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## **SYNOPSIS**

This research was conducted in an effort to investigate the impact of redeployment on the work life of the educator in the Bojanala East Region. The continued placing of educators from one school to the other prompted this study.

The research concentrated on schools in the Bojanala East Region. A quantitative research methodology was used to elicit the perceptions of educators with regard to the impact redeployment has on the work life of the educator.

The project is divided into five chapters. In chapter one an overview and orientation of the study was given. The problem statement was demarcated. The aims relating to the above mentioned problems were explained. The research methodologies utilised a literature study and a complementary empirical investigation. Concepts were also clarified to enhance understanding.

Chapter two concentrated on the literature review to establish what other theorists say about the impact of redeployment on the work life of the educator.

In chapter three the design of the research instrument was discussed. The structured questionnaire consisting of biographical data and 19 items were discussed. The theoretical constructs around which redeployment revolved were tabulated.

A wide range of educators across all post levels in the Bojanala East Region was sampled. Biographical data was requested from respondents since it was believed that these aspects could be related to educator redeployment and could influence educator perceptions.

An analysis and interpretation of some of the empirical data were undertaken in chapter four. Two successive factor analysis on the research instrument produced two factors:

- Effective implementation of the redeployment process consisting of 12 items with a Cronbach-Alpha reliability of 0,720.

- Effective communication consisting of 7 items with a Cronbach-Alpha reliability of 0,629.

Hypotheses were set and univariate statistics were used to analyse and interpret data.

Important findings and recommendations were explicated in chapter five.



## OPSOMMING

Die navorsing het op skole in die Bojanala- Oos streek van die Noordwes Provinsie gekonsentreer. 'n Kwantitatiewe navorsingmetodologie is gebruik om die persepsies van opvoeders met betrekking tot die impak wat herontplooing op die werkslewe van die opvoeder het, aan die lig te bring.

Die projek is in vyf hoofstukke verdeel. In hoofstuk een is 'n oorsig en oriëntering van die studie gegee. Die probleemstelling is afgebaken en die probleemdoelstellings is verduidelik. Die navorsingsmetodologie wat gebruik is, naamlik 'n literatuurstudie en 'n komplimentêre empiriese ondersoek, is verduidelik.

Hoofstuk twee het op die literatuuoroorsig gekonsentreer om vas te stel wat ander teoretici se mening is oor die impak van herontplooing op die werkslewe van die opvoeder.

In hoofstuk drie word die ontwerp van die navorsingsinstrument bespreek. Die gestruktureerde vraelys wat uit biografiese gegewens en 37 items bestaan, is bespreek. Die teoretiese konstrakte waarom herontplooing draai, is getabuleer.

'n Gestratifiseerde steekproef van opvoeders in die Bojanala-Oos streek is geneem. Biografiese gegewens is van respondente versoek aangesien die mening gehuldig is dat hierdie aspekte verband kan hou met opvoederherontplooing en gevolglik opvoederpersepsies kon beïnvloed.

'n Ontleding en interpretasie van sommige van die empiriese gegewens is in hoofstuk vier onderneem. Twee opeenvolgende faktorotledings van die navorsingsinstrument het twee faktore na vore gebring:

- Doeltreffende implementering van die herontplooingsproses wat uit 12 items bestaan met 'n Chronbach-Alpha betroubaarheid van 0,720.
- Doeltreffende kommunikasie wat uit 7 items bestaan met 'n Chronbach-Alpha betroubaarheid van 0,629.

Hipoteses is uiteengesit en eenveranderlike statistiek is gebruik om data te ontleed en te interpreteer.

Belangrike bevindings en aanbevelings is in hoofstuk vyf bespreek.



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