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Employee perceptions of trust in managers of different gender

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APPENDIX B

Trust Questionnaire

I am a Masters student at the University of the Witwatersrand and am conducting research for my thesis.

This questionnaire is for RESEARCH purposes only and will not be shown to your manager or to anyone from your company. Your individual responses will be confidential and as such, please complete the questionnaire as honestly as possible.

The questionnaire consists of three sections, all of which must be completed.

SECTION 1:

The section below contains several statements referring to your relationship with your immediate manager or supervisor. Please rate how strongly you disagree or agree with these statements. The statements are rated on a 7-point scale, with 1 being “Strongly Disagree” and 7 being “Strongly Agree”. Remember, when answering these questions you must think about your relationship with your manager or supervisor.

	Strongly Disagree						Strongly Agree
	1	2	3	4	5	6	7
We have a sharing relationship. We can both freely share our ideas, feelings and hopes.	❍	❍	❍	❍	❍	❍	❍
I can talk freely to this individual about difficulties I am having at work and know that (s)he will want to listen	❍	❍	❍	❍	❍	❍	❍
We would both feel a sense of loss if one of us was transferred and we could no longer work together	❍	❍	❍	❍	❍	❍	❍
If I shared my problems with this person, I know (s)he would respond constructively and caringly	❍	❍	❍	❍	❍	❍	❍
I would have to say that we have both made considerable emotional investments in our working relationships	❍	❍	❍	❍	❍	❍	❍
This person approaches his/her job with professionalism and dedication	❍	❍	❍	❍	❍	❍	❍
Given this person’s track record, I see no reason to doubt his/her competence and preparation for the job	❍	❍	❍	❍	❍	❍	❍

	Strongly Disagree 1	2	3	4	5	6	Strongly Agree 7
I can rely on this person not to make my job more difficult by careless work	❍	❍	❍	❍	❍	❍	❍
Most people, even those who aren't close friends of this individual, trust and respect him/her as a coworker	❍	❍	❍	❍	❍	❍	❍
Other work associates of mine who must interact with this individual consider him/ her to be trustworthy	❍	❍	❍	❍	❍	❍	❍
If people knew more about this individual and his/her background, they would be more concerned and monitor his/her performance more closely	❍	❍	❍	❍	❍	❍	❍

SECTION 2:

The following are questions that are designed to assist me in my research and will in no way be used to identify respondents. Please could you answer ALL of the questions below.

1. What is your age? _____ years

2. Please indicate your Equity Designation.
   - African ❑
   - Coloured ❑
   - Indian ❑
   - White ❑

3. Please indicate your Gender.
   - Female ❑
   - Male ❑

4. Please indicate how long you have been with the company: _____years &_____months.

5. What is your job grade level: _____

SECTION 3:

The following questions relate to your manager. The questions are for research purposes only and will not be used to determine the identity of anyone. Please answer ALL of the questions.

1. Please indicate your Manager's Equity Designation.
   - African ❑
   - Coloured ❑
   - Indian ❑
   - White ❑

2. Please indicate your Manager's Gender.
   - Female ❑
   - Male ❑

3. Please indicate your Manager's Age. _____ years

4. Please indicate how long you have known your Manager (irrespective of whether you reported to him/ her in that period): _____years & _____months.

5. Please indicate how long you have been reporting to your Manager: _____years & _____months.

6. What is your Manager's job grade level: _____