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Social workers and their work situation: the year following upon qualification

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Geagte

Ek verneem graag of die vraelys wat Desembermaand aan u gestuur is *in verband met die navorsingstudie,* Maatskaplike Werkers/Werksters en hul Werksituasie: 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 geaddresseerde gefrankeerde koevert wat hiermee ingesluit is.

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

Die uwe,

Irene Comaroff (Mej)
Maatskaplike Werk Mannekragnavorsingsprojek

Ek het alreeds my voltooide vraelys aan u terruggestuur (drukskrif asseblief)

VAN _____ VOORNAME _____

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 TODAYS 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 todays group.

_____ 10. Other (please specify): _____

_____

_____

_____

B WHICH OF THE FOLLOWING STATEMENTS REFLECT YOUR ASSESSMENT OF TODAYS 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 todays group for me.

_____ 22. Other (please specify):_____

_____

_____

_____

C. PLEASE USE THE SPACE BELOW FOR ANY OTHER COMMENTS YOU MAY HAVE CONCERNING TODAYS GROUP.

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6C.5.1.2 Supportive Facilities Desired

TABLE XIII : SUPPORTIVE FACILITIES RESPONDENTS WOULD LIKE TO HAVE RECEIVED IN THEIR FIRST AND PRESENT SOCIAL WORK JOBS

SUPPORTIVE FACILITIES	POPULATION GROUP																							
	WHITE (ENGLISH)				WHITE (AFRIKAANS)				BLACK				COLOURED				SUB TOTAL MALES				SUB TOTAL FEMALES				TOTAL			
	first job		present job		first job		present job		first job		present job		first job		present job		first job		present job		first job		present job		first job		present job	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Individual supervision provided by agency based personnel	14	36	10	26	23	26	14	16	04	25	01	06	05	30	02	13	03	20			40	34	27	22	43	29	27	19
Individual supervision provided by university based personnel	02	05	07	18	04	04	22	28	02	13	05	31			01	25	02	13	08	53	06	04	27	22	08	05	35	25
Individual supervision negotiated independently of agency or university	09	23	07	18	11	12	10	13	02	13	07	44					04	27	03	20	16	13	21	17	22	15	24	17
Group supervision provided by agency based personnel	12	31	16	41	20	22	19	24	03	25	05	38	03	25	02	50	05	33	05	33	33	24	35	28	38	24	40	29
Group supervision provided by university based personnel	01	03	06	15	08	09	22	28	01	06	06	38			01	25	02	13	06	40	06	06	28	23	10	07	35	25
Group supervision negotiated independently of agency or university	08	21	08	21	13	14	08	10	03	19	03	19	01	20			07	13	04	27	23	17	20	16	25	17	24	17
Individual consultation provided by agency based personnel	11	28	12	31	31	34	20	25	06	50	01	06			01	50	08	53	05	33	42	31	39	31	50	33	44	32
Individual consultation provided by university based personnel	05	13	05	13	07	08	23	29	01	06	03	19					01	07	07	47	12	09	25	20	13	09	32	23
Individual consultation negotiated independently of agency or university	08	21	07	18	13	14	10	13	04	25	02	13	01	20			05	33	03	20	21	16	19	15	26	17	22	16
Group consultation provided by agency based personnel	09	23	10	26	21	23	20	25	03	19	04	25			01	25	04	27	04	27	29	21	31	25	33	22	35	25
Group consultation provided by university based personnel	03	08	07	18	10	11	15	19	02	13	05	31					04	27	03	20	11	08	24	19	16	10	27	19
Group consultation negotiated independently of agency or university	07	18	08	21	16	18	07	09	01	06	01	06	01	20			05	33	03	20	20	15	17	14	25	17	20	14
Adequate library facilities available in agency	17	44	22	56	56	64	47	59	08	50	07	44	01	20	04	50	06	40	09	60	79	59	72	58	85	57	81	58
Adequate library facilities available independently of agency	07	18	14	36	33	37	21	27	09	31	08	50					04	27	06	40	41	30	37	30	45	30	43	31
Informal contact with other social workers in agency	10	26	09	23	23	26	16	20	04	25	03	19	01	20	01	25	05	33			33	24	29	23	38	26	29	21
Informal contact with other social workers outside of agency	12	31	13	33	23	26	16	20	04	25	03	19			02	50	07	47	02	13	33	24	31	25	40	27	33	24
Formal contact with other social workers in agency	06	15	09	23	22	24	10	13	04	25	03	19	01	20			04	27	02	13	29	21	21	17	33	22	23	17
Formal contact with other social workers outside of agency	09	23	11	28	19	21	16	20	03	19	03	19					03	20	04	27	28	21	30	24	31	21	34	24
Orientation period in agency	15	38	14	36	26	29	17	22	05	31	04	25	02	25	02	50	07	47	04	27	40	30	37	30	47	31	41	29
Ongoing in-service training	14	36	18	46	32	36	28	35	04	25	06	38	02	25	02	50	04	27	06	33	48	36	49	40	52	35	54	39
Manageable workload	16	41	19	49	36	40	32	40	04	25	04	25	02	25	02	50	06	40	07	47	52	39	52	42	58	39	59	42
Appropriate favourable working conditions	12	31	13	33	27	30	16	20	06	46	04	25	01	25	02	50	04	27	03	20	43	32	36	29	47	31	39	28
Practical assistance with work	15	38	20	51	33	37	24	30	04	25	02	13	01	20	03	75	07	47	08	53	46	34	47	38	53	35	55	40
Supportive communication and co-operation with colleagues	13	33	11	28	22	24	10	13	02	13	01	06	01	20	01	25	03	20	02	13	35	26	27	22	38	25	29	21
Recognition of achievement by persons in authority	20	51	19	49	31	34	27	34	02	13	02	13	01	20	01	25	05	33	05	33	54	40	51	41	59	39	56	40
The work done leading to feelings of personal satisfaction	15	38	13	33	21	23	11	14	07	44	06	38	01	20			06	33	02	13	39	29	28	23	44	29	30	22
The work done leading to desired changes in the agency	25	64	24	62	24	27	31	38	07	44	05	31	01	20	01	25	07	47	06	40	50	37	59	48	57	38	65	47
Work [illegible]	20	51	19	49	28	31	22	28	02	13	01	06	01	20	01	25	05	33	03	20	51	38	44	35	56	37	52	37
Other - Interdisciplinary team work	01	03																			01	01			01	01		
TOTAL RESPONSES	316	810	351	900	635	706	534	618	116	725	114	1069	7	100	8	1100	124	833	124	827	965	715	964	777	1090	727	1088	783
N OF RESPONDENTS *	39		39		90		80		16		16		01		01		15		15		136		124		150		139	

* relative frequencies [illegible]

6C.5.1.1 Supportive Facilities Received

TABLE XII : SUPPORTIVE FACILITIES RECEIVED BY RESPONDENTS AT THREE STAGES IN THEIR SOCIAL WORK CAREERS

SUPPORTIVE FACILITIES	POPULATION GROUP: WHITE (ENGLISH) final year student N	%	first job N	%	present job N	%	WHITE (AFRIKAANS) final year student N	%	first job N	%	present job N	%	BLACK final year student N	%	first job N	%	present job N	%	BROWN final year student N	%	first job N	%	present job N	%	SUB–TOTAL MALES final year student N	%	first job N	%	present job N	%	SUB–TOTAL FEMALES final year student N	%	first job N	%	present job N	%	TOTAL final year student N	%	first job N	%	present job N	%
Individual supervision provided by agency based personnel	32	82	27	69	32	82	59	66	74	82	66	83	06	38	09	56	15	94	01	20	01	20	01	25	09	60	10	67	14	93	89	66	101	75	100	81	98	66	111	74	114	82
Individual supervision provided by university based personnel	28	72	02	05	01	03	84	93	03	03	09	11	09	56	01	06	01	06	03	60	01	20	01	25	13	87	01	07	01	07	111	82	06	04	11	09	124	83	07	05	12	09
Individual supervision negotiated independently of agency or university	01	03	02	05	04	10	32	36	20	22	09	11	02	13	–	–	01	06	01	20	–	–	–	–	05	33	01	07	03	20	31	23	21	16	11	09	36	24	22	15	14	10
Group supervision provided by agency based personnel	07	18	13	33	17	44	30	33	60	67	47	59	04	25	04	25	07	44	–	–	01	20	–	–	05	33	08	53	07	47	36	27	70	52	64	52	41	27	78	52	71	51
Group supervision provided by university based personnel	11	28	04	10	–	–	73	81	03	03	08	10	07	44	01	06	01	06	02	40	–	–	–	–	09	60	03	20	02	13	84	62	06	04	07	06	93	62	08	05	09	06
Group supervision negotiated independently of agency or university	01	03	01	03	01	03	19	21	11	12	05	06	–	–	–	–	–	–	–	–	–	–	–	–	02	13	01	07	01	07	18	13	11	08	06	04	20	13	12	08	06	04
Individual consultation provided by agency based personnel	05	13	05	13	14	36	21	23	49	54	34	43	01	06	05	31	03	19	–		02	40	–	–	04	27	04	27	08	53	23	17	57	42	43	35	27	18	61	41	51	37
Individual consultation provided by university based personnel	18	46	–	–	02	05	57	63	06	07	07	09	06	38	01	06	–	–	02	40	01	20	01	25	10	67	01	07	02	13	73	54	07	05	08	06	83	55	08	05	10	07
Individual consultation negotiated independently of agency or university	01	03	05	13	07	18	18	20	15	17	11	14	01	06	03	19	02	13	–	–	–	–	01	25	03	20	02	13	02	13	17	13	21	16	19	15	20	13	23	15	21	15
Group consultation provided by agency based personnel	05	13	06	15	11	28	14	16	41	46	34	43	02	13	03	19	05	31	–	–	–	–	–	–	03	20	05	33	07	47	18	13	45	33	43	35	21	14	60	33	50	36
Group consultation provided by university based personnel	06	15	02	05	02	05	48	53	03	03	10	13	02	13	–	–	03	19	–	–	–	–	01	25	05	33	01	07	05	33	51	38	04	03	11	09	56	37	05	03	16	12
Group consultation negotiated independently of agency or university	01	03	14	36	15	38	23	26	15	17	06	08	–	–	01	06	01	06	–	–	–	–	–	–	03	20	02	13	02	13	21	16	28	21	20	16	24	16	30	20	22	16
Adequate library facilities available in agency	17	44	08	21	10	26	19	21	17	19	19	24	02	13	02	13	03	19	01	20	–	–	01	25	04	27	05	33	03	20	35	26	22	16	30	24	39	26	27	18	33	24
Adequate library facilities available independently of agency	18	46	13	33	16	41	35	39	24	27	25	31	02	13	01	06	03	19	03	60	01	20	–	–	03	20	03	20	04	27	55	41	36	27	40	32	58	39	39	26	44	32
Informal contact with other social workers in agency	30	77	28	72	30	77	26	29	73	81	53	66	05	31	08	50	11	69	01	20	01	20	02	50	05	33	09	60	13	87	57	42	101	75	83	67	62	41	110	73	96	69
Informal contact with other social workers outside of agency	26	67	31	79	32	82	27	30	67	74	44	55	04	25	05	31	11	69	01	20	03	60	01	25	04	27	06	40	10	67	54	40	100	74	78	63	58	39	106	71	88	63
Formal contact with other social workers in agency	25	64	26	67	31	79	19	21	79	88	63	79	05	31	10	63	10	63	01	20	03	60	02	50	04	27	11	73	10	67	46	34	107	79	96	77	50	33	118	79	106	76
Formal contact with other social workers outside of agency	20	51	31	79	28	72	20	22	72	80	59	74	03	19	09	56	10	63	–	–	02	40	03	75	04	27	09	60	08	53	39	29	105	78	92	74	43	29	114	76	100	72
Orientation period to agency	27	69	20	51	26	67	14	16	47	52	43	54	04	25	05	31	06	38	01	20	03	60	01	25	02	13	05	33	06	40	44	33	70	52	70	56	46	31	75	50	76	53
On-going in-service training	15	38	14	36	19	49	13	14	60	67	41	51	03	19	04	25	06	38	–	–	01	20	–	–	03	20	09	60	06	40	28	21	70	52	60	48	31	21	79	53	66	47
Manageable workload	33	85	19	49	26	64	21	23	60	67	42	53	02	13	08	50	09	56	–	–	01	20	01	25	03	20	10	67	07	47	53	39	78	58	70	56	56	37	88	59	77	56
Appropriate favourable working conditions	15	38	34	87	33	85	04	04	77	86	62	78	–	–	06	38	08	50	–	–	02	40	02	50	01	07	12	80	11	73	18	13	107	79	94	76	19	13	119	79	105	76
Practical assistance with work	11	28	23	59	23	59	12	13	55	61	50	63	01	06	06	38	06	38	–	–	01	20	01	25	01	07	07	47	05	33	23	17	78	58	75	60	24	16	85	57	80	56
Supportive communication and co-operation with colleagues	28	74	28	72	34	87	15	17	73	81	64	80	05	31	10	63	07	44	–	–	03	60	02	50	04	27	11	73	12	80	45	33	103	76	95	77	49	33	114	76	107	7
Recognition of achievement by persons in authority	26	67	18	46	21	54	24	27	56	62	46	58	02	13	04	25	05	31	01	20	02	40	01	25	04	27	08	53	07	47	49	36	72	53	66	53	53	35	80	53	73	53
The work done leading to feelings of personal satisfaction	26	67	29	74	28	72	26	29	76	84	60	75	03	19	05	31	08	50	–	–	03	60	03	75	03	20	09	60	10	67	52	39	104	77	89	72	55	37	113	75	99	71
The work done leading to desired changes in the agency	04	10	09	23	12	31	05	06	21	23	18	23	02	13	03	19	03	19	–	–	–	–	–	–	01	07	04	27	04	27	10	07	29	21	29	23	11	07	33	22	33	24
Work assigned in accordance with worker preferance	12	31	06	15	08	21	03	03	28	31	26	33	01	06	02	13	03	19	–	–	01	20	02	50	01	07	06	40	03	20	15	11	31	23	36	29	16	11	37	25	39	28
Other : Interdisciplinary team work	01	03	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	01	01	–	–	–	–	01	01	–	–	–	–
TOTAL RESPONSES	451	1156	418	1072	482	1236	761	846	1185	1317	961	1201	84	525	116	725	148	925	18	360	33	660	27	675	118	787	163	1087	173	1153	1196	886	1589	1177	1445	1165	1314	876	1752	1168	1618	1164
N OF RESPONDENTS *	39		39		39		90		90		80		16		16		16		05		05		04		15		15		15		135		135		124		150		150		139	

* 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.

TABLE XI : FACTORS THAT LED RESPONDENTS TO ACCEPT FIRST AND PRESENT (WHERE DIFFERENT) SOCIAL WORK JOBS

FACTORS THAT INFLUENCED JOB ACCEPTANCE	POPULATION GROUP																									
	WHITE (ENGLISH)				WHITE (AFRIKAANS)				BLACK				BROWN				SUB-TOTAL MALES				SUB-TOTAL FEMALES				TOTAL			
	first job		present job		first job		present job		first job		present job		first job		present job		first job		present job		first job		present job		first job		present job	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
First hand knowledge of agency from field instruction	12	31	01	25	35	39	02	18	02	13	--	--	02	40	--	--	04	27	--	--	47	35	03	20	51	34	03	16
Interested in a specific field of social work	19	49	03	75	43	48	04	36	03	19	--	--	01	20	01	100	04	27	--	--	62	46	08	53	66	44	08	42
Interested in the specific method(s) of social work practised in agency	06	15	02	50	15	17	02	18	03	19	01	33	01	20	--	--	02	13	01	25	23	17	04	27	25	17	05	26
Interesting work that gave promise of personal satisfaction	23	59	04	100	58	64	03	27	03	19	--	--	03	60	01	100	08	53	--	--	79	59	08	53	87	58	08	42
Manageable workload	09	23	04	100	21	23	02	18	01	06	--	--	01	20	01	100	04	27	-	--	28	21	07	47	32	21	07	37
Opportunity to work in a "specialized" field	11	28	04	100	19	21	03	27	02	13	--	--	01	20	01	100	02	13	01	25	31	23	07	47	33	22	08	42
Opportunity to gain broad general experience in social work	26	67	01	25	71	79	05	45	09	56	01	33	02	40	--	--	10	67	01	25	98	73	06	40	108	72	07	37
Opportunity to work in an interdisciplinary team	07	18	03	75	16	18	02	18	04	25	--	--	01	20	01	100	04	27	--	--	24	18	06	40	28	19	06	32
High regard for the quality of work by agency personnel	01	03	03	75	24	27	05	45	01	06	--	--	02	40	01	100	01	07	--	--	27	20	09	60	28	19	09	47
Agency's high status in the community	--	--	02	50	02	02	01	09	02	13	--	--	01	20	01	100	02	13	--	--	03	02	04	27	05	03	04	21
Agency's service being of real value to the community	09	23	03	75	27	30	03	27	04	25	--	--	03	60	01	100	05	33	--	--	38	28	07	47	43	29	07	37
Opportunity to work in an agency where more than one social worker was employed	13	33	02	50	31	34	03	27	02	13	--	--	02	40	--	--	06	40	01	25	42	31	04	27	48	32	05	26
Opportunity to work in an agency where I was the only social worker employed	03	08	--	--	10	11	01	09	02	13	--	--	--	--	--	--	01	07	--	--	14	10	01	07	15	10	01	05
Scope for research	02	05	02	50	08	09	01	09	01	06	--	--	01	20	01	100	02	13	--	--	10	07	04	27	12	08	04	21
Agency co-operation with other organizations	04	10	01	25	21	23	--	--	02	13	01	33	01	20	01	100	04	27	01	25	24	18	02	13	28	19	03	16
Co-operation between staff in the agency	06	15	03	75	19	21	01	09	02	13	01	33	01	20	01	100	04	27	01	25	24	18	05	33	28	19	06	32
Co-operation between paid staff and management in the agency	03	08	02	50	08	09	02	18	01	06	--	--	--	--	--	--	01	07	--	--	11	08	04	27	12	08	04	21
Co-operation between staff and volunteers in the agency	03	08	01	25	05	06	01	09	02	13	--	--	--	--	--	--	01	07	--	--	09	07	02	13	10	07	02	11
Scope for a social worker to introduce change in the agency	11	28	03	75	15	17	-	--	02	13	--	--	01	20	--	--	04	27	--	--	25	19	03	20	29	19	03	16
Scope for promotion	-	--	--	--	13	14	01	09	02	13	--	--	01	20	01	100	06	40	01	25	10	07	01	07	16	11	02	11
Opportunity for personal development	18	46	04	100	50	56	07	64	06	38	01	33	02	40	01	100	10	67	02	50	66	49	11	73	76	51	13	68
Supervision known to be of high quality	07	18	04	100	34	38	02	18	01	06	--	--	01	20	01	100	04	27	--	--	39	29	07	47	43	29	07	37
Consultation provided	09	23	04	100	19	21	--	--	01	06	--	--	01	20	01	100	02	13	-	-	28	21	05	33	30	20	05	26
On-going in-service training provided	04	10	04	100	36	40	03	27	02	13	-	-	01	20	--	--	06	40	01	25	37	27	06	40	43	29	07	37
Orientation period provided	03	08	02	50	17	19	02	18	04	25	-	-	02	40	--	--	03	20	--	--	23	17	04	27	26	17	04	21
Favourable service conditions	12	31	03	75	40	44	04	36	02	13	--	--	02	40	01	100	06	40	01	25	50	37	07	47	56	37	08	42
Favourable working conditions	16	41	04	100	40	44	03	27	04	25	--	--	02	40	01	100	07	47	-	--	55	41	08	53	62	41	08	42
Adequate community resources for agency's clients	02	05	03	75	18	20	--	--	01	06	-	--	02	40	--	--	05	33	-	-	18	13	03	20	23	15	03	16
Satisfactory salary	15	38	03	75	41	46	03	27	--	--	--	--	03	60	01	100	04	27	-	-	55	41	07	47	59	39	07	37
Agency location convenient for travel	10	26	03	75	23	26	-	--	02	13	-	-	04	80	01	100	03	20	-	-	36	27	04	27	39	26	04	21
Only post available	10	26	-	--	07	08	02	18	07	44	--	-	01	20	-	--	02	13	--	--	23	17	02	13	25	17	02	1
First post offered	06	15	--	-	01	01	01	09	06	38	01	33	01	20	--	--	01	07	01	25	13	10	01	07	14	09	02	-
Committed to repay study bursary	06	15	--	-	15	17	01	09	07	44	--	--	01	20	--	--	09	60	01	25	20	15	--	--	29	19	01	06
Access to relevant literature in agency	01	03	03	75	05	06	01	09	--	--	--	--	01	20	--	--	--	--	-	--	07	05	04	27	07	06	04	21
Work assigned in accordance with worker preference	02	05	02	50	11	12	-	--	01	06	-	--	--	--	--	--	01	07	-	--	13	10	07	13	14	09	02	11
Separate division in agency to handle all crises including own cases that erupt suddenly	01	03	-	--	05	06	-	-	01	06		--	--	--	--	--	01	07	-	-	06	04	-	--	07	05	-	--
Other Religious reasons	--				04	04	-	--	--	--	--	--	--	--	--	--	--	--	--	--	04	03	-	-	04	03	-	-
Temporary post until permanent post available	01	03	--	--	01	01	-	--	--	--	--	--	--	--	--	--	--	--	--	-	02	01	-	-	02	01	-	-
TOTAL RESPONSES	291	746	83	2075	928	920	71	645	95	594	06	200	49	980	19	1900	139	927	13	325	1124	833	166	1107	1263	842	179	942
N OF RESPONDENTS *	39		04		90		11		16		03		05		01		15		04		135		15		150		19	

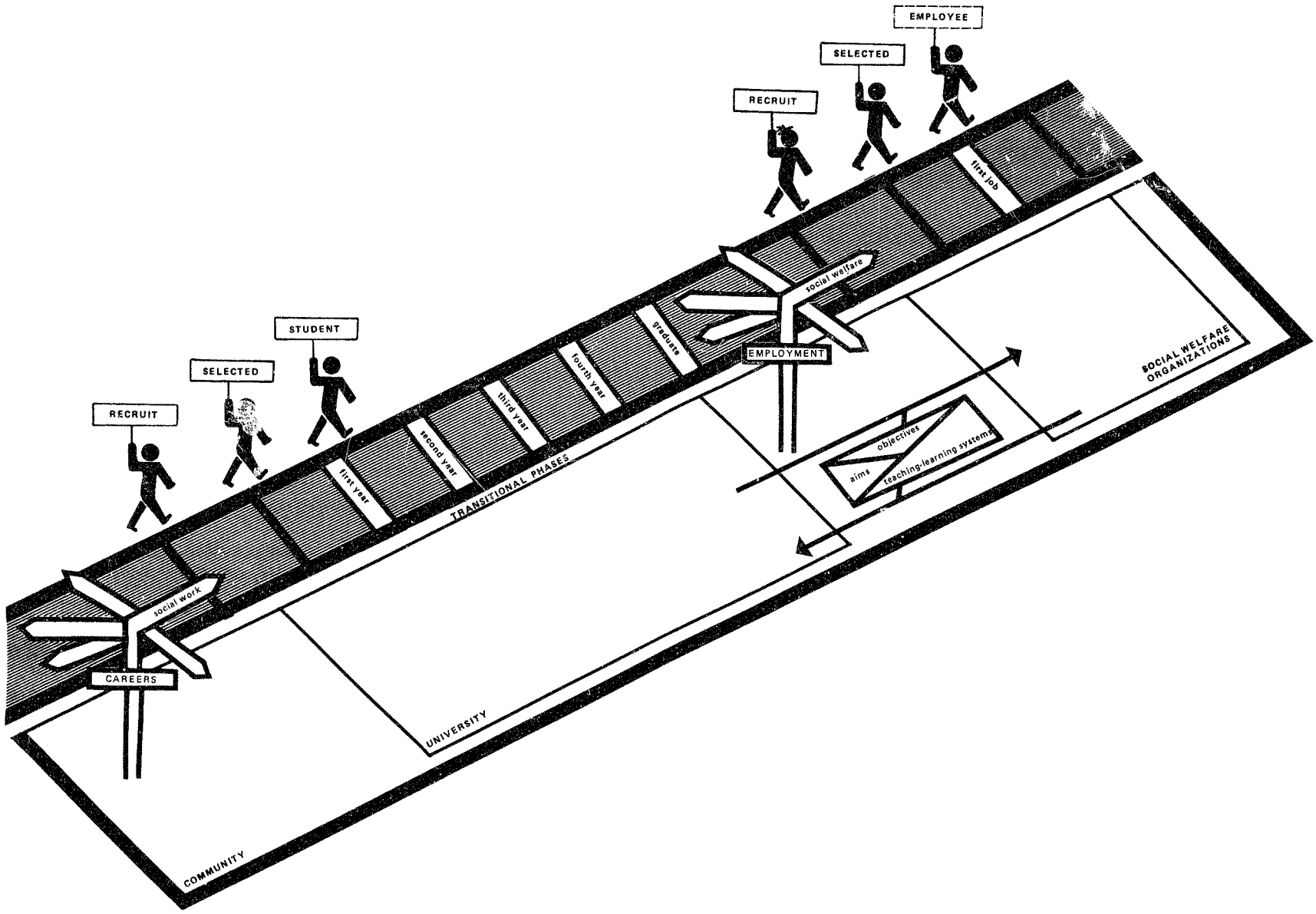
* relative frequencies calculated

In partial disagreement/concurrence with Parson's and Wigtil'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 1,1 per person; and a turnover of fourteen per cent (21 additional social work posts).

TABLE VI : CALENDAR OF SOCIAL WORK JOBS COMMENCED AND TERMINATED

| POPULATION GROUP | Job Stage | DATE PAID SOCIAL WORK EMPLOYMENT COMMENCED | | |



LEGEND :

tension inter relationship

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

Author Comaroff Irene
Name of thesis Social Workers And Their Work Situation. 1978

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