

QUESTIONNAIRE

SECTION A: PERSONAL AND GENERAL INFORMATION

INSTRUCTION FOR COMPLETION OF A QUESTIONNAIR:
PLEASE READ EACH QUESTION CAREFULLY AND CIRCLE THE RESPONSE
THAT BEST REPRESENT YOUR ANSWER.

Example: 1. Your gender? If you are a female	<table border="1" style="margin-left: auto; margin-right: auto;"><tr><td style="width: 50%;">Male</td><td style="width: 50%;">1</td></tr><tr><td>Female</td><td>(2)</td></tr></table>	Male	1	Female	(2)
Male	1				
Female	(2)				

1. Your gender?

Male	1
Female	2

2. How old are you (in completed years)?

E.G. If you are 35 years old then enter	3	5		
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3. Designation:

Principal	1
Deputy - principal	2
Head of department	3
Educator (Post level 1)	4

4. How many years of teaching experience do you have?

Less than one year	1
One year or more but less than five	2
Five years or more but less than ten	3
Ten years or more	4

5. How many years of experience do you have in each of the following posts?

Post level	Years
Educator (Post level 1)	
Head of department	
Deputy-principal	
Principal	

6. What is your mother tongue (mark one option only)?

Sepedi	1
Venda	2
Tsonga	3
English	4
Afrikaans	5
Zulu	6
Ndebele	7
Swati	8
Xhosa	9
Tswana	10
South Sotho	11
Other	12

7. Your highest educational qualifications?

Lower than grade 12	1
Grade 12	2
Post school diploma or certificate	3
Bachelor and / or Honours degree	4
Masters and / or Doctors degree	5

8. Language of instruction at your school:

English	1
Afrikaans	2
Dual medium (Two languages simultaneously in every class)	3
Parallel medium (Two languages for some subjects in different classes)	4
Other	5

9. Which of the following best describe your school:

Primary school (Grade R – 6)	1
Middle school (Grade 7 – 9)	2
High school (Grade 10 - 12)	3
Combined school	4

10. Number of learners at your school:

100	1
Between: 101 - 299	2
300 - 699	3
700 - 999	4
1000 and more	5

11. Which of the following best describe the location of your school?

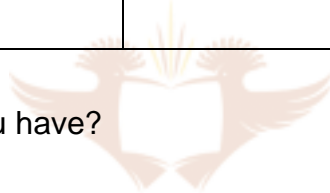
In or close to a city	1
In a suburban area	2
In a developed township	3
In an informal settlement	4
In a rural area	5

12. What is your marital status?

Never married	1
Married	2
Divorced	3
Separated	4
Widowed	5

13. How many children do you have?

0 - 1	1
2	2
3 - 4	3
More than 5	4



SECTION: B

THE FOLLOWING STATEMENTS RELATE TO REDEPLOYMENT. INDICATE THE EXTENT TO WHICH YOU AGREE OR DISAGREE WITH EACH OF THE FOLLOWING STATEMENTS USING THE 6 POINT SCALE WHERE:

1 = STRONGLY DISAGREE

2 – 5 = FORMS EQUAL INTERVALS BETWEEN 1 AND 6

6 = STRONGLY AGREE

1. Redeployment may result in the breakdown of effective teamwork.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

2. Redeployment leads to loss of the familiar.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

3. Educators are uncertain that they will have a job after redeployment.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

4. Redeployment leads to low educator morale.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

5. Redeployment causes tensions amongst educators.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

6. Redeployment leads to anxiety.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

7. Poor administration in the redeployment process disrupts classes.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

8. The introduction of rationalization and redeployment created a sense of conflict.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

9. Redeployment is a good idea.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

10. Educators may be emotionally hurt as a result of redeployment.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

11. Educators are uncertain about their future as a result of redeployment.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

12. Redeployment decreases efficiency in the workplace.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

13. Redeployment has an impact on the effectiveness of the school.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

14. Redeployment affect educators' health.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

15. The purpose of redeployment is to bring about equity in schools.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

16. Redeployment affects the culture of learning and teaching.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

17. Redeployment presents a challenge.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

18. The loyalty of educators who survived redeployment decreases.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

19. The process of redeployment is not consistent.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

20. Educators who are declared in addition feel unwanted.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

21. Educators should be given information about redeployment on a regular basis.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

22. Educators who are declared in addition should not teach until they are placed

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

23. Educators should know the procedure for identifying educators in addition.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

24. Redeployment creates stress amongst educators.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

25. Redeployment creates worker fear.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

26. Redeployment affects management-employee relationships.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

27. Reasons for the redeployment of educators are clear to all.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

28. Redeployment affects the current competency of educators.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

29. Redeployment has an impact on the level of job satisfaction of educators.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

30. Redeployment impacts negatively on learners.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

31. Redeployment affects educators' self-confidence.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

32. Educators who are declared in addition have a low self-esteem.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

33. Educators' who are not declared in addition, experience a feeling of anger, frustration and insecurity.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

34. Redeployment may lead to family breakdowns.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

35. School managers do not manage the process of redeployment in accordance with the ideals it was purported to achieve.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

36. School managers suffer from guilt and resentment as a result of redeployment.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

37. Educators who survived redeployment experience a sense of loss.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

38. Mishandling the process of redeployment creates ill feelings.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

39. Educators who are declared in addition feel that they have suffered an injustice.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

40. Educators do not trust the process of redeployment.

Strongly disagree

1	2	3	4	5	6
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 Strongly agree

