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Appendix A: Participant Invitation

Dear Former Research Psychology Masters Student,

My name is Candice Rascher and I am a Research Psychology Masters student at the University of the Witwatersrand. I am completing this research project as part of my Masters programme. The aim of my research is to gain an understanding of the types of careers former research psychology masters students have pursued, as well as determine thoughts and opinions with respect to the HPCSA Research Psychology registration category, as well as the appropriateness of skills obtained during the degree. As you have been identified as a former research psychology masters graduate, I would like to invite you to participate in my survey.

Participating in this study is completely voluntary; choosing to participate will not disadvantage you in any way; and results will be kept strictly confidential and will be reported as aggregate findings rather than individually. You may also decide not to complete the study up to the point of submitting your response, with no negative consequences. Participating in this study will require you to complete this online questionnaire.

As I am partly relying on a snowballing sampling strategy to obtain responses, I would greatly appreciate it if you could forward the below survey link to anyone you may be in contact with, who has completed a masters degree in research psychology (e.g., former classmates, work colleagues etc....).

<https://www.surveymonkey.com/s/ResearchPsychMasters>

Should you be interested in the results of the survey, or have any questions pertaining to the research, please contact me on the details provided below. If requested, a copy of the final report will be sent to you in due course.

Thank you so much for taking the time to read this and for considering participation

in my study. Your participation would be greatly appreciated and will provide valuable insights for the research psychology community.

Kind Regards,

Candice Rascher

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Contact details of supervisor

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Appendix B: Self-Generated Survey

Tracking Details

1. Which university did you obtain your research psychology masters degree from? (Single select)
 - a. Stellenbosch University
 - b. North West University
 - c. University of Cape Town (UCT)
 - d. University of KwaZulu –Natal (UKZN)
 - e. University of Pretoria (UP)
 - f. University of South Africa (UNISA)
 - g. University of the Western Cape (UWC)
 - h. University of the Witwatersrand (Wits)
 - i. University of Zululand
 - j. Other, please specify

2. Which year did you start and complete your masters degree? E.g., 2012-2013. (Open ended)

3. a. Was the research psychology masters programme your only choice, or did you apply for one of the other psychology programmes? (Multiple select)
 - a. I only applied to Research Psychology
 - b. I applied for Clinical Psychology
 - c. I applied for Counselling Psychology
 - d. I applied for Educational Psychology
 - e. I applied for Organisational /Industrial Psychology
 - f. I applied for another programme, please specify (Open ended)

- b. What other degrees or courses have you completed? (Open ended)

4. What made you decide to do a research psychology masters degree? (Open ended)

HPCSA Questions

5. Have you registered as a Research Psychologist with the HPCSA? (Single select)
 - a. Yes
 - b. I am in the process of registering
 - c. I am not in the process but intend to in the future
 - d. I was previously registered but I have allowed my registration to lapse
 - e. I have never been registered and do not intent to register in the future
6. Please describe why you have or have not registered with the HPCSA, or why you have allowed your registration to lapse? (Open ended)
7. Do you think the research psychology category is a relevant category to have in the HPCSA? (Single select)
 - a. Yes
 - b. No
 - c. Unsure
8. Please explain why you feel this way about the HPCSA registration category? (Open ended)

Employment Details

9. What is your current employment status? (Single select)
 - a. Self employed
 - b. Employed full time
 - c. Employed part time
 - d. Unemployed
 - e. Other, please specify (Open ended)
10. Approximately how many positions for how many different organizations have you had since leaving university? (Open ended)

11. Please provide the following details for your most recent employment position?

- a. Years employed from e.g. July 2012-present (Open ended)
- b. Name of organization (Open ended)
- c. Job title (Open ended)
- d. Please provide a brief job description (Open ended)
- e. Please briefly describe the factors that encouraged you to accept this position? (Open ended)
- f. To what extent do the skills you obtained during your research masters degree assist you in this position? (Single select)
 - i. They are vital, I would not be able to perform daily activities without them
 - ii. To a great extent, they assist me with daily activities but are not vital
 - iii. To a moderate extent, they give me a greater understanding of my daily activities
 - iv. To a minor extent, I do not make extensive use of them
 - v. Not at all, what I do has nothing to do with my research masters degree
- g. Please briefly comment on your answer above (Open ended)

12. Can you provide details for a previous position? (Single selects)

- a. Yes (show another page)
- b. No (skip to demographics questionnaire)

Note: New Page – Second most recent position etc. - Questions 11 and 12 were repeated for 8 pages. A participant could thus complete up to 8 positions in this manner, skipping to the skills question section once job roles have been satiated. If more than 8 positions had been occupied, participants were provided with an open ended descriptive block to detail any previous positions.

Research Skills

13. Regarding your career in general, what skills learned during your research masters degree have been particularly valuable in the workplace, and why? (Open ended).
14. To what extent do you think your research psychology degree adequately prepared you for your workplace responsibilities? (Single select)
- a. To a large extent
 - b. To a moderate extent
 - c. To a minor extent
 - d. Not at all
15. Please provide a reason for your above answer (Open ended)
16. What, in your opinion, could be added to the research psychology masters degree to make it more relevant and appropriate for performing work-related tasks? (Open ended)

Demographics

17. What is your gender? (Single select)
- a. Male
 - b. Female
18. What is your race group? (Single select)
- a. Black
 - b. Coloured
 - c. Indian/Asian
 - d. White
 - e. Prefer not to answer
 - f. Other, please specify (Open ended)

19. Which of the following languages do you speak? (Checkbox Grid) (First language; Highly proficient; Moderately proficient)
- a. Afrikaans
 - b. English
 - c. Ndebele
 - d. Northern Sotho
 - e. Sotho
 - f. Swazi
 - g. Tswana
 - h. Tsonga
 - i. Venda
 - j. Xhosa
 - k. Zulu
 - l. Other, please specify (Open ended)
20. Please briefly describe if language proficiency has assisted you, or limited you in any stage of your university or professional careers? (Open ended)
21. What is your age? (Open ended)
22. What income bracket do you currently fall into (gross monthly)? (Single select)
- a. No income
 - b. Less than R10 000
 - c. R10 000 – R19 999
 - d. R20 000 – R29 999
 - e. R30 000 – R39 999
 - f. R40 000 – R49 999
 - g. R50 000 – R59 999
 - h. More than R60 000
 - i. Prefer not to answer

23. What province do you currently work in? (Single select)

- a. The Eastern Cape
- b. The Free State
- c. Gauteng
- d. KwaZulu-Natal
- e. Limpopo
- f. Mpumalanga
- g. The Northern Cape
- h. North West
- i. The Western Cape
- j. Other, please specify

24. Please use the space below for any additional thoughts/comments you may have regarding research psychology in South Africa and the HPCSA registration category, and any advice you may have for students deciding whether or not to register with the HPCSA as a Research Psychologist.

Thank You Page

Thank you for completing this survey! Your participation is greatly appreciated.

Should you be interested in participating in any follow up studies that may arise from this research, please provide contact details by copying and pasting the below link into a new window. Please note that this is a separate link and thus cannot be connected to your survey responses.

www.surveymonkey/linkTBA [correct link to be inserted once set up]

Personal Information

25. If you would be willing to participate in follow up studies, please provide contact details in the spaces below (Open ended for each).

- a. Name and Surname
- b. Contact Number
- c. Email Address
- d. Residential City

Appendix C: Results Tables

Table 1

Frequency distribution of university attended

	n	%
Randse Afrikaanse Universiteit (RAU)	2	1.6%
North-West University (NWU)	11	9.0%
University of Kwa-Zulu Natal (UKZN)	11	9.0%
University of Pretoria (UP)	26	21.3%
University of South Africa (UNISA)	25	20.5%
University of the Western Cape (UWC)	9	7.4%
University of the Witwatersrand (WITS)	38	21.1%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 2

Frequency distribution of when the degree was completed (coded)

	n	%
Pre 2000	8	6.6%
Early 2000's	13	10.7%
Late 2000's	45	36.9%
Early 2010's	36	29.5%
Recent Graduates	18	14.8%
In Progress	2	1.6%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 3

Frequency distribution of when the degree was completed, in two year increments (coded)

	n	%
Pre 2000	8	6.6%
2001-2002	5	4.1%
2003-2004	4	3.3%
2005-2006	4	3.3%
2007-2008	10	8.2%
2009-2010	30	24.6%
2011-2012	21	17.2%
2013-present	40	32.8%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 4

Frequency distribution of other psychology degrees applied to (multiple select)

	n	%	% of cases
Only Research	86	62.8%	70.5%
Educational Psychology	3	2.2%	2.5%
Clinical Psychology	30	21.9%	24.6%
Counselling Psychology	16	11.7%	13.1%
Neuropsychology	2	1.5%	1.6%
<i>Total</i>	<i>137</i>	<i>100%</i>	<i>112.3%</i>
<i>Number of respondents</i>	<i>122</i>		

Table 5***Frequency distribution of other courses completed (coded)***

	n	%
Business Related Degree/Course	11	9.0%
Not Asked	18	14.8%
Nothing Different	47	38.5%
PhD	10	8.2%
Psychology Related Course	10	8.2%
Science Related Degree/Course	12	9.8%
Unrelated Course	9	7.4%
Various Research Courses	5	4.1%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 6***Frequency distribution of why respondents chose research (coded & multiple select)***

	n	%	% of cases
Advised/Inspired by Someone Else	10	6.1%	8.2%
Best of the Psychology Degree Options	26	15.9%	21.3%
Better/Diverse Career Options	16	9.8%	13.1%
Has an Aptitude for Research	17	10.4%	13.9%
Higher Chance of Selection	3	1.8%	2.5%
Interest In Particular Topic	7	4.3%	5.7%
Interest In/Passion for Research	41	25.0%	33.6%
Not Selected for Other Psychology Masters	17	10.4%	13.9%
Only Option at That Time	4	2.4%	3.3%
Wants a Neuropsychology Career	3	1.8%	2.5%
Wants an Academic/Research Career	12	7.3%	9.8%
Wants to Make A Difference in the World	8	4.9%	6.6%
<i>Total</i>	<i>164</i>	<i>100.0%</i>	<i>134.4%</i>
<i>Number of respondents</i>	<i>122</i>		

Table 7***Frequency distribution of HPCSA registration status regarding research psychology***

	n	%
Yes, registered	37	30.3%
In the process of registering	20	16.4%
Not in process but intend to	8	6.6%
Allowed registration to lapse	24	19.7%
Never been, never will	33	27.0%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 8***Frequency distribution of reasons for registering or not (coded & multiple select)***

	n	%	% of cases
Completing Internship / Board Exam	10	5.1%	8.5%
Doing Different Degree	5	2.5%	4.3%
External Factors	3	1.5%	2.6%
Had Problems with HPCSA	42	21.3%	35.9%
Increased Opportunities	10	16.4%	31.3%
Moved Country /Foreign	3	1.5%	2.6%
Not Required for Career	27	13.7%	23.1%
Professional Status	18	9.1%	15.4%
Provides Credibility	10	5.1%	8.5%
Provides No Benefits	33	16.8%	28.2%
Required/Beneficial to Job	13	6.6%	11.1%
To Supervise Students	10	5.1%	8.5%
Worked for it	9	4.6%	7.7%
<i>Total</i>	<i>197</i>	<i>100.0%</i>	<i>168.4%</i>
<i>Number of responses</i>	<i>117</i>		

Table 9

Frequency distribution of reasons for registering or not according to registration status (coded & multiple select)

Yes, registered	n	%	% of cases
Had Problems with HPCSA	2	3.3%	6.3%
Increased Opportunities	10	16.4%	31.3%
Professional Status	16	26.2%	50.0%
Provides Credibility	8	13.1%	25.0%
Provides No Benefits	2	3.3%	6.3%
Required/Beneficial to Job	9	14.8%	28.1%
To Supervise Students	6	9.8%	18.8%
Worked for it	8	13.1%	25.0%
<i>Total</i>	<i>61</i>	<i>100.0%</i>	<i>190.6%</i>
<i>Portion of sample</i>	<i>37</i>	<i>30.3%</i>	
<i>Number of responses</i>	<i>32</i>		
In the process of registering	n	%	% of cases
Completing Internship/Exam	10	33.3%	50.0%
Had Problems with HPCSA	3	10.0%	15.0%
Increased Opportunities	4	13.3%	20.0%
Professional Status	1	3.3%	5.0%
Provides Credibility	2	6.7%	10.0%
Provides No Benefits	3	10.0%	15.0%
Required/Beneficial to Job	3	10.0%	15.0%
To Supervise Students	3	10.0%	15.0%
Worked for it	1	3.3%	5.0%
<i>Total</i>	<i>30</i>	<i>100.0%</i>	<i>150.0%</i>
<i>Portion of sample</i>	<i>20</i>	<i>16.4%</i>	
<i>Number of responses</i>	<i>20</i>		
Not in the process but intend to	n	%	% of cases
External Factors	2	16.7%	25.0%
Had Problems with HPCSA	5	41.7%	62.5%
Professional Status	1	8.3%	12.5%
Provides No Benefits	4	33.3%	50.0%

<i>Total</i>	<i>12</i>	<i>100.0%</i>	<i>150.0%</i>
<i>Portion of sample</i>	<i>8</i>	<i>6.6%</i>	
<i>Number of responses</i>	<i>8</i>		
Allowed registration to lapse	n	%	% of cases
Doing Different Degree	1	2.3%	4.2%
External Factors	1	2.3%	4.2%
Had Problems with HPCSA	11	25.6%	45.8%
Moved Country/Foreign	2	4.7%	8.3%
Not Required for Career	13	30.2%	54.2%
Provides No Benefits	14	32.6%	58.3%
To Supervise Students	1	2.3%	4.2%
<i>Total</i>	<i>43</i>	<i>100.0%</i>	<i>179.2%</i>
<i>Portion of sample</i>	<i>24</i>	<i>19.7%</i>	
<i>Number of responses</i>	<i>24</i>		
Never been, never will	n	%	% of cases
Doing Different Degree	4	7.8%	12.1%
Had Problems with HPCSA	21	41.2%	63.6%
Moved Country/Foreign	1	2.0%	3.0%
Not Required for Career	14	27.5%	42.4%
Provides No Benefits	10	19.6%	30.3%
Required/ Beneficial for Job	1	2.0%	3.0%
<i>Total</i>	<i>51</i>	<i>100.0%</i>	<i>154.5%</i>
<i>Portion of sample</i>	<i>33</i>	<i>27.0%</i>	
<i>Number of responses</i>	<i>33</i>		

Table 10

Frequency distribution of whether respondents thought the HPCSA research psychology category was relevant or not

	n	%
Yes	58	47.5%
No	29	23.8%
Unsure	35	28.7%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 11

Frequency distribution of reasons for why respondents perceive the HPCSA research category to be relevant or not (coded & multiple select)

	n	%	% of cases
All Psychologists Should do Research	5	2.5%	4.3%
Another Organisation More Suitable	7	3.4%	6.1%
Confusion Around Scope	12	5.9%	10.4%
Depends on Research Type	11	5.4%	9.6%
Ethics are Important	7	3.4%	6.1%
Good Research Base Needed	10	4.9%	8.7%
Governing Body Necessary	14	6.9%	12.2%
In Two Minds	10	4.9%	8.7%
Increases Opportunities	5	2.5%	4.3%
Issues with HPCSA	16	7.8%	13.9%
Limited Jobs/Inferior Category	7	3.4%	6.1%
Niche/Specific Profession	15	7.4%	13.0%
No Benefit / Value	27	13.2%	23.5%
Not a Health Profession	13	6.4%	11.3%
Other Researchers Don't Register	5	2.5%	4.3%
Problem with Costs	10	4.9%	8.7%
Provides Professional Recognition	19	9.3%	16.5%
To Progress Psychology	11	5.4%	9.6%
<i>Total</i>	<i>204</i>	<i>100%</i>	<i>177.4%</i>

Table 12

Frequency distribution of reasons for why respondents perceive the HPCSA research category to be relevant or not according to whether or not they thought the category was relevant (coded & multiple select)

Yes	n	%	% of cases
Depends on Research Type	5	5.3%	8.9%
Ethics are Important	7	7.4%	12.5%
Good Research Base Needed	10	10.5%	17.9%
Governing Body Necessary	14	14.7%	25.0%
In Two Minds	4	4.2%	7.1%
Increases Opportunities	4	4.2%	7.1%
Issues with HPCSA	7	7.4%	12.5%
Limited Jobs/Inferior Category	1	1.1%	1.8%
Niche/Specific Profession	13	13.7%	23.2%
Problem with Costs	1	1.1%	1.8%
Provides Professional Recognition	18	18.9%	32.1%
To Progress Psychology	11	11.6%	19.6%
<i>Total</i>	<i>95</i>	<i>100.0%</i>	<i>169.6%</i>
<i>Portion of sample</i>	<i>58</i>	<i>47.5%</i>	
<i>Number of responses</i>	<i>56</i>		
No	n	%	% of cases
All Psychologists Should do Research	3	6.0%	10.7%
Another Organisation More Suitable	4	8.0%	14.3%
Confusion Around Scope	2	4.0%	7.1%
In Two Minds	1	2.0%	3.6%
Issues with HPCSA	3	6.0%	10.7%
Limited Jobs/Inferior Category	2	4.0%	7.1%
No Benefit / Value	15	30.0%	53.6%
Not a Health Profession	12	24.0%	42.9%
Other Researchers Don't Register	5	10.0%	17.9%
Problem with Costs	3	6.0%	10.7%

<i>Total</i>	50	100.0%	178.6%
<i>Portion of sample</i>	29	23.8%	
<i>Number of responses</i>	28		
Unsure	n	%	% of cases
All Psychologists Should do Research	2	3.4%	6.5%
Another Organisation More Suitable	3	5.1%	9.7%
Confusion Around Scope	10	16.9%	32.3%
Depends on Research Type	6	10.2%	19.4%
In Two Minds	5	8.5%	16.1%
Increases Opportunities	1	1.7%	3.2%
Issues with HPCSA	6	10.2%	19.4%
Limited Jobs/Inferior Category	4	6.8%	12.9%
No Benefit / Value	12	20.3%	38.7%
Not a Health Profession	1	1.7%	3.2%
Niche/Specific Profession	2	3.4%	6.5%
Problem with Costs	6	10.2%	19.4%
Provides Professional Recognition	1	1.7%	3.2%
<i>Total</i>	59	100.0%	190.3%
<i>Portion of sample</i>	35	28.7%	
<i>Number of responses</i>	31		

Table 13

Frequency distribution of employment status

	n	%
Doing a Different Degree	2	1.6%
Employed Full Time	86	70.5%
Employed Part Time	14	11.5%
On a Contract	2	1.6%
PhD Student	4	3.3%
Self Employed	13	10.7%
Unemployed	1	0.8%
<i>Total</i>	122	100.00%

Table 14

Frequency distribution of the number of career positions respondents provided details for (categorised)

	n	%
1 Position (Most Recent)	122	100%
2 Positions	59	48.4%
3 Positions	21	17.2%
4 Positions	9	7.4%
5 Positions	2	1.6%
<i>Total</i>	<i>213</i>	

Table 15

Frequency distribution of the categorised research type for the most recent employment position (coded)

	n	%
Academia	26	21.3%
Cannot Disclose	7	5.7%
Corporate Research	9	7.4%
Health/Social Research	29	23.8%
Independent Research Consultant	7	5.7%
Monitoring & Evaluation	9	7.4%
Marketing Research	18	14.8%
Non Research Career	8	6.6%
Psychometrics/Testing	9	7.4%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 16

Frequency distribution of the categorised research type for the second most recent employment position (coded)

	n	%
Academia	8	6.6%
Cannot Disclose	1	0.8%
Corporate Research	7	5.7%
Health/Social Research	16	13.1%
Monitoring & Evaluation	3	2.5%
Marketing Research	12	9.8%
Non Research Career	9	7.4%
Psychometrics/Testing	3	2.5%
Not Provided	63	51.6%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 17

Frequency distribution of the categorised research type for the third most recent employment position (coded)

	n	%
Academia	2	1.6%
Corporate Research	5	4.1%
Health/Social Research	5	4.1%
Independent Research Consultant	1	0.8%
Marketing Research	6	4.9%
Psychometrics/Testing	2	1.6%
Not Provided	101	82.8%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 18

Frequency distribution of the categorised research type for the fourth most recent employment position (coded)

	n	%
Corporate Research	1	0.8%
Health/Social Research	5	4.1%
Independent Research Consultant	1	0.8%
Marketing Research	1	0.8%
Psychometrics/Testing	1	0.8%
Not Provided	113	92.6%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 19

Frequency distribution of the categorised research type for the fifth most recent employment position (coded)

	n	%
Health/Social Research	1	0.8%
Monitoring & Evaluation	1	0.8%
Not Provided	120	98.4%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 20

Frequency distribution of the categorised research type for all positions combined (coded)

	n	%
Academia	36	16.9%
Cannot Disclose	8	3.8%
Corporate Research	22	10.3%
Health/Social Research	56	26.3%
Independent Research Consultant	9	4.2%
Monitoring & Evaluation	13	6.1%
Marketing Research	37	17.4%
Non Research Career	17	8.0%
Psychometrics/Testing	15	7.0%
<i>Total</i>	<i>213</i>	<i>100.0%</i>

Table 21

Frequency distribution of factors for accepting a particular position (coded & multiple select)

	n	%	% of cases
Better Opportunities	39	11.9%	19.0%
Career Progression	26	8.0%	12.7%
Environment/Colleagues	18	5.5%	8.8%
Experience/Exposure	39	11.9%	19.0%
Flexibility	17	5.2%	8.3%
Good Fit/Apply Skills	28	8.6%	13.7%
Good Salary	27	8.3%	13.2%
Location	11	3.4%	5.4%
Make a Difference	6	1.8%	2.9%
Needed a Job/Money	36	11.0%	17.6%
Passion	17	5.2%	8.3%
PhD/Study Opportunities	9	2.8%	4.4%
Seemed Exciting	11	3.4%	5.4%

Travel Opportunities	8	2.4%	3.9%
Type of Organisation	23	7.0%	11.2%
Other	12	3.7%	5.9%
<i>Total</i>	<i>327</i>	<i>100%</i>	<i>159.5%</i>
<i>Number of responses</i>	<i>205</i>		

Table 22

Frequency distribution of factors for accepting a particular position, for each type of research (coded & multiple select)

Academia	n	%	% of cases
Better Opportunities	2	3.2%	5.9%
Career Progression	5	8.1%	14.7%
Environment/Colleagues	8	12.9%	23.5%
Experience/Exposure	5	8.1%	14.7%
Flexibility	7	11.3%	20.6%
Good Fit/Apply Skills	5	8.1%	14.7%
Good Salary	4	6.5%	11.8%
Location	2	3.2%	5.9%
Needed a Job/Money	3	4.8%	8.8%
Passion	8	12.9%	23.5%
PhD/Study Opportunities	6	9.7%	17.6%
Type of Organisation	6	9.7%	17.6%
Other	1	1.6%	2.9%
<i>Total</i>	<i>62</i>	<i>100.0%</i>	<i>182.4%</i>
<i>Portion of sample</i>	<i>36</i>	<i>16.9%</i>	
<i>Number of responses</i>	<i>34</i>		
Corporate Research	n	%	% of cases
Better Opportunities	10	28.6%	45.5%
Career Progression	4	11.4%	18.2%
Experience/Exposure	2	5.7%	9.1%
Flexibility	1	2.9%	4.5%
Good Fit/Apply Skills	4	11.4%	18.2%

Good Salary	7	20.0%	31.8%
Location	1	2.9%	4.5%
Needed a Job/Money	2	5.7%	9.1%
Passion	1	2.9%	4.5%
Seemed Exciting	3	8.6%	13.6%
<i>Total</i>	35	100.0%	159.1%
<i>Portion of sample</i>	22	10.3%	
<i>Number of responses</i>	22		
Health / Social Research	n	%	% of cases
Better Opportunities	10	11.6%	18.2%
Career Progression	6	7.0%	10.9%
Environment/Colleagues	3	3.5%	5.5%
Experience/Exposure	13	15.1%	23.6%
Flexibility	1	1.2%	1.8%
Good Fit/Apply Skills	8	9.3%	14.5%
Good Salary	2	2.3%	3.6%
Location	5	5.8%	9.1%
Make a Difference	2	2.3%	3.6%
Needed a Job/Money	13	15.1%	23.6%
Passion	4	4.7%	7.3%
PhD/Study Opportunities	3	3.5%	5.5%
Seemed Exciting	4	4.7%	7.3%
Travel Opportunities	4	4.7%	7.3%
Type of Organisation	6	7.0%	10.9%
Other	2	2.3%	3.6%
<i>Total</i>	86	100.0%	154.4%
<i>Portion of sample</i>	56	26.3%	
<i>Number of responses</i>	55		
Independent Research Consultant	n	%	% of cases
Better Opportunities	1	7.7%	11.1%
Career Progression	1	7.7%	11.1%
Experience/Exposure	1	7.7%	11.1%
Flexibility	4	30.8%	44.4%

Good Fit/Apply Skills	3	23.1%	33.3%
Good Salary	2	15.4%	22.2%
Needed a Job/Money	1	7.7%	11.1%
<i>Total</i>	<i>13</i>	<i>100.0%</i>	<i>144.4%</i>
<i>Portion of sample</i>	<i>9</i>	<i>4.2%</i>	
<i>Number of responses</i>	<i>9</i>		
Monitoring & Evaluation	n	%	% of cases
Better Opportunities	2	8.7%	16.7%
Career Progression	1	4.3%	8.3%
Environment/Colleagues	1	4.3%	8.3%
Experience/Exposure	2	8.7%	16.7%
Good Fit/Apply Skills	1	4.3%	8.3%
Good Salary	4	17.4%	33.3%
Location	1	4.3%	8.3%
Make a Difference	3	13.0%	25.0%
Seemed Exciting	1	4.3%	8.3%
Travel Opportunities	1	4.3%	8.3%
Type of Organisation	3	13.0%	25.0%
Other	3	13.0%	25.0%
<i>Total</i>	<i>23</i>	<i>100.0%</i>	<i>191.7%</i>
<i>Portion of sample</i>	<i>13</i>	<i>6.1%</i>	
<i>Number of responses</i>	<i>12</i>		
Marketing Research	n	%	% of cases
Better Opportunities	7	13.0%	19.4%
Career Progression	3	5.6%	8.3%
Environment/Colleagues	3	5.6%	8.3%
Experience/Exposure	11	20.4%	30.6%
Flexibility	3	5.6%	8.3%
Good Fit/Apply Skills	4	7.4%	11.1%
Good Salary	5	9.3%	13.9%
Location	2	3.7%	5.6%
Needed a Job/Money	6	11.1%	16.7%
Passion	1	1.9%	2.8%

Seemed Exciting	2	3.7%	5.6%
Travel Opportunities	1	1.9%	2.8%
Type of Organisation	3	5.6%	8.3%
Other	3	5.6%	8.3%
<i>Total</i>	54	100.0%	150.0%
<i>Portion of sample</i>	37	17.4%	
<i>Number of responses</i>	36		
Non Research Career	n	%	% of cases
Better Opportunities	4	19.0%	25.0%
Career Progression	1	4.8%	6.3%
Environment/Colleagues	1	4.8%	6.3%
Experience/Exposure	1	4.8%	6.3%
Good Fit/Apply Skills	1	4.8%	6.3%
Good Salary	2	9.5%	12.5%
Needed a Job/Money	5	23.8%	31.3%
Passion	1	4.8%	6.3%
Seemed Exciting	1	4.8%	6.3%
Travel Opportunities	1	4.8%	6.3%
Other	3	14.3%	18.8%
<i>Total</i>	21	100.0%	131.3%
<i>Portion of sample</i>	17	8.0%	
<i>Number of responses</i>	16		
Psychometrics/ Testing	n	%	% of cases
Better Opportunities	1	4.3%	6.7%
Career Progression	2	8.7%	13.3%
Environment/Colleagues	2	8.7%	13.3%
Experience/Exposure	3	13.0%	20.0%
Good Fit/Apply Skills	1	4.3%	6.7%
Good Salary	1	4.3%	6.7%
Make a Difference	1	4.3%	6.7%
Needed a Job/Money	5	21.7%	33.3%
Passion	2	8.7%	13.3%
Travel Opportunities	1	4.3%	6.7%

Type of Organisation	4	17.4%	26.7%
<i>Total</i>	23	100.0%	153.3%
<i>Portion of sample</i>	15	7.0%	
<i>Number of responses</i>	15		

Table 23

Frequency distribution of gender

	n	%
Female	98	80.3%
Male	24	19.7%
<i>Total</i>	122	100.0%

Table 24

Frequency distribution of race group

	n	%
Black	13	10.6%
Coloured	7	5.7%
Indian/Asian	9	7.4%
White	90	73.8%
Prefer Not to Answer	3	73.8%
<i>Total</i>	122	100.0%

Table 25

Frequency distribution of gender and race group (grouped)

	n	%
Black Female	25	20.5%
Black Male	4	3.3%
White Female	70	57.4%
White Male	20	16.4%
Prefer Not to Answer	3	2.5%
<i>Total</i>	12	100.0%

Table 26

Frequency distribution of first language (multiple select)

	n	%	% of cases
Afrikaans	44	30.8%	36.4%
An African Language	15	10.5%	12.4%
English	82	57.3%	67.8%
European Language	2	1.4%	1.7%
<i>Total</i>	<i>143</i>	<i>100.0%</i>	<i>118.2%</i>
<i>Number of Responses</i>	<i>121</i>		

Table 27

Frequency distribution of knowledge of an African language (coded)

	n	%
No	101	82.8%
Yes, first language	15	12.3%
Yes, moderate proficiency	5	4.1%
Prefer not to answer	1	0.8%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 28

Frequency distribution of comments about language (coded)

	n	%
English is important	27	22.1%
Knowing an African Language would be beneficial	20	16.4%
Knowing another language would be beneficial	9	7.4%
Being bi/multi-lingual assisted	14	11.5%
It had no effect	18	14.8%
It assisted	11	9.0%
NA / Not answered	23	18.9%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 29

Frequency distribution of age (coded)

	n	%
20-24	6	4.9%
25-29	40	32.8%
30-34	33	27.0%
35-39	10	8.2%
40-44	7	5.7%
45-49	8	6.6%
Prefer Not to Answer	18	14.8%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 30

Frequency distribution of gross monthly income

	n	%
No Income	2	1.6%
Less than R10 000	11	9.0%
R10 000 – R19 999	26	21.3%
R20 000 – R29 999	27	22.1%
R30 000 – R39 999	21	17.2%
R40 000 – R49 999	14	11.5%
R50 000 – R59 999	3	2.5%
More than R60 000	7	5.7%
Prefer Not to Answer	11	9.0%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 31

Frequency distribution of province currently working in

	n	%
Eastern Cape	3	2.5%
Gauteng	88	72.1%
KwaZulu-Natal	8	6.6%
Multi-Provincial	2	1.6%
North West	3	2.5%
Outside SA	6	4.9%
The Free State	1	0.8%
Western Cape	11	9.0%
<i>Total</i>	<i>122</i>	<i>100.0%</i>

Table 32

Crosstab for the association between HPCSA registration status and whether or not respondents thought the category was relevant (X^2 (df = 2, n = 122) = 8.671, p = 0.013)

	HPCSA Category Relevant			
	No	Unsure	Yes	Total
Yes/In Process				
Count	12	14	39	65
% within registered	18.5%	21.5%	60.0%	100.0%
% within relevant	41.4%	40.0%	67.2%	53.3%
% of Total	9.8%	11.5%	32.0%	53.3%
No/Lapsed				
Count	17	21	19	57
% within registered	29.8%	36.98%	33.3%	100.0%
% within relevant	58.6%	60.0%	32.8%	46.7%
% of Total	13.9%	17.2%	15.6%	46.7%
Total				
Count	29	35	58	122
% within registered	23.8%	28.7%	47.5%	100.0%
% within relevant	100.0%	100.0%	100.0%	100.0%
% of Total	23.8%	28.7%	47.5%	100.0%

Table 33

Crosstab for the association between when the degree was completed and gender (X^2 (df = 7, n = 122) = 4.212, p = 0.755)

	Gender		<i>Total</i>
	Female	Male	
Pre 2000			
Count	6	2	8
% within years	75.0%	25.0%	100.0%
% within gender	6.1%	8.3%	6.6%
% of Total	4.9%	1.6%	6.6%
2001-2002			
Count	4	1	5
% within years	80.0%	20.0%	100.0%
% within gender	4.1%	4.2%	4.1%
% of Total	3.3%	0.8%	4.1%
2003-2004			
Count	4	0	4
% within years	100.0%	0.0%	100.0%
% within gender	4.1%	0.0%	3.3%
% of Total	3.3%	0.0%	3.3%
2005-2006			
Count	4	0	4
% within years	100.0%	0.0%	100.0%
% within gender	4.1%	0.0%	3.3%
% of Total	3.3%	0.0%	3.3%
2007-2008			
Count	8	2	10
% within years	80.0%	20.0%	100.0%
% within gender	8.2%	8.3%	8.2%
% of Total	6.6%	1.6%	8.2%
2009-2010			
Count	25	5	30

% within years	83.3%	16.7%	100.0%
% within gender	25.5%	20.8%	24.6%
% of Total	20.5%	4.1%	24.6%
2011-2012			
Count	18	3	21
% within years	85.7%	14.3%	100.0%
% within gender	18.4%	12.5%	17.2%
% of Total	14.8%	2.5%	17.2%
2013-Present			
Count	29	11	40
% within years	72.5%	27.5%	100.0%
% within gender	29.6%	45.8%	32.8%
% of Total	23.8%	9.0%	32.8%
<i>Total</i>			
<i>Count</i>	98	24	122
<i>% within years</i>	80.3%	19.7%	100.0%
<i>% within gender</i>	100.0%	100.0%	100.0%
<i>% of Total</i>	80.3%	19.7%	100.0%

Table 34

Crosstab for the association between when the degree was completed and race group
(X^2 (df = 21, n = 119) = 22.907, p = 0.349)

	Race				<i>Total</i>
	Black	Coloured	Indian/ Asian	White	
Pre 2000					
Count	0	0	0	7	7
% within years	0.0%	0.0%	0.0%	100.0%	100.0%
% within race	0.0%	0.0%	0.0%	7.8%	5.9%
% of Total	0.0%	0.0%	0.0%	5.9%	5.9%
2001-2002					
Count	0	0	0	5	5
% within years	0.0%	0.0%	0.0%	100.0%	100.0%
% within race	0.0%	0.0%	0.0%	5.6%	4.2%
% of Total	0.0%	0.0%	0.0%	4.2%	4.2%
2003-2004					
Count	0	0	0	4	4
% within years	0.0%	0.0%	0.0%	100.0%	100.0%
% within race	0.0%	0.0%	0.0%	4.4%	3.4%
% of Total	0.0%	0.0%	0.0%	3.4%	3.4%
2005-2006					
Count	0	0	1	3	4
% within years	0.0%	0.0%	25.0%	75.0%	100.0%
% within race	0.0%	0.0%	11.1%	3.3%	3.4%
% of Total	0.0%	0.0%	0.8%	2.5%	3.4%
2007-2008					
Count	1	0	3	5	9
% within years	11.1%	0.0%	33.3%	55.6%	100.0%
% within race	7.7%	0.0%	33.3%	5.6%	7.6%
% of Total	0.8%	0.0%	2.5%	4.2%	7.6%
2009-2010					

Count	3	3	1	22	29
% within years	10.3%	10.3%	3.4%	75.9%	100.0%
% within race	23.1%	42.9%	11.1%	24.4%	24.4%
% of Total	2.5%	2.5%	0.8%	18.5%	24.4%
2011-2012					
Count	1	2	1	17	21
% within years	4.8%	9.5%	4.8%	81.0%	100.0%
% within race	7.7%	28.6%	11.1%	18.9%	17.6%
% of Total	0.8%	1.7%	0.8%	14.3%	17.6%
2013-Present					
Count	8	2	3	27	40
% within years	20.0%	5.0%	7.5%	67.5%	100.0%
% within race	61.5%	28.6%	33.3%	30.0%	33.6%
% of Total	6.7%	1.7%	2.5%	22.7%	33.6%
Total					
Count	13	7	9	90	119
% within years	10.9%	5.9%	7.6%	75.6%	100.0%
% within race	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	10.9%	5.9%	7.6%	75.6%	100.0%

Table 35

Crosstab for the association between when the degree was completed and knowledge of an African language (X^2 ($df = 14$, $n = 121$) = 14.751, $p = 0.395$)

	Knowledge of an African Language			
	No	Yes, 1 st language	Yes, moderate proficiency	Total
Pre 2000				
Count	6	0	1	7
% within years	85.7%	0.0%	14.3%	100.0%
% within language	5.9%	0.0%	20.0%	5.8%
% of Total	5.0%	0.0%	0.8%	5.8%
2001-2002				
Count	5	0	0	5
% within years	100.0%	0.0%	0.0%	100.0%
% within language	5.0%	0.0%	0.0%	4.1%
% of Total	4.1%	0.0%	0.0%	4.1%
2003-2004				
Count	3	0	1	4
% within years	75.0%	0.0%	25.0%	100.0%
% within language	3.0%	0.0%	20.0%	3.3%
% of Total	2.5%	0.0%	0.8%	3.3%
2005-2006				
Count	4	0	0	4
% within years	100.0%	0.0%	0.0%	100.0%
% within language	4.0%	0.0%	0.0%	3.3%
% of Total	3.3%	0.0%	0.0%	3.3%
2007-2008				
Count	9	1	0	10
% within years	90.0%	10.0%	0.0%	100.0%
% within language	8.9%	6.7%	0.0%	8.3%
% of Total	7.4%	0.8%	0.0%	8.3%

2009-2010				
Count	25	4	1	30
% within years	83.3%	13.3%	3.3%	100.0%
% within language	24.8%	26.7%	20.0%	24.8%
% of Total	20.7%	3.3%	0.8%	24.8%
2011-2012				
Count	19	1	1	21
% within years	90.5%	4.8%	4.8%	100.0%
% within language	18.8%	6.7%	20.0%	17.4%
% of Total	15.7%	0.8%	0.8%	17.4%
2013-Present				
Count	30	9	1	40
% within years	75.0%	22.5%	2.5%	100.0%
% within language	29.7%	60.0%	20.0%	33.1%
% of Total	24.8%	7.4%	0.8%	33.1%
Total				
Count	101	15	5	121
% within years	83.5%	12.4%	4.1%	100.0%
% within language	100.0%	100.0%	100.0%	100.0%
% of Total	83.5%	12.4%	4.1%	100.0%

Appendix D: Lists

List 1

List of organizations categorized under research type

<i>Health/Social Research</i>	<i>n</i> <i>56</i>
Aurecon	1
British Red Cross	1
Centre for Disease Control and Prevention (CDC)	1
Centre for Health Policy	1
Centre for HIV/AIDS Prevention Studies	1
Centre for Rural Health (UKZN)	1
Centre for Social Development in Africa (UJ)	1
Centre for Social Science and Career Development (PsyCAD) (UJ)	1
Centre for the Aids Programme for Research in South Africa (CAPRISA)	4
Clinton Health Access Initiative	1
Department of Social Development	1
Digby Wells Environmental	1
Equispectives Research and Consulting Services	1
Golder Associates	1
HIV Pathogenesis Programme (UKZN)	1
HIV/AIDS Vaccines Ethics Group (UKZN)	2
Human Science Research Council (HSRC)	4
Impact Research International (IRI)	3
Institute for Social and Health Sciences (UNISA)	6
LifeLine Southern Africa	1
LoveLife NGO	1
Medical Research Council (MRC)	8
People Opposing Woman (POWA)	1
Perinatal HIV Research Unit (PHRU)	2
Project Support Group Southern Africa	1
SOS Children's Villages	2
South African Depression and Anxiety Group (SADAG)	1
Student Equity and Talent Management Unit (SETMU) (WITS)	1
The SHM Foundation	1
Triquetus: Personal Development Programmes	1
University of Natal, Pietermaritzburg	1
Wits Reproductive Health and HIV Institute	1
<i>Academia</i>	<i>36</i>
Centurion Academy	1
College of Graduate Studies	1
Confidential	4
Council on Higher Education	1
International Pre-University College	1
Midrand Graduate Institute	2
Monash University	1

North-West University (NWU)	3
Rhodes University	1
University of Fort Hare	1
University of Kwa-Zulu Natal (UKZN)	3
University of Pretoria (UP)	4
University of South Africa (UNISA)	5
University of the Free State (UFS)	1
University of the Western Cape (UWC)	1
University of the Witwatersrand (Wits)	6
<i>Marketing Research</i>	37
AC Nielsen	2
Ask Afrika	3
BMI Market Research	3
Columinate	2
Confidential	2
Consulta Research	2
Genex Holdings (Pty) Ltd	1
Interact RDT	1
Ipsos Markinor / Synovate	6
KLA	1
Lida Groenewald Research Consultants	1
Millward Brown	4
Plus 94 Research	1
Research International	2
SAARF	2
Spinach	1
TGI	1
The Planning Shop International	1
TNS	1
<i>Non Research Career</i>	17
Cambridge Cognition	1
Confidential	2
Doing Different Degree	1
Focus on Health	1
Fort Hare	1
Green Power House	1
Institute for Health Psychology	1
Life Healthcare at the Mangaung Correctional Centre	1
People Capacity Solutions	1
Platinum Life Insurance	1
Premier Personnel	1
TrenStar	1
Truter James De Ridder	1
Ubank	2
Zeghers Executive Search and Assignments	1
<i>Corporate Research</i>	22
Brand South Africa	1

Catalyst Research	1
Clientele limited	1
Confidential	2
Cycan	1
Health at Work Wellness Actuaries	1
Independent Newspapers	1
Kimberly Clark	1
M-Net	1
Media Tenor	1
Mondelez / Kraft Foods / Cadbury	1
MPI	1
Pick n Pay	1
RPI	1
SABC	1
South African Breweries (SAB)	1
Teba bank	1
Telkom SA	1
The Growth Laboratory	1
Thinkroom Consulting	1
ZaPOP	1
<i>Psychometrics/Testing</i>	<i>15</i>
Assessment Centre Technologies	1
JvR Psychometrics	2
NIPR (Later absorbed into the HSRC)	1
Paton Personnel	1
Profiles International	1
SHL South Africa	2
South African National Defence Force (SANDF)	5
Stellenbosch University, Stikland Hospital	1
Tshwane University of Technology (TUT)	1
<i>Independent Research Consultant</i>	<i>9</i>
andBeyond	1
Dragon Consulting	1
Independent	2
Jennifer Highey cc	1
Resilience Analysis Consulting	1
Self-employed	2
Various projects and organizations	1
<i>Monitoring and Evaluation (M&E)</i>	<i>13</i>
Centre for Evaluation and Assessment	1
Centre for the Study of Violence and Reconciliation (CSV)	1
Childline Gauteng	1
City of Cape Town	1
Confidential	1
Desmond Tutu HIV Foundation	1
Feedback Research and Analytics	1
Foundation for Professional Development	1

**Note: Organisations were classified into research type taking into account the type of work a person was doing, not the organisation type itself.*

List 2

List of career paths from most recent (1) to previous (2 – 5)

	<i>n</i>
<i>Followed the same path</i>	<i>21</i>
1-2. Academia	4
1-2. Corporate Research	1
1-2. Health/Social Research	6
1-3. Health/Social Research	1
1-5. Health/Social Research	1
1-2. Monitoring & Evaluation	1
1-2. Marketing Research	2
1-4. Marketing Research	1
1-2. Non Research Career	2
1-2. Psychometrics/Testing	2
<i>Followed a similar path</i>	<i>15</i>
1. Academia 2. Health/Social Research 3. Academia 4. Independent Research Consultant	1
1-2. Corporate Research 3. Marketing Research 4. Corporate Research	1
1. Corporate Research 2. Marketing Research	3
1. Health/Social Research 2. Academia	2
1-2. Health/Social Research 3. Independent Research Consultant	1
1. Health/Social Research 2. Monitoring & Evaluation	1
1. Independent Research Consultant 2. Corporate Research	1
1. Independent Research Consultant 2-4. Health/Social Research	1
1. Monitoring & Evaluation 2. Health/Social Research	1
1. Marketing Research 2-3. Corporate Research	2
1-2. Marketing Research 3. Corporate Research	1
<i>Followed different paths</i>	<i>18</i>
1. Academia 2. Marketing Research	1
1. Academia 2. Non Research Career	2
1. Academia 2. Non Research Career 3. Academia	1
1. Academia 2. Non Research Career 3. Marketing Research 4. Health/Social Research 5. Monitoring & Evaluation	1
1-2. Corporate Research 3. Marketing Research 4. Health/Social Research	1
1-2. Health/Social Research 3. Corporate Research	2
1. Health/Social Research 2-3. Marketing Research	1
1. Health/Social Research 2. Non Research Career	1
1. Independent Research Consultant 2. Corporate Research 3. Marketing Research 4. Health/Social Research	1
1. Independent Research Consultant 2. Marketing Research 3. Health/Social Research	1
1. Independent Research Consultant 2. Marketing Research 3. Psychometrics/Testing	1
1. Monitoring & Evaluation 2. Academia	1
1. Monitoring & Evaluation 2. Marketing Research	1

1. Marketing Research 2. Academia	1
1. Non Research Career. 2. Health/Social Research	1
1-2. Non Research Career 3. Health/Social Research 4. Psychometrics/Testing	1
<i>Cannot Determine</i>	5
1-2. Cannot Disclose	1
1. Cannot Disclose 2. Health/Social Research	1
1. Cannot Disclose 2. Monitoring & Evaluation	1
1. Cannot Disclose 2-3. Psychometrics/Testing	1
1. Health/Social Research 2. Non Research Career	1

Appendix E: Ethical Clearance Certificate

UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

HUMAN RESEARCH ETHICS COMMITTEE (SCHOOL OF HUMAN & COMMUNITY DEVELOPMENT)

CLEARANCE CERTIFICATE

PROTOCOL NUMBER: MPSYC/14/008 IH

PROJECT TITLE:

After the degree: Research psychology in the “real world”.

INVESTIGATORS

Rascher Candice Lee

DEPARTMENT

Psychology

DATE CONSIDERED

25/04/14

DECISION OF COMMITTEE*

Approved

This ethical clearance is valid for 2 years and may be renewed upon application

DATE: 19 June 2014

CHAIRPERSON

(Prof. M Nduna)

cc Supervisor: Prof. K Whitehead

DECLARATION OF INVESTIGATOR (S)

To be completed in duplicate and **one copy** returned to the Secretary, Room 100015, 10th floor, Senate House, University.

I/we fully understand the conditions under which I am/we are authorized to carry out the abovementioned research and I/we guarantee to ensure compliance with these conditions. Should any departure be contemplated from the research procedure, as approved, I/we undertake to submit a revised protocol to the Committee.

This ethical clearance will expire on 31 December 2016

PLEASE QUOTE THE PROTOCOL NUMBER IN ALL ENQUIRIES