Geagte

Ek verneem graag of die vraelys wat Desembermaand aan u gestuur is in verband met die navorsingsstudie, Maatskaplike Werkers/werkster en huwelik situasie: Die Jaar wat Volg op Kwalifisering, alreeds deur u voltooi is, of nie. Indien dit u nooit bereik het nie, sluit ek hiermee 'n afskrif in, en u word vriendelik versoek om dit na voltooiing aan my terug te stuur.

Indien u alreeds aan my versoek voldoen het, vra ek u om die aangehegte strokie te voltooi en terug te pos in die geadresseerde gefrankeerde koevert wat hiermee ingesluit is.

Ek bedank u by voorbaat, en vertrou op u spoedige samewerking.

Die uwe,

Irene Comaroff (Maj)
Maatskaplike Werk Mannekragnavorsingsprojek

Ek het alreeds my voltooide vraelys aan u teruggestuur (duitskrif asseblief)

VAN ____________________________________________ VOORNAAM ________________________
QUESTIONNAIRE TO BE ADMINISTERED TO MEMBERS OF THE CONSULTATION GROUP AFTER EVERY GROUP SESSION.

DATE: ___________________________

A. WHICH OF THE FOLLOWING STATEMENTS APPLY TO YOUR EXPECTATIONS OF TODAY’S GROUP?
(Please tick as many as apply.)

- 1. An opportunity to share work experiences.
- 2. An opportunity for the release of positive feelings regarding the work situation.
- 3. An opportunity for the release of negative feelings regarding the work situation.
- 4. An opportunity to discuss my work problems and find realistic solutions.
- 5. An opportunity for me to develop self-awareness.
- 6. An opportunity to receive understanding and support from members of the group.
- 7. An opportunity to give understanding and support to members of the group.
- 8. An opportunity to get to know colleagues and their work situations.
- 9. I did not have any expectations of today’s group.
- 10. Other (please specify): ____________________________

B. WHICH OF THE FOLLOWING STATEMENTS REFLECT YOUR ASSESSMENT OF TODAY’S GROUP?
(Please tick as many as apply.)

- 1. There was an opportunity for me to share work experiences.
- 2. There was no opportunity for me to share work experiences.

- ____________
- ____________
3. There was an opportunity for me to release positive feelings regarding the work situation.

4. There was no opportunity for me to release positive feelings regarding the work situation.

5. There was an opportunity for me to release negative feelings regarding the work situation.

6. There was no opportunity for me to release negative feelings regarding the work situation.

7. There was an opportunity for me to discuss my work problems and find realistic solutions.

8. There was no opportunity for me to discuss my work problems.

9. There was an opportunity for me to discuss my work problems, but no solutions were offered.

10. There was an opportunity for me to discuss my work problems, but the solutions that were offered were not acceptable to me.

11. There was an opportunity for me to develop self-awareness.

12. I did not learn anything new about myself.

13. There was an opportunity for me to receive understanding and support from members of the group.

14. There was no opportunity for me to receive understanding and support from members of the group.

15. There was an opportunity for me to give understanding and support to members of the group.

16. There was no opportunity for me to give understanding and support to members of the group.

17. There was an opportunity for me to get to know colleagues and their work situations.

18. There was no opportunity for me to get to know colleagues and their work situations.

19. The group was worthwhile for me.

20. The group was not worthwhile for me.
21. I am not sure about the value of today's group for me.

22. Other (please specify):

C. Please use the space below for any other comments you may have concerning today's group.


90. Goldstein, H.  
Social Work Practice: A Unitary Approach.  

91. Goodall, F.  
"Theory Development and the Unitary Approach to  
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A. (ed.) Integrating Social Work Methods. London,  

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American Sociological Review. 22(2), 1957,  
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94. Gorman, J.F.  
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Roopert, L. (ed.) Consultation in Social Work  
Practice. New York, National Association of  

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"The Secrets of Organizations", in Kramer, R.M. and  
Specht, H. (ed.) Readings in Community Organiza-  
tion Practice. Englewood Cliffs, Prentice-Hall,  

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Process in a Complex Organization", Journal of  

98. Graham-Smith, H. and Davies, J.W.D. "Professional Training and After-  
wards", Case Conference. 11(1), 1954, pp.3-6.

99. Gray, K.R.  
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100. Green A.D.  
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101. Greenwood, E.  
2(3), 1957, pp.45-55.

102. Griffiths, K.A.  
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104. Haines, J.  


201. Miller, N.  

202. Miller, R.R.  

203. __________.  

204. Mitchell, M.  

205. Mohr, J.  

206. Morris, A.E.  

207. Mosel, J.N.  
"Why Training Programs Fail to Carry Over", Personnel. 34(3), 1958, pp.56-64.

208. Muller, A.  

209. __________.  

210. Muller, C.  

211. __________.  

212. Monday, B.  

213. Nathanson, T.  

214.  

215.  

216.  


245. Radin, N.  

246. Rapoport, L. (ed.)  

247.  

248.  

249. Regensburg, J.  

250. Rehr, H.  

251. Reid, W.J.  

252. Rein, M.  

253.  

254. Reinitz, F.E.  

255. Reiss, A.J.  

256.  

257.  

258. Richan, N.C.  


288. Solomon, B.B. "Is it Sex, Race, or Class?", Social Work. 21(6), 1976, p.420


345. Wilcox, P.R. Breeding Social Workers. Social Work Recruiting Center of Greater New York, New York, undated (Study conducted in 1965).


### TABLE XIII: SUPPORTIVE FACILITIES RESPONDENTS WOULD LIKE TO HAVE RECEIVED IN THEIR JOBS AND PROFESSIONAL WORK JOBS

<table>
<thead>
<tr>
<th>SUPPORTIVE FACILITIES</th>
<th>WHITE MALES/M</th>
<th>WHITE FEMALE/</th>
<th>FORMERLY</th>
<th>SUB TOTAL MALES</th>
<th>SUB TOTAL FEMALES</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>IN</td>
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<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual supervision provided by agency head/personnel</td>
<td>34</td>
<td>36</td>
<td>25</td>
<td>23</td>
<td>14</td>
<td>34</td>
</tr>
<tr>
<td>Individual supervision by agency head/personnel</td>
<td>52</td>
<td>56</td>
<td>37</td>
<td>36</td>
<td>23</td>
<td>75</td>
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<tr>
<td>Individual supervision by agency head/personnel</td>
<td>106</td>
<td>118</td>
<td>78</td>
<td>75</td>
<td>44</td>
<td>159</td>
</tr>
<tr>
<td>Good rapport</td>
<td>47</td>
<td>51</td>
<td>34</td>
<td>33</td>
<td>21</td>
<td>77</td>
</tr>
<tr>
<td>Good rapport</td>
<td>71</td>
<td>76</td>
<td>49</td>
<td>49</td>
<td>31</td>
<td>111</td>
</tr>
<tr>
<td>Good rapport</td>
<td>152</td>
<td>170</td>
<td>108</td>
<td>108</td>
<td>66</td>
<td>241</td>
</tr>
<tr>
<td>Technical and professional services provided by agency head/personnel</td>
<td>11</td>
<td>12</td>
<td>7</td>
<td>7</td>
<td>4</td>
<td>19</td>
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<tr>
<td>Technical and professional services provided by agency head/personnel</td>
<td>18</td>
<td>21</td>
<td>14</td>
<td>14</td>
<td>8</td>
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<tr>
<td>Technical and professional services provided by agency head/personnel</td>
<td>39</td>
<td>43</td>
<td>28</td>
<td>28</td>
<td>17</td>
<td>65</td>
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<tr>
<td>Group counseling not available</td>
<td>29</td>
<td>32</td>
<td>20</td>
<td>20</td>
<td>13</td>
<td>42</td>
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<tr>
<td>Group counseling not available</td>
<td>46</td>
<td>56</td>
<td>36</td>
<td>36</td>
<td>23</td>
<td>93</td>
</tr>
<tr>
<td>Group counseling not available</td>
<td>95</td>
<td>108</td>
<td>72</td>
<td>72</td>
<td>46</td>
<td>154</td>
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<tr>
<td>Adequate library</td>
<td>6</td>
<td>6</td>
<td>4</td>
<td>4</td>
<td>2</td>
<td>10</td>
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<tr>
<td>Adequate library</td>
<td>11</td>
<td>11</td>
<td>8</td>
<td>8</td>
<td>5</td>
<td>24</td>
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<tr>
<td>Adequate library</td>
<td>22</td>
<td>24</td>
<td>16</td>
<td>16</td>
<td>10</td>
<td>42</td>
</tr>
<tr>
<td>Sufficient clerical support</td>
<td>36</td>
<td>41</td>
<td>27</td>
<td>27</td>
<td>17</td>
<td>53</td>
</tr>
<tr>
<td>Sufficient clerical support</td>
<td>60</td>
<td>67</td>
<td>44</td>
<td>44</td>
<td>28</td>
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<tr>
<td>Sufficient clerical support</td>
<td>106</td>
<td>118</td>
<td>78</td>
<td>78</td>
<td>46</td>
<td>154</td>
</tr>
<tr>
<td>Sufficient clerical support</td>
<td>72</td>
<td>80</td>
<td>54</td>
<td>54</td>
<td>34</td>
<td>140</td>
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<tr>
<td>Sufficient clerical support</td>
<td>154</td>
<td>178</td>
<td>112</td>
<td>112</td>
<td>70</td>
<td>230</td>
</tr>
<tr>
<td>Comprehensive training programs</td>
<td>44</td>
<td>49</td>
<td>32</td>
<td>32</td>
<td>20</td>
<td>64</td>
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<tr>
<td>Comprehensive training programs</td>
<td>75</td>
<td>84</td>
<td>56</td>
<td>56</td>
<td>36</td>
<td>111</td>
</tr>
<tr>
<td>Comprehensive training programs</td>
<td>129</td>
<td>143</td>
<td>98</td>
<td>98</td>
<td>66</td>
<td>223</td>
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<tr>
<td>Fair treatment of work groups</td>
<td>53</td>
<td>58</td>
<td>39</td>
<td>39</td>
<td>25</td>
<td>83</td>
</tr>
<tr>
<td>Fair treatment of work groups</td>
<td>98</td>
<td>114</td>
<td>78</td>
<td>78</td>
<td>49</td>
<td>147</td>
</tr>
<tr>
<td>Fair treatment of work groups</td>
<td>151</td>
<td>172</td>
<td>117</td>
<td>117</td>
<td>74</td>
<td>231</td>
</tr>
<tr>
<td>Other factors</td>
<td>117</td>
<td>117</td>
<td>81</td>
<td>81</td>
<td>51</td>
<td>238</td>
</tr>
</tbody>
</table>

**TOTAL RESPONSES:** 557 | 624 | 392 | 392 | 242 | 1359

**N OF RESPONDENTS:** 500
### Supportive Facilities Received

**Table XII: Supportive Facilities Received by Respondents at Three Stages in Their Social Work Careers**

<table>
<thead>
<tr>
<th>Supportive Facilities</th>
<th>Population Group</th>
<th>White (English)</th>
<th>White (Afrikaans)</th>
<th>Black</th>
<th>Brown</th>
<th>Sub-Total Males</th>
<th>Sub-Total Females</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>First Year Student</td>
<td>First Job</td>
<td>Present</td>
<td>First Year Student</td>
<td>First Job</td>
<td>Present</td>
<td>First Year Student</td>
</tr>
<tr>
<td>Individual supervision provided by agency based personnel</td>
<td>52</td>
<td>52</td>
<td>52</td>
<td>52</td>
<td>52</td>
<td>52</td>
<td>52</td>
<td>52</td>
</tr>
<tr>
<td>Group supervision provided by agency based personnel</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
</tr>
<tr>
<td>Group supervision provided by university based personnel</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
</tr>
<tr>
<td>Group supervision negotiated independently of agency or university</td>
<td>52</td>
<td>52</td>
<td>52</td>
<td>52</td>
<td>52</td>
<td>52</td>
<td>52</td>
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<tr>
<td>Individual consultation provided by agency based personnel</td>
<td>50</td>
<td>50</td>
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<td>50</td>
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<tr>
<td>Individual consultation provided by university based personnel</td>
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<tr>
<td>Individual consultation negotiated independently of agency or university</td>
<td>50</td>
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<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
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<tr>
<td>Adequate library facilities available in agency</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
</tr>
<tr>
<td>Adequate library facilities available independently of agency</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
</tr>
<tr>
<td>Informal contact with other social workers in agency</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
</tr>
<tr>
<td>Informal contact with other social workers outside of agency</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
<td>49</td>
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<tr>
<td>Formal contact with other social workers in agency</td>
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<tr>
<td>Formal contact with other social workers outside of agency</td>
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</tr>
<tr>
<td>Orientation period to agency</td>
<td>48</td>
<td>48</td>
<td>48</td>
<td>48</td>
<td>48</td>
<td>48</td>
<td>48</td>
<td>48</td>
</tr>
<tr>
<td>On-going in-service training</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
</tr>
<tr>
<td>Manageable workload</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
</tr>
<tr>
<td>Appropriate (favorable) working conditions</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
</tr>
<tr>
<td>Practical assistance with work</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
<td>51</td>
</tr>
<tr>
<td>Supportive communication and cooperation with colleagues</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
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</tr>
<tr>
<td>Recognition of achievement by persons in authority</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
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</tr>
<tr>
<td>The work done leading to feelings of personal satisfaction</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>The work done leading to desired changes in the agency</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
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</tr>
<tr>
<td>Work assigned in accordance with worker preference</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
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<tr>
<td>Other: Interdisciplinary team work</td>
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<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
<td>50</td>
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</tr>
</tbody>
</table>

**Notes:***

- *Relative frequencies calculated*

Respondents received fewer (quantitative) supports as final year students than in either their first or present jobs. This applied to the group as a whole, and all sub-groups except the White (English) students who received supports in excess of those encountered in their first but not their present jobs.
In partial disagreement/concurrence with Parson's and Wigtill's theory, other factors that elicited high response rates for first jobs were those meeting higher order needs such as interesting work that gave promise of
which is an average of 1.9 per person; and a turnover of fourteen percent (21 additional social work posts).

<table>
<thead>
<tr>
<th>Table VI: Calendar of Social Work Jobs Commenced and Terminated</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>POPULATION GROUP</strong></td>
</tr>
<tr>
<td>----------------------</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>WHITE (ENGLISH)</td>
</tr>
<tr>
<td>SUB-TOTAL FEMALES</td>
</tr>
<tr>
<td>TOTAL</td>
</tr>
</tbody>
</table>

This figure is lower than the 35 percent annual turnover of South African social workers in 1974 and in 1976 (254, p. 97). An explanation is that more married than single women change their employment (254, p. 121) and in their first year of practice social workers are predominantly single females. Winckler estimates they give 2-3 years of service before resigning to marry (260) and Rehmert finds that social workers spend two-thirds of their potential working lives outside the profession. When they do work, the average length of a job is 14.5 months and first jobs have a mean of 17.5 months and a median of thirteen months (264, p. 313).
LEGEND:

- Graph or network relationship

FIGURE 2: SUMMARY OF THE TRANSITIONAL PHASES FROM POTENTIAL STUDENT TO (POTENTIAL) EMPLOYEE