

Motivation Research Questionnaire_2020

Factors Motivating Team Performance to Mitigate Project Failure at a Selected Site in George

* Indicates required question

1. What is your name? *

2. Do you feel motivated at your current place of employment? *

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Maybe
- ☐ Other

3. Gender? *

Mark only one oval.

- ☐ Male
- ☐ Female
- ☐ Other

4. Age? *

5. Your Education level? *

Mark only one oval.

- ☐ Primary school
- ☐ Middle school
- ☐ Junior school
- ☐ Matric
- ☐ College
- ☐ Diploma
- ☐ Degree
- ☐ Other

6. Years working for the firm? *

Mark only one oval.

- ☐ 0-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16 – more years

7. Years of experience? *

Mark only one oval.

- ☐ 0-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16 – more years

8. What is your position in the organisation (Skilled and unskilled)? *

Mark only one oval.

- ☐ Foreman / Supervisor
- ☐ Electrician
- ☐ Construction Worker
- ☐ Carpenter
- ☐ Other

9. What is your position in the organisation? (Professionals) *

Mark only one oval.

- ☐ Project Manager
- ☐ Engineer
- ☐ Quantity surveyor
- ☐ HSE
- ☐ Other

10. Terms of employment? *

Mark only one oval.

- ☐ Permanent
- ☐ Casual
- ☐ Contract
- ☐ Other

11. Do you always feel happy when you are working? *

Mark only one oval.

- ☐ Yes I always happy
- ☐ Not always happy
- ☐ Not at all
- ☐ Other

12. If Yes, do you always give out your best when you feel happy? *

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Maybe

13. If Not always, do you always give out your best when you feel happy? *

Mark only one oval.

☐ Yes

☐ No

☐ Maybe

14. If Not at all, do you always give out your best when you feel happy? *

Mark only one oval.

☐ Yes

☐ No

☐ Maybe

15. Have you ever gone on a strike? *

Mark only one oval.

☐ Yes

☐ No

☐ Maybe

16. If Yes, please state why? *

17. Factors that normally affect motivation and productivity at work in the construction industry. From your experience please of degree of effect in occurrence as well as the degree of significance to productivity on your employees. Tick once ☐ as appropriate the following: i. In order of effect in occurrence. ii. In order of degree of significance on productivity ☐ Effect: 1 = low; 2 = medium; 3 = high ☐ Significance: 1 = strongly not significant; 2 = not significant 3 = average; 4 = Significant; 5 = Strongly significant

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. Material shortage on site (materials getting finish while working) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Late issuance of construction drawings by consultant (detail set of drawings not deliver in bulk leading to the work done in bits or small sections)

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Inadequate site planning (site layout which leads to difficulty in movement) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Late payment of interim certificate *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Rework due to construction error (Making corrections on wrong work done) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. Workers strike due to unpaid work *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Unrealistic deadline for project set by client (deadline that is not easy to attain) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Slow response of consultant's site staff attending to inspection work *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Inadequate site staff. (less labour for a task leading to excessive work load) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Inadequate site staff. (less labour for a task leading to excessive work load) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Waiting for other crew (waiting for gang of different trade to finish before another can continue)

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Poor weather condition *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. Poor buildability design (design which is difficult to construct) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. Contractor staff absenteeism (Crew members not being present for work) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. Job security (Permanent job, Job all the time, etc) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. Safety plans (Availability of first aid, provision of safety kits etc) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. Provision of equipment for work (Adequate equipment to work with, quick replacement and repairs of broken down and old equipment)

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

35. Transportation (Vehicle at your disposal, allowance for transportation, transportation from a location to site and back)

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. Salary (Pay, wage, etc) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. Bonus at the end of project or year (showing appreciation at the end of the project and year)

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. Overtime (Provision of extra money after normal working time ^{*})

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. Teamwork (Everyone contributing in the work, all hands on deck) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. Worker participation in decision making (Making suggestions) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. Work based on contract (Finish and go) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

42. Peers take my instructions because I am a nice person *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

43. Peers take my instructions because I have political connections *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. Rank the importance of negotiating skills to get peers to perform *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. Rank the importance of technical ability to get peers to perform *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

46. Rank the importance of 'favours' skills to get peers to perform *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. Rank the importance of political connections to get peers to perform *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

48. Rank the importance of interpersonal skills to get peers to perform *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. Promotion (elevation, example from mason to mason foreman) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

50. Disrespect from co-workers (use of abusive language from colleagues, impolite speeches etc)

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51. Equity (Fair treatment) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. Communication (Easy flow of information, being well communicated) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

53. Opportunity to undertake challenging task (Being given goal to work towards it through your own directives)

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

54. Identification with goal (Being honoured for a particular attained target) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

55. Congestion (overcrowding in a work area, improper site planning) *

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

56. Canteen for employee (having a place within the premise where food are given at break for free or at a reduced price)

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

57. Medical care (Having a particular hospital to attend in case of illness or subsidising the cost of hospital bills)

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

58. Accommodation (Provision of physical accommodation, package as subsidy to rent apartment)

Mark only one oval per row.

	Option 1 - Strongly not significant	Option 2 - Not Significant	Option 3 - Average	Option 4 - Significant	Option 5 - Strongly Significant
Effect LOW	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect MEDIUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effect HIGH	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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