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COPING BEHAVIOUR OF WIVES OF RELOCATED EMPLOYEES

by

Karin du Plessis

Dissertation of limited scope submitted in partial fulfillment of requirements for the degree of Master of Arts (Industrial Social Work)

SCHOOL OF SOCIAL WORK

UNIVERSITY OF THE WITWATERSRAND

Uitenhage 1995

DECLARATION

I declare that this dissertation is my own, unaided work. It is being submitted for the degree of Master of Arts (Industrial Social Work) in the University of the Witwatersrand, Johannesburg. It has not been submitted before for any degree or examination in any other university, nor has it been prepared under the aegis or with assistance of any other body or organisation or person outside the University of the Witwatersrand, Johannesburg.

Karin Judy du Plessis _____

(Name of candidate)

12 day of June, 1995.

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To Dr Drower who managed to supervise over a long distance with a great deal of patience, tolerance and support.

To my husband who patiently tolerated bad moods and gave the much needed motivational support when it was most needed.

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To Sheila Amery for proof reading the draft copies.

To my higher Power, God, who gave me the strength to continue to pursue when my own energy had run out. Without His strength, none of this would have been possible.

DEDICATION

I dedicate this dissertation to my father, Colin Macgregor Shaw, who will not be present physically to share my feeling of triumph.

ABSTRACT

This quantitative-descriptive study explored the effect of relocation on wives, of employees of an Eastern Cape motor manufacturing company, who were relocated during the period July 1991 to November 1993. Specifically, it aimed to identify the coping behaviour of two samples of such wives, those of employees who were relocated from overseas (international group) and those who were relocated from within South Africa (national group). A control group, comprised of wives of employees who had not relocated within the last ten or more years, was utilised. The study made use of three research tools: a structured interview schedule compiled by the researcher, the Beck's (1981) Depression Inventory and the Hudson's (1982) Index of Marital Satisfaction.

The study found that compared to the international group, the group of national wives, who were expected to experience less trauma with regard to relocation, expressed a greater amount of dissatisfaction .

This finding led to the conclusion that the wives of employees who relocate within the same country do indeed experience difficulty wit relocation. Thus a central recommendation of the study is that companies relocating employees should render a relocation service to employees and their spouses irrespective of whether relocation has occurred nationally or internationally.

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CHAPTER ONE

INTRODUCTION

1.1 RATIONALE FOR THE STUDY

Relocation can be identified as a stressful life event as it causes disruption to the homeostatic balance of a person and/or family. Rapaport (cited in Compton and Galaway, 1984 : 53) notes that a stressful event can be perceived as a threat, a loss or as a challenge.

This study focuses on how the wife of a relocated employee responds to the relocation experience. While this study does not deny the effects of relocation on husbands and children, wives generally do not have as ready access as their husbands to resources to assist with the relocation process. In Bryant's (1986 : 2) study of wives of immigrants employed by major employers of immigrant labour in South Africa during 1985, it was found that wives had a key position in determining the success or failure of a move, and in influencing the family's decision to remain in South Africa or to return to their home country.

Another motivating factor for the present study is the dearth of local literature and research on the relocation process. To date, only one local study, referred to above,

has been undertaken, i.e. Bryant's 1986 study.

Role responsibilities performed by the wife, prior to and after relocation, may result in role conflict after the move and may add to the stress of relocation.

This study attempted to identify possible reasons as to why some wives appear to cope with the experience of relocation while others appear not to do so. It is hoped that this study will be of assistance to occupational social workers who are involved with intervention programs directed at relocated employees and their families.

1.2. AIMS OF THE STUDY

Aims of the study were to:

(1) Describe the relocated wife's expectations, in retrospect, of the employing company before, during and after the relocation process with respect to finance, employment, accommodation and emotional support.

(2) Explore from the wife's perspective, whether or not the expectations, noted in (1) above, were met by the employing company.

(3) Explore how the relocated wife perceived the effect of the relocation process on family functioning, especially regarding her relationships with her

husband and children. In this regard, areas explored were:

* Communication between the nuclear family members
* The wife's marital satisfaction
* Financial position
* The wife's relationship with her children
* Recreational, social and cultural involvement of the nuclear family members.

(4) Explore whether or not a relationship existed between depression and relocation.

(5) Identify specific coping behaviour used by the wives of the relocated employees.

(6) Based on the findings, from one to five above, make recommendations to assist employers and occupational social workers in the relocation of employees and their families.

1.3. RESEARCH DESIGN

This study used a quantitative-descriptive research design. Three research tools were used to obtain the data required to achieve the aims of the study, namely: an interview schedule, Beck's (1978) Depression Inventory and Hudson's (1974) Index of Marital Satisfaction.

The central limitation of the study is that it cannot be regarded as having been representative of all wives of

employees who have relocated. The study confined itself to a group of wives of employees at a particular motor manufacturing company. The research sample group comprised of three sub-sample groups. The "international" group comprised of wives of employees recruited from overseas between July 1991 and the end of November 1993. The "national" group comprised of wives of employees recruited during the same period but from within the parameters of South Africa. The "control" group comprised of wives of employees who had not relocated within the last ten or more years.

1.4. DEFINITION OF TERMS

For the purposes of this study, the following definitions of central concepts are applicable:

Relocation

"Relocation" refers either to a move from overseas to the Port Elizabeth/Uitenhage area in South Africa, or from areas within South Africa to the Port Elizabeth/Uitenhage area.

Relocated Wife

The "relocated" wife is defined as the wife of a newly-recruited employee who accepted a blue or white collar position with the company, under whose auspices the study was undertaken, in the Port Elizabeth/Uitenhage area between July 1991 and November 1993.

Depression

"Depression" refers to feelings of helplessness, hopelessness, inadequacy and sadness (Wolman, 1973 : 94). "Reactive depression" is defined as a transient depression attributed to some experience, in which the individual has no history of repeated depressions (Wolman, 1973 : 95).

Coping Behaviour

According to Compton and Galaway (1984 : 138 - 139), "coping" is usually linked to stress and involves problem-solving activities, making choices among alternatives, choice directed action and a solution.

Blue-Collar Worker

"Blue-collar worker" refers to a skilled worker in the production area, within the company under whose auspices the study was undertaken.

White-Collar Worker

"White-collar worker" refers to a person in a management position with indirect contact with the production area, within the company under whose auspices the study was undertaken.

CHAPTER TWO

THEORETICAL OVERVIEW

INTRODUCTION

While literature notes a number of key issues pertaining to the mobility of employees, there are few studies which focus specifically on relocation. Bryant (1986 : 2) found that research which has been done in this area has little relevance to the South African context and that very few studies have looked at the effect of "migration" on wives of employees. In an exploration of the literature, two studies which specifically concentrated on the effect of relocation on wives of employees were identified. These were:

1. A study undertaken by Bryant (1986) on the "adaptation" of wives of immigrants (i.e. persons in a foreign country) who were employed by major employers of immigrant labour.

2. A study on "job transfer", a move within the same company but involving a change in location (either city to city or to another country), undertaken by Brett and Reilly (1988) in the United States of America.

While the term "relocation" may cover both "immigration" and"transfer", there is a difference between the latter two concepts. A "transfer" may be less stressful than an

"immigration" as the employee is still within the same company and has something familiar with which to identify.

Since there is a dearth of local literature on the "relocation" process, the following theoretical overview draws heavily on overseas studies.

2.1 FACTORS CONSIDERED WHEN DECIDING TO RELOCATE

Just as a company needs to explore all areas before making a decision to relocate its operation, so an individual or family needs to explore the various options available.

Townroe's (1979 : 155) three step process which a company may utilise for making a relocation decision can be used as a frame work to understand the process which individuals who are considering relocating may undergo.

The first step of Townroe's process is for the company to understand the initial problem or situation and identify options available.This initial step is termed "perception of the decision field" (Townroe, 1979 : 155). Similarly, the individual may try to understand the circumstances as far as possible, since a hasty decision may lead to devastating consequences .

The second step in the decision process is for the company to identify responses from various quarters within the environment to its relocation potential.

This is termed "formulation and comparison of possible actions" (Townroe 1979 : 155), and again can be likened to someone who is about to relocate. The responses from the individual's own environment need to be explored and possible action steps identified. This information, may be used by the individual to make a decision regarding relocation.

The third step in Townroe's process involves the company choosing a specific "choice of action" (Townroe, 1979 : 156), i.e. making a formal commitment and assigning resources. Similarly, an individual deciding to relocate may identify a specific action, make a formal commitment and explore and choose resources which will assist with the action decided upon.

2.2 FACTORS LEADING TO THE RELOCATION DECISION

The literature review identified two primary factors, which most authors have agreed upon and which seem to be considered when a decision is made to relocate. These are financial security and family considerations.

2.2.1. Financial security

People are attracted to the idea of relocation when financial prospects look promising (Mann, 1973). In a survey of geographic mobility among the labour force, undertaken in the 1970's and conducted by the

United States Department of Commerce, it was found that people tend to move in order to gain better employment and to rectify economic insecurity (Lansing and Barth in Moos, 1976 : 205) .

The Tavistock Institute of Human Relations (TIHR) undertook a research study on the human aspects of dispersal of government employees in Britain during the early 1970's. The study aimed to explore the personal, social and behavioural issues confronting the individual and organisation when faced with a geographic relocation. The study identified that improved financial prospects was a strong motivating factor in the decision to relocate.

2.2.2. Family considerations

In Lansing and Barth's study (in Moos, 1976 : 205), it was found that a number of people relocated for family reasons. For example, to be close to relatives when a death had occurred or a divorce had taken place. Family and personal considerations were also found to be strong influences on the decision to relocate in the research undertaken by the TIHR (1972). However, Brett and Reilly (1988 : 615) found no significant relationship to exist between family life cycle and willingness to relocate. Their study (Brett and Reilly, 1988 : 614), used data collected from mobile employees and their spouses over a five year span to link attitudes, behavioural

intent and behaviour in a model of the individual job transfer decision. According to their study (Brett and Reilly, 1988 : 615), different life cycle stages only mean different relocation problems.

The TIHR (1972) research also found that married couples were more likely to move since the spouses could be supports for each other in the relocation process. In contrast, according to Brett and Reilly (1988 : 614), a single person seems to fear moving and having to spend energy making new meaningful relationships to replace old friends and family.

2.2.3. Other influencing factors

Mann (1973 : 9) suggests that the mobility of people is linked to two factors, namely the occupation and the age of the head of the household. The younger the head of the household and the higher that individual's occupational level, the more likely relocation, and relocation at a long distance, will occur. Weissman and Paykel (cited in Bayes, 1989 : 281) support this by stating that:

> "Career advancement in many professions and in academia often depends on the individual's willingness to move to a better job. In fact, the middle-class professional has become a new migrant worker, especially during the early

years of his career."

According to Catalyst (in Bayes, 1989 : 281) the husband's career is more often given priority as men tend to be the primary wage-earners in at least 74 % of couples who both work. Bayes (1989 : 280) refers to the wife who feels obliged to agree with her spouse to relocate as the "corporate gypsy wife" or the "trailing spouse". In a study undertaken by Weissman and Paykel (cited in Bayes, 1989 : 201) and conducted among 280 faculty wives in the United States of America during 1975, it was found that many of these wives did not see enough benefits in the move. Nevertheless, they were normally responsible for organising most of the move. For example, the wife would be involved with the packing and unpacking of household possessions, seeking appropriate schooling for the children and finding the right house for the family; whereas the husband would be preoccupied with his new job.

Westermeyer (1989) identifies a number of other factors which may influence the decision of whether or not to relocate:

i) The private studies of one or both spouses, and / or children who may have important examinations, or school standards to complete.

ii) The political situation within the country of origin. People may disagree with changes made by the

government of the day. Some may feel alienated, rejected or persecuted and may leave their country of origin in order to seek new opportunities and identities.

iii) **Personal or psychological factors** (Westermeyer, 1989). A life event, e.g. death of a spouse; a failure of some sort - such as bankruptcy - or a change in lifestyle, e.g. marriage or graduation, may justify a change. However, Westermeyer (1989) raises a note of caution in using a life event, i.e. due to an event such as death or divorce, as the motivation to relocate. It may be reason enough to leave one place, but it is not necessarily reason enough for going to another place (Westermeyer, 1989). Westermeyer (1989) believes that this motivation tends to rely on an idea that the move will improve the present situation.

2.3 THE EFFECTS OF RELOCATION ON THE INDIVIDUAL

Relocation may affect the family in a number of ways. However, due to her pivotal role in the family, relocation can have a unique effect on the wife of the relocated employee. It is important to note that the effects of relocation need not be negative. Adler (cited in Bryant, 1986 : 13) points out that relocation can be an opportunity for growth and development resulting in

awareness of values and attitudes and increased understanding.

The following potential effects of relocation, which while being applicable to all family members, are especially noteworthy with regard to the wife:

2.3.1. Loss and grief

People relocating may experience many different losses, especially the loss of the familiar. For example, family, friends, colleagues, clubs, societies, family doctor, dentist, familiar shops, etc. According to Bayes (1989 : 284) there are four central losses which may be experienced by the wife of the relocated employee, namely friends, gainful employment, home and identity.

In Bryant's (1986 : 167) study, it was found that the wives had complex and individual needs. These needs were of a practical nature such as: housing, employment opportunities, knowledge of resources in the new community, etc. Other needs were found to be less tangible and less easily articulated. These included: the need to be accepted, understood and valued; the need to be needed and not to be the recipient of assistance; the need for continuity and links with the previous life situation; the need for self-fulfillment and growth; and the need to re-establish previous roles and re-affirm self-esteem.

Bayes (1989 : 283) notes that there are strong pressures on the wife, especially "corporate gypsy wives" to present a "pleasant facade" for the sake of the husband's career. Bayes (1989 : 283) notes further that "when they depend on men for money, one way for wives to repay the debt is to do 'emotion work' that enhances the well-being and status of their husbands". Thus, the spouse tends to support her husband in his position.

Siegel (in Gould and Smith, 1988 : 113) refers to the "corporate wife" as someone who is expected to let her husband know that she is happy and willing to go through with the decision to relocate. However, should any stress result, the wife is not permitted to blame the relocation. This can lead to the wife internalising stressful feelings and blaming herself, with a resultant loss of self-esteem (Gaylord in Gould and Smith, 1988 : 113).

Corporate wives have been found to be chronically depressed in their third and fourth decades of life. During mid-life, this chronic depression can lead to a sense of purposelessness with regard to their lives and result in addiction to alcohol, tranquilisers and barbiturates (Gaylord in Gould and Smith, 1988 : 113).

With regard to depression, Zung (1981 : 16) notes that human beings experience physical and psychological stresses on a continual basis and that these stresses alter the biological functions of human beings and may be

manifested behaviourly by withdrawal. This withdrawal, in extreme circumstances can develop into a depressive disorder (Zung, 1981 : 16). According to Zung (1981 : 16), a depressive disorder can be a defence mechanism used against stress. Thus, the wife of a relocated employee, may become depressed and withdraw from the situation as a way of coping with the change which itself may be perceived as a crisis. Clinical studies of migrants have shown that depression is common and more frequent than expected. According to Westermeyer (1989 : 43), it appears that frequency of depression is related to delay in treatment, severe losses experienced and scarcity or absence of resources.

Rhodewalt and Zone (1989 : 81) state that life change is disruptive for everyone. However, it can be more disruptive for some than for others. Kobasa (cited in Rhodewalt and Zone, 1989 : 81) refers to those who possess a set of attitudes which render them stress resistant as "hardy" individuals. According to Kobasa (cited in Rhodewalt and Zone, 1989 : 81) these individuals possess the following qualities: sense of commitment, positive response to challenge and an internal locus of control. These qualities assist the "hardy" individual to deal with the negative effects of coping with change.

"Coping" is defined by Germain and Gitterman (1980 : 97,101) as a response to a change which requires new

behaviour. This new behaviour may lead to affective responses such as anxiety, despair, guilt, shame, or grief. However, these authors emphasise that there is an opportunity for growth as a result of change and that this growth behaviour may lead to positive or negative coping behaviour. Positive coping can only emerge if the tasks in resolving the change are successfully completed.

Germain and Gitterman (1980 : 101) suggest that coping depends on the individual's self-esteem, self-confidence and defence repertoire as well as the ability to take action and to make decisions.

Wives of relocated employees often lack the support possessed by their husbands. The husband has colleagues at work. The wife has friends in another town or country. When someone dies, society supports and approves the grieving process whereas when a friend is left behind or lost through relocation, this loss is not necessarily adequately acknowledged. It can take a long time to replace strong friendships. Berzoff (cited in Bayes, 1989 : 283), in her study of valued female friendships, found that female friendships, in general, have both a developmental and a therapeutic function. Women receive self-definition, self-esteem and an empathic context for their growth from "mutually nurturing relationships" (Berzoff cited in Bayes, 1989 : 283).

The wife's loss of gainful employment can be equally

traumatic. Wives are less likely to become employed in a new location. Should employment be found, it may well be at a lower position or level of remuneration. The wife may have to return to the bottom of the career ladder or she may even be forced to change her occupation. The inability to find satisfying work, being demoted in her profession, lowering her career goals and feeling diminished professionally, can all be major stressors and decrease the wife's sense of self-worth (Bayes, 1989 : 284). Cooper (cited in Anderson and Stark, 1988 : 38) states that the "happy home building" wife makes better adjustments than does the "dual career woman" or the "frustrated housewife".

Siegel (in Gould and Smith 1988 : 116) reports that due to the increase in dual-career couples, some companies offer career and employment assistance to the spouses of relocated employees.

In addition to the losses mentioned above, are those of the previous home and community (Bayes, 1989 : 284). The wife would need to explore and familiarise herself with the new environment. When in a different environment, there is a loss of a sense of "at-homeness" or of "belonging" (Bayes, 1989 : 284). The spouse needs to adapt to a different physical space while grieving for the familiar home territory. These losses are experienced by all the family members. However, to assist in this regard,

the wife may not have a structured support system as do the other family members, e.g. work colleagues and school mates.

A loss of identity in social status may also be experienced (Bayes, 1989 : 284 - 285). The spouse needs to become known for her skills and strengths. A loss of identity may lead to her feeling as though no-one understands her predicament. Seidenberg (cited in Bayes, 1989 : 285) states the following :

> "The human spirit is apparently such that it does not take easily to diminution or anonymity once it has known better things."

The wife may end up conforming to the new environment in order to be accepted by the community and in this way loses her own identity. Abrahamson (cited in Westermeyer, 1989 : 120) refers to this loss of identity, which leads to the wife conforming to the new environment, as "status inconsistency". The incongruence between the relocatee's social status in the new location and that held in the previous community may lead to adaptation problems. For example, the relocated wife's good deeds in her previous community may not be considered in the new location.

The wife who continually needs to relocate for the advancement of her husband's career may eventually refuse to relocate again as she has to take the major

responsibility for organising the practicalities of the move and may have little energy to start yet another new life.

The losses experienced by relocated people, both male and female, may result in depression or addictions to food or drugs (Seidenberg cited in Bayes, 1989 : 285). Depressive conditions may be a result of social isolation and loss of self-esteem, especially among older persons and during the early years following relocation (Westermeyer, 1989 : 43).

2.3.2. Guilt and shame

Guilt and shame, experienced by the relocatee, are prone to occur when the relocation takes place after a loss or traumatic event (Westermeyer, 1989), e.g. a death in the family or a war. The relocatee may feel guilty and ashamed for seeming to opt for the flight approach rather than dealing with the loss or traumatic event, that is, the fight approach. Secondly, the relocatee may feel guilty about leaving loved ones behind who may still need to deal with the loss or traumatic event without the relocatee's and his family's support.

2.3.3. Maladaptive traditionality

Maladaptive traditionality occurs when relocatees have physically left their familiar surroundings but have not

responsibility for organising the practicalities of the move and may have little energy to start yet another new life.

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2.3.3. Maladaptive traditionality

Maladaptive traditionality occurs when relocatees have physically left their familiar surroundings but have not

broken ties psychologically and socially with the familiar, and are struggling to adapt to the new location (Westermeyer, 1989). This situation may result when the relocatee continues to hold on to the past. Every effort is made to remain in contact with the old location while little attempt is made to adapt to the new one, resulting in the relocatee feeling unsettled in the new environment.

2.3.4. Life change events

Research has found that the results of life change events such as relocation, can persist for as long as two years and take the form of depressive disorders and infections (Westermeyer, 1989).

It is beneficial to take note of the effects of relocation on the family unit, as family members influence one another. Anderson and Stark (1988) explored the effects of relocation on the family unit. These effects include a risk for stress-related diseases, which Anderson and Stark (1988 : 38), refer to as "mobility syndrome". Among the symptoms of this syndrome are: depression, deterioration of health, low community involvement, strong dependency for emotional satisfaction on the marital relationship, abuse of alcohol, social anonymity, diffusion of social responsibility leading to lack of involvement, destructive aggression, marital discord and a subsequent high divorce rate.

Stresses experienced by the wife include loss of support networks, valued persons and things and greater role burdens. For example, a wife may need to fulfill both her own roles as mother and her husband's role simultaneously, if the husband needs to move to the new location before being joined by the family. This disruption of family life, may result in an interruption of the wife's personal growth and development in certain areas (Anderson and Stark, 1988 : 38).

A wife's personal and material resources, e.g. finance, health and personality characteristics, affect her ability to adjust. According to Anderson and Stark (1988 : 38), wives who are able to adopt a solution-orientated approach are better equipped to adapt and tend not to resort to blaming.

2.3.5. Attitude and expectations

Attitude and expectations can affect the adjustment to the new environment of both the relocatee and his family. Unrealistic evaluations of the relocation may lead to unrealistic expectations and result in difficulties in adjusting to the new environment when such expectations fail to be met (Westermeyer, 1989 : 122 - 124). For example, the wife may expect her husband's company to give full cooperation as regards to her own seeking of employment, supplying food and accommodation.

2.3.6. Homesickness

Relocatees - husbands, wives and children - may spend a lot of time mourning that which has been left behind. Homesickness may lead to the use of material and financial resources in order to maintain contact with the place of origin. For example, sending money or gifts back to the place of origin which is still regarded as "home" (Westermeyer, 1989 : 124).

2.4. THE DYNAMICS OF THE ROLES OF WIVES

A study on the wives of relocated employees might imply that the rest of the family are obligated to follow the husband and that a certain dependency of the wife on the husband exists. The present study does not intend to portray the wife as a person who is dependent on someone but that she is a person in her own right.

Newson et al (in Chetwynd and Harnett, 1977 : 28) define sex roles as behaviours, values and attitudes which are considered to be appropriate for males and females. They note that sex roles depend on the culture and historical time period (Newson et al in Chetwynd and Harnett, 1977 : 28).

Industrialisation has played a major role in expanding the role that women play in their families (Farmer 1982 : 15). It altered the balance of power in the family and, in

turn, influenced the roles played by women in families. Anderson and Stark (1988 : 38) identify two types of families. They are the "traditional family unit" and the "non-traditional" or "new family" of which the dual-work family forms a part. The traditional family consists of a husband as provider, wife as homemaker and offspring as dependents. In the non-traditional family, members may share one another's roles. For example, the wife may be a homemaker as well as provider.

In dual-career families, both the wife and husband show high commitment to their employment, expect growth and development from their work experience, and derive personal satisfaction from their work (Anderson and Stark, 1988 : 39). Anderson and Stark (1988 : 39) note specific problems associated with dual-work families and relocation. These problems include: house-work overload; identity ambiguity where roles lack definition or conflict with cultural norms; and conflicting work demands. Farmer (1982 : 15) notes that industrialisation has resulted in "greater equality between the sexes and a decline in male authority". The change in the balance of power to which Farmer (1982 : 15) refers was observed by Bryant (1986) while working for five years on an immigrant assistance programme. Her study focused on wives of immigrants employed by major employers of immigrant labour. The aims of Bryant's (1986) study were to identify the major problems experienced by immigrant wives; explore the

process of adaptation; explore the effect of pre-migratory characteristics on later adaptation; explore the effect of the host society's attitudes, resources and policies on the adaptation process; and identify the major reasons for immigrant wives wanting to leave South Africa. There were 481 respondents. It was found that the wife exerts a great amount of influence on the outcome of the relocation.

It seems then, that irrespective of the amount of power a wife holds in a family, her response to the relocation affects its outcome. A dissatisfied and unhappy wife may result in a negative influence on the family.

CHAPTER THREE

THEORETICAL OVERVIEW :

THE EMPLOYER'S ROLE IN THE RELOCATION EXERCISE

INTRODUCTION

Black (1994 : 27) maintains that the relocation of employees has become a fact of life for many companies who are competing against one another in a fast - changing and shrinking world. The approach of most companies to relocation exercises is " at best haphazard and at worst insensitive " (Black, 1994 : 29). Black (1994 : 29) questions companies who care more for their machinery than they do for their people. Many companies are concerned about the financial costs involved in relocation exercises and therefore strive to keep expenses to the bare minimum (Black 1994 : 29). The researcher surveyed a South African personnel management journal, for articles on relocation. Since 1992, only one article has been written and this by Black in 1994. This state of affairs may well indicate the lack of interest in this area of personnel practice. Black (1994 : 29) comments that only short-term considerations are thought through and the possible consequences of a failed relocation and the intangible damage done to the company's image and the morale of the remaining employee body are not considered (Black, 1994 : 29).

The Tavistock Institute of Human Relations (TIHR) (1972) notes that relocation operations expose the management's philosophy and values to all members of the organisation. The way a relocation is arranged from the outset can have consequential effects for a long time after the operation (TIHR, 1972 : 29). Black (1994 : 29) emphasises that intentions of companies to try and make a successful relocation exercise need to be coupled with a good understanding of the subject and a formal company guideline on relocation.

3.1. RELOCATION SERVICES AND OCCUPATIONAL SOCIAL WORK

In order to ensure a successful relocation exercise, there needs to be a good understanding of the subject. The occupational social worker may play a valid role in enhancing management's understanding of the subject. However, the term "occupational social work" needs to be defined in order to identify the role which it could play in services relating to the relocation of employees. Du Plessis (in McKendrick 1991 : 197) identifies two concerns of the occupational social worker. First, a concern for the personal problems of individual workers, that is, the "employee-as-person", and second, a concern with problems people experience which arise from the work situation, that is, "person-as-employee". Skidmore and Thackeray (1982 : 267) state that the activities of occupational social workers include the following: counselling;

organisation of support groups; consumer advocacy; linking an individual to community services; training and staff development for both union representatives and management personnel; and consultation to union and industrial decision makers.

Siegel (in Gould and Smith 1988 : 115) notes that services to relocatees are usually provided by the human resources and personnel departments of corporations, relocation consulting firms or real estate relocation service centres. Due to the specific type of training which social workers undergo, e.g. systems orientation and generalist orientation, social workers may play a very important role in preparing the employee and family for relocation (Gaylord in Gould and Smith, 1988 : 115).

Companies can hire social work consultants on a part-time basis or use the services of a social work agency specialising in relocation (Gaylord in Gould and Smith, 1988 : 115).

Siegel (in Gould and Smith, 1988 : 115) comments that if a corporate Employee Assistance Programme (EAP) (a channel through which the occupational social worker usually services employees in need) exists, it should be used as a mechanism for addressing personal relocation issues. However, many such programmes define relocation as a personnel or human resource issue and therefore refer such

problems to those departments (Siegel in Gould and Smith, 1988 : 116).

The five tasks suggested by Siegel (in Gould and Smith, 1988 : 116) for social workers involved with EAPs and relocation are:

1. The interpretation of corporate relocation benefits and policy to employees, and enabling them to best utilise these benefits.

2. The provision of information as to stresses involved in a move and highlighting the planning and decision making needed to both the relocatees and management of the organisation.

3. The provision of information about the new community to the relocatees. For example, housing costs, climate and schools.

4. The arrangement of helping networks in the new location for the relocatees.

5. The provision of counselling services to address relocation adjustment and family disruption problems for the relocatees.

Du Plessis (in McKendrick, 1991 : 221 - 223) refers to Bargal's framework (see Table 1) which illustrates the wide range of activities undertaken by social workers.

This is organised along two axes. The horizontal axis presents the prevention sequence, i.e., primary prevention, secondary prevention and tertiary prevention. "Primary prevention" is defined by Bargal (cited by Du Plessis in McKendrick, 1991: 222) as "an intervention at a point in time in the life of an individual, social group or community prior to the onset of illness or maladjustment", while "tertiary prevention" occurs when "the illness, crisis or maladjustment is in its aftermath". "Secondary prevention" refers to treatment of the actual problem. The vertical axis presents the unit of intervention i.e., individual and/or family; group; and community and/or organisation.

TABLE 1

BARGAL'S FRAMEWORK : Types of social work intervention in the workplace according to type of prevention and unit of intervention

Unit of intervention	Type of prevention		
	Primary	Secondary	Tertiary
Individual and family	1	2	3
Group	4	5	6
Organisation and community	7	8	9

(Bargal cited by Du Plessis in McKendrick, 1991 : 221 - 222)

Siegel (in Gould and Smith, 1988 : 118 - 119) identifies three particular stages in the relocation process in which the social worker can play a meaningful role. These are :

1. Premove / pretransition phase during which the social worker can play a role in helping the employee evaluate the relocation decision (Siegel in Gould and Smith, 1988 : 118). It is important to involve the entire family early on in discussions concerning the relocation. Anderson and Starke (1988 : 39) emphasise the need for this transition counselling in order that the relocatee and family members are realistically orientated towards the new environment.

2. Integrating stage - Foster and Liebrenz (in Gould and Smith 1988 : 118) recommend that the family are given the opportunity to explore their new environment, before the actual move, by visiting the prospective community. In addition, it is suggested by Anderson and Starke (in Gould and Smith, 1988 : 119) that upon their arrival the family be approached by a counsellor in order to monitor their progress, review their expectations, to reassure and discern possible problems as soon as possible. People who have experienced relocation may also be of help upon the arrival of a new family, since common fears and experiences can be discussed and solutions identified (Siegel in Gould and Smith, 1988 : 119).

3. Adjustment - The organisation can play an active role in the process of integration into the new location by initiating groups and activities to serve as sources of support for the relocatees (Anderson and Stark in Gould and Smith, 1988 : 119). The process of integration into the new location may include newsletters, cultural groups and mutual help groups, e.g. a baby sitting service. Some corporations have offered seminars and workshops for employees and their families to provide support during the adjustment period.

In addition to the three stages noted above by Siegel (in Gould and Smith, 1988 : 119), Anderson and Stark (1988 : 40) suggest that care should be taken when providing special assistance for individual needs. Such assistance may be required in response to symptomatic distress and extraordinary needs. Referral for treatment to other resources in the community to assist relocatees with special needs may be necessary. Anderson and Stark (1988 : 40) suggest the following key features of the referral process :

- The assurance of confidentiality of the problem experienced by the relocatee or family. Neither the company which relocated the employee nor fellow relocatees should come to hear of the details of the problem .

- Rapid service delivery - the process of providing special assistance should not be drawn out, as this will only increase the stress.

- Quick assessment of the presenting problem requiring referral to outside helping professionals.

- Orientation of outside helping professionals to the nature of the relocation and the demands of the new job.

Bayes (1989 : 286 - 287) notes that there are a few points to remember when counselling individuals and families who have relocated, particularly the so called "trailing spouses". She says that the key task is to acknowledge the meaning of the relocation for all concerned and the distress and difficulties to which it can lead (Bayes, 1989 : 286). The counsellor should help the relocatee deal with grief experienced and needs to assist the relocatee in "rebuilding a life in which individual identity and self - esteem are preserved" (Bayes, 1989 : 287).

Brown et al (1976 : 250 - 251) outline seven tasks which need to be worked through when counselling relocated families. These are as follows:

1. Getting to know the family - developing trust.
2. Helping the family to face the reality of relocation.
3. Exploring with and helping the family deal with

problems which are interfering with the relocation process.

4. Assisting the family to establish agreement about "safe, sanitary and decent housing".
5. Helping the family to consider alternative choices to decisions that need to be made.
6. Supporting the family to find the "this-is-it" environment; and,
7. Supporting the family's attempts to cement relationships in the new neighborhood.

The above tasks of the helping professional may require the intervention services of more than one social worker due to geographic distance prior to the relocation as well as the specific needs of the relocatee once the move has occurred. Referrals to other helping professions may be necessary for the pre-relocation phase and depending on needs, further linkages with additional helping professions may be necessary.

3.2. RELOCATION SERVICES OFFERED BY COMPANIES

A survey was undertaken by Lynch in 1984 (cited in Anderson and Stark, 1988 : 40) of the top 750 industrial companies in the United States of America. The survey explored the benefits and services that companies were offering their relocating employees. It was found that relocation services which did exist for employees and

their families were offered through the human resources office and were mostly of a financial nature. In many cases companies did not meet all of the financial expenses of moving. One particular company, however, assisted with the practical side of moving and on-going counselling was provided by the Employee Assistance Programme (EAP) for employees and families. It was noted that within this particular company, only one percent of the 1200 families who relocated annually asked for help with problems connected with relocation.

Anderson and Stark (1988 : 40) hypothesise the possibility that problems such as substance abuse and marital discord treated by EAP's could be end results of relocation. Maladaptive means of coping may be developed concomitent to relocation and are later picked up and treated in their own right which accounts for the low percentage of relocated employees seeking assistance with relocation problems in the particular company identified by Lynch (cited in Anderson and Stark, 1988 : 40).

A further company identified by Lynch (cited in Anderson and Stark 1988 : 40), offered a career placement programme for spouses. Such a service is especially important for dual-career families. Its aim was to prevent the expense of failed relocations which at the time of their study, Anderson and Stark (1988 : 40) estimated to be one and one - third times an executive's annual salary.

The survey undertaken by Lynch (cited in Anderson and Stark, 1988 : 40) found that most other companies offered few services oriented to prevention or support.

After reviewing the literature on assistance provided by companies to the relocatee and his family, it can be concluded that limited services oriented towards the total person and his significant others exist.

3.3. RELOCATION POLICIES

Research and advocacy can affect corporate attitudes and policies. Anderson and Stark (1988 : 40 - 41) note that needs, satisfactions, dissatisfactions and patterns of EAP utilisation should be surveyed and analysed periodically. These results should be used to expand or modify services, corporate attitudes and policies regarding relocation and related issues.

Dr Posth of an international motor manufacturing company, introduces their Foreign Service Master Policy with the following statement:

> "The most important of all resources is the human one, that is our employees....But foreign service inevitably gives rise to complexity. Circumstances vary from one country to another and from one individual to another, so it is not easy to design an orderly framework of arrangements to cater for all needs....the foreign

service policy is intended to be reasonable, equitable, consistent and open."
(Volkswagen Group, 1992)

This statement reinforces the need for companies to take relocation seriously and by having a written policy regarding relocation commit themselves to assisting relocating employees and their families.

The comments which Du Plessis (in McKendrick, 1991 : 211) makes about Employee Assistance Programmes (EAP) policies can be likened to relocation policies. Du Plessis (in McKendrick 1991 : 211) highlights two important aspects of an EAP policy :

1. The policy should outline the organisation, philosophy and principles pertaining to the programme.

2. Practical administrative arrangements should be explained, for example, who pays for counselling services.

The following summary of a relocation policy illustrating the various tasks which need to be followed by both the relocating company and the individual is provided as an example of an existing policy (Volkswagen Group, 1992). The policy is referred to within the company as the "foreign service policy". It covers a wide range of issues which can assist the relocating family in coping with the

changes. The purpose of the policy is to guide the company in bringing together the best mutual interests of the company and its employees on a global basis. The policy is intended to be reasonable, equitable, consistent and open.

The foreign service personnel officer ensures that all procedures stipulated in the policy are followed through thoroughly. The policy consists of four main sections, namely :

i) Policy principles
ii) Pre - departure activities
iii) During foreign service
iv) End of foreign service

i) **Policy principles**

The section on policy principles explains the reason for the policy. The policy ensures freedom of choice by the employee, competitiveness, fairness and consistency, rewards and control of expenses which the employee may face. The policy recognises that foreign service effects family life. Therefore it encourages sensitivity towards family needs. In addition to this, the policy stipulates that the employee's spouse must be involved with the decision making before a commitment is made to relocate.

The policy ensures that the host and home companies are sure of their roles to be played and in addition,

ensures that the employee returns to the home company at an appropriate employment position after completion of foreign service.

ii) **Pre - departure activities**

Pre - departure activities revolve around finding the right person for the job, i.e. **resourcing**. The policy stipulates that not only the employ' 's professional and technical abilities need to be taken into account but that personal characteristics and domestic circumstances are taken into consideration before making a final decision on the choice of person. Career counselling for the working spouse is encouraged.

Also included in this phase is the **preparation** of the relocatee for the move. This entails completing the relevant immigration documents, determining medical fitness, briefing on the host country's way of life, language tuition, preliminary visits to the host country, cultural awareness, pension and social security, home income tax, nationality implications in case of a birth of a child, home country housing and disposal of car in home country.

The completion of **documentation** from the home company's side is initiated during this phase. The documentation includes: the contract, a side letter which releases the employee of all obligations to the

home company, information documents covering all important and necessary information and personnel records need to be updated which include next-of-kin, passport numbers, etc.

The relocation is dealt with in greater depth by making travel arrangements, discussing temporary accommodation, transportation of household and personal effects, identifying excluded items, pets, customs duties and removal grant.

iii) During foreign service

The employee is given all the particulars of obligations which need to be fulfilled in the form of a contract in which remuneration is also stipulated, as well as availability of housing. In addition to these, working hours, public holidays, annual vacation, home leave travel, children's visits, health care, family emergencies, education assistance and company car are stipulated in the contract.

iv) End of foreign service

The company takes responsibility for the expenses incurred when returning to the home country, unless the employee leaves before completion of the contract. The company ensures career continuity on return to the home company. The employee and spouse are given the opportunity to give feedback on the relocation

experience for the benefit of future relocation exercises. If necessary, the policy is amended to improve on standards.

CHAPTER FOUR

RESEARCH DESIGN AND METHODOLOGY

4.1. RESEARCH DESIGN

The present study used a quantitative-descriptive research design. This type of research design entails the description of "quantitative relations among specified variables" (Tripodi et al, 1969 : 34).

Tripodi et al (1969 : 38) define quantitative-descriptive studies as "...empirical research investigations which have as their major purpose the delineation or assessment of phenomena, program evaluation or the isolation of key variables". In this research the key variables were "relocation" and whether or not a relationship existed between relocation and depression.

A "population description" (Tripodi et al, 1969 : 42) was undertaken in the present study. A description of quantitative characteristics was made of a selected population, in this instance wives of employees who had relocated within and between countries.

Quantitative-descriptive knowledge can be specific to a particular community, organisation or group, or it may be generalised (Grinnell, 1985 : 234). A quantitative - descriptive study is "descriptive of characteristics of

designated populations such as roles, functions, needs, attitudes and opinions" (Tripodi et al, 1969 : 42). In the case of the present study, the coping behaviour of relocated wives, and the relationship between relocation and depression were explored.

In order to undertake the study, permission was sought and granted by Volkswagen of South Africa.

4.2. AIMS OF THE STUDY

The aims of the study were to:

(1) Describe the relocated wife's expectations, in retrospect, of the employing company before, during and after the relocation process with respect to finance, employment, accommodation and emotional support.

(2) Explore from the wife's perspective whether or not the expectations, noted in (1) above, were met by the employing company.

(3) Explore how the relocated wife perceives the effect of the relocation process on family functioning, especially regarding her relationships with her husband and children. In this regard, areas explored were:

* Communication between the nuclear family members
* The wife's marital satisfaction

* Financial position
* The wife's relationship with her children
* Recreational, social and cultural involvement of the nuclear family members.

(4) Explore whether or not a relationship existed between depression and relocation.

(5) Identify specific coping behaviour used by the wives of the relocated employees.

(6) Based on the findings, from one to five above, make recommendations to assist employers and occupational social workers in the relocation of employees and their families.

4.3. SAMPLING

4.3.1. Sampling criteria

The sample was comprised of wives of relocated employees recruited either on contractual or permanent managerial (white-collar) or skilled worker (blue-collar) bases between July 1991 and the end of November 1993 . Inclusion criteria were that families had to be intact nuclear family units with at least one child, and that the wives were not to have previously been hospitalised for the treatment of depression.

4.3.2. Sampling procedure

All wives who fitted the above sampling criteria formed the sample. A list of employees who fitted these criteria was requested from the personnel department.

There were three sub sample groups. The international group comprised of people who had relocated from overseas, namely: Britain, Germany, Italy and Poland. The national sub sample group comprised of people who had relocated within the boundaries of South Africa. The control group consisted of people who had not relocated within the last ten or more years.

4.3.3. Sample response

Twenty-one national and twenty international wives were identified. Due to the lapse in time involved in getting permission to do this research and data collection, sample groups decreased in size (Refer to Table 2). At the time of data collection of the twenty international relocatees, three had divorced and two were in the process of getting divorced. In addition, one employee had resigned at the end of June 1994; three had left due to their contracts expiring, and one employee's wife had not yet joined her husband. This left the international group with only ten wives who fitted the sampling criteria (See Table 2). The analysis of the nationalities of this group is as follows.

BRITISH - 1
ITALIAN - 1
POLISH - 5
GERMAN - 3

TOTAL - 10

TABLE 2

REASONS FOR NOT FITTING THE SAMPLING CRITERIA

REASON	NAT	%	I/N	%	CON	%
DIVORCED	2	10	3	15	-	-
IN PROCESS OF DIVORCE	-	-	2	10	-	-
CONTRACT EXPIRED	-	-	3	15	-	-
WIFE NOT YET RELOCATED	-	-	1	5	-	-
RESIGNATION OF EMPLOYEE	-	-	1	5	-	-
TRANSFERRED	1	5	-	-	-	-
TOTAL	3	15	10	50	-	-
REMAINDER IN SAMPLE	17	85	10	50	20	100
SAMPLE SIZE (n)	20	100	20	100	20	100

INDEX

NAT = National
I/N = International
CON = Control

Table 2 above illustrates that of the twenty wives of the national sample group, two wives did not fit the sampling criteria as they had divorced since their relocation while one employee had been transferred. This resulted in the sample size being reduced to 17 wives who fitted the sampling criteria.

Twenty wives who had not experienced relocation within the last ten or more years were used as a control group.

The names of twenty employees, who were of artisan or salaried staff status, who had been with the company for ten years or more and were married, were randomly selected.

4.4. RESEARCH TOOLS

The following three research tools were used for data collection:

1. A group administered interview schedule
2. W W Hudson's (1974) Index of Marital Satisfaction Scale (IMS)
3. The Beck (1978) Depression Inventory (DDI)

All of the research tools were translated into Polish and German and then translated back into English to ensure the accuracy of the translation.

4.4.1. Group administered interview schedule

Due to the sample size the group administered interview schedule was chosen as a cost-effective method of gathering data (See Appendices A and B).

The interview schedule was drawn up by the researcher and comprised of five sections:

Section one : Identifying particulars

Section two : Wife's expectations of the employing company

Section three : Family functioning

Section four : Social adjustment

Section five : Personal adjustment

The interview schedule included closed-ended questions. In addition to this, it included rating scales. There were a sixty-two questions. The respondent was required to select the most appropriate answer from a list of by means of a cross. The interview schedule was limited to this style of questioning due to the diversity of languages of respondents. This simplified the analysis of the data.

4.4.2. W W Hudson's Index of Marital Satisfaction (IMS)

The purpose of the Index of Marital Satisfaction (IMS) is to measure problems within the marital relationship (Hudson, 1982 : 445) (See Appendix C).

It is a 25-item instrument designed to measure the degree, severity, or magnitude of a problem one spouse or partner has in the marital relationship (Hudson, 1982 : 145). The IMS has a cutting score of 30 where scores of above 30 indicate that the respondent has a clinically significant problem with regard to the marriage, while scores below 30 indicate no such problem.

During the development of this scale, a wide variety of people were tested in the United States of America (Hudson 1982 : 145). The IMS has a mean alpha of .96 which indicates excellent internal consistency. The Standard Error of Measurement is 4.00. The inventory has excellent stability with a two-hour test-retest correlation of .96 (Hudson 1982 : 145). The concurrent validity is excellent and correlates significantly with the Locke-Wallace Adjustment Test. It also shows good construct validity (Hudson, 1982 : 145). The purpose of using the IMS in the present study was to have a valid and reliable measurement of the marital satisfaction of the wife of the relocated employee. The average scores of each sub sample were compared in order to explore whether or not relocation could be a variable affecting marital satisfaction.

4.4.3. The Beck Depression Inventory (BDI)

The Beck Depression Inventory Scale provides a "brief, well validated self-report measure of syndrome depression" (Beck et al, 1981 : 342) (See appendix D). Negative affect and behavioural possibility are major observable components of the depressive syndrome (Beck et al, 1981 : 331). The BDI can be administered to people from 13 to 80 years of age (Kramer & Conoley, 1992 : 72). The items of the BDI provide a point of entry into distorted or dysfunctional constructs. For example, items labeled "sense of failure", "crying spells" or "fatigibility"

yield data on negative self-evaluations and negative expectations (Beck et al, 1981 : 168).

The BDI is a standardised consistent measure which will reduce inconsistencies of the individual administering the BDI. It is economical as it can be easily administered by a trained interviewer. The inventory provides a numerical score which lends itself to statistical manipulation (Beck 1982). The BDI has been factor-analysed by several investigators for reliability and validity (Sundberg in Kramer & Conoley, 1992 : 79).

Compared with other psychometric instruments, the BDI has been found to be highly effective in discriminating between depression and anxiety (Beck, 1982 : 207). It has also been noted that correlations between the BDI scores and clinicians' ratings are consistent in the United States of America, Great Britain and France (Beck, 1982 : 207).

The BDI was chosen as a tool for the present study since the relationship between relocation and depression was explored. The BDI is a widely used tool of measurement of depression due to its reliability and validity. The average scores of each sub sample group were compared in order to identify whether or not relocation affected depression.

4.4.4. Limitations of research tools

The following limitations of the research tools existed:

1. Language differences may have distorted data gathered. There was more chance of misunderstanding and misinterpreting questions.

2. Respondents, to whom the tools were administered to first, may have influenced one another by discussing the questionnaire even though they were requested not to do so.

3. The closed-ended type questions restricted the amount of data gathered.

4.5. RESEARCH METHODOLOGY

The research was conducted in three stages.

Stage One

The research tools were administered to the sample population in groups of three to five wives. All members of the sub sample groups were given a number of venues and times to choose from, which best suited their personal schedules. It was only the Polish sub sample who were invited as a particular group to complete the tools together as they were the only group who had not completely mastered the English language and required assistance with interpretation. The following procedure

was followed during the first stage of the study:

* The researcher informed the employees (i.e. husbands), whose wives were selected to be part of the sample groups, of the research and explained the advantages of the participation of their wives in the study. This was done by means of a letter (see Appendix E). These employees were asked to respond if any further information was required. The husbands were approached before their wives, in order to inform them of the research so as not to take them by surprise by approaching their wives without warning. Three employees belonging to the control group enquired about the intended research, as they felt confused about their wives' contributions due to not having had any relocation experience.

* Once the employees were informed of the research, contact was made personally with their wives who were requested to participate in the study (see Appendix F).

* The research tools were administered to members of the three sub sample groups during group sessions at an accessible venue. Only the Polish respondents, who formed part of the international sample group, met separately due to language difficulty. A translator was not necessary as one of the respondents had mastered the English language and assisted the researcher if the wives had difficulty understanding the content of the

interview schedule. No special training was necessary for the respondent who assisted with the translating, as the researcher was present throughout the administration of the tools. The lack of training of this person does, however, pose limitations on the accuracy of the communication. Provision was made for those who worked to meet after hours to complete the research tools. These sessions comprised of members of all the sub sample groups. Many of the members of the sample did not respond to the group sessions. The schedules were then either posted to them or hand delivered to their homes. The members responded favorably to this. The wives were requested not to discuss the questionnaire with anybody for the following three weeks due to the possibility of contaminating responses of wives who were still to complete the schedule.

Stage Two

Stage two comprised the statistical analysis of the data. A descriptive analysis on relevant data was conducted. The section dealing with family functioning was analysed by using the Kruskall - Wallis Test Statistic, and, where appropriate, the One Way Analysis of Variance was used. These procedures were both useful tools in testing whether or not there was a significant difference between test results and sub sample groups.

Stage Three

On the basis of the research findings, recommendations with regard to relocation policy and process, the potential roles and intervention strategies of occupational social workers were made.

4.6. LIMITATIONS OF THE STUDY

The following limitations of the study existed:

4.6.1. Differences in culture and religion may have resulted in different responses to relocation, especially with regard to the different definitions of the role of the wife in the family.

4.6.2. Length of time which had elapsed since relocation as well as the different length of time in South Africa, may have affected the respondents' scores on the Index of Marital Satisfaction Scale and the Beck Depression Inventory.

4.6.3. Some respondents may have been depressed prior to relocation but not clinically identified as such.

4.6.4. The relocated wife's previous employment status may have affected her response to the questionnaire, the Index of Marital Satisfaction Scale and the Beck Depression Inventory.

4.6.5. Respondents may have censored their sharing as they

may not have trusted the researcher due to differences in culture, language, etc.

4.6.6. Different conditions of employment, i.e. contract as opposed to permanent, of the three sub samples may have influenced the respondents' responses, perceptions, expectations and thus the research findings.

4.6.7. This study confined itself to a group of wives of employees at a specific company. Therefore, findings are not representative of other relocated wives of employees.

4.6.8. Past experiences with the company may have led some potential respondents to feel reluctant to participate in the study.

4.6.9. When the administration of the research tools were initiated, the company went on a nation wide strike which may have influenced the responses of the members of the sample.

4.6.10. Wives who were unable to attend the group sessions and who opted to complete the research tools at home may have been influenced by their husbands being present whilst completing the tools.

4.6.11. The lack of training of an interpreter during the administration of the research tools may have led

to inaccurate communication.

4.6.12. Some of the sub sample groups may have been given more attention by the employing company than other members of the sample, which may have led to differences in responses.

4.6.13. Misinterpretation of questions in the interview schedule may have led to incorrect or inappropriate responses or no response at all.

CHAPTER FIVE

DATA ANALYSIS

5.1. CHARACTERISTICS OF THE RESPONDENTS

5.1.1. Nationality

Table 3 below presents the nationality of the respondents and their husbands.

TABLE 3

NATIONALITY OF RESPONDENTS AND THEIR HUSBANDS

NATIONALITY	RESPONDENT %			HUSBAND %		
	I	N	C	I	N	C
South African		78	92		89	91
German	34			33		
Polish	44			45		
Italian	11	11		11		
British	11			11		
Other		11	8		11	9
Sample size	9	9	12	9	9	11

KEY

I = International sample group
N = National sample group
C = Control group

(Symbols noted in the above key are used in the remaining tables)

The national sub sample group did not only consist of

South Africans. Twenty-two percent (2) of the nine respondents of the national group were of other nationalities. This tends to suggest that some members of this sub sample group had relocated previously. Similarly, members of the control group may have relocated previously, although not during the last ten years. Only eleven of the twelve wives of the control group gave details of their husbands' nationalities.

5.1.2. Town or country from which relocation took place

The international group comprised of three respondents (33 %) from Germany, four (45 %) from Poland, one (11 %) from Italy and one (11 %) from Britain. The national group consisted of five respondents (56 %) from Johannesburg, one (11 %) from Cape Town and three (33 %) from elsewhere within South Africa. The control group had not relocated and were not asked for this information.

5.1.3. Age

Figures 1 and 2 below present both the respondents' and their husbands' ages at the time of data collection. Mann (1973 : 9) states that the younger the head of the household and the higher the occupational level, the more likely that not only will relocation take place, but that it will do so at a long distance. This seems to be supported by the age groupings of the husbands in the

present study. Sixty-seven percent (6) of the international group and 78 % (7) of the national group were in the 30 - 39 age group, whereas, 33 % (3) of the international group and 11 % (1) of the national group were in the 40 - 49 age group. Figure 3 below shows that 56 % (5) of the husbands in the international group and 78 % (7) of the husbands in the national group were skilled artisans. This finding again supports Mann's (1973 : 9) statement that the occupational level of an individual influences the decision to relocate.

It should be noted that the wives in the international group were evenly spread among the younger age groupings: 33 % (3) in the 20 - 29 group and 33 % (3) in the 30 -39, whilst the majority of the national wives, i.e. 67 % (6) fell within the 30 - 39 age group. Again, this can be compared with Mann's (1973 : 9) statement that the younger the age grouping, the more likely that relocation will take place. Within the control group, 42 % (4) fell within the 30 - 39 age group; 42 % (4) fell within the 40 - 49 age group and 16 % fell within the 50+ age group.

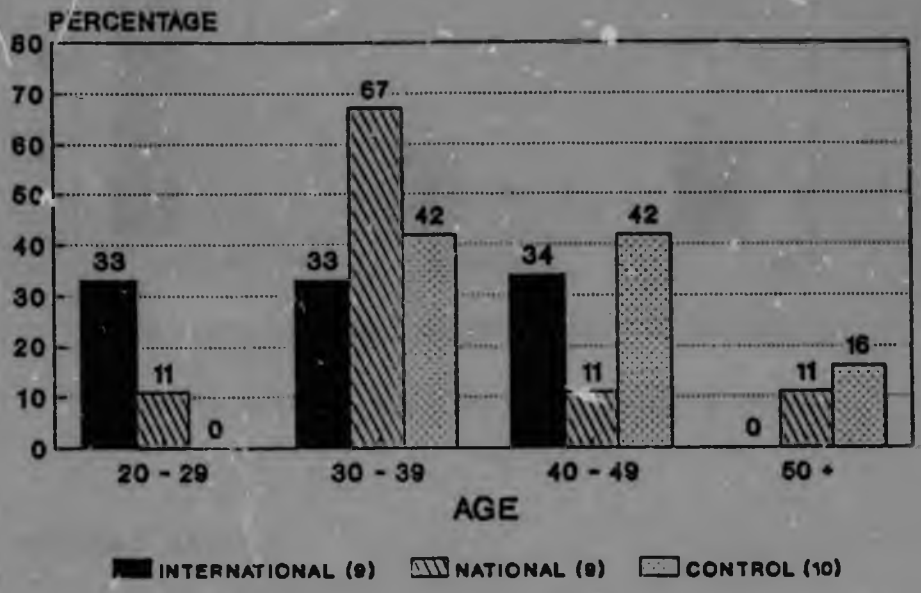


FIGURE 1: AGE OF RESPONDENTS (WIVES)

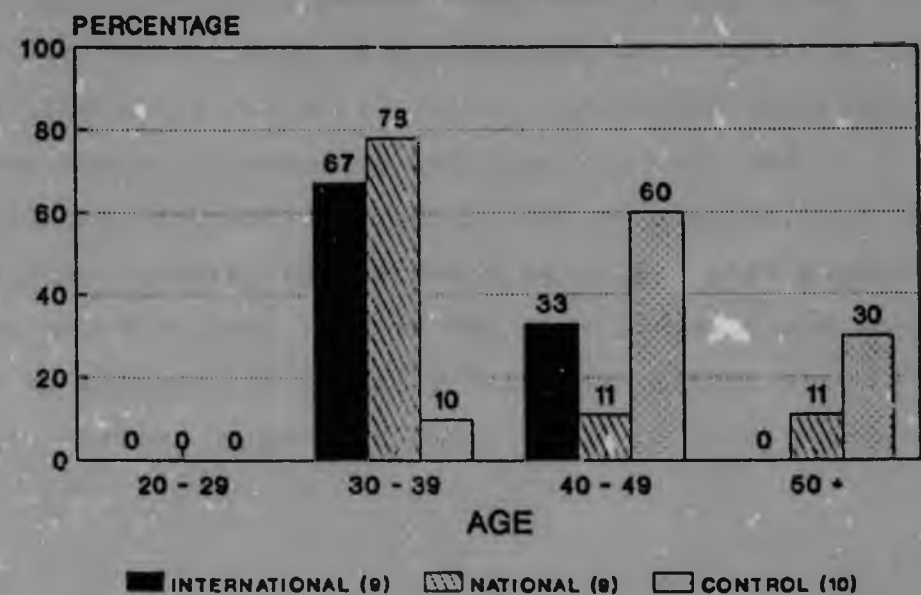


FIGURE 2: AGE OF HUSBANDS

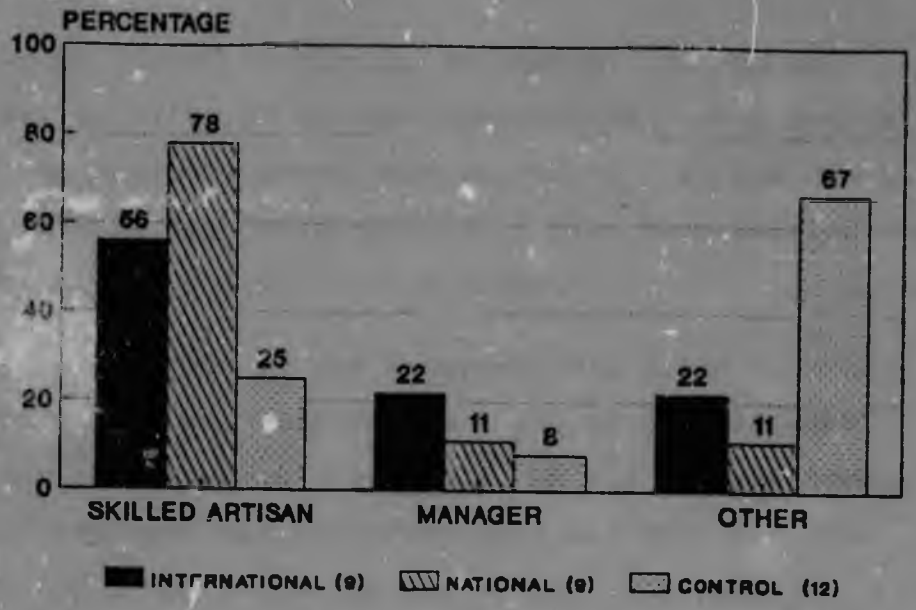


FIGURE 3: POSITION HELD BY RESPONDENT'S SPOUSE

5.1.4. Marital status

The average number of years that the respondents in the international group had been married was 12 years. The mean for the national group was 13 years and the control group was 18,6 years. Brett and Reilly (1988 : 615) state that no significant relationship exists between family life cycle and willingness to relocate. However, the mean number of years of marriage for both the international and national groups was so similar, i.e. 12 and 13 respectively, that a query is raised that possibly couples who have been married for 12 - 13 years are more likely to relocate as a family unit than either very recently married couples or those of 18 or more years.

This can be linked to the age of people who tend to relocate, as 67 % (6) of the international group and 78 % (7) of the national group were in the 30 - 39 age group. People in this age grouping tend to have been married for a number of years i.e. 12 - 13 years.

Eleven percent (1) of the international group had been previously married, whereas, 22 % (2) of the national group had been married previously. In the control group, 36 % (3) had been married previously but they had been married for longer, i.e. an average of 18,6 years.

5.1.5. Children

Both the international and national groups had an average of two children per family. The control group had an average of three children per family. Family size may be linked to the mobility of the family. The less children a family has, the easier it may be to relocate. Brett and Reilly (1988 : 615) state that the number of children at home could impact the relocation decision. The bigger the family, the greater are the implications, i.e. severing of social networks, disrupting school activities. These could raise the costs of relocating (Brett and Reilly, 1988 : 615).

5.1.6. Relocation history

The husbands of the respondents of the international group

were employed by the relocating company, between May 1991 and November 1992. While most of the wives in this group relocated together with their husbands (78 % - 7), 22 % (2) relocated after the husband had done so. Those who relocated after their husbands were accompanied by their children. This finding seems to be in line with that of Weissman and Paykel (cited in Bayes 1989 : 281) who showed that the wife had almost total responsibility for organising the move and for taking care of the children while the husband focussed on the new job.

Within the national group, it was found that only 13 % (1) of respondents accompanied their husbands. Twenty-five percent (2) relocated earlier than their husbands and 62 % (6) relocated between a few weeks and two months after their husband's move. Those who arrived earlier did so by a few weeks. Sixty percent (6) of the children accompanied their mothers. Again this finding emphasises the wife's tendency to take on the role of organising the household and children in similar vein to that shown in the international group.

Seventy-eight percent (7) of the husbands in the international group had not relocated before, whereas 22 % (2) had relocated previously. Within the national group a different trend seemed to be evident. Here, 56 % (5) of the husbands had previously relocated while 44 % (4) had not. Forty-two percent (5) of the control group had

relocated before and 58 % (7) had not done so. It should be born in mind that 60 % (7) of the husbands of the control group fell within the 40 - 49 age group. Those in the older age group had had more years to have relocated than those in the international and national groups, who, as shown in Figure 2, tended to be younger in age.

The wives of the international group had more relocation experience than their husbands, as 44 % (4) responded by saying that they had relocated previously , whereas only 22 % (2) of their husbands had done so. Within the national group, both husbands and wives had had the same relocation experience, i.e. 56 % (5) said they had experienced relocation and 45 % (4) had not relocated before. The wives of the control group had relocated less often than their spouses - 36 % (4) had relocated before whereas 42 % (5) of their husbands had done so.

The percentages of the previously relocated couples in the national and control groups were much higher than those of the international group. These results lead to the interpretation that people tend to relocate within their own country rather than internationally.

The international group showed the lowest rate of relocating as a family in comparison to the other sub sample groups of the study. Twenty-two percent (2) of the international sample group had relocated as a family before and 78 % (7) had never relocated as a family,

whereas 67 % (6) of the national group had relocated previously as a family and the remaining 33 % (3) had not done so.

Twenty-seven percent (3) of the control group had relocated as a family and 73 % (8) had never done so. Sixty-seven percent (2) of the international group had relocated on two previous occasions while 33 % (1) had relocated four or more times. Within the national group, 17 % (1) had relocated on one previous occasion, 67 % (4) had relocated twice and 16 % (1) had relocated three times. Sixty percent (3) of the control group had relocated once and 40 % (2) had relocated twice.

TABLE 4

MAIN REASON FOR THE PRESENT RELOCATION

REASONS	I %	N %
Financial Prospects	11	-
Career advancement	34	25
Improve standard of living	22	25
Other	11	25
Sample size	9	8

Table 4 above illustrates the main reason for the family relocating. (Only eight of the nine respondents of the national group responded to this question - one respondent did not complete this question.) The literature review

identified two main reasons for relocating, namely, financial security and family considerations. Findings of the present study do not support either of these perspectives completely. Only 11 % (1) of the international group noted financial prospects as a reason for relocation, whereas the national group did not appear to consider financial prospects at all as a central reason to relocate. The main reasons for the relocation for both the international and national groups were:

- "career advancement" and
- to "improve the standard of living"

However, it should be noted that both these reasons are linked to financial security, which thus could be seen to have been an indirect motivating factor for relocating. Lansing and Barth (in Moos, 1976 : 205) found in their study that people tended to move to gain better employment (i.e. "career advancement") and to rectify economic insecurity (i.e. to "improve the standard of living").

Regarding the decision to relocate, 45 % (4) of the international group reported that both of the spouses were involved in the decision making. Eleven percent (1) of the group stated that the decision was made by the wife, 22 % (2) stated that the decision was made by the husband and 22 % (2) stated that the decision was made by the whole family, i.e. husband, wife and children.

The majority of the respondents of the national group

stated that the decision to relocate had been made by both the spouses, i.e. 89 % (8). Eleven percent (1) of the group stated that the decision to relocate was made solely by the husband.

With regard to the wife's feelings about the decision to relocate, 75 % (6) of the international group were "happy" and 25 % (2) were "not happy" with the decision. Eighty-nine percent (8) of the national group stated that they were "happy" with the decision and 11 % (1) stated that they were "unhappy". For those who were "not happy with the overall decision to relocate", the following main reasons for dissatisfaction were provided:

- The wife's "needs were not taken into consideration"
- The wife's "career was not considered"
- The wife was "studying"
- The wife wanted "to be close to the family"

5.1.7. Husband's position at the employing company

Figure 3 (page 60), illustrates the type of position held by the respondent's spouse. Most of the respondents' spouses fell within the skilled artisan category, i.e. international - 56 % (5); national - 78 % (7). Figure 4, below, illustrates that the majority of the respondents' spouses were permanently employed, i.e. international - 67% (6); national - 89 % (8) and control - 100 % (12). Only 33 % (3) of the international group were employed on

a contractual basis.

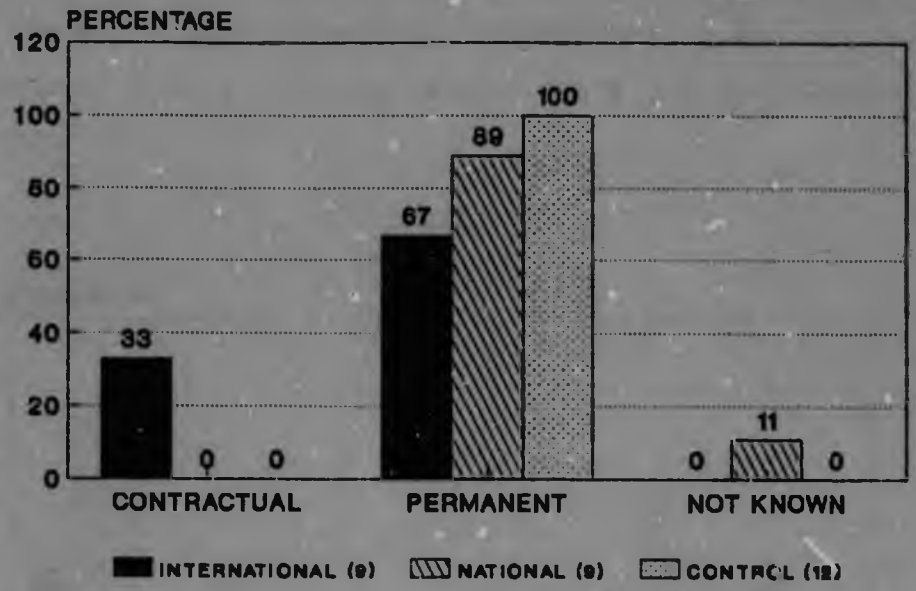


FIGURE 4: BASIS OF EMPLOYMENT OF HUSBAND

5.1.8. The wife's career history

The average number of school years completed by the respondents were as follows for each group:

International	-	12,6 years
National	-	11,3 years
Control	-	9,5 years

Figure 1 (page 59), shows that 57 % (6) of the respondents of the control group fell within the 40 - 50+ age group. This group had the least number of average school years as compared to the other groups. This highlights that the older women were less well educated.

Figure 5, below, shows the post school qualifications of the respondents. A large number of the sub sample groups did not have any post school qualifications, i.e. international - 25 % (2); national - 44 % (4) and control - 50 % (6).

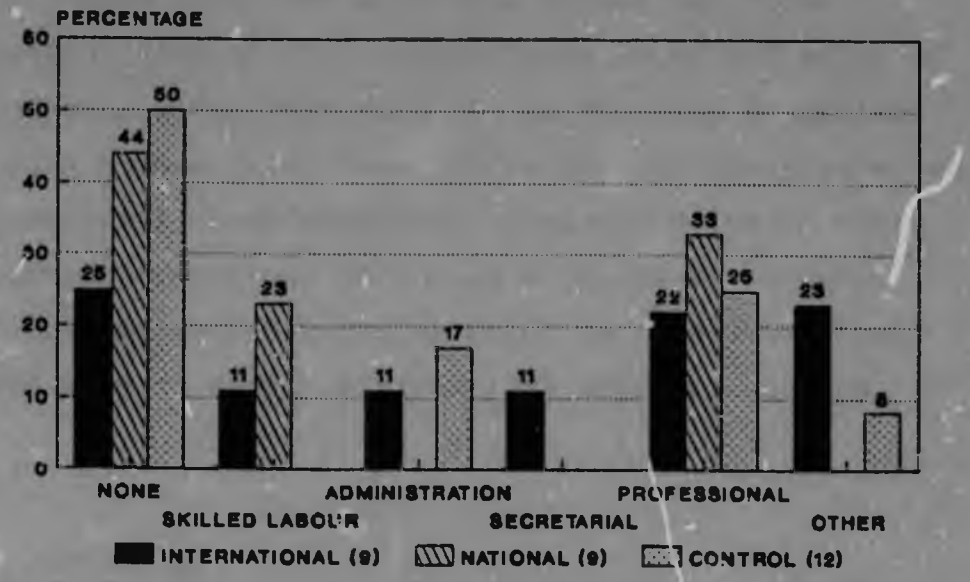


FIGURE 5 : POST SCHOOL QUALIFICATIONS OF RESPONDENTS : WIVES

Fifty-six percent (5) of the international group worked just prior to the relocation and 44 % (4) had not done so. Within the national group, 89 % (8) had been employed prior to the relocation while 11 % (1) had not been working. Although a large number were unskilled, a high percentage of the wives had been employed prior to the

relocation. They may have experienced loss of a particular job status which may have led to a degree of dissatisfaction.

Figures 6 and 7 below show the types of work performed by the international and national groups before and after relocation. Special note must be made of the differences in the sample sizes for work done before and after relocation. Five of the international wives and eight of the national wives responded to the question regarding work done before relocation. Three international wives and eight national wives responded to the question on work done after relocation. Of the 40 % (2) of wives who performed professional duties prior to relocation, only one was able to find a similar post after relocating.

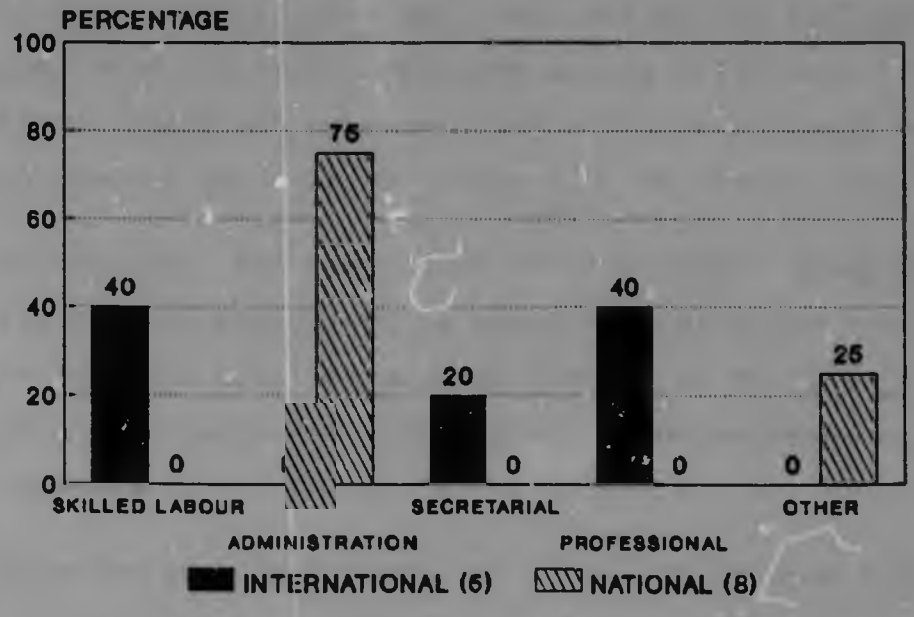


FIGURE 6: TYPE OF WORK DONE BY WIVES BEFORE RELOCATION

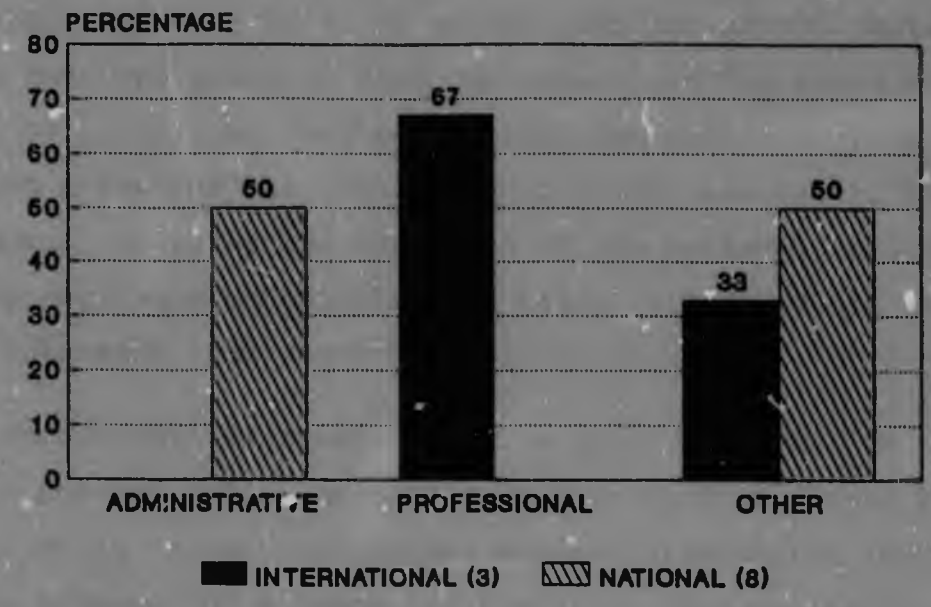


FIGURE 7: TYPE OF WORK DONE BY WIVES AFTER RELOCATION

At the time of the study, a very high percentage of the international sample group were unemployed, 86 % (6) while only 14 % (1) were employed. Within the national sample, 56 % (5) were unemployed and 44 % (4) were employed. There was an equal proportion of employed versus unemployed in the control group, i.e. 50 percent (6).

It is not clear how many wives of each sample group were trying to find employment as there were different response rates for each question in this section of the interview schedule due to misinterpretation or misunderstanding of the question.

Of those seeking employment, it took four or more months

for members of the international group to find something suitable. It took 75 % (3) of the national sample members less than one month to find employment and the remainder, i.e. 25 % (1), two to three months. The national group showed a tendency to find employment more easily. Probably language, training and education of the national sample group were more acceptable than those of individuals who had relocated from overseas.

The respondents were asked to rate their satisfaction with their present job by using a rating scale from nought to seven where nought represented extreme dissatisfaction and seven represented extreme satisfaction. One respondent in the international sample group completed this question and rated her job satisfaction with a seven. There was a varied response in the national group where 17 % (1) responded with a four, 50 % (3) with a five, 17 % (1) with a six and 16 % (1) with a seven (six respondents completed this question). The control group responded with the following : 25 % (2) responded with a five, 25 % (2) with a six and 50 % (4) with a seven (eight respondents completed this question).

The schedule explored how "critical" (meaning "of great importance") employment was to sub sample members to ensure that the family was financially stable. The following response was made:

-"critical" -International- 67 % (2)
National - 50 % (4)
Control - 45 % (5)

-"not critical"- International- 33 % (1)
National - 50 % (4)
Control - 55 % (6)

The main constraints in finding employment experienced by the respondents of the international group, were the lack of appropriate posts and difficulties with language. The constraints experienced by the national group were: lack of appropriate posts (56 % - 5) and lack of knowledge of resources which might have assisted with job finding (11% - 1). Thirty three percent (3) of this group identified no constraints in finding employment.

Within the international group 75 % (3) of the respondents did not find the "job that they had been looking for" whereas 25 % (1) did find the "kind of job they were looking for". More respondents of the national group found the "job they were looking for" than did not do so, i.e. 57 % (4) compared to 43 % (3).

The school qualifications of the international group tended not to be readily accepted within South Africa whereas members of the national group did not experience this problem.

Fifty-seven percent (4) of the national group felt that

the "most important sacrifice" with regard to employment was a reduction in salary, whereas the remainder (43 % - 3) felt that "no sacrifice" was made. The international group chose not to respond to this question and the control group interview schedule did not contain this question.

5.2. THE WIFE'S EXPECTATIONS OF THE EMPLOYING COMPANY

Three questions were asked in order to guage the respondents' expectations of the relocating company before, during and after the relocation process. Respondents were required to choose the primary expectation they had had of the employing company during each phase and to indicate whether or not this expectation had been met. However, respondents appeared to have difficulties in responding correctly - most chose more than one option while others only ticked the column which indicated whether or not the expectation had been met. This may be a limitation due to language.

Data gained from the question which focused on expectations before the relocation, emphasised that the primary expectation for both the international and national groups had been that the company would cover travelling costs for the family to the Port Elizabeth - Uitenhage area. Most of the respondents who noted this expectation stated that it had been met (international - 5

and national - 5). The second highest expectation of the total sample was that temporary accommodation should be arranged by the company. Most respondents who noted this expectation, stated that it had been met (international- 5 and national - 2).

Concerning expectations of the company during relocation, temporary accommodation was the highest ranked. Most respondents noted that this expectation had been met: international - 2 and national - 3. The second highest expectation of the company in this time was that travelling costs to the Port Elizabeth - Uitenhage area should be arranged by the company (international - 2 and national - 2). This expectation was recorded as met.

The highest scoring primary expectations of the company after the relocation for the international group were: "financial assistance" (2) and "facilitate contact with other people" (2). The national group identified "temporary accommodation" as a primary expectation (4). "Temporary accommodation" is an expectation identified throughout the process.

The respondents were requested to make three recommendations with regard to the company's responsibility in relocating employees in the future. These were to be noted in order of importance. The two recommendations that were ranked "most important" were that the company should cover travelling costs for the

family to the Port Elizabeth - Uitenhage area (international - 3 and national - 3), and that the company should assist with employment advice for wives who are career orientated (international - 2). There were three recommendations that were ranked second most important. These were :

- Temporary accommodation should be arranged (international - 2 and national - 3)
- Financial assistance should be given, e.g. bonds (international - 2)
- Schooling advice should be given for children (national - 2)

The third most important recommendations were: the company should facilitate contact with other people (international - 2 and national - 2) and the cost of trips back home should be met by the company (international - 2 and national - 1).

Additional recommendations made by the national group were that housing advice should be available (4); that temporary accommodation should be arranged (3) and that financial assistance should be given e.g. bonds (3).

5.2.1. Existing policy

On studying the existing policies of the employing company on settlement expenses, it was found that most of the

expectations and recommendations are dealt with in the policies. A travelling allowance for the employee and family is provided and the costs of the removal, storage and transport of furniture and kennelling of pets are covered. Regarding accommodation, the company undertakes to provide accommodation for one calendar month and a grocery allowance, depending on the size of the family. An allowance is also provided to cover extra expenses which may be incurred during the move, e.g. school uniforms, curtains, telephone installations and municipal deposits. These services are conditional in that the employee is required to remain in the employ of the company for a period of one year (See Appendix G). Judging from the relocatees' expectations, as seen above, this policy falls short in that it does not mention any guidelines for the assistance in purchasing a home. This provision is only made for employees who are transferred within the company and within the country (see personnel policy - "Transfer of employees", Appendix H). Further matters not discussed in the policy, but which have been highlighted (as expectations of the company after relocation or recommendations to the company) are: the facilitation of contact with other people; employment advice to spouses of employees; schooling advice; and cost of trips back home. The notification to relocatees does, however, stress that the employee may approach their Human Resources Officer for further details or assistance.

5.3. FAMILY FUNCTIONING

Thirteen questions regarding family functioning explored: the communication patterns between the family members, the marital relationship, the financial position of the family and the relationship of the respondent with their children. Table 5 below presents the results of the statistical analysis of the responses gained from the questions relating to family functioning. In this regard use was made of the Kruskal-Wallis Test statistic.

Where the P-value is less than 0.05, there is a significant difference between the responses of the different sample groups. The One Way Analysis of Variance (ANOVA) was used to explore the significant differences. It was found, in all cases where there was a significant difference, that the national group was the least satisfied with regard to the variables measured. This may suggest that the national group had experienced more difficulty adapting to the relocation experience than the international group.

It is of interest to note the mean scores of each question in Table 5 below. For most of the variables explored, the total sample group tended to be more satisfied, i.e. leaning towards the seven on the scale which represents extreme satisfaction. The lowest average score was for the "financial position" of the family where the mean score was 4.85.

TABLE 5

FAMILY FUNCTIONING

DEPENDENT VARIABLE	K-W TEST	P - VALUE	AVERAGE #
- Communication Wife and husband	3.88	0.1439	6.23
Wife and children	8.99	0.0112 *	6.08
Husband and children	11.56	0.0031 *	6.00
Children	10.71	0.0047 *	6.04
- Marital Relationship Affection	12.46	0.0020 *	6.08
Trust	7.60	0.0223 *	5.92
Caring	8.05	0.0178 *	5.96
Handling conflict	6.46	0.0396 *	5.62
- Financial Position	0.07	0.9639	4.85
- Relationship with children Affection	13.90	0.0010 *	6.15
Trust	13.28	0.0013 *	6.19
Caring	12.11	0.0023 *	6.15
Handling of conflict	6.93	0.0312 *	5.77

K-W Test = Kruskal Wallis Test Statistic

* The P-value < 0.05 - significant difference

Average score of all three groups based on the One Way Analysis of Variance (ANOVA).

Table 6 below, shows the results of data gained from the administration of the Index for Marital Satisfaction (IMS).

TABLE 6

RESULTS OF THE INDEX FOR MARITAL SATISFACTION

GROUP	n	Average Score	Highest score	Lowest
International	8	16.5	35	6
National	9	23.8	55	7
Control	9	25.2	49	7

The average scores of all three groups for marital satisfaction fell below the cutting score of 30. An individual from the national group had the highest score of 55 and the second highest score of 49 came from a respondent in the control group. Table 6 above shows a fairly large difference between the average score of the international group as compared to the national and control groups, i.e. 16.5 as compared to 23.8 and 25.2 respectively. The national and control groups have similar scores, i.e. 23.8 and 25.2 respectively.

The respondents were asked to identify reasons for any improvements which may have occurred in these areas since relocating: their communication, marital relationship, financial status and relationship with their children. The international group responded by choosing three of the options given in the interview schedule. They were:

- "Awareness of the difference in culture and activities between home town and Port Elizabeth - Uitenhage area" (28 % - 2)

- "Accurately informed by company representative or personnel agency prior to relocation on taxation, salaries, inflation, etc." (29 % - 2)

- "Facilitation of contact with other people who have experienced a similar move." (29 % - 2)

The national sample group attributed improvements in communication, marital relationship, financial status and relationship with children, to the awareness of the differences in culture and activities (67 % - 6). The remaining aspects which contributed to improvements within the family were as follows:

- "Facilitation of contact with other people who have experienced a similar move." (11 % - 1)

- "Knowledge of community resources which would assist the family with any problems." (11 % - 1)

- "Other", which was not specified by the respondent in the space provided (11 % - 1).

The respondents were asked to identify reasons which they thought may have attributed to any deterioration in communication, marital relationship, financial status and relationship with children. Forty percent (2) of the international group chose the option: "lack of adequate preparation prior to relocation", while 50 % (3) of the national group did so. Forty percent (2) of the

international group chose the option: "misinformed and supplied with inaccurate information by the company representative or personnel agency prior to relocation on taxation, salaries, inflation, etc". Thirty-three percent (2) of the national group also selected this option. The remainder (20 % - 1) of the international group chose the option described as "inadequate facilitation of contact with others who have experienced a similar move". Seventeen percent (1) of the national group judged that there had not been a deterioration in their family life. Both the international and national groups seem to share potential reasons for any deterioration in their family functioning.

Table 7 below presents activities undertaken as a family before and after relocation.

TABLE 7

ACTIVITIES AS A FAMILY BEFORE(B) AND AFTER(A) RELOCATION

	I %		N %	
ACTIVITY	B	A	B	A
Recreational e.g. sport, picnics, hikes	100	78	33	67
Social e.g. meeting with other families and friends	78	78	89	44
Cultural e.g. celebration of your country's national day or other cultural customs	33	-	-	11
Religious e.g. attending church	56	67	56	67
Other	-	-	11	33
Sample size	9	9	9	9

The respondents were asked to account for changes which may have occurred in activities conducted as a family group before and after relocation. The international (I) and national (N) groups explained such changes as follows:

* "Lack of facilities in the area which you stay in" - I - 29% (2) and N - 11% (1)

* "Language difficulty restricts participation" - I - 29 % (2)

* "Unaware of facilities in the area" - N - 12% (2)

* "Individual family members busy with their own activities" - N - 22% (2)

* "Other", respondents stated there were no changes or did not state a reason - I - 14 % (1) and N - 11% (1) .

5.4. ADJUSTMENT

"Adjustment" refers to the "individual's ability to master the demands made by the environment" (Gerdes et al, 1986 : 83). Firstly, the "social adjustment", i.e. the individual's ability to "conform to a social system" (Gerdes et al 1986 : 83), of the respondents was explored. Secondly, the "personal adjustment" of the respondents was explored, i.e. the individual's ability to adjust as a person within the new environment by ensuring growth and development as a person. Factors were explored which

assisted the respondents in "settling down".

5.4.1. Social adjustment

The respondents were asked to identify three main activities in which they had participated in order to meet new people. Table 8 below presents their responses.

TABLE 8

ACTIVITIES TO MEET NEW PEOPLE

ACTIVITY	I %	N %
Joined a women's group	11	33
Joined a service organisation as a volunteer	22	-
Involvement in children's school	22	56
Drama classes	-	-
Gym or dancing classes	-	33
Religious activities	11	56
Art classes	11	-
Other	66	33
Sample size	9	9

The national group tended to rely heavily on the children's school (56% - 5) and religious activities (56% - 5) as a means to meet new people. However, the international group seemed to stay away from activites which may have involved other people, probably due to language difficulty. This can be seen by the low percentages for each option, i.e. 11% (1) and 22% (2). "Other" represented further studies and the remainder did not expand on this.

5.4.2. Personal adjustment

The respondents were asked to identify the main factor which they thought had made it easier for them to adjust ("settle down") in their new environment. Table 9 represents their responses.

TABLE 9

MAIN FACTOR WHICH LED TO PERSONAL ADJUSTMENT

FACTORS	I %	N %
Membership of a support group		
Being employed	12	50
Remaining in close contact with family and friends from country/town of origin	25	13
Becoming actively involved in child(ren)'s school(s)		25
Other	50	12
Sample size	8	8

The international group again displays a different means of adjustment (coping behaviour - problem-solving activities) in comparison to the national group (see Table 9 above). A high percentage of the international group selected the "other" option (50 % - 4) but did not expand on the detail of this option. The national group chose "being employed" (50 % - 4) and "involved in children's schools" (25 % - 2) as main factors which they thought resulted in their personal adjustment ("settling down"). The national group tended to rely on people as a resource for coping. On the other hand, the international group tended to stay with the familiar, e.g. "remaining in close

contact with family and friends from country/town of origin" (25% - 2).

At the time of data collection the respondents were remaining "in touch with their family and friends from their town or country from which they have moved" in the following ways:

* Regular letters	I - 100% (9) ;	N - 11% (1)
* Phone calls	I - 89% (8) ;	N - 99% (9)
* Visits	I - 55% (5) ;	N - 55% (5)

Fifty percent (4) of the international group made contact with family and friends on a monthly basis whereas 67 % (6) of the national group maintained contact on a weekly basis. The more regular contact with family and friends of the national group may be due to the geographic closeness of relatives and friends as compared to the international group.

Table 10 below presents what the respondents thought to be the factors which had made personal adjustment ("settle down") difficult in the new environment.

TABLE 10

MAIN FACTORS WHICH MADE PERSONAL ADJUSTMENT DIFFICULT

FACTORS	I %	N %
Looking for employment	13	56
Maintaining too close a contact with friends from place of origin	37	22
Doing nothing	12	
Other	26	22
Sample size	8	9

Westermeyer (1989 : 124) states that "homesickness" may lead to the use of material and financial resources to maintain contact with the place of origin. Table 10 illustrates that 37 % (4) of the international group and 22 % (2) of the national group chose the option of "maintaining too close a contact with friends from place of origin" which made it difficult to adjust. The national group found "looking for employment" the main factor which made personal adjustment difficult (56 % - 5).

In addition to the interview schedule, the respondents were asked to complete the Beck's Depression Inventory. Results are presented in Table 11 below. This Inventory was used in order to compare the three groups with one another with respect to depression and its relationship to the experience of relocation. According to Beck and Steer (cited by Sundberg in Kramer and Conoley, 1992 : 80), the scores of the BDI represent the following for clinical ratings of depression:

0 to 9 = within the normal range
10 to 18 = mild-moderate depression
19 to 29 = moderate-severe depression
30 and above = extremely severe depression

When testing people who have not been hospitalised for depression, Sundberg (in Kramer and Conoley, 1992 : 80) notes that scores greater than 15 may suggest depression .

TABLE 11

THE RESULTS OF THE BECK'S DEPRESSION INVENTORY

GROUP	n	BDI Average	Highest Score	Lowest Score
International	8	3.25	7	0
National	9	8.1	36	0
Control	9	7.6	23	0

The national group had the highest average score, 8.1, for the BDI. This is below the cutting score of 15. The highest score for the national group was 36. The international group had the lowest scores of all three groups. Their average score was 3.25 while their highest score was seven (7). The control group displayed the second highest scores, i e. 7.6 average score and 23 highest score. From these results there does not seem to be a relationship between depression and international relocatees. However, there does appear to be a relationship between depression and the national relocatees. There seem to be other variables influencing the South Africans or people who have stayed in South

Africa for a number of years as the control group display high scores as well. Such variables could be the political changes taking place; uncertainty of the future; violence and the rapid rate at which change is taking place. A variable which may have played a role in decreasing the possibility of depression among the international respondents could be the increased standard of living in South Africa, e.g. larger living space. Mondykowski (in McGoldrick et al, 1982 : 394) refers to the "economic depression and the political and cultural oppression" of Poland, the country from which 50 % of the international sample group had relocated.

Differences in scores on the BDI may also be related to the age of the respondents. Gaylord (in Gould and Smith, 1988 : 113) notes that corporate wives have been found to be chronically depressed in their third and fourth decades of life. Although most of the respondents do not fall within the category of "corporate wives", the present sample group can be likened to the experience of that of corporate wives as both corporate wives and any other wife who is required to relocate as a result of her spouse's employment experience a number of losses due to the relocation. Most of the respondents in the national group fell within the third and fourth decades of life. Sixty-seven percent (6) were within the 30 - 39 age group and 11 % (1) within the 40 - 49 age group, with only 11 % (1) in the 20 - 29 age group. The international group

respondents tended to be more evenly spread with regard to age. Thirty-three percent (3) were 20 - 29; 33 % (3), 30 - 39 and 34 % (3), 40 - 49. Members of the control group fell mainly within the 30 - 50 + age groups. The higher scores in the national and control groups may be as a result of the age where suppressed experiences of the past are uncovered and can develop into a depressive disorder (Zung, 1981 : 16). An additional causal factor for the higher scores in these groups is the mid life crisis as depression is more likely at this time.

CHAPTER SIX

DISCUSSION OF MAIN FINDINGS

6.1. WIFE'S EXPECTATIONS OF EMPLOYING COMPANY

The first aim of this research was to describe the wife's expectations, in retrospect, of the employing company before, during and after the relocation process with respect to finance, employment, accommodation and emotional support. Secondly, the research aimed to explore whether or not these expectations had been met by the employing company.

Expectations of the relocated wives of the employing company prior to the relocation seem to have centred on material needs. Firstly, both the international and national groups expected the employing company to cover the costs of relocating the family to the Port Elizabeth - Uitenhage area and both groups expressed that this expectation had been met (international - 5; national - 5). The second highest expectation (international - 5; national - 2) was that temporary accommodation be arranged and respondents indicated that this expectation had been met by the employing company.

Expectations during relocation were, that temporary accommodation (international - 2: national - 3) and travelling costs to the Port Elizabeth - Uitenhage area

should be covered by the employing company (international - 2; national - 2). It was indicated by all respondents that these expectations had been met.

The expectations after the relocation experience changed slightly, where the need for financial assistance once again emerged, e.g., assistance with house bonds (international - 2). In addition to this, some wives expected the company to facilitate their contact with other people (international - 2). These expectations were indicated by the wives as having been met by the employing company. The national group expected temporary accommodation (4) which they indicated as having been met.

Finance and accommodation seemed to be common expectations of the relocated wives. During the administration of the research tools, a national wife suggested that a support group be formed to help new people adjust and get to know the new environment. In contrast, members of the international group were given assistance by the personnel department on their arrival. A representative of the company had been specially appointed to advise the families on various issues. The national group were not given similar attention. It could be that such support was not thought necessary as there were no language difficulties.

6.2. THE EFFECT OF RELOCATION ON FAMILY FUNCTIONING

The research aimed to explore how the relocated wife perceived the effects of the relocation process on family functioning with regard to the following:

1. Communication between the nuclear family members
2. The wife's marital satisfaction
3. The family's financial position
4. The wife's relationship with her children
5. Recreational, social and cultural involvement of the nuclear members.

6.2.1. Communication pattern

The average scores for all three groups were towards the satisfactory side of the scale where seven represented "extreme satisfaction" and communication between wife and husband had an average score of 6.23 . There were high average scores for communication between wife and children (6.06), husband and children (6) and between children (6.04). However, the Kruskal-Wallis Statistical Test highlighted that there was a significant difference in the scores of the communication patterns of the latter three relationships, i.e. wife and children, husband and children and between children between the three sub sample groups. This significance was further explored by using the One Way Analysis of Variance (ANOVA) which underlined the fact that the wives of the national group were the

least satisfied with these relationships.

6.2.2. Marital relationship

The wives were asked to rate their marital satisfaction by giving a rating with respect to affection, trust, caring and the handling of conflict. The Kruskal-Wallis Test indicated that there was a significant difference with regard to each of these variables. The average scores for all three groups were once again towards the satisfactory side of the scale. The following were the average scores for all three groups:

Affection	- 6.08
Trust	- 5.92
Caring	- 5.96
Handling conflict	- 5.62

The significant difference was brought about by the national group whose members were more inclined to respond negatively showing the least satisfaction for all the variables measuring marital satisfaction.

In addition to the above responses, the Index for Marital Satisfaction was completed to measure the level of satisfaction of the respondents with regard to their marital relationship. The test results confirmed that the national group tended to be dissatisfied with their marital relationship. The average score of 23.8 was

least satisfied with these relationships.

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In addition to the above responses, the Index for Marital Satisfaction was completed to measure the level of satisfaction of the respondents with regard to their marital relationship. The test results confirmed that the national group tended to be dissatisfied with their marital relationship. The average score of 23.8 was

slightly lower than the control group which had an average score of 25.2. Whereas, the international group average score of 16.5 was well below the cutting score of 30. All three groups' average scores were below 30. According to Hudson (1982 : 145), this result signifies that there was no need for marital therapy. However, high scores were found in the national group, where the highest score was 55. The highest score measured in the international group was 35.

6.2.3. The family's financial position

The Kruskal-Wallis Test showed that there was no significant difference between the three groups with regard to their financial position. The average score of the groups was 4.85. However, this indicates that most of the wives of each sample group were dissatisfied with the family's financial position.

6.2.4. Relationship with children

The wife's relationship with the children with regard to the following variables were measured (the average score of all three groups is presented alongside the variable):

Affection	- 6.15
Trust	- 6.19
Caring	- 6.15
Handling of conflict	- 5.77

The results of the Kruskal-Wallis Test indicate that there was a significant difference with regard to the scores of the three sub sample groups. It was found that the respondents of the national group were least satisfied regarding the variables stated above.

6.2.5. Recreational, social and cultural involvement of nuclear family members

It is of interest to note that the national group's recreational activities increased after the relocation, whereas that of the international group decreased (international group before - 100 % - 9, after 78 % - 7; national group before - 33 % - 3, after - 67 % - 6). With regard to social activities, the international group remained the same before and after relocation (78 % - 7), whereas the national group's social activities decreased (before: 89 % - 8; after 44 % - 4). There was a low response regarding cultural activities. There was an increase in religious activities for both groups after the relocation (international - before - 56 % - 5, after - 67 % - 6; national - before - 56 % - 5, after - 67 % - 6).

6.3. RELATIONSHIP BETWEEN DEPRESSION AND RELOCATION

The national group had the highest average score for the Beck's Depression Inventory, i.e. 8.1. In addition to having the highest average score, the national group had

the highest score, i.e. 36. The control group showed the second highest average score and score, i.e. 7.6 and 23 respectively. The international group had the lowest score, an average of 3.25 and 7 as the highest score.

The political climate at the time of data collection may have influenced respondents of the study. The results of the Index of Marital Satisfaction and the Beck's Depression Inventory highlighted extreme dissatisfaction in the national and control groups, compared to the international group. The changes occurring in the country at the time of data collection, may have influenced their personal and family lives. With the change of government structures comes the discomfort of having to accept the changes and having to make adjustments in order to cope with the changes. The wives of the national group were having to cope with more than one change, i.e. change of environment due to relocating and changes occurring within the political arena.

The differences in the scores of each sub sample group may be due to age. Seventy-eight percent of the national group are in the 30 - 49 age group and 58 % of the control group are within the 40 - 50 + age grouping. Gaylord (in Gould and Smith 1988 : 113) states that many corporate wives are seen during their third and forth decades of life as chronically depressed. This particular reference is made for "corporate" wives, whereas the respondents of the

present study may not necessarily be "corporate" wives but wives of highly skilled people. Thus there may be a relationship between relocated wives and depression and age.

The relationship between age and depression can be linked to the "midlife crisis". Sheehy (cited in Gerdes et al, 1986 : 275) believes that women enter the midlife crisis at about the age of 35. The crisis is related to two main factors, namely: the last child is normally entering school and secondly, the end of child-bearing is in sight (Sheehy cited in Gerdes et al, 1986 : 275). According to Sheehy (cited in Gerdes 1986 : 275), the midlife crisis is characterised by restlessness and reassessment of a woman's life. Therefore, women of the sample groups in the 35+ age group may well be experiencing the "midlife crisis" and resulting in the high scores on the Beck's Depression Inventory.

6.4. SPECIFIC COPING BEHAVIOUR USED BY WIVES OF RELOCATEES

The interview schedule explored two aspects in coping behaviour, namely: social adjustment and personal adjustment.

6.4.1. Social adjustment

The main activities in which both the international and national wives participated to meet new people were the

following:

- Involvement in childrens' schools
- Religious activities
- Joined a women's group
- Gym or dancing classes
- Joined a service organisation as a volunteer
- Art classes

A number of wives chose the "other" option but did not expand on any detail except that some had stated "further studies".

6.4.2. Personal adjustment

The following were identified as main factors which led to personal adjustment by both relocating groups:

- Being employed
- Remaining in close contact with family and friends from country or town of origin
- Becoming actively involved in children's schools

A number of respondents chose "other" as an alternative but did not explain in further detail, although a space was provided for them to do so.

The main factors which led to personal adjustment, mentioned above, require that the wife is self-confident enough to pursue activities which may seem threatening due

to language difficulty or lack of knowledge of resources. Germain and Gitterman (1980 : 101) state that the degree of coping depends on the individual's self-esteem, self-confidence and defence repertoire. It is therefore easier for a self assured and self confident person to adjust to and cope positively with a new environment than someone who is not self assured and confident.

The socio-economic background of the relocatees can influence the way they cope in their new location, e.g. those relocating from Poland were accustomed to the poor economic conditions of their country (Touraine et al, 1983 : 71). They were accustomed to small houses and using public transport or walking to work and school as all facilities were in close proximity. When they relocated to South Africa, they were exposed to a car lease scheme and improved housing. These improved conditions may have lead to a wife coping better and may have resulted in the low scores scored in the Beck's Depression Inventory.

6.5. IMPLICATIONS OF FINDINGS FOR OCCUPATIONAL SOCIAL WORK

The results of the study show that the national group are more negative about the relocation, especially with regard to marriage and family life. The role of the occupational social worker could be to interpret this to the human resources division who would be administering the move of the employees. Existing policies may not be covering

important aspects of the move and through research done by the occupational social worker, policies may be modified to ensure improvements in the relocation exercise. The expectations and needs of the relocatees can be built into a formal relocation intervention programme which would deal with these issues, both nationally and internationally. As Siegel (in Gould and Smith 1988 : 116) has suggested, the occupational social worker can play a role in the following areas:

- interpretation of relocation benefits and policy to employees,
- provision of information to both relocatee and management,
- arrangement of helping networks, and
- provision of counselling services.

CHAPTER SEVEN

CONCLUSIONS AND RECOMMENDATIONS

7.1. CONCLUSIONS

The following conclusions can be drawn from the results discussed in the previous chapters:

7.1.1. Expectations

Both the international and national groups of wives reported that expectations of the company before, during and after relocation had been met. The Settlement Policy (Appendix G) covers most of the expectations and recommendations made by the respondents, with the exception of the following:

1. The policy does not set out guidelines for assistance in purchasing a home.
2. It does not expand on facilitating contact with other relocatees.
3. It does not mention any type of assistance, from the employing company, for spouses regarding employment opportunities in the new location.
4. There is no mention made of schooling advice.

5. It does not mention where the company stands regarding assistance with trips back home.

7.1.2. Family functioning

It can be concluded that relocation can be one of the variables affecting family functioning. As the results have shown, the national group tended to be the least satisfied as compared to the international and control groups. This led to the conclusion that factors beyond those for which the company may be able to control affect the outcome of the relocation process. These factors may include: socio-political circumstances, the rapid rate at which change is taking place in the country and the life stage at which the family finds itself.

7.1.3. Relationship between depression and relocation

Findings of the the present study showed that the national and control groups had higher scores on the Beck's Depression Inventory than the international group. The study supports a link between depression and relocation within the national sample group but not within the international sample group. Other factors may have played an influencing role on the severity of depression among the three sample groups, e.g. socio-political conditions, age, the rapid rate of change taking place within the country and violence.

7.1.4. Coping behaviour

Both the literature study and the research study showed that it is necessary for the relocatee to develop coping behaviour in order to adjust socially and personally within the new environment whether it be an international or national move. Coping behaviour is individualized according to the individual's confidence and whether or not the individual feels confident with the spoken language of the new location.

7.1.5. Relocation intervention programme and policy

The relocation experience was found to be stressful by both the international and national groups regardless of the distance of the move. It can be concluded that a relocation intervention programme and policy be made applicable to all relocatees, regardless of the distance of the relocation.

7.2. RECOMMENDATIONS

Based on the main results and conclusions of this study, a relocation intervention programme has been recommended for companies who undertake relocation exercises. In this regard it is recommended that companies review their policies on relocating employees and include relocation settlement services to both national and international relocatees and their families.

7.2.1. Relocation intervention programme

It is recommended that a programme be formulated and implemented when a relocation exercise is undertaken. A draft programme has been constructed by using Bargal's framework (cited by Du Plessis in McKendrick, 1991 : 221 - 222). The programme looks at three units of intervention, namely the individual and/or family; the group and the organisation and/or community. Under each unit, three levels of prevention are discussed, i.e., primary, secondary and tertiary prevention. "Primary prevention" represents intervention which occurs before the onset of the problem. "Secondary prevention" refers to the intervention during the problem and "tertiary prevention" refers to that which occurs once the problem has occurred.

1. The Individual / Family

a) Primary prevention

Relocatees need to be prepared for the move by a company representative who has knowledge of relocation and is skilled in working with people. The realities of the new environment need to be discussed with the prospective employee and spouse and a firm, realistic decision made. The following issues need to be dealt with:

* an updated review of the economy, e.g. the cost of living, taxation and value of the local currency.

* an updated housing review, e.g. cost and availability of housing and buying versus renting.

* the culture and language of the new location

* the relocation policy of the company

* updated information on income and deductions.

It is important that this information is updated on an on-going basis and should be presented as honestly as possible.

b) **Secondary prevention**

The company should supply a counselling service to the relocatees for times of crisis. Home visits should be made to the families to monitor adjustment and to discuss any needs, and to link the family to appropriate community services, e.g. 1820 Settlers Foundation, employment agencies.

c) **Tertiary Prevention**

There need to be follow-up home visits for a period of time after the arrival of the relocatees to ensure that the family is settling into their new

environment. In this way, any signs of problems can be identified and dealt with at an early stage.

2. **The Group**

a) **Primary prevention**

If there are a number of people relocating from the same area, they should be introduced to one another prior to relocation. They could then be a potential support system for one another, especially the wives. In addition to this, the group could be informed of the place of relocation. A get-together can be arranged once relocation has taken place to share experiences and to determine any potential problem areas.

b) **Secondary prevention**

A support group could be started according to the need, e.g. wives, mothers, children or employee. The group which was initiated in the primary phase could become a self-support group in order to share experiences and attempt to assist one another with problems.

c) **Tertiary prevention**

The helper could become a resource and consultant person to self-support groups formed which continue to meet on a regular basis once relocation has

occurred.

3. Organisation/Community

a) Primary prevention

The formal management agreement on relocation should be monitored and updated as the need arises. Management should be informed of possible physical and emotional results of relocating and encouraged to take these into consideration when dealing with relocatees. People who have relocated previously could be recruited to assist new relocatees. In the instance of a number of people entering the new location, the community resources should be informed of this and be able to prepare for the arrival of relocatees, e.g. temporary accommodation and shops.

b) Secondary prevention

The helper could mediate with the supervision of the relocated employee, during times of crisis, and be consultant to management regarding crises which relocatees may experience. A domestic crisis as a direct result of the relocation can affect the productivity of the employee. Management should also be informed of the relocatee assistance programme.

c) Tertiary prevention

Follow-up on departments, into which relocated employees have been recruited, should be undertaken to determine adjustment of relocatees and fellow workers.

7.2.2. Relocation policies

Based on results and conclusions stated previously, it is recommended that policies are updated as the need arises to ensure that no difference in assistance to relocated employees and their families exist, whether relocating nationally or internationally. It is suggested that the two sample policies, i.e. "settlement" policy (Appendix G) and the "transfer of employees" policy (Appendix H), are combined and that the company's role with regards to the following are stated in the policy document:

- the purchasing of a house,
- facilitation of contact with people who have relocated in the past,
- employment advice to spouses,
- schooling advice and
- cover of costs of trips back home.

7.3. RECOMMENDATIONS FOR FUTURE RESEARCH

7.3.1. A study of those employees who have either resigned

from their work or who have divorced since relocation. The researcher could identify whether or not the relocation experience plays a role in the decision to resign or to divorce.

7.3.2. The role of culture in adjustment to relocation.

7.3.3. Exploration of the relationship between relocated wives, depression and age.

7.3.4. Exploration of the activities undertaken by wives to meet new people.

7.3.5. Exploration of factors affecting the type of coping behaviour developed by the relocatee.

7.3.6. Exploration of the husband's perspectives on wife's/children's adjustment.

7.3.7. Exploration of the adjustment of/effects of relocation on children.

7.3.8. Exploration of the response of the surrounding community to an influx of foreigners.

APPENDIX A

INTERVIEW SCHEDULE FOR INTERNATIONAL AND NATIONAL SAMPLE GROUPS

QUESTIONNAIRE

Where applicable, please mark the appropriate blocks with a cross (x).

SECTION ONE - IDENTIFYING PARTICULARS

1.

Nationality :	Yours		Husband	
South African	1		7	
German	2		8	
Polish	3		9	
Italian	4		10	
British	5		11	
Other.....	6		12	

2. Please mark from which town or country you relocated .

Germany	1	
Poland	2	
Italy	3	
Britain	4	
Johannesburg	5	
Cape Town	6	
East London	7	
Durban	8	
Other.....	9	

3.

Age	Yours		Husband	
20 - 29	1		5	
30 - 39	2		6	
40 - 49	3		7	
50+	4		8	

4. How many years have you been married ? .....

5. Have you been married prior to this marriage ?

Yes	No

6. How many children do you have ?

0	1	2	3	4	5+

7. Complete the following with regard to your children:

Age	Stay with you now		In previous country		Other place	
0 - 5	1		6		11	
6 - 12	2		7		12	
13 - 18	3		8		13	
19 - 22	4		9		14	
23+	5		10		15	

8. When did your husband start at VWSA ?

	YEAR			MM		DD	
	1	9		-		-	

9. When did you relocate to South Africa ?

Before your husband's arrival in South Africa	1	
Together with your husband	2	
After your husband relocated	3	

10. If you relocated after your husband, how long after his move did you move to the Port Elizabeth-Uitenhage area?

0 - one month	1	
Up to two months	2	
Up to three months	3	
Other.....	4	

11. When did you relocate ? YEAR 1 9 | | - | | - | | MM DD

12. When did your children relocate? YEAR 1 9 | | - | | - | | MM DD

13. Has your husband relocated before ? Yes | No

14. Have you relocated before ? Yes | No

15. Have you relocated as a family before ? Yes | No

16. If yes, how many times have you and your family relocated ?

1	2	3	4+

17. For what main reason did your family make this recent move? Mark the applicable block for this relocation.

REASONS FOR RELOCATION		
Financial prospects	1	
Political	2	
Education and training opportunities for family	3	
Boredom with lifestyle in home town	4	
Career advancement	5	
Compulsory by employer	6	
Threat of unemployment in own country	7	
Improve standard of living	8	
Other.....	9	
.....		

18. Who made the decision to move?

You	1	
Your husband	2	
Both you and your husband	3	
You, your husband and children	4	
Other.....	5	

19. Did you feel happy with the overall decision to relocate?

Yes	No

20. If your answer is no, to question 19 above, what was the main reason for your unhappiness about the decision to relocate? Mark the block that applies most for you.

Your needs were not taken into consideration	1	
Your career was not considered	2	
You were studying	3	
You want to be close to your family	4	
You want to be close to your friends	5	
The children's schooling would be disrupted	6	
Too risky	7	
Other.....	8	
.....		

21. What position does your husband hold at VWSA ?

1	Skilled artisan	2	Manager	3	Other.....

22. On what basis has your husband been employed at VWSA?

Contractual	1		When does this expire?.....
Permanent	2		
Not known	3		

23. How many school years have you completed ? .....

24. What post school qualifications do you have ? Mark the appropriate block.

None	1	
Skilled labour	2	
Administrative skills	3	
Secretarial	4	
Professional e.g. nurse,scientist	5	
Other.....	6	

25. Did you work before your move to the Port Elizabeth - Uitenhage area?

Yes	No

If you have answered yes to question 25 please answer questions 26 - 35. If you answered no or if you did not want employment in South Africa, please move on to question 36.

26. What type of position did you hold prior to relocation?

Unskilled labour	1	
Skilled labour	2	
Administrative	3	
Secretarial	4	
Professional e.g. nurse, scientist	5	
Other.....	6	

27. Do you work now ?

Yes	No

28. If your answer to question 27 is yes, how long did it take for you to find employment?

0 - one month	1	
Two - three months	2	
Four - five months	3	
Other.....	4	

29. What type of work are you doing at present?

Unskilled labour	1	
Skilled labour	2	
Administrative	3	
Secretarial	4	
Professional e.g. nurse, scientist	5	
Other.....	6	

30. Rate your present job, on a scale from 0 - 7, with regard to job satisfaction. With 0 representing extreme dissatisfaction and 7 representing extreme satisfaction.

31. Was it critical for you to find employment to help the family to be financially stable?

Yes	No

32. What was the main constraint to finding employment ? Mark the one appropriate block:

Lack of appropriate posts	1	
Language difficulty	2	
Lack of knowledge of resources which assist with job finding	3	
Other.....	4	

33. Did you get the kind of job you were looking for?

Yes	No

34. What for you was the most important sacrifice when moving to the Port Elizabeth area with regard to employment. Please mark only one block.

Lower salary	1	
Less responsibility	2	
More menial work	3	
Other.....	4	

35. Were your post school qualifications from your country of origin accepted in South Africa?

Yes	No

SECTION TWO - WIFE'S EXPECTATIONS OF VOLKSWAGEN SOUTH AFRICA

36. Please mark what primary expectation you had of Volkswagen South Africa before your relocation and indicate whether this expectation was met by marking a tick in the last column.

EXPECTATION		x	MET	
Assist with housing advice	1			11
Traveling costs for family to PE-Uit.	2			12
Arrange temporary accommodation	3			13
Financial assistance e.g. bonds.	4			14
Schooling advice for children	5			15
Language lessons	6			16
Assist with employment advice for you	7			17
Facilitate contact with other people	8			18
Trips back home for the family	9			19
Other.....	10			20
.....				

37. Please mark what primary expectation you had of Volkswagen South Africa during your relocation and indicate whether this expectation was met by marking a tick in the last column.

EXPECTATION		x	MET	
Assist with housing advice	1			11
Traveling costs for family to PE-UIT	2			12
Arrange temporary accommodation	3			13
Financial assistance e.g. bonds.	4			14
Schooling advice for children	5			15
Language lessons	6			16
Assist with employment advice for you	7			17
Facilitate contact with other people	8			18
Trips back home for the family	9			19
Other.....	10			20
.....				

38. Please mark what primary expectation you had of Volkswagen South Africa after your relocation and indicate whether this expectation was met by marking a tick in the last column.

EXPECTATION		x	MET	
Assist with housing advice	1			11
Traveling costs for family to PE-UIT	2			12
Arrange temporary accommodation	3			13
Financial assistance e.g. bonds.	4			14
Schooling advice for children	5			15
Language lessons	6			16
Assist with employment advice for you	7			17
Facilitate contact with other people	8			18
Trips back home for the family	9			19
Other.....	10			20
.....				

39. What three recommendations would you make for relocating employees in the future by Volkswagen S.A ? Please mark and rank in order of importance. 1 = most important, 2 = next most important and 3 = the next most important.

		x	RANK
Assist with housing advice	1		
Traveling costs for family to PE-UIT	2		
Arrange temporary accommodation	3		
Financial assistance e.g. bonds	4		
Schooling advice for children	5		
Language lessons	6		
Assist with employment advice for you	7		
Facilitate contact with other people	8		
Trips Back home for the family	9		
Other.....	10		
.....			
.....			

SECTION THREE - FAMILY FUNCTIONING

Answer questions 40 - 52 by using the following format: a scale from 0 - 7 where 0 represents extreme dissatisfaction and 7 represents extreme satisfaction.

40. - 43. How has the relocation effected the communication patterns between the following people in your family? (Score from 0 - 7 as explained above.)

40.	You and your husband	
41.	You and your children	
42.	Your husband and your children	
43.	Your children	

44. - 47. How has the relocation effected your marital relationship with regard to the following : (Score from 0 - 7 as explained above)

44.	Affection for one another	
45.	Trust	
46.	Caring for one another	
47.	The handling of conflict	

48. How do you feel about the family's present financial position? (Score from 0 - 7 as explained above.) [ ]

49. - 52. How do you think the relocation process has effected the following aspects of your relationship with your children.
(Score from 0 - 7 as explained above)

49.	Affection	
50.	Trust	
51.	Caring	
52.	Handling of conflict	

53. To what one aspect would you attribute improvements, if any, in communication, marital relationship, finance and relationship with your children.
Please mark the one that you think is most appropriate.

Awareness of the differences in culture and activities between home town and PE-Uit area.	1	
Accurately informed by company representative or personnel agency prior to relocation on taxation, salaries,inflation,etc.	2	
Facilitation of contact with other people who have experienced a similar move.	3	
Knowledge of community resources which could assist family with any problems	4	
Other.....	5	
.....		

54. To what one aspect would you attribute any deterioration, if any, in communication, marital relationship, finance and your relationship with your children. Mark the one that you think is most appropriate.

Inadequate preparation prior to relocation	1	
Misinformed and supplied with inaccurate information by the company representative or personnel agency prior to relocation on taxation salaries, inflation. etc.	2	
Inadequate facilitation of contact with others who have experienced a similar move.	3	
Inadequate knowledge of community resources	4	
Other.....	5	
.....		

55. Please mark the activities which your family shared together, in your previous place of residence.

ACTIVITY		
Recreational e.g. sport, picnics, hikes	1	
Social e.g. meeting with other families and friends.	2	
Cultural e.g. celebration of your country's national day or other cultural customs	3	
Religious e.g. attending church	4	
Other	5	

56. Please mark the activities which your family share together since your move to the Port Elizabeth - Uitenhage area.

ACTIVITY		
Recreational e.g. sport, picnics, hikes	1	
Social e.g. meeting with other families and friends	2	
Cultural e.g. celebration of your country's national day or other cultural customs	3	
Religious e.g. attending church	4	
Other	5	

55. Please mark the activities which your family shared together, in your previous place of residence.

ACTIVITY		
Recreational e.g. sport, picnics, hikes	1	
Social e.g. meeting with other families and friends.	2	
Cultural e.g. celebration of your country's national day or other cultural customs	3	
Religious e.g. attending church	4	
Other	5	

56. Please mark the activities which your family share together since your move to the Port Elizabeth - Uitenhage area.

ACTIVITY		
Recreational e.g. sport, picnics, hikes	1	
Social e.g. meeting with other families and friends	2	
Cultural e.g. celebration of your country's national day or other cultural customs	3	
Religious e.g. attending church	4	
Other	5	

57. How would you account for the changes in what the family does as a group before and after your move to the PE-UIT area?
Please mark the most appropriate.

Lack of facilities in the area which you stay in	1	
Unaware of facilities in your area where you stay	2	
Individual family members busy with own activities	3	
Husband spends a lot of time at work	4	
Language difficulty restricts participation	5	
Other.....	6	

SECTION FOUR - SOCIAL ADJUSTMENT

58. What three main activities do you participate in in order to meet new people since relocating? Mark the relevant responses.

		x
Joined a women's group	1	
Joined a service organisation as a volunteer	2	
Involvement in children's school	3	
Drama classes	4	
Gym or dancing classes	5	
Religious activities	6	
Art classes	7	
Other.....	8	
.....		
.....		

SECTION FIVE - PERSONAL ADJUSTMENT

Please mark the block which is applicable to you.

59. What one factor do you think made it easier for you to settle down in your new environment?

Membership of a support group	1	
Being employed	2	
Remaining in close contact with family and friends from country/town of origin.	3	
Joining a cultural organisation e.g. German club	4	
Becoming involved in a community organisation e.g. helping the aged	5	
Becoming actively involved in my child(ren)'s school(s)	6	
Other.....	7	
....		
.....		

60. In what ways do you remain in touch with family and friends from your town or country from which you have moved?

Regular letters	1	
Phone calls	2	
Visits	3	
Other.....	4	
.....		
.....		

61. How often do you contact your family and friends back home?

Daily	1	
Weekly	2	
Monthly	3	
From time to time	4	
Never	5	
Other.....	6	

62. What one factor do you think made it most difficult to settle down in your new environment?

Looking for employment	1	
Maintaining too close a contact with friends from country of origin.	2	
By not joining a support group	3	
Trying to make the new home as the old home was	4	
Doing nothing	5	
Other.....	6	
.....		
.....		

THANK YOU FOR COMPLETING THIS PART OF THE QUESTIONNAIRE.

PLEASE TURN TO THE FOLLOWING PAGE

APPENDIX B

INTERVIEW SCHEDULE FOR THE CONTROL GROUP

QUESTIONNAIRE

Where applicable, please mark the appropriate blocks with a cross (x).

SECTION ONE - IDENTIFYING PARTICULARS

1.

Nationality :	Yours		Husband	
South African	1		7	
German	2		8	
Polish	3		9	
Italian	4		10	
British	5		11	
Other.....	6		12	

2.

Age	Yours		Husband	
20 - 29	1		5	
30 - 39	2		6	
40 - 49	3		7	
50+	4		8	

3. How many years have you been married ? .....

4. Have you been married prior to this marriage ?

Yes	No

5. How many children do you have ?

0	1	2	3	4	5+

6. Complete the following with regard to your children:

Age	Stay with you now		Other place	
0 - 5	1		6	
6 - 12	2		7	
13 - 18	3		8	
19 - 22	4		9	
23+	5		10	

7. When did your husband start at VWSA ? YEAR MM DD | 1 | 9 | | | - | | - | | |

8. Has your husband relocated before ? | Yes | No |

9. Have you relocated before ? | Yes | No |

10. Have you relocated as a family before ? | Yes | No |

11. If yes, how many times have you and your family relocated ?

1	2	3	4+

12. What position does your husband hold at VWSA ?

1	Skilled artisan	2	Manager	3	Other.....

13. On what basis has your husband been employed at VWSA?

Contractual	1		When does this expire?.....
Permanent	2		
Not known	3		

6. Complete the following with regard to your children:

Age	Stay with you now		Other place	
0 - 5	1		6	
6 - 12	2		7	
13 - 18	3		8	
19 - 22	4		9	
23+	5		10	

7. When did your husband start at VWSA ? YEAR MM DD | 1 | 9 | | | - | | - | | |

8. Has your husband relocated before ? | Yes | No |

9. Have you relocated before ? | Yes | No |

10. Have you relocated as a family before ? | Yes | No |

11. If yes, how many times have you and your family relocated ?

1	2	3	4+

12. What position does your husband hold at VWSA ?

1	Skilled artisan	2	Manager	3	Other.....

13. On what basis has your husband been employed at VWSA?

Contractual	1		When does this expire?.....
Permanent	2		
Not known	3		

14. How many school years have you completed ? .....

15. What post school qualifications do you have ? Mark the appropriate block.

None	1	
Skilled labour	2	
Administrative skills	3	
Secretarial	4	
Professional e.g. nurse,scientist	5	
Other.....	6	

16. Do you work now ? | Yes | No |

17. What type of work are you doing at present?

Unskilled labour	1	
Skilled labour	2	
Administrative	3	
Secretarial	4	
Professional e.g. nurse, scientist	5	
Other.....	6	

18. Rate your present job, on a scale from 0 - 7, with regard to job satisfaction. With 0 representing extreme dissatisfaction and 7 representing extreme satisfaction.

19. Is it critical for you to find employment to help the family to be financially stable?

Yes	No

SECTION TWO - FAMILY FUNCTIONING

Answer questions 20 - 32 by using the following format: a scale from 0 - 7 where 0 represents extreme dissatisfaction and 7 represents extreme satisfaction.

20. - 23. How is the communication patterns between the following people in your family? (Score from 0 - 7 as explained above.)

20.	You and your husband	
21.	You and your children	
22.	Your husband and your children	
23.	Your children	

24. - 27. How is your marital relationship with regard to the following :
(Score from 0 - 7 as explained above)

24.	Affection for one another	
25.	Trust	
26.	Caring for one another	
27.	The handling of conflict	

28. How do you feel about the family's present financial position? (Score from 0 - 7 as explained above.) [ ]

29. - 32. How would you rate the following aspects of your relationship with your children.
(Score from 0 - 7 as explained above)

29.	Affection	
30.	Trust	
31.	Caring	
32.	Handling of conflict	

33. Please mark the activities which your family share together at present.

ACTIVITY		
Recreational e.g. sport, picnics, hikes	1	
Social e.g. meeting with other families and friends	2	
Cultural e.g. celebration of your country's national day or other cultural customs	3	
Religious e.g. attending church	4	
Other	5	

THANK YOU FOR COMPLETING THIS PART OF THE QUESTIONNAIRE.

Please complete the return slip below if you are prepared to undergo a personal interview with the researcher to discuss some aspects of the research in greater depth.

Personal Interview Return Slip

NAME AND SURNAME : .....

ADDRESS : .....

.....

TELEPHONE NUMBER : .....

PREFERRED TIME FOR INTERVIEW : Morning .....
Afternoon .....
Evening .....

(Mark the most suitable time for you.)

APPENDIX C

INDEX OF MARITAL SATISFACTION

(Source: Hudson, W.W. (1982) The Clinical Measurement Package : A Field Manual. Chicago: Dorsey Press)

INDEX OF MARITAL SATISFACTION (IMS)

Name: _____ Today's Date: _____

This questionnaire is designed to measure the degree of satisfaction you have with your present marriage. It is not a test, so there are no right or wrong answers. Answer each item as carefully and as accurately as you can by placing a number beside each one as follows:

1 Rarely or none of the time
2 A little of the time
3 Some of the time
4 Good part of the time
5 Most or all of the time

Please begin:

1. I feel that my partner is affectionate enough. ___
2. I feel that my partner treats me badly. ___
3. I feel that my partner really cares for me. ___
4. I feel that I would not choose the same partner if I had it to do over. ___
5. I feel that I can trust my partner. ___
6. I feel that our relationship is breaking up. ___
7. I feel that my partner doesn't understand me. ___
8. I feel that our relationship is a good one. ___
9. I feel that ours is a very happy relationship. ___
10. I feel that our life together is dull. ___
11. I feel that we have a lot of fun together. ___
12. I feel that my partner doesn't confide in me. ___
13. I feel that ours is a very close relationship. ___
14. I feel that I cannot rely on my partner. ___
15. I feel that we do not have enough interests in common. ___
16. I feel that we manage arguments and disagreements very well. ___
17. I feel that we do a good job of managing our finances. ___
18. I feel that I should never have married my partner. ___
19. I feel that my partner and I get along very well together. ___
20. I feel that our relationship is very stable. ___
21. I feel that my partner is pleased with me as a sex partner. ___
22. I feel that we should do more things together. ___
23. I feel that the future looks bright for our relationship. ___
24. I feel that our relationship is empty. ___
25. I feel there is no excitement in our relationship. ___

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APPENDIX D

THE BECK DEPRESSION INVENTORY

(Source: Beck, Aaron T.; Rush, A. John; Shaw, Brian F. & Emery, Gary. (1981) Cognitive Therapy of Depression. New York: The Guilford Press.)

BECK INVENTORY

Name _____ Date _____

On this questionnaire are groups of statements. Please read each group of statements carefully. Then pick out the one statement in each group which best describes the way you have been feeling the PAST WEEK, INCLUDING TODAY! Circle the number beside the statement you picked. If several statements in the group seem to apply equally well, circle each one. Be sure to read all the statements in each group before making your choice.

1 0 I do not feel sad.
1 I feel sad.
2 I am sad all the time and I can't snap out of it.
3 I am so sad or unhappy that I can't stand it.

2 0 I am not particularly discouraged about the future.
1 I feel discouraged about the future.
2 I feel I have nothing to look forward to.
3 I feel that the future is hopeless and that things cannot improve.

3 0 I do not feel like a failure.
1 I feel I have failed more than the average person.
2 As I look back on my life, all I can see is a lot of failures.
3 I feel I am a complete failure as a person.

4 0 I get as much satisfaction out of things as I used to.
1 I don't enjoy things the way I used to.
2 I don't get real satisfaction out of anything anymore.
3 I am dissatisfied or bored with everything.

5 0 I don't feel particularly guilty.
1 I feel guilty a good part of the time.
2 I feel quite guilty most of the time.
3 I feel guilty all of the time.

6 0 I don't feel I am being punished.
1 I feel I may be punished.
2 I expect to be punished.
3 I feel I am being punished.

7 0 I don't feel disappointed in myself.
1 I am disappointed in myself.
2 I am disgusted with myself.
3 I hate myself.

8 0 I don't feel I am any worse than anybody else.
1 I am critical of myself for my weaknesses or mistakes.
2 I blame myself all the time for my faults.
3 I blame myself for everything bad that happens.

9 0 I don't have any thoughts of killing myself.
1 I have thoughts of killing myself, but I would not carry them out.
2 I would like to kill myself.
3 I would kill myself if I had the chance.

10 0 I don't cry anymore than usual.
1 I cry more now than I used to.
2 I cry all the time now.
3 I used to be able to cry, but now I can't cry even though I want to.

Copyright © 1976 by Aaron T. Beck, M.D.

11 0 I am no more irritated now than I ever am.
1 I get annoyed or irritated more easily than I used to.
2 I feel irritated all the time now.
3 I don't get irritated at all by the things that used to irritate me.

12 0 I have not lost interest in other people.
1 I am less interested in other people than I used to be.
2 I have lost most of my interest in other people.
3 I have lost all of my interest in other people.

13 0 I make decisions about as well as I ever could.
1 I put off making decisions more than I used to.
2 I have greater difficulty in making decisions than before.
3 I can't make decisions at all anymore.

14 0 I don't feel I look any worse than I used to.
1 I am worried that I am looking old or unattractive.
2 I feel that there are permanent changes in my appearance that make me look unattractive.
3 I believe that I look ugly.

15 0 I can work about as well as before.
1 It takes an extra effort to get started at doing something.
2 I have to push myself very hard to do anything.
3 I can't do any work at all.

16 0 I can sleep as well as usual.
1 I don't sleep as well as I used to.
2 I wake up 1-2 hours earlier than usual and find it hard to get back to sleep.
3 I wake up several hours earlier than I used to and cannot get back to sleep.

17 0 I don't get more tired than usual.
1 I get tired more easily than I used to.
2 I get tired from doing almost anything.
3 I am too tired to do anything.

18 0 My appetite is no worse than usual.
1 My appetite is not as good as it used to be.
2 My appetite is much worse now.
3 I have no appetite at all anymore.

19 0 I haven't lost much weight, if any lately.
1 I have lost more than 5 pounds.
2 I have lost more than 10 pounds.
3 I have lost more than 15 pounds.

I am purposely trying to lose weight by eating less. Yes ____ No ____

20 0 I am no more worried about my health than usual.
1 I am worried about physical problems such as aches and pains; or upset stomach; or constipation.
2 I am very worried about physical problems and it's hard to think of much else.
3 I am so worried about my physical problems, that I cannot think about anything else.

21 0 I have not noticed any recent change in my interest in sex.
1 I am less interested in sex than I used to be.
2 I am much less interested in sex now.
3 I have lost interest in sex completely.

APPENDIX E

LETTER TO HUSBANDS

Dear Mr .....

RESEARCH - THE NEEDS OF WIVES OF RELOCATED EMPLOYEES

Your employment at Volkswagen South Africa may have required your family moving to the Port Elizabeth - Uitenhage area. This may well have meant many changes for you and your family. We, at Volkswagen, are interested in trying to understand and meet the various stresses and needs which can be produced by relocation. In order to do so we are undertaking a research project about the needs of wives of relocated employees. In due course, we will be approaching your wife to invite her to participate in this very important study. All that will be required of your wife is an hour of her time to complete three questionnaires.

Confidentiality is guaranteed as no names will be required on the documents. Only a general report will be published. A copy of this report will be given to the Human Resource Division of Volkswagen South Africa and to the University of the Witwatersrand. If you wish to see the results of the study, a copy of the report will be made available to you on loan.

The questionnaires will be administered in groups of 6 - 10 people who speak the same home language. An interpreter will be present to assist with any questions regarding the questionnaires.

Your support in this project is greatly appreciated and is a significant contribution to ensuring that families will be assisted more appropriately in future relocation exercises.

You and your family may not have relocated but your wife's contribution to this study will be equally important.

Yours sincerely

Karin du Plessis (Mrs)
Social Worker/Researcher

Karin du Plessis (Mrs)
Social Worker/Researcher

Dear Mr .....

RESEARCH - THE NEEDS OF WIVES OF RELOCATED EMPLOYEES

Your employment at Volkswagen South Africa may have required your family moving to the Port Elizabeth - Uitenhage area. This may well have meant many changes for you and your family. We, at Volkswagen, are interested in trying to understand and meet the various stresses and needs which can be produced by relocation. In order to do so we are undertaking a research project about the needs of wives of relocated employees. In due course, we will be approaching your wife to invite her to participate in this very important study. All that will be required of your wife is an hour of her time to complete three questionnaires.

Confidentiality is guaranteed as no names will be required on the documents. Only a general report will be published. A copy of this report will be given to the Human Resource Division of Volkswagen South Africa and to the University of the Witwatersrand. If you wish to see the results of the study, a copy of the report will be made available to you on loan.

The questionnaires will be administered in groups of 6 - 10 people who speak the same home language. An interpreter will be present to assist with any questions regarding the questionnaires.

Your support in this project is greatly appreciated and is a significant contribution to ensuring that families will be assisted more appropriately in future relocation exercises.

You and your family may not have relocated but your wife's contribution to this study will be equally important.

Yours sincerely

Karin du Plessis (Mrs)
Social Worker/Researcher

Karin du Plessis (Mrs)
Social Worker/Researcher

APPENDIX F

LETTER TO THE WIVES

Dear Mrs .....

RESEARCH - THE NEEDS OF WIVES OF RELOCATED EMPLOYEES

The employment of your husband at Volkswagen South Africa required your family moving to the Port Elizabeth - Uitenhage area. This may well have meant many changes for you and your family. We, at Volkswagen, are interested in trying to understand and meet the various stresses and needs which can be produced by relocation. In order to do so we need your help in this research project about the needs of wives of relocated employees. As a means to getting your viewpoint, we have compiled three questionnaires . All that is required of you is an hour of your time to complete them.

Confidentiality is guaranteed as you will not have to write your name down on any of the documents. Only a general report will be published. A copy of this report will be given to the Human Resource Division of Volkswagen South Africa and to the University of the Witwatersrand. If you wish to see the results of the study, a copy of the report will be made available to you on loan.

The questionnaires will be administered in groups of 6 - 10 people who speak the same home language. An interpreter will be present to assist with any questions regarding the questionnaires.

You are cordially invited to .....
on ..... at .....
to complete the research questionnaires and then to enjoy some refreshments together.

If you are unable to make this appointment, please contact the relevant person below so that an alternative time can be arranged:

Those whose home language is Polish - Mr Jimmy Banach
Those whose home language is German - Ms Heidi Fischer
Those whose home language is English or Afrikaans - Ms Karin du Plessis - 9944259

Your cooperation in this project is greatly appreciated and is a significant contribution to ensuring that families will be assisted more appropriately in future relocation exercises.

Yours sincerely

Karin du Plessis (Mrs)
Social Worker/Researcher

APPENDIX G

RELOCATION CONDITIONS

(Source: Volkswagen South Africa)

RELOCATION CONDITIONS

FURNITURE REMOVAL

The employee will arrange for the removal of his furniture and effects by obtaining quotations from not less than three contractors. These should be submitted to the Human Resources Officer who will arrange for the issue of an official Local Household Removal Order to the selected contractor.

The Company will pay the total removal cost (including pets and pot plants) and transit insurance and will pay for storage (includes kennelling), if necessary for a maximum period of 1 month.

TRANSPORT

If the employee wishes to travel in his/her private vehicle then Volkswagen of South Africa will reimburse the employee for petrol used in travelling to Port Elizabeth/Uitenhage area provided that sufficient proof in the form of valid cash slips are provided upon commencement of employment.

If the trip is by public transport, the Company will pay all travel expenses for the employee and his/her family provided the bookings are approved and made by Volkswagen of South Africa.

ACCOMMODATION

(ii) Accommodation:

The company will book self catering accommodation for 1 calendar month. (This is inclusive of days utilised prior to commencement of employment).

Exceptional cases for an extension of this period will be considered by prior arrangement with H.R. representative.

Grocery allowance as follows:

Single - R650
Married - R1 000 with an additional R150 per child to a maximum of R450 for 3 children.

2/.....

SETTLING-IN ALLOWANCE

To assist the new employee with incidentai expenses in setting up the new household an employee will be granted an allowance of R1 500, this will be paid upon commencement (tax free).

DEFINITION OF "FAMILY"

The terms "family" wherever it may be used herein, will be interpreted to mean the employee's lawful wife/husband and minor children and will not include any other relatives.

UNDERTAKING

Employees taking advantage of this assistance are required to give written undertaking to remain in the employ of the Company for a period on one year. An employee leaving within this period will be required to refund the amounts of benefits received pro-rata to completed months of service.

For further details and assistance please contact your Human Resources Officer.

APPENDIX H

PERSCNNEL POLICY : TRANSFER OF EMPLOYEES

(Source: Volkswagen South Africa)

PERSONNEL POLICY

Number: 5

Section: T

TRANSFER OF EMPLOYEES

OBJECTIVE

* Reimbursement of all reasonable expenses.
* Employee should not be worse off as a result of a transfer.

AUTHORISATION

The transfer of employees between Head Office and the various Regional and other Branch Offices will only be effected after approval of the Division Manager/ Director concerned and the Human Resources Planning Manager.

PRE-TRANSFER VISIT

On the recommendation of the Division Manager concerned, the Human Resources Planning Manager may authorise a pre-transfer visit for an employee (and his wife/family if applicable) to arrange suitable accommodation in the new town. The duration of the visit shall not exceed seven days and special leave may be granted for this purpose. All reasonable expenses should be claimed on an Expense Claim Form (VWSA 186/2) and will be reimbursed, subject to approval by the Human Resources Planning Manager after the initial authorisation by the Division Manager concerned. Wherever possible, employee to receive a cash advance to cover expenses.

FURNITURE REMOVAL

The employee will arrange for the removal of his furniture and effects by obtaining quotations from not less than three contractors. These should be submitted to Personnel Administration who will arrange for the issue of an official Local Household Removal Order to the selected contractor.

The Company will pay the total removal cost (includes pets and pot plants) and transit insurance and may pay for storage (includes kennelling), if necessary, for a maximum period of three months.

NOTE : If an employee moves into temporary or rented accommodation and is forced to move he should submit a justification to the Human Resources Planning Planning Manager for payment of the removal cost to the new house.

TRANSPORT

If the employee operates an assigned car, all incidental expenses, meals and petrol for the trip to take up his new appointment will be reimbursed. If the employee operates a second car the Company will pay for the petrol used or the cost of shipping the vehicle to its destination.

If the trip is by public transport, the Company will pay all travel expenses provided the bookings are approved and made by the Company in the normal manner.

PERSONNEL POLICY

Number: 5

Section: T

ACCOMMODATION

During the transit period the employee and his family will be accommodated at a hotel. The first month will be paid for in full by the Company and if necessary a second month as well (full costs minus employees normal monthly grocery and bond costs).

NOTE : Employees are encouraged to find alternative accommodation such as renting, board and lodging etc. and reimbursement of full costs for 1 - 3 months (depending on nature) will be paid in lieu of staying in a hotel.

RELOCATION ALLOWANCE

To assist with incidental expenses in setting up the new household, a married employee will be granted an allowance of one month's salary and a single employee half a month's salary. This will be paid at time of transfer.

This is to cover expenses such as school uniforms, school books, curtains, telephone installations costs, municipal deposits, etc.

NOTE :

1. Receipted invoices are not required by the Company, however, employees should keep all their invoices in case the Receiver of Revenue asks you to justify your expenses.

2. If extraordinary expenses are incurred, a full written justification, supported by all invoices should be submitted to the Human Resources Planning Manager requesting further assistance.

3. For transfers away from the Transvaal part assistance towards the purchasing of a stove will be granted in the form of an extra 10% relocation allowance.

RENTAL

Regional Office appointments are often of a relatively short duration and employees transferred to Regional Offices should be encouraged to rent properties rather than purchase them.

It can reasonably be expected that employees should be prepared to pay up to 12% of their gross basic salary for house or flat rental. If a transferred employee is unable to find a suitable flat or house at this figure, he can apply to the Human Resources Planning Manager for a rent subsidy of the difference between 12% and a maximum of 40% of his salary for a maximum of 5 years from each transfer date. This amount will be included in gross remuneration and is therefore taxable. Each case will be analysed individually and the employee's previous accommodation costs will be taken into consideration in determining the appropriateness of the request. No rental subsidies are paid for Uitenhage/Port Elizabeth area.

PERSONNEL POLICY

Number: 5

Section: T

HOME PURCHASE

If a transferred employee sells a house occupied and owned by himself at the time of his transfer and purchases a house for his own occupation in the area to which he has been transferred, the Company will pay the full cost of Transfer, Attorneys, Bond costs and agent's commission.

It can reasonably be expected that employees should be prepared to pay up to 20% of their gross basic salary for house or flat bonds. If a transferred employee is unable to find a house or flat for this amount, he can apply to the Human Resources Planning Manager for a bond subsidy of the difference between 20% and a maximum of 35% of his salary for a maximum period of 5 years from each transfer date. Each case will be analysed individually and the employee's previous bond repayments will be considered. No bond subsidies will be paid in the Port Elizabeth/Uitenhage area.

GENERAL

1. Transferred employees should avail themselves of advice/counselling available from the Human Resources Department.

2. Wherever possible employees should be given at least 2 months notice of an impending transfer.

3. The policy becomes effective April 1991. However, all employees relocated during the last 5 years may apply for the rental or bond subsidy, if applicable, for the remaining portion of the 5 years from the date of original transfer.

4. Employees may switch from rental to home purchase subsidy.

5. At all times the objective of the policy will be taken into account when deciding on issues.

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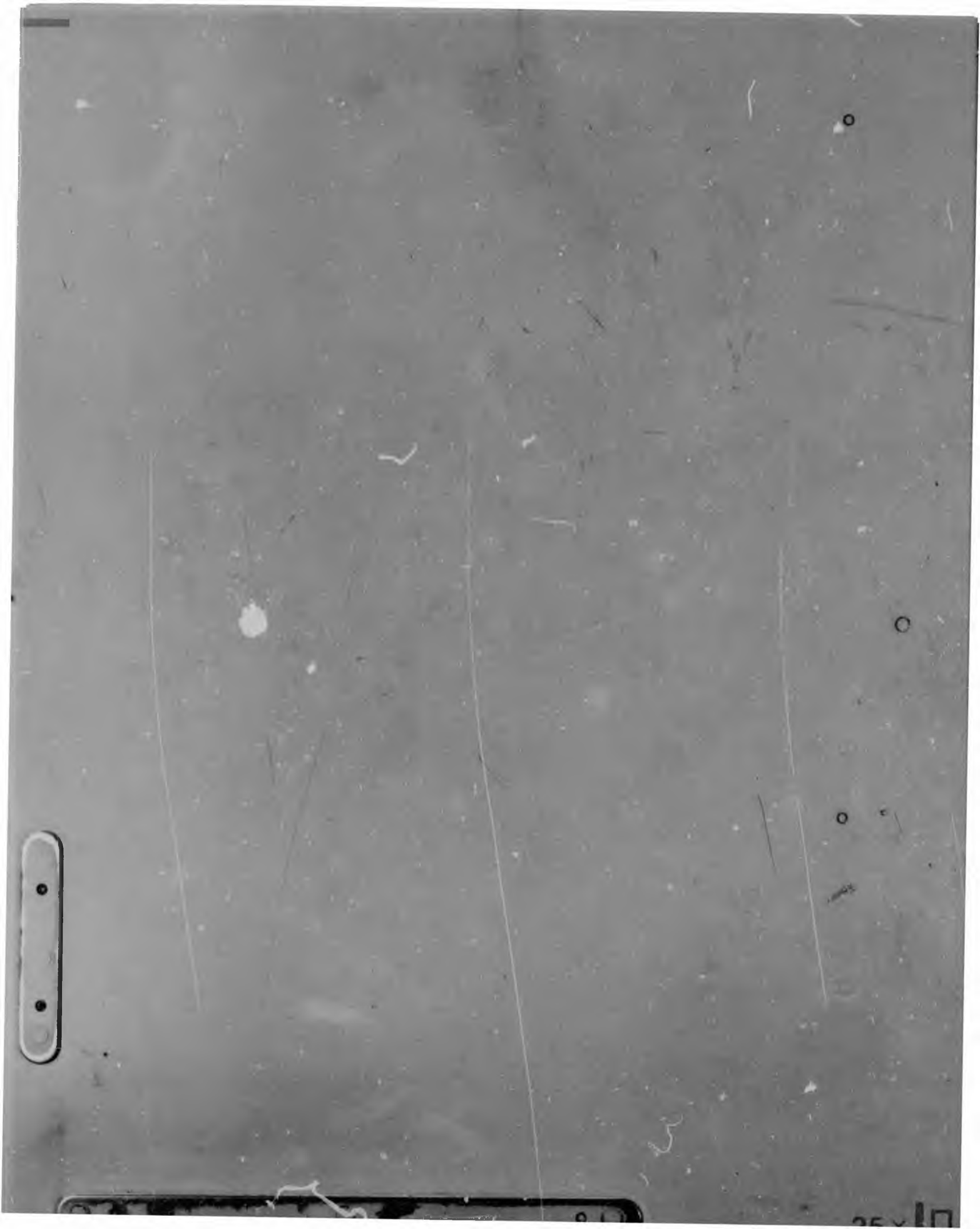
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