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A South African perspective on work-life balance: a look at women in academia

Segal, Jenna

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Appendix 1: Interview Schedule

Hello, I am Jenna, before we begin the interview I would like to thank you for participating in this study, I appreciate your valuable input. I would like to ensure you that everything you say in the interview will be kept confidential, and only my supervisor and I will have access to the audio material. There will be no names used in any reports, publications or presentations at any time as a pseudonym will be assigned to your information in the report. I would like to remind you that if you wish to withdraw from this study, you have the right to do so. You may refrain from answering any question that you consider inappropriate. Feedback summarising the results will be available on request, once all data has been collected.

I will need you to read through and sign these two consent forms, before we begin the interview.

Section 1: Contextual questions

1. Where did you start your career? In what academic position? How long have you worked in the field of academics? When did you receive promotions?

Section 2: Challenges of work-life balance

1. Tell me about what you do on a day to day basis? What is a typical day for you?What are your biggest challenges in finding a desirable work/life balance?
2. How have these challenges changed over time?
3. Can you describe the day-to-day strategies that you implement in order to achieve desirable work/life balance?
4. How successful are you at striking a desirable balance between your work and your life away from work?

Section 3: Border and boundary theory application

5. How does your work interfere with your family and non-work life?
6. Do the people at work impact on your non-work life? How?
7. How does your family or non-work life interfere in your work life?
8. Do the people at home or in non-work activities impact on your work? How?

9. How would you describe a desirable work/life balance?

Section 4: Perspectives of cultural norms, university and governmental influences on work-life balance

10. What cultural values do you identify yourself most with? Do you think these cultural values (to which you identify yourself with most) have an impact on your work/life balance?
11. What does your university or department do to promote work/life balance?
12. What strategies would you recommend they do to promote work/life balance?
13. What does the South African government do in order to assist in achieving work/life balance?

Section 5: Future considerations and suggestions

14. What would you advise young women entering academia today do in order to achieve balance between work and non-work activities?
15. Is there anything else that I have not covered that will assist me in understanding work-life balance?