



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%						
26 - 35 years	93	26.8%						
36 - 45 years	124	35.7%						
46 - 55 years	74	21.3%						
65 years and older	1	0.3%						
No Response	48	13.8%						

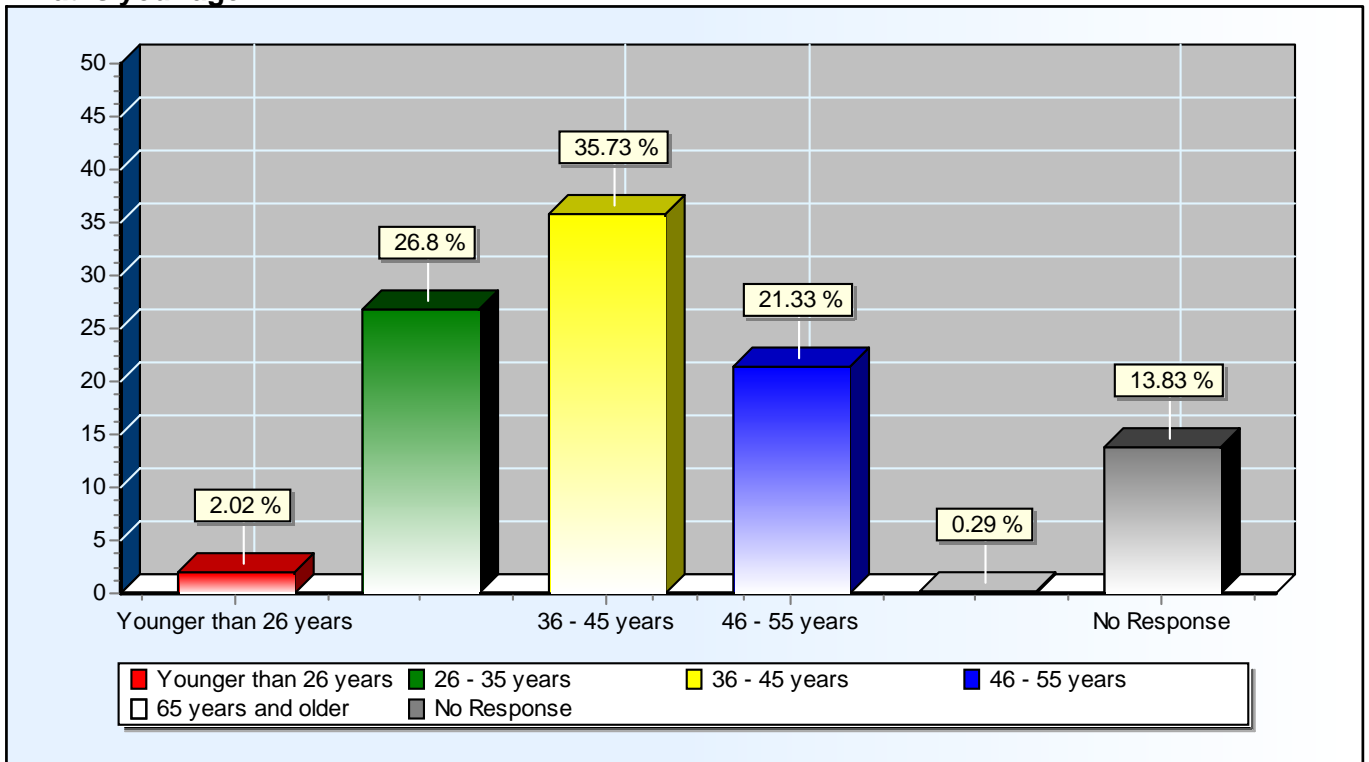
TABLE 2: EXAMPLE OF DETAILED STATISTICS ON ONE STATEMENT (Statistical table)

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?

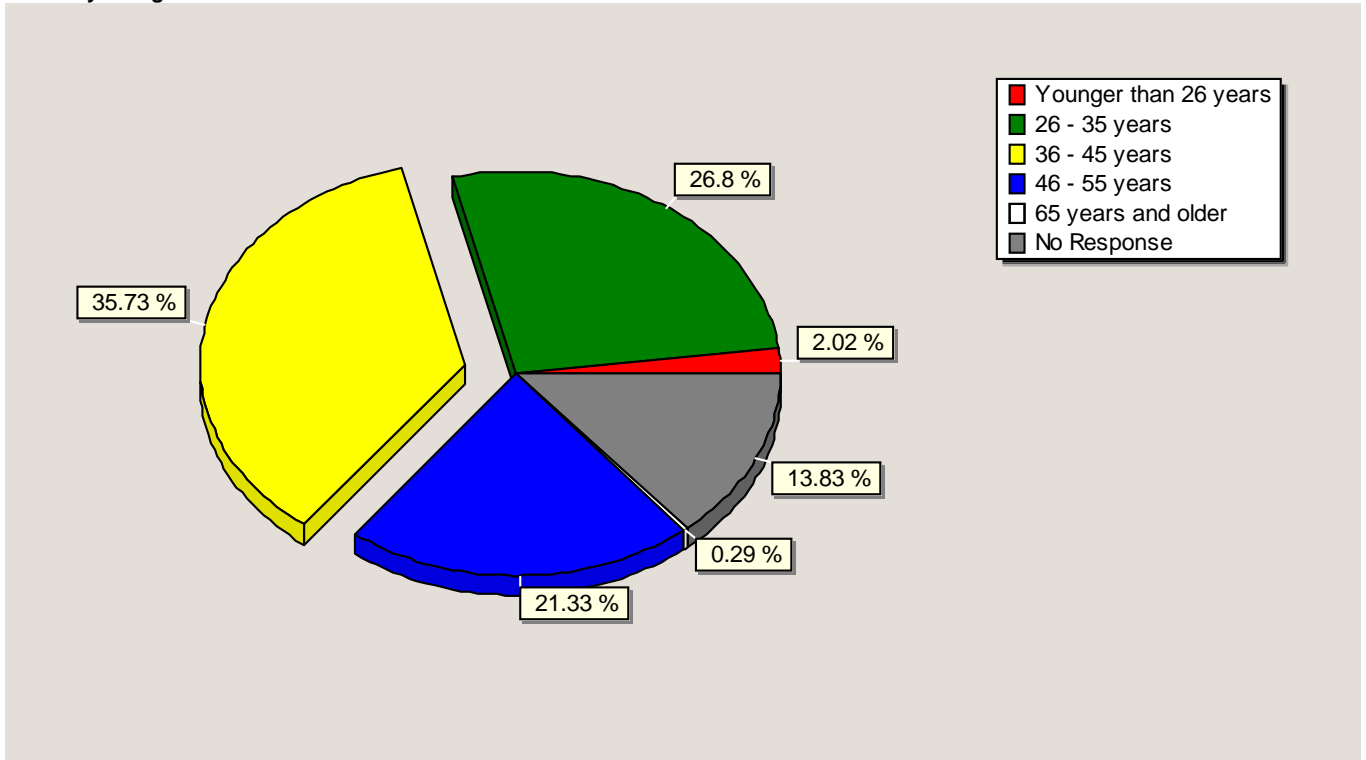


TABLE 3: CROSS TABULATION - AGE GROUPS AND RACE

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	68%	71.6%	4.1%	24.3%
18. I feel part of my section / department.	341	3.70	68%	69.8%	7.3%	22.9%
17. The morale of my team is high.	337	3.39	60%	59.9%	7.7%	32.3%
Overall Averages	340.0	3.61	65%	67.1%	6.4%	26.5%

COMPARATIVE RESULTS

TABLE 7: EXAMPLE OF COMPARATIVE RESULTS OF AGE GROUPS


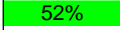







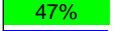









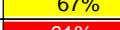




Groups	Data Filter	Count	Mean	Mean as a percent of possible score	Favorable	Neutral	Unfavorable
				0 20 40 60 80 100			
Decision-making	Younger than 26 years	7.0	3.17	 54%	54.3%	11.4%	34.3%
	26 - 35 years	90.6	3.09	 52%	51.5%	7.8%	40.7%
	36 - 45 years	118.2	3.01	 50%	47.8%	11.4%	40.8%
	46 years and 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.