropriate answer. Save again and send the saved document when you reply to the e-mail.

Or

Print out and complete the questions and fax back to the researcher.

PART A: BUSINESS INFORMATION

FOR OFFICE USE ONLY

Respondent

V1

Group

V2 1-3
4-5

V3 6

1. Six months after the completion of the Women Entrepreneurship Programme, do you now own/still own your own business?

| | |
|-----|---|
| Yes | 1 |
| No | 2 |

2. If yes, do you still own the same business that you owned six months ago?

Or

Did you start the same business that you intended on starting six months ago?

| | |
|-----|---|
| Yes | 1 |
| No | 2 |

V4 7

V5 8-9

V6 10-11

V7 12-13

3. If no, indicate why you do not own THAT business anymore?

.....
.....
.....

4. Indicate your current annual sales/turnover

| | |
|-------------------------------------|---|
| 0 – R150 000 | 1 |
| R150 001 – R250 000 | 2 |
| R250 001 – R500 000 | 3 |
| R500 001 – R1 Million | 4 |
| More than R1 Million – R2,5 Million | 5 |
| More than R2,5 Million | 6 |

V8 14

5. Provide an indication of the value of your capital assets

| | |
|---------------------------|---|
| R0 – R100 000 | 1 |
| R100 001 - R250 000 | 2 |
| R250 001 – R2 million | 3 |
| R2 million – R5 million | 4 |
| R5 million – R10 million | 5 |
| R10 million – R50 million | 6 |

V9 15

6. Number of employees working in your business.....
7. Average number of customers per month.....

V10
16-18

V11
19-21

Please rate your business enterprise in terms of:

8. How successful is your business? (Successful = achieve business goals)

| 1 | 2 | 3 | 4 |
|---|---|---|---|
| Unsuccessful (not achieving business goals) | Somewhat successful (achieve some business goals) | Mostly successful (mostly achieving all business goals) | Highly successful (always achieving all business goals) |

V12
22

9. How profitable is your business?

| 1 | 2 | 3 | 4 |
|------------------------------------|----------------------------------|--|---|
| Regularly not covering fixed costs | Mostly covering fixed costs only | Profitable (mostly have surplus money left after covering costs) | Highly profitable (always have surplus money left after covering costs) |

V13
23

10. How satisfied do you think your clients/customers are?

| 1 | 2 | 3 | 4 |
|---|---|-------------|--|
| Highly satisfied (exceed customer expectations) | Somewhat satisfied (meet customer expectations) | Do not know | Highly dissatisfied (do not meet customer expectations at all) |

V14
24

11. When did your business break-even (Marginal income = expenses) for the first time?

| 1 | 2 | 3 | 4 |
|---------|------------------|--------------------------|--------------------------|
| Not yet | 3 – 6 Months ago | 7 months to one year ago | Longer than one year ago |

V15
25

PART B: WOMEN ENTREPRENEURSHIP PROGRAMME (WEP)

Please rate your business in terms of performance, before the WEP and now six months after the WEP, on a scale from 1 – 4 (**1 = poor, 2 = average, 3 = above average, 4 = good**) on the following aspects:

Please complete both parts by placing a cross (x) in the appropriate box

| | Before WEP | | | | After WEP | | | | V16 | V17 | |
|--|------------|--------------|-----------------------|-----------|-----------|--------------|-----------------------|-----------|--------------------------|-----------------------------|--------------------------|
| | 1 Poor | 2 Average | 3 Above Average | 4 Good | 1 Poor | 2 Average | 3 Above Average | 4 Good | <input type="checkbox"/> | 26 <input type="checkbox"/> | |
| 12.Making a profit | | | | | | | | | <input type="checkbox"/> | V18 | V19 |
| 13.Increasing turnover | | | | | | | | | <input type="checkbox"/> | 28 | <input type="checkbox"/> |
| 14.Increasing assets | | | | | | | | | <input type="checkbox"/> | 30 | V21 |
| 15. Return on Investment | | | | | | | | | <input type="checkbox"/> | 32 | <input type="checkbox"/> |
| 16.Having record-keeping systems | | | | | | | | | <input type="checkbox"/> | 34 | V25 |
| 17.Ability to do long-term planning | | | | | | | | | <input type="checkbox"/> | 36 | V27 |
| 18.Positioning your business against competitors | | | | | | | | | <input type="checkbox"/> | 38 | V29 |
| 19.Allocation of resources | | | | | | | | | <input type="checkbox"/> | 40 | V31 |
| 20.Improving systems in business | | | | | | | | | <input type="checkbox"/> | 42 | V33 |
| 21.Communication in business (general) | | | | | | | | | <input type="checkbox"/> | 44 | V35 |
| 22.Management roles and responsibilities | | | | | | | | | <input type="checkbox"/> | 46 | V37 |
| 23.Size of business (expansion) | | | | | | | | | <input type="checkbox"/> | 48 | V39 |
| 24. Usage of technology | | | | | | | | | <input type="checkbox"/> | 50 | V41 |

| | Before WEP | | | | After WEP | | | |
|---------------------------------|------------|--------------|-----------------------|-----------|-----------|--------------|-----------------------|-----------|
| | 1 Poor | 2 Average | 3 Above Average | 4 Good | 1 Poor | 2 Average | 3 Above Average | 4 Good |
| 25. Change in processes | | | | | | | | |
| 26. Change in attitudes | | | | | | | | |
| 27. Change in culture | | | | | | | | |
| 28. Change in management styles | | | | | | | | |

V42 52 V43 53
V44 54 V45 55
V46 56 V47 57
V48 58 V49 59

Indicate whether you agree/disagree that the WEP has assisted you to achieve the following:

| | Strongly Disagree | Disagree | Agree | Strongly agree |
|--|-------------------|----------|-------|----------------|
| | 1 | 2 | 3 | 4 |
| 29. To start your own business | | | | |
| 30. To grow your business | | | | |
| 31. To manage your business | | | | |
| 32. To operate your business on a day to day basis | | | | |
| 33. To compile a business plan | | | | |
| 34. To be more creative | | | | |
| 35. To develop new products/services | | | | |
| 36. Networking with other women entrepreneurs | | | | |
| 37. To do financial and cash flow planning | | | | |
| 38. To market your products/services and business | | | | |
| 39. Growth in net value of business | | | | |
| 40. Recruitment of employees | | | | |
| 41. Increasing productivity levels | | | | |
| 42. Increasing profitability | | | | |
| 43. Other (please specify)..... | | | | |

V50 60
V51 61
V52 62
V53 63
V54 64
V55 65
V56 66
V57 67
V58 68
V59 69
V60 70
V61 71
V62 72
V63 73
V64

44. Please indicate what you achieved with the business plan that you prepared for the WEP six months ago, if any.

V65
76-77

.....

V66
78-79

V67
80-81

45. Have you received financial assistance with the business plan that you prepared for the WEP?

| | |
|-----|---|
| Yes | 1 |
| No | 2 |

V68
82

46. If yes, from which financial institution/organisation?

V69
83-84

.....

47. Please give an indication whether WEP has had an effect on your business or not, please provide reasons to motivate your answer.

V70 85

.....

V71
86-87

V72
88-89

V73
90-91

**THANK YOU VERY MUCH FOR YOUR CO-OPERATION IN
 COMPLETING THIS QUESTIONNAIRE**

V74
92-93

V75
94-95