

# MTECH PROJECT MANAGEMENT QUESTIONNAIRE

The role of age and emotional intelligence on effective employee motivation during construction project execution.

\* Indicates required question

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1. SECTION A. BIOGRAPHY Please cross the applicable boxes

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1. How old are you this year, please use table to indicate your age range?

*Mark only one oval.*

- ☐ 18 – 25 years
- ☐ 26-30 years
- ☐ 31 – 40 years
- ☐ 41- above

2. 2. What is your position in the organisation? \*

*Mark only one oval.*

- ☐ Team leader
- ☐ Artisan
- ☐ Project Administrator
- ☐ Contractor
- ☐ Other: \_\_\_\_\_

3. 3. If other, please specify

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4. 4. How long have you been involved in Projects? \*

*Mark only one oval.*

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

5. 5. What is your highest professional qualification? \*

*Mark only one oval.*

- ☐ Below matric
- ☐ Matric only
- ☐ Diploma
- ☐ Artisan
- ☐ Other: \_\_\_\_\_

6. 6. If other, please specify

\_\_\_\_\_

7. 7. Have you ever had the privilege of working with people older than you? \*

*Mark only one oval.*

- ☐ Always age mates
- ☐ Always have some
- ☐ Most of the time
- ☐ Other: \_\_\_\_\_

8. 8. Other – please specify

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9. 9. State here, if any, observations you have made [in general] about working with \*  
people older than you

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10. 1. The supervisor knows his / her limitations and is cautious \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

11. 2. Always uses experience to show us how to do things well \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

12. 3. Shows great passion for life long work which motivates us \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

13. 4. With experience he / she knows where things can go wrong \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

14. 5. The older folk make you confident in doing difficult tasks \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

15. 6. They always worry about factors that affect us and the work \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

16. 7. They pre-empt likely constraints by warning you in advance \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

17. 8. They show true empathy when you are emotionally disturbed \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

18. 9. They believe by supporting you they bring you to a normal state \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

19. 10. Strongly motivate for team unity as a family at work, regardless \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

20. 11. Shows emotional social support which motivates you to perform \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

21. 12. They are aware of your situation better than you may think \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

22. 13. Very particular about when to be hard or when to be soft to you \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

23. 14. Very sensitive to one's change of attitude and emotional state \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

24. 15. They manage emotions and focus on tasks to be performed \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

25. 16. They have high levels of psychological wellbeing even in presence of problems

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly agree

26. 17. Don't show signs of emotional distress, this encourages teams \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree



27. 18. Will always have alternative solutions to whatever problems \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

28. 19. Always shows higher degree of life satisfaction even in distress \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

29. 20. Predictive and sensitive to changes in the emotions of members \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

30. 21. Are very open and insists on discussion to iron out differences \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

31. 22. Extroverts and are easily accessible by individual /team mates \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly agree

32. 23. Have patience to listen and correct / support without emotions \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly agree

33. 24. Willingly apologizes when they have committed a mistake(s) \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly agree

34. 25. Relies heavily on memory and experience from lessons learnt \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

35. 26. Treats individual team members according to personality traits \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

36. 27. Respects people differences but insists on getting tasks done \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

37. 28. Understand individuals weaknesses and works to uplift them \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

38. 29. Allocates tasks according to identifiable individual abilities \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

39. 30. Knows when to be firm and or empathetic on team members \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

40. 31. There is motivating consistency in the behaviour of aged people \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly agree

41. 32. The approach to problems gives the impression on invincibility \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

42. 33. Takes pain to explain former problems & how they were solved \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

43. 34. Available to assist outside the tasks for which they are paid \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

44. 35. Aged employees give the “guaranteed presence” of a parent at home \*

*Mark only one oval.*

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree

45. REQUEST 1; Please list / provide [in point form] maximum five [5] personality traits / behaviour patterns you think distinguish older workers from young workers. \*

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46. REQUEST 2; Please indicate here, five [5] things you do not like about older people in the work environment in terms of their behaviour. \*

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47. REQUEST 3; Please indicate at most five [5] behavioural patterns by older folk in the construction environment that demotivate employees to perform / make employees not perform / work well \*

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48. REQUEST 4; Please indicate at most five [5] behavioural patterns by older folk in the construction environment that motivate employees to perform / make employees want perform / work hard \*

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