

**THE RELATISHIP BETWEEN
MOTIVATION AND JOB
SATISFACTION OF EMPLOYEES
AT VISTA INFORMATION
SERVICES**

QUESTINNAIRE

The questionnaire must be completed anonymously. There is no way in which your response can be connected to your identity. The columns on the right hand side can be ignored.

Every section will be proceeded by a short detailed instruction.

Remember that this is not a test, so no right or wrong answers can be given to sections A and B.

Section A

Circle the correct code which applies to you.

Example:

Gender

Male	1
Female	2

1. Age

18 - 25	1
26 - 35	2
36 - 45	3
46+	4

2. Gender

Male	1
Female	2

3. Campus where you are currently employed

Blomfontein	1
Central campus	2
East Rand	3
Mamelodi	4
Port Elizabeth	5
Sebokeng	6
Soweto	7
Welkom	8

4.Marital status

Single	1
Married	2
Divorced	3
Widowed	4

**5. Distance from home
.....km**

6. Highest qualifications

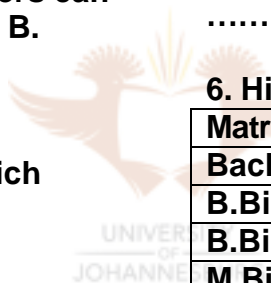
Matric	1
Bachelors degree	2
B.Bibl	3
B.Bibl Hons	4
M.Bibl	5
Postgraduate diploma	6
Technikon diploma	7
Other	8
Please specify	

7. Position held

8. How long in the current position

9. How did you get your job?

10. Number of years employed in Vista information services



11. Experience in other types of libraries
Specify

Where?	How long?

12. Experience in other types of jobs (if applicable)

Where?	How long?

13. Average working hours per week

Daily _____ h
 Evenings _____ h
 Weekends _____ h

14. Gross salary per month from Vista

0 – R2000	1
R2001- R3500	2
R3501 – R5000	3
R5001 – R7000	4
R7001 - R10 000	5
R10 001+	6

15. Do you personally make use of

Housing subsidy	1
Medical aid	2

16. For the past five years at Vista, did you personally make use of

Tuition reimbursement	1
Paid maternity leave	2

SECTION B

Answer each question by circling the code which best applies to you. The values in the boxes have the following meaning:

1 and 5 are the extremes on the five-point scale, where one represents “not at all”. 2 to 4 represent in between values.

17. To what extent do you feel you are involved in library planning and decision making?

1	2	3	4	5
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Not at all to a high degree

18. To what extent do you feel you are consulted about factors directly related to your job responsibilities or work environment?

1	2	3	4	5
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Not at all to a high degree

19. To what extent do you feel you are informed by your administration about matters affecting the library?

1	2	3	4	5
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Not at all to a high degree

20. To what extent do you feel you exercise control over your day-to-day activities?

1	2	3	4	5
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Not at all to a high degree

21. To what extent do you find that technology is changing your job responsibilities?

1	2	3	4	5
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Not at all to a high degree

SECTION C

How satisfied are you with each of the following aspects of your current position. Please circle the code which represents the response most applicable to you.

22. Assigned duties	-2	-1	0	1	2
23. Working conditions	-2	-1	0	1	2
24. Physical surroundings	-2	-1	0	1	2
25. Work load	-2	-1	0	1	2
26. Management's style	-2	-1	0	1	2
27. Relationship with peers	-2	-1	0	1	2
28. Relationship with library administration	-2	-1	0	1	2
29. Relationship with library users	-2	-1	0	1	2

How satisfied are with each of the following aspects of your current position. Please circle the code which represents the response most applicable to you.

30. Status of information specialists	-2	-1	0	1	2
31. Salary	-2	-1	0	1	2
32. Benefits	-2	-1	0	1	2
33. Opportunities for promotion or other advancement	-2	-1	0	1	2
34. Recognition of accomplishments	-2	-1	0	1	2
35. Opportunities to participate in library planning and decision making	-2	-1	0	1	2
36. Opportunities for challenge or creativity	-2	-1	0	1	2
37. Opportunities for independence	-2	-1	0	1	2
38. Opportunities to use your abilities, education, training	-2	-1	0	1	2
39. Opportunities for variety in	-2	-1	0	1	2

your job					
40. Opportunities to use your own judgement	-2	-1	0	1	2
41. Overall job satisfaction	-2	-1	0	1	2

SECTION D

Answer the following questions by circling the appropriate response in the space provided.

42. Do you believe that your job provides you with steady and secure employment?

Yes	1
No	2



43. What influenced you in your job decision?

44. If you had to start your career over, would you choose a different job?

Yes	1
No	2

45. What do you find rewarding about your job?
