



EXAMPLES OF REPORTING

BIOGRAPHICAL INFORMATION

TABLE 1: EXAMPLE OF BIOGRAPHICAL INFORMATION ON AGE

87. What is your age?

| Response | Frequency | Percent | 0 | 20 | 40 | 60 | 80 | 100 |
|-----------------------|-----------|---------|--|----|----|----|----|-----|
| Younger than 26 years | 7 | 2.0% | [Bar chart showing 2.0% for Younger than 26 years] | | | | | |
| 26 - 35 years | 93 | 26.8% | [Bar chart showing 26.8% for 26 - 35 years] | | | | | |
| 36 - 45 years | 124 | 35.7% | [Bar chart showing 35.7% for 36 - 45 years] | | | | | |
| 46 - 55 years | 74 | 21.3% | [Bar chart showing 21.3% for 46 - 55 years] | | | | | |
| 65 years and older | 1 | 0.3% | [Bar chart showing 0.3% for 65 years and older] | | | | | |
| No Response | 48 | 13.8% | [Bar chart showing 13.8% for No Response] | | | | | |

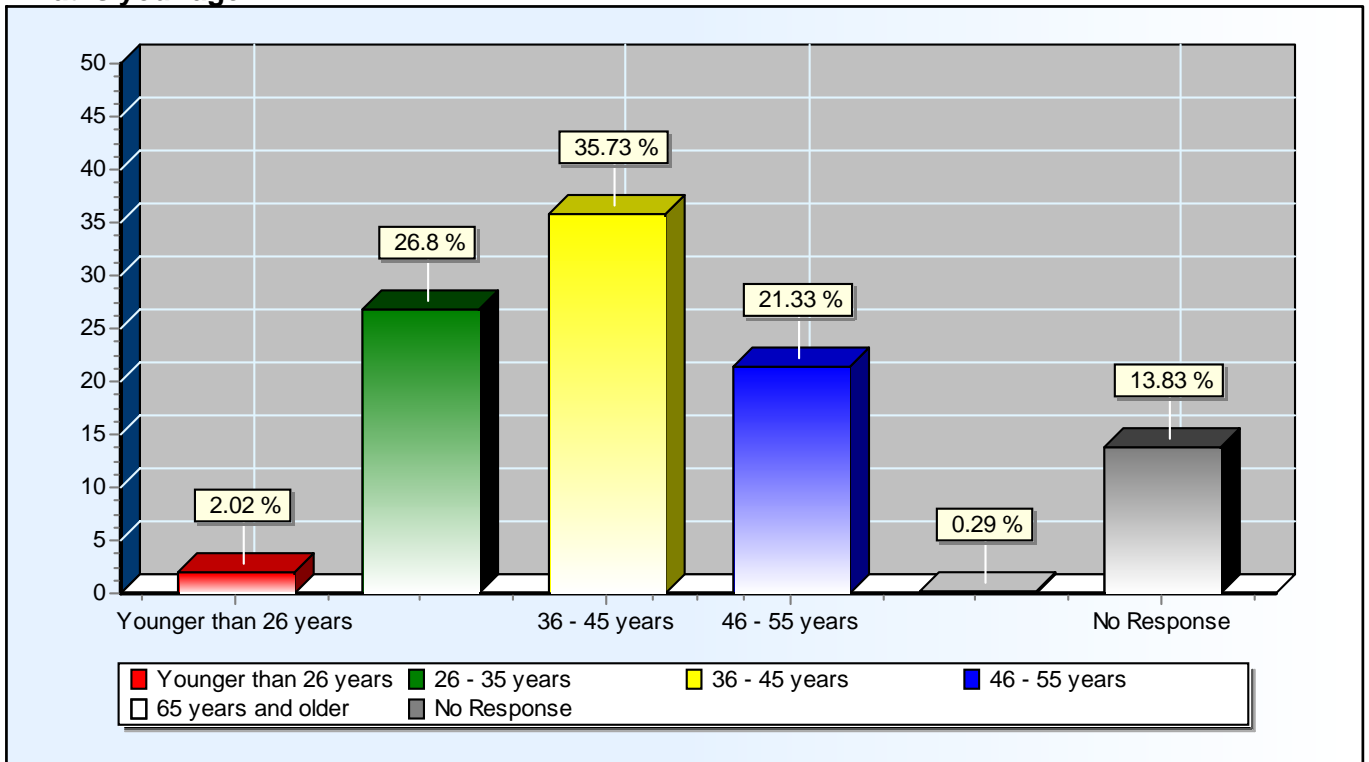
TABLE 2: EXAMPLE OF DETAILED STATISTICS ON ONE STATEMENT (Statistical table)

I have enough information to do my job well.

| Response (n = 347) | Frequency | Percent |
|--------------------|------------------|-----------------|
| Strongly disagree | 27 | 7.8% |
| Disagree | 88 | 25.4% |
| Unsure | 18 | 5.2% |
| Agree | 128 | 36.9% |
| Strongly agree | 83 | 23.9% |
| Not Applicable | 0 | 0.0% |
| No Response | 3 | 0.9% |
| Mode 4 | Mean 3.44 | Variance 1.7167 |
| Median 4.00 | Std. Dev. 1.3102 | |

GRAPH 1: EXAMPLE OF GRAPH

What is your age?



EXAMPLE OF PIE CHART

What is your age?

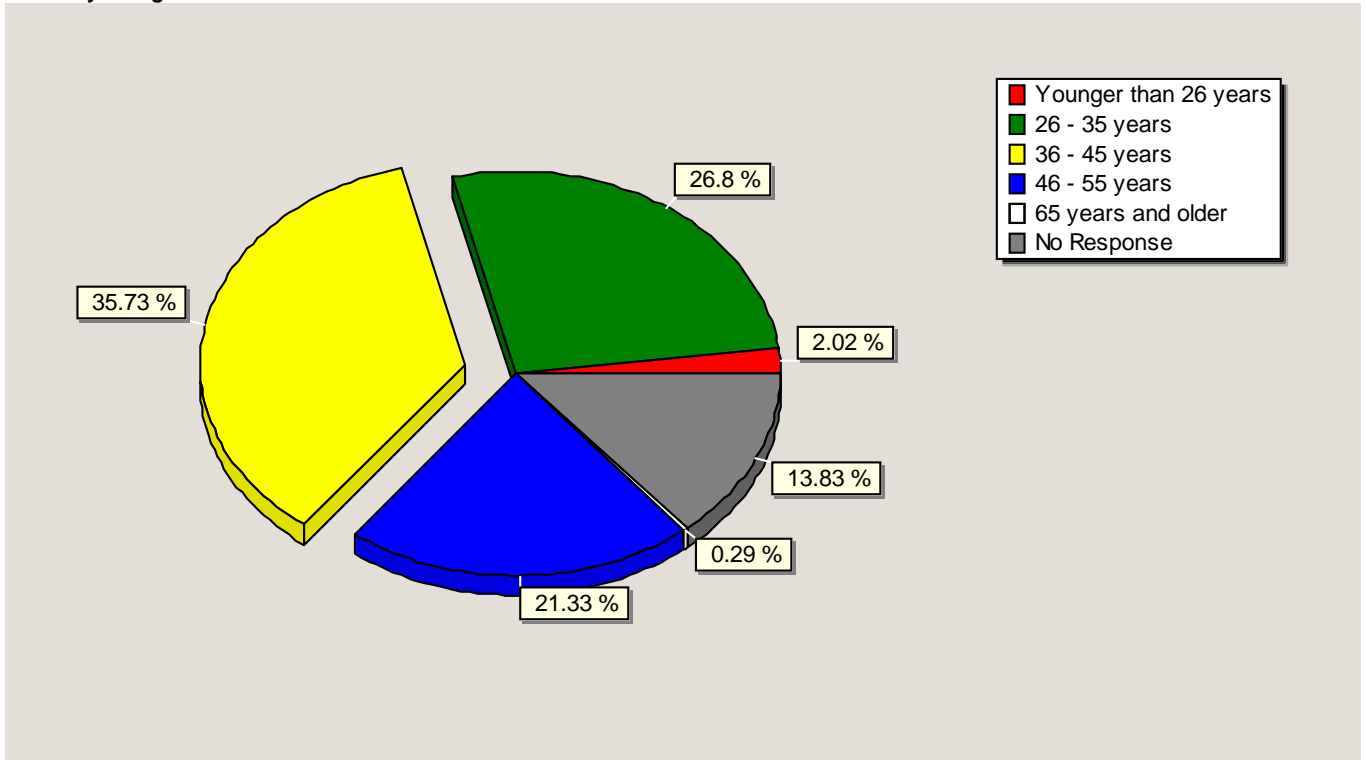


TABLE 3: CROSS TABULATION - AGE GROUPS AND RACE

| Frequency Total Percent | | 87. What is your age? | | | | | |
|----------------------------|-------------------|--------------------------|---------------|---------------|---------------|-----------------------|---------------|
| | | Younger than 26 years | 26 - 35 years | 36 - 45 years | 46 - 55 years | 65 years and older | Total (Row) |
| 88. What is your race? | African | 6 2.0% | 68 23.0% | 99 33.4% | 43 14.5% | 0 0.0% | 216 73.0% |
| | Coloured | 0 0.0% | 1 0.3% | 1 0.3% | 0 0.0% | 0 0.0% | 2 0.7% |
| | Indian | 0 0.0% | 0 0.0% | 1 0.3% | 0 0.0% | 1 0.3% | 2 0.7% |
| | White | 1 0.3% | 24 8.1% | 20 6.8% | 31 10.5% | 0 0.0% | 76 25.7% |
| | Total (Column) | 7 2.4% | 93 31.4% | 121 40.9% | 74 25.0% | 1 0.3% | 296 100.0% |
| | Count (n) | 296 | | | | | |

OVERALL RESULTS OF DIMENSIONS AND STATEMENTS

TABLE 4: EXAMPLE OF OVERALL RESULTS OF DIMENSIONS








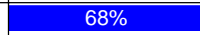

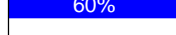

| Groups | Count | Mean | Category Percentages | |
|--------------------------|-------|------|---|-------------|
| | | | 0 20 40 60 80 100 | |
| Professionalism | 338.4 | 3.66 |  | 22.3% 70.2% |
| Teamwork | 340.0 | 3.61 |  | 26.5% 67.1% |
| Leadership | 337.0 | 3.56 |  | 25.9% 64.8% |
| Decision-making | 334.0 | 3.08 |  | 39.9% 50.5% |
| Opportunities for growth | 334.8 | 2.88 |  | 49.1% 44.2% |
| Performance management | 333.3 | 2.38 |  | 63.3% 27.3% |
| Overall Averages | 336.2 | 3.24 |  | 36.3% 55.4% |

TABLE 5: EXAMPLE OF RESULTS OF STATEMENTS PER DIMENSION

| Questions | Count | Mean | Category Percentages | | | |
|--|-------|------|--|-----------|---------|-------------|
| | | | 0 20 40 60 80 100 | Favorable | Neutral | Unfavorable |
| Teamwork | | | | | | |
| 16. In my department/section we work together as a team. | 342 | 3.73 |  | 71.6% | 4.1% | 24.3% |
| 18. I feel part of my section / department. | 341 | 3.70 |  | 69.8% | 7.3% | 22.9% |
| 17. The morale of my team is high. | 337 | 3.39 |  | 59.9% | 7.7% | 32.3% |
| Overall Averages | 340.0 | 3.61 |  | 67.1% | 6.4% | 26.5% |

TABLE 6: EXAMPLE OF RESULTS OF STATEMENTS DISPLAYING MEANS

| Questions | Count | Mean | Mean as a percent of possible score | | | |
|--|-------|------|--|-----------|---------|-------------|
| | | | 0 20 40 60 80 100 | Favorable | Neutral | Unfavorable |
| Teamwork | | | | | | |
| 16. In my department/section we work together as a team. | 342 | 3.73 |  | 71.6% | 4.1% | 24.3% |
| 18. I feel part of my section / department. | 341 | 3.70 |  | 69.8% | 7.3% | 22.9% |
| 17. The morale of my team is high. | 337 | 3.39 |  | 59.9% | 7.7% | 32.3% |
| Overall Averages | 340.0 | 3.61 |  | 67.1% | 6.4% | 26.5% |

COMPARATIVE RESULTS

TABLE 7: EXAMPLE OF COMPARATIVE RESULTS OF AGE GROUPS


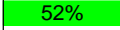







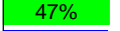









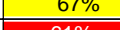




| Groups | Data Filter | Count | Mean | Mean as a percent of possible score | Favorable | Neutral | Unfavorable |
|--------------------------|-----------------------|-------|------|--|-----------|---------|-------------|
| | | | | 0 20 40 60 80 100 | | | |
| Decision-making | Younger than 26 years | 7.0 | 3.17 |  54% | 54.3% | 11.4% | 34.3% |
| | 26 - 35 years | 90.6 | 3.09 |  52% | 51.5% | 7.8% | 40.7% |
| | 36 - 45 years | 118.2 | 3.01 |  50% | 47.8% | 11.4% | 40.8% |
| | 46 years and older | 71.4 | 3.20 |  55% | 54.2% | 7.6% | 38.2% |
| Leadership | Younger than 26 years | 7.0 | 3.60 |  65% | 70.0% | 10.0% | 20.0% |
| | 26 - 35 years | 90.6 | 3.60 |  65% | 66.5% | 7.3% | 26.1% |
| | 36 - 45 years | 121.1 | 3.54 |  64% | 64.8% | 8.3% | 26.9% |
| | 46 years and older | 71.8 | 3.56 |  64% | 65.9% | 10.0% | 24.0% |
| Opportunities for growth | Younger than 26 years | 6.8 | 3.12 |  53% | 53.6% | 2.4% | 44.0% |
| | 26 - 35 years | 90.5 | 2.88 |  47% | 43.8% | 6.6% | 49.6% |
| | 36 - 45 years | 119.7 | 2.85 |  46% | 44.2% | 4.9% | 50.9% |
| | 46 years and older | 71.5 | 2.99 |  50% | 45.0% | 8.9% | 46.1% |
| Professionalism | Younger than 26 years | 7.0 | 3.91 |  73% | 82.9% | 5.7% | 11.4% |
| | 26 - 35 years | 90.2 | 3.68 |  67% | 71.6% | 5.6% | 22.9% |
| | 36 - 45 years | 121.6 | 3.56 |  64% | 66.9% | 6.8% | 26.3% |
| | 46 years and older | 73.4 | 3.73 |  68% | 74.4% | 6.6% | 19.1% |
| Teamwork | Younger than 26 years | 7.0 | 3.05 |  51% | 52.4% | 9.5% | 38.1% |
| | 26 - 35 years | 92.3 | 3.66 |  67% | 70.4% | 3.6% | 26.0% |
| | 36 - 45 years | 123.0 | 3.57 |  64% | 66.6% | 7.0% | 26.3% |
| | 46 years and older | 71.3 | 3.67 |  67% | 68.2% | 7.9% | 23.9% |
| Overall Averages | Younger than 26 years | 7.0 | 3.42 |  61% | 64.3% | 7.9% | 27.8% |
| | 26 - 35 years | 90.7 | 3.38 |  60% | 60.5% | 6.6% | 32.9% |
| | 36 - 45 years | 120.6 | 3.31 |  58% | 58.2% | 7.7% | 34.1% |
| | 46 years and older | 71.9 | 3.42 |  61% | 61.3% | 8.6% | 30.1% |

TABLE 8: EXAMPLE OF COMPARATIVE RESULTS OF ONE GROUP









| Questions | Data Filter | Count | Mean | Mean as a percent of possible score | Favorable | Neutral | Unfavorable |
|--|-------------|-------|------|--|-----------|---------|-------------|
| | | | | 0 20 40 60 80 100 | | | |
| Teamwork | | | | | | | |
| 16. In my department/section we work together as a team. | All Data | 342 | 3.73 |  ▼68% | 71.6% | 4.1% | 24.3% |
| | Properties | 5 | 4.40 |  85% | 80.0% | 20.0% | 0.0% |
| 17. The morale of my team is high. | All Data | 337 | 3.39 |  ▼60% | 59.9% | 7.7% | 32.3% |
| | Properties | 5 | 4.20 |  80% | 60.0% | 40.0% | 0.0% |
| 18. I feel part of my section / department. | All Data | 341 | 3.70 |  ▼68% | 69.8% | 7.3% | 22.9% |
| | Properties | 5 | 4.20 |  80% | 80.0% | 0.0% | 20.0% |
| Overall Averages | All Data | 340.0 | 3.61 |  ▼65% | 67.1% | 6.4% | 26.5% |
| | Properties | 5.0 | 4.27 |  82% | 73.3% | 20.0% | 6.7% |



TABLE 9: EXAMPLE OF COMPARATIVE RESULTS OF ONE GROUP - More detail

| Questions | Data Filter | Count | Mean | Mean as a percent of possible score | Strongly disagree | Disagree | Unsure | Agree | Strongly agree | N/A |
|--|---------------|-------|------|-------------------------------------|-------------------|----------|--------|-------|----------------|------|
| | | | | 0 20 40 60 80 100 | | | | | | |
| Teamwork | | | | | | | | | | |
| 18. I feel part of my section / department. | All Data | 341 | 3.70 | ▼68% | 7.0% | 15.8% | 7.3% | 40.2% | 29.6% | 0.0% |
| | 36 - 45 years | 123 | 3.72 | 68% | 6.5% | 13.0% | 8.9% | 45.5% | 26.0% | 0.0% |
| 16. In my department/section we work together as a team. | All Data | 342 | 3.73 | ▼68% | 7.6% | 16.7% | 4.1% | 38.6% | 33.0% | 0.0% |
| | 36 - 45 years | 124 | 3.69 | 67% | 8.9% | 15.3% | 5.6% | 38.7% | 31.5% | 0.0% |
| 17. The morale of my team is high. | All Data | 337 | 3.39 | ▼60% | 8.6% | 23.7% | 7.7% | 39.5% | 20.5% | 0.0% |
| | 36 - 45 years | 122 | 3.32 | 58% | 11.5% | 23.8% | 6.6% | 37.7% | 20.5% | 0.0% |
| Overall Averages | All Data | 340.0 | 3.61 | ▼65% | 7.8% | 18.8% | 6.4% | 39.4% | 27.7% | 0.0% |
| | 36 - 45 years | 123.0 | 3.57 | 64% | 8.9% | 17.4% | 7.1% | 40.6% | 26.0% | 0.0% |

TABLE 10: EXAMPLE OF COMPARATIVE RESULTS OF ONE GROUP - Showing gap

| Questions | Data Filter | Count | Mean | Mean as a percent of possible score | Gap (Mean) |
|--|-------------|-------|------|-------------------------------------|------------|
| | | | | 0 20 40 60 80 100 | |
| Teamwork | | | | | |
| 16. In my department/section we work together as a team. | All Data | 342 | 3.73 | ▼68% | - |
| | Properties | 5 | 4.40 | 85% | 16.80 |
| 17. The morale of my team is high. | All Data | 337 | 3.39 | ▼60% | - |
| | Properties | 5 | 4.20 | 80% | 20.13 |
| 18. I feel part of my section / department. | All Data | 341 | 3.70 | ▼68% | - |
| | Properties | 5 | 4.20 | 80% | 12.63 |
| Overall Averages | All Data | 340.0 | 3.61 | ▼65% | - |
| | Properties | 5.0 | 4.27 | 82% | 81.67 |

Note: Groups with less than 5 respondents are not analysed separately to protect the confidentiality of individuals

SIGNIFICANCE TESTING

The following statistical tests can be included for groups with more than 15 respondents to determine significance differences between the groups:

- * T-TEST (One sample, one variance)

The first filter (All data) is the basis for the entire population whereas the latter filter is a subset of the population. If there is a significant difference between the first and second filter, an asterisk (*) is placed next to the mean.

- * ANOVA TEST (Asterisk next to mean)

Anova testing (or analysis of variance) is used when there are three or more categories that need comparing. This test compares all available categories to determine whether there is a significant difference between all the categories.