

**High Staff Turnover: A Study for Gauteng Department of Finance**

**THIS QUESTIONNAIRE COMPRISES THREE SECTIONS**

**SECTION A – A SET OF 5 STATEMENTS (PERSONAL & GENERAL INFORMATION)**

**SECTION B – A SET OF 7 STATEMENTS (GAUTENG DEPARTMENT OF FINANCE EVALUATION)**

**SECTION C – A SET OF 8 STATEMENTS (JOB EVALUATION)**

**THIS QUESTIONNAIRE WILL TAKE YOU 45 MINUTES TO COMPLETE**

**SECTION A – PERSONAL & GENERAL INFORMATION**

PLEASE PUT AN X IN THE APPROPRIATE BLOCK.

1. Please indicate the Business Programme under the Gauteng Department of Finance in which you worked in:

DESCRIPTION	DESCRIPTION	
PROGRAMME 1	Member Executive Committee	
	Corporate Services	
	Chief Financial Officer	
	Strategy Management Enterprise Integration	
	Forensic Services	
PROGRAMME 2	Sustainable Resource Management	
	Provincial Accounting	
	Financial Governance	
	Treasury Services	
PROGRAMME 3	Shared Services	
	Procure to Pay	
	Technology Support Services	
PROGRAMME 4	Gauteng Audit Services	
	Gauteng Fund Project Office	

2. What is your Gender?

Male	
Female	

3. Please indicate age structure

≥ 25	
25 – 35	

35 - 45	
45 - 55	

4. Please indicate group

African	
Indian	
Coloured	
White	

5. What level of work were you at?

NMS (09 - 10)	
MMS (11 - 12)	
SMS (13 - 16)	

## SECTION B: GAUTENG DEPARTMENT OF FINANCE EVALUATION

**1. Were you aware about the reasons for change that took place in GDF?**

Aware	
Unaware	

**2. Upper management clearly communicated its vision for smooth transition.**

Yes	
No	

**3. I was satisfied with the strategic direction of the company.**

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

**4. The departmental strategy, policies and procedures made sense to me.**

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

**5. The physical working conditions (e.g. heating, ventilation, space, cleanliness) were very good.**

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

**6. I would choose GDF again if given a choice and/or chance**

Yes	
No	

**7. I would recommend GDF as a career choice to my friends.**

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

**SECTION C: JOB EVALUATION**

**1. I was satisfied with my position at GDF?**

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

**2. Upper management invested in the development of new team members.**

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

**3. Individual differences were respected in the department here (e.g. gender, race, education levels, etc.)**

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

**4. I understood how my job aligned with the departmental strategy.**

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

**5. The supervisor`s expectations was clear to me including the job performance.**

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

**6. My supervisor evaluated my work performance on a regular basis**

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

**7. My supervisor provided me with actionable suggestions on what I can do to improve performance.**

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

**8. How was your work experience at GDF and did it influence your decision to resign and/or leave?**

**Thank you for your Time & Effort.**