

UNIVERSITY OF PRETORIA

Faculty of Humanities
Department of Social Work

University of Pretoria
PRETORIA
South Africa, 0002

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**A PET-FRIENDLY WORKPLACE POLICY TO ENHANCE THE OUTCOMES OF AN
EMPLOYEE ASSISTANCE PROGRAMME
QUESTIONNAIRE**

Dear respondent

Thank you for participating in this study! The purpose of the questionnaire is to explore the perceptions and opinions of employees from LBCP to the presence of pets in the workplace. The researcher wants to establish the potential for implementing a pet-friendly workplace policy in a South African context as a means to enhance the objectives of an Employee Assistance Programme. The researcher is conducting this study for the requirements and purpose of obtaining a Masters Degree in Social Science (EAP) at the University of Pretoria.

This study will utilise a structured questionnaire as data gathering instrument for self-completion by employees from LBCP. The questionnaire consists of three sections. Section A focuses on demographics. Section B contains a number of open questions, while Section C contains statements about pets in the workplace. Areas where you need to indicate your selection are coloured in yellow. Please indicate with an X in the applicable area. There are no right or wrong answers. Please be honest in your selection.

It will take approximately 20 minutes to complete the questionnaire. The questionnaire has been designed to be completed directly in Microsoft Word. Please remember to save frequently to avoid losing completed questions in case of an unexpected power failure or other reason.

The information collected for this study is not about sensitive, intimate, or personal matters. As a result, you should experience no harm or discomfort in any form. Participation in the study does not commit the company to the implementation of a pet-friendly policy in the future. However, the study may benefit yourself and your company in that it could identify innovative ways that will enhance employee health and happiness, as well as the overall quality of work life. You will not receive any financial gain for participating in the study.

Participation in this study is voluntary and you are free to decline to participate or to withdraw from the research at any time. Please be assured that no reference will be made to any respondent as an individual and that all questionnaires are treated confidentially during analysis and reporting. Responses will be presented in aggregated format only. No raw data will be given to any third party. After completion of the study a copy of the final research report will be made available to LBCP to inform the respondents about the findings without offering too many details or impairing the principles of confidentiality.

By completing and forwarding the questionnaire, the researcher assumes that informed consent is given.

Date of completion: Friday, 14 November 2003

If you are uncertain or require further information, please do not hesitate to call me.

Yours truly,
Yolandé Johnson

SECTION A: DEMOGRAPHIC INFORMATION

Gender:	Male	
	Female	

Age:	18 - 24 years	
	25 - 34 years	
	35 - 49 years	
	50 - 59 years	
	60+ years	

Home language:	English	
	Afrikaans	
	Northern Sotho	
	Other	

Life Stage Grouping: [Please select the group that you belong to]	At home single (still living with parents)	
	Starting out single (Unmarried)	
	Mature single (Unmarried)	
	Young couple	
	New parent	
	Mature parent	
	Single parent	
	Golden nest (Children out of home)	
	Left alone (Old aged)	

Highest educational level:	Matric	
	Certificate	
	Diploma	
	Degree	
	Postgraduate degree	

Where do you currently live?	In a house	
	In a flat	
	Duplex/Simplex without a garden	
	Duplex/Simplex with a garden	
	Commune	

Do you have a pet or companion animal at home that you personally care for?	Yes	
	No	

If Yes, what kind of pet(s) do you have and how many of each? [Please list them in the space provided]	Kind of pets (e.g. dogs, cats, fish, etc.)	Number

SECTION B: OPEN QUESTIONS

1. What do you think of the idea of being allowed to bring your pet along to work (that is, introducing a pet-friendly workplace policy)? Please elaborate.

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2. What do you think would be the aim or main reason for such a pet-friendly policy?

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3. What potential problems/drawbacks do you envisage if your work allows employees to bring their pets to work? Please elaborate.

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4. What advantages do you think there could be? Please elaborate.

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5. What kind of pets do you think would be suitable (or not suitable) for bringing to work?

Suitable	Not suitable

6. What conditions or rules do you think needs to be laid down during policy formulation to make such a policy viable? Please elaborate.

SECTION C: STATEMENTS

To what extent do you agree with the following statements?

<p>1 = Strongly disagree 2 = Disagree 3 = Neither agree nor disagree 4 = Agree 5 = Strongly agree 6 = Not applicable</p> <p>Please indicate your selection (1 to 6) in the yellow column.</p>
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1.	Pets serve to express one’s personality	
2.	Pets serve to express one’s emotions	
3.	Pets present a positive impression of oneself	
4.	Pets are a representation of one’s status	
5.	Pets at the workplace will...	provide social interaction with employees
6.		provide social interaction with clients
7.		attract the attention of employees
8.		attract the attention of clients
9.		entertain people
10.	Pets at the workplace will help to...	improve the relationship amongst employees
11.		improve the relationship with clients
12.		attract clients
13.		present a positive image of the company
14.		reduce anxiety of employees
15.		reduce anxiety of clients
16.		foster the company’s corporate identity
17.		cope with stress
18.		enhance one’s mood
19.	Pets at the workplace will positively affect...	work satisfaction
20.		productivity
21.		work quality
22.		attendance
23.		commitment to the company
24.		morale
25.		creativity

- 1 = Strongly disagree**
2 = Disagree
3 = Neither agree nor disagree
4 = Agree
5 = Strongly agree
6 = Not applicable

Please indicate your selection (1 to 6) in the yellow column.

26.	I will like it if I can bring my pet to work	
27.	Bringing my pet to work would be like an added benefit	
28.	I often have to work late (after hours)	
29.	I don't like pets	
30.	I am allergic to pets	
31.	Pets at the workplace will only lead to disruption	
32.	I believe that pets in the workplace have a psychological benefit for employees	
33.	I believe that pets in the workplace have a physical health benefit for employees	
34.	My pet has much the same personality as myself	
35.	A pet's place is at home	
36.	It will be too stressful for my pet to stay at work the whole day	
37.	My pet will only create havoc at work	
38.	I will welcome it if my company decides to become 'pet friendly', in other words allowing employees to bring their pets to work	
39.	The culture and people in our company is well suited to become 'pet-friendly'	
40.	I often talk to my pet	
41.	It helps me if I talk to my pet	
42.	I am afraid of pets	
43.	Taking my pet to work will only impact my ability to do errands before and after work	
44.	Pets' physical, emotional, mental and social needs have to be considered before implementing such a policy	
45.	I believe that sharing my workplace with a pet will create a more comfortable atmosphere	
46.	I believe that sharing my workplace with a pet is a 'sweet' idea, but in reality will only disrupt the workplace	
	<i>The following questions have relevance to dogs only:</i>	
47.	My dog is well socialised with other non-familiar pets and humans	
48.	My dog is well trained	
49.	The main reason I have a dog at home is for companionship	
50.	The main reason I have a dog at home is for security	

Please e-mail your completed questionnaire to: evz@absamail.co.za

THANK YOU FOR YOUR INPUT!!