8. LIST OF REFERENCES


Please complete the following questionnaire by placing a cross in the space provided. There are no right or wrong answers.

**Section A**

*Ask yourself, how satisfied am I with these aspects of my job?*

5. **Very satisfied** means I am very satisfied with this aspect of my job  
4. **Satisfied** means I am satisfied with this aspect of my job  
3. **Neutral** means I can’t decide whether I am satisfied or not with this aspect of my job  
2. **Dissatisfied** means I am dissatisfied with this aspect of my job  
1. **Very dissatisfied** means I am very dissatisfied with this aspect of my job

<table>
<thead>
<tr>
<th>In my present job, this is how I feel:</th>
<th>Very Dissatisfied</th>
<th>Dissatisfied</th>
<th>Neutral</th>
<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Being able to keep busy all the time</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>2. The chance to work alone on the job</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>3. The chance to do different things from time to time</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>4. The chance to be “somebody” in the community</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>5. The way my supervisor handles his/her work</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>6. The competence of my supervisor in making decisions</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>7. Being able to do things that don’t go against my conscience</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>8. The way my job provides for steady employment</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>9. The chance to do things for other people</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>10. The chance to tell people what to do</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>11. The chance to do something that makes use of my abilities</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>12. The way policies are put into practice</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>13. My pay and the amount of work I do</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>14. The chances for advancement in this job</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>15. The freedom to use my own judgement</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>16. The chance to try my own methods of doing the job</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>17. The working conditions</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>18. The way my colleagues get along with each other</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>19. The praise I get for doing a good job</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>20. The feeling of accomplishment I get from the job</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>
Section B

Your honest answer to each item is very important. There is no agreement as to what are right and wrong responses to these items, but if the scale is to be useful, you should respond to each item to the best you can. Please select the one response which is most true for you and place a cross (x) in the space provided.

<table>
<thead>
<tr>
<th></th>
<th>Constantly/Ashmost constantly</th>
<th>Frequently</th>
<th>Occasionally</th>
<th>Seldom</th>
<th>Never/Ashmost never</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>I experience a sense of sacredness in living things</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>I experience a sense of connection with other living things</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>I set aside time for personal reflection and growth</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>I value the relationships between all living things</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Being truthful is important to a successful life</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>I find meaning in life by creating close relationships</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>We should give to others in need</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>It is important that we be sensitive to pain and suffering</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>I experience a feeling of being whole and complete as a person</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>It is important that each of us find meaning in our lives</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>All forms of life are valuable</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>I feel sad when I see someone else in pain</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>I find the world of nature boring</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>I listen closely when people tell me their problems</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>I read articles on health and inner peace</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>I share my private thoughts with someone else</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>I put the interests of others before my own when making a decision</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>I actively seek a sense of purpose in my life</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>I feel guilty when I don’t tell the truth</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>I enjoy guiding young people</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Section C: Biographical details

**Please use a cross to indicate your particulars**

1. **Gender**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td></td>
</tr>
</tbody>
</table>
| Female |   | C1

2. **Ethnical grouping (for statistical purposes only)**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Black/African</td>
<td></td>
</tr>
</tbody>
</table>
| White |   | C2
| Coloured |   |
| Indian/Asian |   |

3. **Job Title**

<p>| |</p>
<table>
<thead>
<tr>
<th></th>
</tr>
</thead>
</table>
|   | C3

4. **Are you a religious person?**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
</table>
| YES | NO | C4

5. **Religious orientation**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Christian</td>
<td></td>
</tr>
</tbody>
</table>
| Jewish |   | C5
| Islamic/Muslim |   |
| African Traditional |   |
| Hindu |   |
| Buddhist |   |
| Sikh |   |
| Other |   |
| Agnostic/Non-believer |   |

6. **Religious: Strength of conviction**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Very strong</td>
<td></td>
</tr>
</tbody>
</table>
| Strong |   | C6
| Moderate |   |
| Weak |   |
| Very weak |   |
| Not applicable |   |

7. **My age is ______ years.**

<p>| |</p>
<table>
<thead>
<tr>
<th></th>
</tr>
</thead>
</table>
|   | C7

8. **Educational level**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade 10-11/Standard 8-9</td>
<td></td>
</tr>
</tbody>
</table>
| Grade 12/Standard 10 |   | C8
| Post matric college/Technikon qualification |   |
| Post matric University graduate |   |
**Section D**

We would like to ask you some questions about the general climate in your company. Using the choice list below, please answer the following in terms of how it really is in your company, not how you would prefer it to be. Please be as candid as possible, remember, all your responses will remain strictly anonymous. Please select the response which is most true for you and place a cross (x) in the space provided.

<table>
<thead>
<tr>
<th></th>
<th>Completely false</th>
<th>Somewhat false</th>
<th>Neither true nor untrue</th>
<th>Somewhat true</th>
<th>Completely true</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. In this organisation there is a sense of sacredness of life</td>
<td>D1</td>
<td>D2</td>
<td>D3</td>
<td>D4</td>
<td>D5</td>
</tr>
<tr>
<td>2. In this organisation there is a real sense of connection with the world at large</td>
<td>D6</td>
<td>D7</td>
<td>D8</td>
<td>D9</td>
<td>D10</td>
</tr>
<tr>
<td>3. We are urged to set aside time for personal reflection and growth in this organisation</td>
<td>D11</td>
<td>D12</td>
<td>D13</td>
<td>D14</td>
<td>D15</td>
</tr>
<tr>
<td>4. This organisation values the relationships among everyone who works here</td>
<td>D16</td>
<td>D17</td>
<td>D18</td>
<td>D19</td>
<td>D20</td>
</tr>
<tr>
<td>5. Being truthful is important to a successful life in this organisation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. In this organisation, one can find meaning in life by creating close relationships with those working here</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. This organisation fosters giving to others in need</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>8. This organisation is sensitive to the pain and suffering of others</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. It is important to this organisation that employees are whole and complete people</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. The organisation encourages each of us to find meaning in our lives</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. In this organisation, all forms of life are valuable</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. There is an overall sense of sadness when someone in this organisation is in pain</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13. The world of nature is ignored in the daily functions of this organisation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14. In this organisation, people listen closely when others tell them their problems</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15. This organisation promotes health and inner peace</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16. It is common for individuals who work here to share their private thoughts with someone else in the organisation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17. The organisation encourages us to put the interests of others before our own when making a decision</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18. In this organisation, we are encouraged to actively seek a sense of purpose in our lives</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19. In this organisation, it is expected that everyone tells the truth</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20. We are encouraged to mentor and help new people entering the organisation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Section E

Please indicate whether you think the following statements are true or false by placing a cross (x) in the appropriate space.

<table>
<thead>
<tr>
<th>Statement</th>
<th>True</th>
<th>False</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. People who have meaningful lives, are more likely to experience job satisfaction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Setting time aside for personal reflection can improve your experience of job satisfaction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Being caring towards other employees can improve your experience of job satisfaction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Being truthful may have a positive impact on one’s experience of job satisfaction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. People who value personal growth are likely to experience higher satisfaction with their jobs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Being sensitive to the pain and suffering of others may positively influence one’s experience of satisfaction at work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. People who are willing to share their private thoughts with others, even at work, are more inclined to experience job satisfaction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Being concerned with your personal health and inner peace can improve one’s experience of job satisfaction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. People who value all forms of life are more inclined to experience job satisfaction</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Feedback slip:

Feedback regarding the research results should be forwarded to the following address:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

- END OF QUESTIONNAIRE -
Dear Respondent,

Have you ever wondered what causes people to be satisfied with the work they do? Is it materialistic factors such as receiving a good salary or more spiritual related factors such as having meaningful and purposeful work? The purpose of this study is to examine the relationship between spirituality and job satisfaction. Being spiritual means that you are aware of the significance of life, view the events of your life within a larger context and, are compassionate.

You are a member of a carefully chosen random sample to participate in this research project which has been endorsed by your organisation's top management. Please be so kind as to participate in this important research project by completing the attached questionnaire which will take you approximately 15 minutes to complete. Be assured that any information provided in this questionnaire will be treated in strict confidence and will be used for the research purposes only. Please answer all the questions in an honest manner. There are no right or wrong answers to any of the questions. The researcher is only interested in your personal view.

Take note that your participation is voluntary and you have the right not to respond. You are requested to personally complete the questionnaire. Should it not be possible to complete it personally, rather do not return it at all. Handing it to someone else for completion will affect the validity of the results and conclusions. Please return the questionnaire that you have completed anonymously via internal mail to _______. Should you be interested in receiving feedback regarding the findings of this study, please complete the relevant section at the end of the questionnaire. The results of the study will then be sent to you.

Your time and input is valued and appreciated.

RESEARCHER
Freda van der Walt
Faculty of Economic and Management Sciences
University of Pretoria
Contact no: 0834590351

STUDY LEADER
Dr Mias de Klerk
Faculty of Economic and Management Sciences
University of Pretoria
Reminder

Dear participant,

We recently sent a letter and a questionnaire to you on spirituality and job satisfaction. In the letter we explained that you had been included in a carefully selected sample who are to take part in a large research project on spirituality and job satisfaction. We hope that you have received this letter dated 17 July 2006 by now.

This letter serves as a further request to you to complete the questionnaire and to return it to _____ in the enclosed envelope at your earliest convenience.

If you did not receive the previous letter and questionnaire or have any questions about the study, please contact us at the following address or telephone numbers:

RESEARCHER
Freda van der Walt
Faculty of Economic and Management Sciences
University of Pretoria
Contact no: 0834590351
Fax: 057 x 3554454
E-mail address: vdwlt@worldonline.co.za

STUDY LEADER
Dr Mias de Klerk
Faculty of Economic and Management Sciences
University of Pretoria

We are entirely in your hands as far as success of this project is concerned. Please assist us by completing the questionnaire.

Yours sincerely,
Freda van der Walt

Dr. Mias de Klerk