

The information in table 5.14 constitutes the first part of the first set of tenure data and provides data on the correlation between the OLQ and three categories of tenure in the form of period of consulting in ERP products, period of consulting for current employer and the period of consulting on a full-time basis.

Regarding the tenure category, period of consulting in ERP products, the data in table 5.14 indicate a significant correlation (at the 0.01 level) between tenure in the form of period of consulting in ERP products and the OLQ subscale of comprehensibility (0.25). Another significant correlation (at the 0.05 level) is evident between period of consulting in ERP products and the subscale of manageability (0.17). Overall, there is a strong and significant correlation (at the 0.01 level) between period of consulting in ERP products and SOC (as the OLQ total), namely 0.22. This means that it is more probable that someone who has consulted in ERP products for a lengthy period also experiences the internal and external environment as predictable, manageable and meaningful.

As far as the tenure category, period of consulting for current employer, is concerned, there is only one significant correlation (at the 0.01 level) with the OLQ subscale of comprehensibility, namely 0.26. The subscales of manageability and meaningfulness show nonsignificant correlations (0.13 and 0.06 respectively) with period of consulting for current employer. Overall, there is a strong and significant correlation (at the 0.05 level) between period of consulting for current employer and SOC (as the OLQ total), namely 0.19.

Regarding the period of consulting on a full-time basis, the figures in table 5.14 show a strong (at a significant level) correlation between period of consulting on a full-time basis and the SOC subscales of comprehensibility (0.25), manageability (0.23) and meaningfulness (0.22). Overall, there is a strong and significant correlation (at the 0.01 level) between period of consulting on a full-time basis and SOC (as the OLQ total), namely 0.27.

It is important to note that all three categories of tenure correlate at significant levels with the totals of the OLQ. The correlations between the three categories of tenure and the total of the OLQ are 0.22 (at the 0.01 level), 0.19 (at the 0.05 level)

and 0.27 (at the 0.01 level) for period of consulting in ERP products, period of consulting for current employer and period of consulting on a full-time basis respectively. This means that employees with longer tenure are also more likely to score high on the SOC questionnaire, while someone who perceives the internal and external environment as predictable, manageable and meaningful will probably have longer tenure.

In the subscales of the OLQ there are also correlations (at the 0.01 level) between comprehensibility and manageability (0.55), comprehensibility and meaningfulness (0.46) and between manageability and meaningfulness (0.73).

In support of the findings in this study, research by Naidoo and Le Roux (2003) found that employees with longer tenure have a greater SOC than those who do not have tenure. In contrast, research by Strümpfer and Mlonzi (2001) found no significant relationship between tenure and SOC.

The first set of the three tenure correlations was explained above. The second part of the set of tenure correlations, namely the correlation between period of consulting in ERP products, period of consulting for current employer, period of consulting on a full-time basis and the OCQ will now be discussed.

Table 5.15 on the following page shows the correlation between tenure and the subscales of the OCQ.