

PERSONAL DETAILS:

Please circle the relevant category:

Age:

20 – 24	25 – 29	30 – 34	35 – 39	40 – 44	45 – 49	50 – 54	55+
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Sex:

M	F
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Title:

- | | |
|---|--|
| <input type="checkbox"/> Manager | <input type="checkbox"/> Senior Manager |
| <input type="checkbox"/> Head of Department | <input type="checkbox"/> Entrepreneur/own business |
| <input type="checkbox"/> Consultant | <input type="checkbox"/> Other |
| <input type="checkbox"/> Director | |

Which industry sector applies to your organisation?

- | | | |
|--|--|---|
| <input type="checkbox"/> Financial services | <input type="checkbox"/> Government body | <input type="checkbox"/> Public Utility |
| <input type="checkbox"/> Healthcare services | <input type="checkbox"/> Pharmaceutical manufacturer | <input type="checkbox"/> Retail |
| <input type="checkbox"/> Transport | <input type="checkbox"/> Military | <input type="checkbox"/> Food |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Mining | <input type="checkbox"/> Media |
| <input type="checkbox"/> Telecommunication | <input type="checkbox"/> Leisure | <input type="checkbox"/> Consultancy |
| <input type="checkbox"/> Academia | <input type="checkbox"/> Marketing | |

Years in current position:

- | | |
|---|--|
| <input type="checkbox"/> Less than 1 year | <input type="checkbox"/> Four to seven years |
| <input type="checkbox"/> One to three years | <input type="checkbox"/> Eight years or more |

Which area does your job role fits into and/or which is of interest to you?

- | | |
|---|------------------------------------|
| <input type="checkbox"/> General Business Management | <input type="checkbox"/> Finance |
| <input type="checkbox"/> Operations (incl. Production/Distribution) | <input type="checkbox"/> Marketing |
| <input type="checkbox"/> Human Resources | <input type="checkbox"/> Training |
| <input type="checkbox"/> Technology | |
| <input type="checkbox"/> Other (please specify) | |

Culture group:

- | | |
|---|--|
| <input type="checkbox"/> White South African | <input type="checkbox"/> Indian South African |
| <input type="checkbox"/> Black South African | <input type="checkbox"/> White non-South African |
| <input type="checkbox"/> Coloured South African | <input type="checkbox"/> Black non-South African |
| <input type="checkbox"/> Other | |

PLEASE READ THE INSTRUCTIONS

This research involves people's orientation towards certain issues in *their* organisations. Hence, there are no right or wrong choices. All responses are to reflect the degree to which you agree or disagree with the statement.

The task required of you as respondent is to sort a number of statements on the individual cards into the number of categories, 1 to 5, where 5 represents "most strongly agree with" and 1 "least agree with".

How to start:

- Pick out of the 60 statements, the statements you "most strongly agree with", and put them in a pile marked "5".
- Secondly, pick the statements you "least agree with", and put them in a pile marked "1".
- Then pick the statement you can "agree with", and put them in a pile marked "4".
- Pick the statements you "do not agree with", and put them in a pile marked "2".
- The balance of the cards can be filed under "neutral", "3".

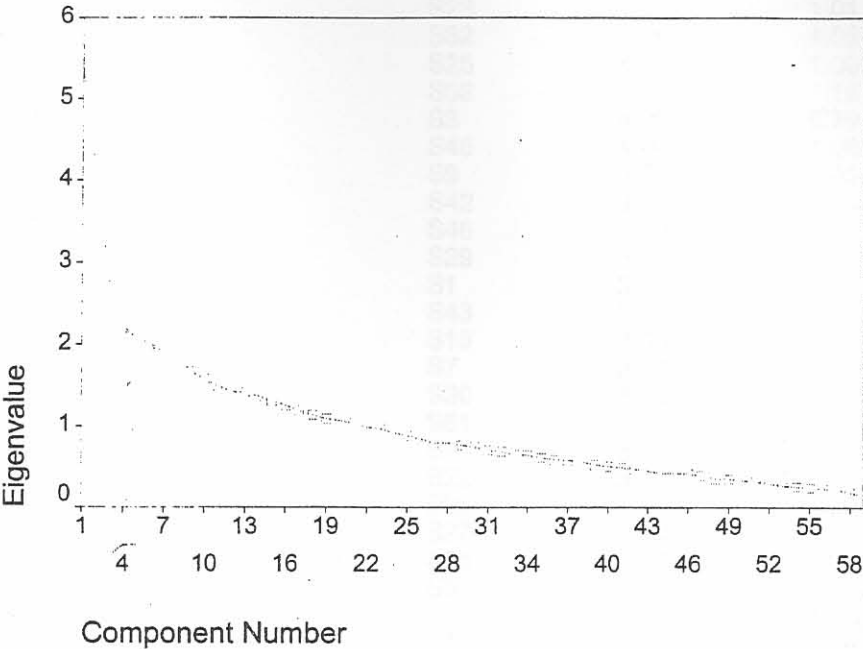
Please staple the piles of cards (with their applicable numbers), fold it in this page, and wrap it with the elastic band.

Appendix B

Items according to increasing levels of agreement

Statement	Mean	Standard Deviation
S35	4.75	0.71
S10	4.69	0.72
S38	4.67	0.55
S12	4.65	0.52
S28	4.64	0.62
S11	4.63	0.57
S26	4.62	0.64

Scree Plot



Scree plot of Eigenvalues

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S35	4.75	0.71
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S28	4.64	0.62
S11	4.63	0.57
S26	4.62	0.64

Scree plot of Eigenvalues

Appendix C

Items according to decreasing levels of agreement

Statement	Mean*	Standard Deviation*
S28	4.75	0.71
S10	4.59	0.72
S16	4.43	0.95
S12	4.37	0.82
S38	4.30	0.92
S11	4.24	0.97
S23	4.23	1.01
S32	4.20	1.05
S25	4.09	1.00
S52	4.08	1.16
S3	4.07	0.79
S46	4.04	1.08
S9	3.96	1.03
S42	3.91	1.15
S48	3.80	1.07
S29	3.73	1.20
S1	3.71	1.19
S43	3.70	1.26
S15	3.65	1.26
S7	3.63	1.27
S30	3.62	1.18
S51	3.61	1.30
S2	3.40	1.24
S22	3.36	1.17
S26	3.31	1.22
S27	3.30	1.36
S36	3.27	1.36
S5	3.26	1.21
S6	3.24	1.27
S44	3.22	1.24
S59	3.22	1.43
S8	3.21	1.25
S24	3.19	1.36
S50	3.15	1.35
S4	3.15	1.23
S14	3.11	1.44
S34	3.06	1.35
S31	3.03	1.19
S20	3.01	1.31
S37	2.87	1.27
S60	2.87	1.32
S39	2.86	1.29
S41	2.86	1.26
S57	2.76	1.40
S55	2.75	1.33
S58	2.69	1.44
S54	2.66	1.40
S35	2.65	1.28
S45	2.62	1.32
S53	2.60	1.22
S21	2.57	1.34
S19	2.39	1.20
S40	2.37	1.21
S33	2.34	1.28
S56	2.28	1.28
S47	2.26	1.31
S13	2.22	1.24
S18	1.92	1.13
S17	1.54	0.89
S49	1.48	0.76

**Rounded off to the nearest two decimals*