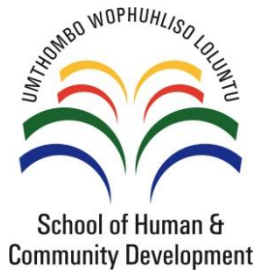


**APPENDIX 1**  
**PARTICIPANT INFORMATION SHEET**



***School of Human & Community Development***

**University of the Witwatersrand**

Private Bag 3, WITS, 2050  
Tel: (011) 717 4500 Fax: (011) 717 4559



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Dear Sir / Madam

My name is Cara-Lisa Sham and I am presently completing my Masters degree in Industrial Psychology within the School of Human and Community Development at the University of the Witwatersrand. My area of research is designed to investigate the link between perceptions of negative acts experienced in the workplace and how this may affect the individual and organisational wellbeing of individuals. I am further interested in the manner in which social support from colleagues, supervisors, friends and family may reduce the potentially problematic effects that perceptions of negative acts in the workplace may have on the above- mentioned factors. Research has shown that a high number of employees experience negative acts from their fellow employees and superiors in the workplace. Examples of such acts are insulting remarks, undermining an individual's person or work roles, social exclusion and/or verbal abuse. The current research aims to assess the extent of these negative acts.

Participation is voluntary, and you will not be advantaged or disadvantaged in any way for choosing to complete or not complete the questionnaire. While questions are asked about your personal circumstances, no identifying information, such as your name or I.D. number, is asked for, and as such you **will remain anonymous**. Moreover, you are requested to return all completed questionnaires through a secure and encrypted website. This will ensure that **NO ONE** will have access to the completed questionnaires, and will **ensure your confidentiality**. Responses will **NOT** be used for any purposes, other than research. Informed consent is assumed by the completion of the questionnaires. However, you will be able to withdraw from the study at any stage until such time as you have submitted your responses.

Be assured that data will **ONLY** be used for academic purposes and will **in no way be accessible by the management in your organisation as the organisation will only receive a summary of the overall results**. The results will be presented in the form of group trends, which will make it impossible to identify any particular respondent. Furthermore, recommendations will be made to management based on research findings in aid of benefitting all employees of your organisation.

Your participation in this study would be greatly appreciated. This research will contribute both to a larger body of knowledge on the role of social support from different sources and how this may benefit employees who do experience negative acts in the workplace. This will also contribute to your organisation's understanding of the workplace relations that are at play. This can help to assist in the development of management techniques that deal with confrontations experienced within the workplace and to promote the importance of employee well being.

The research study is an independent study which will be conducted under the supervision of an Industrial Psychologist working within the School of Human and Community Development at the University of the Witwatersrand. Please contact me or my supervisor should you have any questions.

Kind Regards

Cara-Lisa Sham  
Masters student  
Department of Organisational Psychology  
Email: [caralisasham@yahoo.com](mailto:caralisasham@yahoo.com)

Supervisor:  
Colleen Bernstein  
Lecturer, PhD Student and Industrial  
Psychologist  
Department of Organisational Psychology  
University of the Witwatersrand  
Email: [colleen.bernstein@wits.ac.za](mailto:colleen.bernstein@wits.ac.za)  
011 717 4538

Should you experience any emotional discomfort due to recall of unpleasant incidences in filling out the questionnaire please contact:  
Contact Life Line on 011 728-1347  
For free counseling services

## APPENDIX 2

### COVER LETTER CONSENT FORM FOR ORGANISATION



*School of Human & Community Development*

University of the Witwatersrand



Private Bag 3, WITS, 2050

Tel: (011) 717 4500

Fax: (011) 717 4559

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To whom it may concern

My name is Cara-Lisa Sham and I am presently completing my Masters degree in Industrial Psychology within the School of Human and Community Development at the University of the Witwatersrand. In the fulfillment of this degree my area of research is designed to investigate the link between perceptions of negative acts (more informally referred to as bullying) in the workplace and general individual and organisational wellbeing. I will also be exploring the manner in which social support from supervisors, colleagues, friends and family may reduce the potentially hazardous effects that may emerge from such a relationship.

The current research aims to assess the extent of these negative acts. Ultimately, based on research findings the researcher (myself) will make recommendations to the organisation (should the organisation so wish) as to how such negative behaviour can be reduced or eliminated. Having a good social support system has been suggested by research to alleviate strain on wellbeing that occurs as a result of some form of stressor. The present research thus aims to assess whether or not social support is able to function in a similar manner when looking at negative acts as a stressor.

This research also suggests that those individuals who do perceive higher levels of bullying will consequently be more likely to experience detrimental physical, psychological and emotional effects. Based on this there are serious implications for the wider organisation where the wellbeing of employees who are exposed to persistent negative acts deteriorates. It is therefore in the best interests of your organisation to take cognisance of the potential impacts that may arise from such events.

**Participation is voluntary** and no employee will be advantaged or disadvantaged in any way for choosing to complete or not to complete the questionnaire. While questions are asked about personal circumstances, no identifying information, such as name or I.D. number, is asked for, and as such **participants will remain anonymous**. Questionnaires will be distributed via a specially set up, safe internet link. Access to the results of the **electronic survey will ONLY be granted to the researcher**. Responses will not be used for any purposes other than research. Informed consent is assumed by the completion of the questionnaires. However, participants will be able to withdraw from the study until such time as they submit the questionnaires.

Be assured that **data will solely be used for academic purposes**. The results will be presented to the organisation (if desired), in a written report illustrating group trends, which will make it impossible to identify any particular respondent. Based on the findings the researcher will also be able to make recommendations to the organisation. The organisation may then choose to implement these recommendations if need be.

Your participation in this study would be greatly appreciated. This research will contribute both to a larger body of knowledge on the role of bullying in the workplace and how this may impact upon general wellbeing. Furthermore, it will assist in bringing forth an understanding of how strong

systems of social support may reduce the potentially negative effects on general wellbeing that may result from workplace bullying. This can help to assist in developing management techniques to deal with issues concerning bullying behaviour and will further help raise awareness of the implications of such behaviour for the organisation, so that action may be taken.

The research study is an independent study which will be conducted under the supervision of an Industrial Psychologist working within the School of Human and Community Development at the University of the Witwatersrand Wits. Please contact me (Cara-Lisa Sham) or my supervisor (Colleen Bernstein) should you have any questions.

Kind Regards

Cara-Lisa Sham  
Masters student  
Department of Organisational Psychology  
Email: caralisasham@yahoo.com

Supervisor:  
Colleen Bernstein  
Lecturer, PhD Student and Industrial  
Psychologist  
Department of Organisational Psychology  
University of the Witwatersrand  
Email: colleen.bernstein@wits.ac.za  
011 717 4538

## **APPENDIX 3**

### **FREQUENTLY ASKED QUESTIONS**

#### **What is the purpose of the study?**

The purpose of the study is to explore whether perceived social support moderates the relationship between victim perceptions of bullying in the workplace, and individual and organisational wellbeing.

The hypothesis of my research is that social support will moderate the relationship between perceptions of bullying and psychological wellbeing/intention to leave in such a way that in the event of bullying being perceived, social support will marginalize the impact of this perceived bullying on the outcome variables of individual and organisational well being: that is social support is expected to reduce the negative impact of bullying on these outcome variables. This research also hypothesizes that higher levels of social support will be associated with lower perceptions of bullying as research has shown that having a strong framework of social support can reduce an individuals' negative appraisal of a stressful situation. Contrastingly it is expected that higher levels of social support will be associated with higher levels of psychological wellbeing but with lower levels of intention to leave, while higher perceptions of bullying will be associated with lower levels of psychological wellbeing and higher levels of intention to leave. There are serious implications for the wider organisation where the wellbeing of employees who are exposed to persistent incidences of workplace bullying deteriorates: over time a decrease in employee wellbeing may lead to an increase in job turnover, and a decrease in job satisfaction, organisational commitment and productivity. It is therefore in the best interests of an organisation to look upon workplace bullying in a more serious light.

#### **How will my organisation benefit?**

**Your organisation will benefit** as essentially I will be providing the organisation with information that will determine the degree to which employees in the organisation perceive bullying that is or may be occurring. Clearly implied in this, is the following: If quantitative results indicate that a high overall perception of bullying exists amongst employees within your organisation, then there may well be a large amount of negative confrontations taking place, which would therefore supply your organisation with an awareness of the fact that such incidences are occurring. Given this information, your organisation will be able to take the necessary measures to address the situation, in order to avoid the potential negative impacts upon the health and wellbeing of the employees within your organisation as well as the negative impacts that may result for the organisation as a whole.

#### **Will we receive the results?**

Your organisation will be provided with a detailed quantitative report of the trends that emerge in relation to the above mentioned variables, if you so wish to be provided with this information. This report is confidential and will only be seen by myself (the researcher) and your organisation. Obviously the larger the sample you obtain the better I will be able to analyze the results from both a quantitative and qualitative perspective.

#### **Can the survey be completed electronically?**

**The survey can definitely be completed electronically.** I (the researcher) would send the survey to your organisation and then HR/IT could disseminate the survey electronically to relevant parties. If individuals choose to participate they can return it to me electronically. A gateway site for responses is designed to protect the anonymity of all participants.

#### **What are the timelines?**

**In terms of timelines** – ideally I would like to collect all the data by the second week of august. Obviously I will accommodate your timelines as I value your input and the sample you may provide for.

**APPENDIX 4**

**CONFIRMATION OF PARTICIPATION**



**School of Human & Community Development**

**University of the Witwatersrand**

Private Bag 3, WITS, 2050  
Tel: (011) 717 4500  
Fax: (011) 717 4559



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To whom it may concern.

Thank-you for agreeing to allow me into your company to conduct my research designed to investigate the relationship between perceptions of bullying in the workplace, social support, general wellbeing and organisational wellbeing.

Please confirm below that you have read the information letter provided, acknowledge all elements involved in the research and agree to allow the participation of your company in my research:

I H.R.A. KALWA agree to my company's participation in a study to investigate the relationship between perceptions of bullying in the workplace, social support, general wellbeing and organisational wellbeing.

  
SIGNATURE

\_\_\_\_\_  
DATE

Kind Regards  
Cara-Lisa Sham  
Honours student  
Department of Organisational Psychology  
Email: [caralisasham@yahoo.com](mailto:caralisasham@yahoo.com)

Supervisor:  
Colleen Bernstein  
Lecturer, PhD Student and Industrial  
Psychologist  
Department of Organisational  
Psychology  
University of the Witwatersrand

Email: [colleen.bernstein@wits.ac.za](mailto:colleen.bernstein@wits.ac.za)



**SCHOOL OF HUMAN & COMMUNITY DEVELOPMENT  
UNIVERSITY OF THE WITWATERSRAND**

Private Bag 3, WITS, 2050  
Tel: (011) 717 4500  
Fax: (011) 717 4559



---

To whom it may concern.

Thank-you for agreeing to allow me into your company to conduct my research designed to investigate the relationship between perceptions of bullying in the workplace, social support, general wellbeing and organisational wellbeing.

Please confirm below that you have read the information letter provided, acknowledge all elements involved in the research and agree to allow the participation of your company ( \_\_\_\_\_ ) in my research:

I Clare Myhill agree to \_\_\_\_\_ participation in a study to investigate the relationship between perceptions of bullying in the workplace, social support, general wellbeing and organisational wellbeing.

  
SIGNATURE

17/07/2011  
DATE

Kind Regards  
Cara-Lisa Sham  
Honours student  
Department of Organisational Psychology  
Email: [caralisasham@yahoo.com](mailto:caralisasham@yahoo.com)

Supervisor:  
Colleen Bernstein  
Lecturer, PhD Student and Industrial  
Psychologist  
Department of Organisational  
Psychology  
University of the Witwatersrand

Email: [colleen.bernstein@wits.ac.za](mailto:colleen.bernstein@wits.ac.za)



**APPENDIX 5**  
**BIOGRAPHICAL FORM**

**EMPLOYEE SURVEY**  
***Strictly Confidential***

This questionnaire forms part of an independent research project being conducted by the Division of Industrial Psychology of the School of Human and Community Development at the University of the Witwatersrand.

This study aims to assess how you feel regarding various aspects of your work. As this is an independent research project your confidentiality is ensured. No persons will have access to your responses or opinions, so please answer each item as accurately as possible. You are not required to state your name anywhere on this questionnaire so your responses will remain anonymous. On completion of this questionnaire kindly send your response to the link provided.

Before filling in the questionnaire, read the paragraph below before providing the following information:

**Biographical Information Form**

By completing this questionnaire I consent to participating in a study which investigates the relationship between perceptions of negative acts experienced in the workplace, general wellbeing and the moderating effect of social support by Cara- Lisa Sham. I understand that: **Participation is voluntary, no information that may identify me will be included in the research report, and my responses will remain confidential.**

Please mark the box that describes your demographics:

**What is your gender?**

|      |        |
|------|--------|
| Male | Female |
|------|--------|

**What is your age in years?**

**What is your race? (Please note that race is only used to determine the number of people from different race groups within the sample)**

|         |        |          |       |       |
|---------|--------|----------|-------|-------|
| African | Indian | Coloured | White | Other |
|---------|--------|----------|-------|-------|

**What is your marital status?**

|         |        |          |         |           |             |
|---------|--------|----------|---------|-----------|-------------|
| Married | Single | Divorced | Widowed | Separated | Co-habiting |
|---------|--------|----------|---------|-----------|-------------|

**How many children do you have?**

---

**What is your highest level of education?**

|        |                        |                      |         |         |                  |
|--------|------------------------|----------------------|---------|---------|------------------|
| Matric | Post-Matric<br>Diploma | University<br>Degree | Honours | Masters | Less than Matric |
|--------|------------------------|----------------------|---------|---------|------------------|

**What is your home language?**

|         |           |      |       |        |       |         |        |       |
|---------|-----------|------|-------|--------|-------|---------|--------|-------|
| English | Afrikaans | Zulu | Xhosa | Tswana | Venda | Sesotho | Sepedi | Other |
|---------|-----------|------|-------|--------|-------|---------|--------|-------|

**What is your job title? \*(optional)**

|         |                      |                                      |                  |         |          |          |           |              |       |
|---------|----------------------|--------------------------------------|------------------|---------|----------|----------|-----------|--------------|-------|
| Manager | Assistant<br>Manager | Executive<br>Assistant/<br>Secretary | CEO/<br>Director | Trainee | Promoter | Engineer | Developer | Sales<br>Rep | Other |
|---------|----------------------|--------------------------------------|------------------|---------|----------|----------|-----------|--------------|-------|

**APPENDIX 6A**  
**NEGATIVE ACTS QUESTIONNAIRE**

The following behaviours are often seen as examples of negative behaviour in the workplace. Over the last six months, how often have you been subjected to the following negative acts at work?

Please circle the number that best corresponds with your experience over the last six months, with reference to the key below:

**1 = Never**

**2 = Now and Then**

**3 = Monthly**

**4 = Weekly**

**5 = Daily**

|  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1) Someone withholding information which affects your performance  | 1 | 2 | 3 | 4 | 5 |
| 2) Being humiliated or ridiculed in connection with your work  | 1 | 2 | 3 | 4 | 5 |
| 3) Being ordered to do work below your level of competence   | 1 | 2 | 3 | 4 | 5 |
| 4) Having key areas of responsibility removed or replaced with more trivial or unpleasant tasks                                    | 1 | 2 | 3 | 4 | 5 |
| 5) Spreading of gossip and rumours about you   | 1 | 2 | 3 | 4 | 5 |
| 6) Being ignored, excluded or being 'reprimanded'  | 1 | 2 | 3 | 4 | 5 |
| 7) Having insulting or offensive remarks made about your person (i.e. habits and background), your attitudes or your private life. | 1 | 2 | 3 | 4 | 5 |
| 8) Being shouted at or being the target of spontaneous anger (or rage)   | 1 | 2 | 3 | 4 | 5 |
| 9) Intimidating behaviour such as finger-pointing, invasion of personal space, shoving, blocking/barring the way.                  | 1 | 2 | 3 | 4 | 5 |
| 10) Hints or signals from others that you should quit your job   | 1 | 2 | 3 | 4 | 5 |
| 11) Repeated reminders of your errors or mistakes  | 1 | 2 | 3 | 4 | 5 |
| 12) Being ignored or facing a hostile reaction when you approach   | 1 | 2 | 3 | 4 | 5 |
| 13) Persistent criticism of your work and effort   | 1 | 2 | 3 | 4 | 5 |
| 14) Having your opinions and views ignored   | 1 | 2 | 3 | 4 | 5 |
| 15) Practical jokes carried out by people you don't get on with  | 1 | 2 | 3 | 4 | 5 |
| 16) Being given tasks with unreasonable or impossible targets or deadlines   | 1 | 2 | 3 | 4 | 5 |
| 17) Having allegations made against you  | 1 | 2 | 3 | 4 | 5 |

|   |   |   |   |   |   |
|---|---|---|---|---|---|
| 18) Excessive monitoring of your work   | 1 | 2 | 3 | 4 | 5 |
| 19) Pressure not to claim something which by right you are entitled to<br>(e.g. sick leave, holiday entitlement, travel expenses) | 1 | 2 | 3 | 4 | 5 |
| 20) Being the subject of excessive teasing and sarcasm  | 1 | 2 | 3 | 4 | 5 |
| 21) Being exposed to an unmanageable workload   | 1 | 2 | 3 | 4 | 5 |
| 22) Threats of violence or physical abuse or actual abuse   | 1 | 2 | 3 | 4 | 5 |

23) Have you experienced negative acts at work? We define the experience of negative acts as a situation where one or several individuals persistently over a period of time perceive themselves to be on the receiving end of negative actions from one or several persons, in a situation where the recipient of these negative acts has difficulty in defending him or herself against these actions. We will **NOT** refer to a once-off incident as an experience of a negative act.

**Using the above definition, please state whether you have been the recipient of negative acts at work over the last six months?**

|                             |  |
|-----------------------------|--|
| No                          |  |
| Yes, but only rarely        |  |
| Yes, now and then           |  |
| Yes, several times per week |  |
| Yes, almost daily           |  |

**APPENDIX 6B**  
**MAIN SOURCE/S OF BULLYING**

**24) Based on your responses to the questions you have answered above:**

Who do you feel to be the main cause of you experiencing negative acts?

*If there is more than one person who you feel to be the source of your experiences of negative acts, please tick the appropriate persons and rank them (e.g. If your manager is the most dominant or severe source of you experiencing negative acts, then rank them 1<sup>st</sup>; if your colleague is the second most dominant source of your negative experiences in the workplace, then number them 2<sup>nd</sup>).*

|                              |  |  |
|------------------------------|--|--|
| <b>SUPERIOR/MANAGER/BOSS</b> | A direct supervisor or any other individual in the organisation who holds a higher-level position than your own. |  |
| <b>COLLEAGUE</b>             | A person with whom you work who holds a position that is neither superior nor subordinate to yours.              |  |
| <b>SUBORDINATE</b>           | A person who reports to you or an individual who holds a lower-level position than yours                         |  |
| <b>CUSTOMER</b>              | An individual for whom your organisation provides a product or service (e.g.: customer, client, shareholder etc) |  |
| <b>OTHER</b>                 | Any other individual not covered in the above-referenced categories  |  |
| <b>NOT APPLICABLE</b>        | Select this option if you have never experienced that particular behaviour at work.                              |  |

Which of the following factors do you think may have contributed to any or all of the experiences you reported in the questions answered above? Please use the key below to answer.

**1 = YES**

**2 = NO**

|                                    | <b>YES</b> | <b>NO</b> |
|------------------------------------|------------|-----------|
| Your gender?                       | <b>1</b>   | <b>2</b>  |
| Your race?                         | <b>1</b>   | <b>2</b>  |
| Your ethnic group?                 | <b>1</b>   | <b>2</b>  |
| Your age?                          | <b>1</b>   | <b>2</b>  |
| Your religion?                     | <b>1</b>   | <b>2</b>  |
| Your political beliefs?            | <b>1</b>   | <b>2</b>  |
| Your health, illness or disability | <b>1</b>   | <b>2</b>  |
| Your sexual orientation            | <b>1</b>   | <b>2</b>  |
| Your job level?                    | <b>1</b>   | <b>2</b>  |
| Your own behaviour?                | <b>1</b>   | <b>2</b>  |
| The personality traits of others?  | <b>1</b>   | <b>2</b>  |
| Office politics?                   | <b>1</b>   | <b>2</b>  |
| Your own union affiliation?        | <b>1</b>   | <b>2</b>  |
| Work-related stress?               | <b>1</b>   | <b>2</b>  |
| Affirmative action policies        | <b>1</b>   | <b>2</b>  |

**OTHER (please specify in the space provided):**

**APPENDIX 7A**

**COLLEAGUE AND SUPERVISOR SUPPORT SCALE**

**(REVISED VERSION OF THE SOCIAL SUPPORT SCALE, CAPLAN, ET AL., 1980)**

For each of the following statements, please circle the number that would be most nearly true for you based on the key below. The key provided below indicates what each number means and is the same all eight questions. Note that the numbers always extend from one extreme feeling to its opposite kind of feeling.

**1 = Not at all**

**2 = A little**

**3 = Somewhat**

**4 = Very Much**

|  |          |          |          |          |
|--|----------|----------|----------|----------|
| 1. How much do your colleagues go out of their way to do things for you that make your work life easier?                                     | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |
| 2. To what extent do you feel that you can comfortably and easily speak with your colleagues about any work-related problems you are facing? | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |
| 3. How much can your colleagues be relied upon when things get tough at work?  | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |
| 4. How much are your colleagues willing to listen to your personal problems?   | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |
| 5. How understanding are your colleagues when you talk about personal problems with them?  | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |
| 6. Overall, how much support do you feel that your colleagues provide you with when things get tough at work?                                | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |
| 7. To what extent do you feel that you can comfortably and easily speak with your supervisor about any work-related problems you are facing? | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |
| 8. How much can your supervisor be relied upon when things get tough at work?  | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |
| 9. How much is your supervisor willing to listen to your personal problems?  | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |
| 10. How understanding is your supervisor when you talk about personal problems with him/her?   | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |
| 11. How much does your supervisor go out of his/her way to do things that makes your work life easier?                                       | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |
| 12. Overall, how much support do you feel your supervisor provides you with when things get tough at work?                                   | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> |

**APPENDIX 7B**

**FRIENDS AND FAMILY SOCIAL SUPPORT SCALE**

**(REVISED VERSION OF THE MULTIDIMENSIONAL SCALE OF PERCEIVED SOCIAL SUPPORT ZIMET, ET AL., 1988)**

For each of the following statements, please circle the number that would be most nearly true for you based on the key below. The key provided below indicates what each number means and is the same all eight questions. Note that the numbers always extend from one extreme feeling to its opposite kind of feeling.

**1 = Not at all**

**2 = A little**

**3 = Somewhat**

**4 = Very Much**

**21) Who do you rely on mostly for support when times get tough at work? Please tick the**

|   |   |   |   |   |
|---|---|---|---|---|
| 1. How much does your family try and help you when you experience work-related problems?  | 1 | 2 | 3 | 4 |
| 2. How comfortable do you feel discussing your work-related problems with your family?  | 1 | 2 | 3 | 4 |
| 3. How much help and support does your family provide you with when things get tough at work?                                     | 1 | 2 | 3 | 4 |
| 4. How much does your family go out of their way to do things for you when you experience problems at work?                       | 1 | 2 | 3 | 4 |
| 5. How willing is your family to listen to your work-related problems?  | 1 | 2 | 3 | 4 |
| 6. How willing is your family to help you make work-related decisions?  | 1 | 2 | 3 | 4 |
| 7. To what extent does your family show understanding towards you when you discuss work-related problems with them?               | 1 | 2 | 3 | 4 |
| 8. To what extent do you feel that your family provides you with helpful advice that you can use to solve work-related problems?  | 1 | 2 | 3 | 4 |
| 9. To what extent do you feel a sense of relief when you talk about your work-related problems with your family?                  | 1 | 2 | 3 | 4 |
| 10. Overall, how much support do you feel your family provides you with when you experience work-related problems?                | 1 | 2 | 3 | 4 |
| 11. How much do your friends try to help you when you experience work-related problems?   | 1 | 2 | 3 | 4 |
| 12. How comfortable do you feel discussing your work-related problems with your friends?  | 1 | 2 | 3 | 4 |
| 13. How much help and support do your friends provide you with when things get tough at work?                                     | 1 | 2 | 3 | 4 |
| 14. How much do your friends go out of their way to do things for you when you experience problems at work?                       | 1 | 2 | 3 | 4 |
| 15. How willing are your friends to listen to your work-related problems?   | 1 | 2 | 3 | 4 |
| 16. How willing are your friends to help you make work-related decisions?   | 1 | 2 | 3 | 4 |
| 17. To what extent do your friends show understanding towards you when you discuss work-related problems with them?               | 1 | 2 | 3 | 4 |
| 18. To what extent do you feel that your friends provide you with helpful advice that you can use to solve work-related problems? | 1 | 2 | 3 | 4 |
| 19. To what extent do you feel a sense of relief when you talk about your work-related problems with your friends?                | 1 | 2 | 3 | 4 |
| 20. Overall, how much support do your friends provide you with when you experience work-related problems?                         | 1 | 2 | 3 | 4 |

**appropriate box.**

*If you rely on more than one person, please rank these sources of support (1= highest source of support; 2= second highest source of support etc...)*

*Please note that for the purposes of this section "family" refers to any person who is related to you through birth or marriage e.g.: mother, father, sibling, cousin, aunt, uncle, spouse, child etc.*

Friend     Family member     Co-worker     Supervisor     Significant other

No one

**APPENDIX 8**  
**GENERAL HEALTH QUESTIONNAIRE (GOLDBERG, 1972)**

*For each of the following statements, circle the number for each question below that would be most nearly true for you. Please note that the numbers always extend from one extreme feeling to its opposite.*

**Have you recently....**

|   |                                |                                     |                                    |   |
|---|--------------------------------|-------------------------------------|------------------------------------|---|
| 1) Been able to concentrate on whatever you are doing?    | <b>1</b><br>Better than usual  | <b>2</b><br>Same as usual           | <b>3</b><br>Worse than usual       | <b>4</b><br>Much worse than usual       |
| 2) Lost much sleep over worry?                            | <b>1</b><br>Not at all         | <b>2</b><br>No more than usual      | <b>3</b><br>More so than usual     | <b>4</b><br>Much worse than usual       |
| 3) Felt that you are playing a useful part in things?     | <b>1</b><br>More so than usual | <b>2</b><br>Same as usual           | <b>3</b><br>Less useful than usual | <b>4</b><br>Much less useful than usual |
| 4) Felt capable about making decisions about things?      | <b>1</b><br>More so than usual | <b>2</b><br>Same as usual           | <b>3</b><br>Less so than usual     | <b>4</b><br>Much less capable           |
| 5) Felt constantly under strain?                          | <b>1</b><br>Not at all         | <b>2</b><br>No more than usual      | <b>3</b><br>More so than usual     | <b>4</b><br>Much worse than usual       |
| 6) Felt that you could not overcome your difficulties?    | <b>1</b><br>Not at all         | <b>2</b><br>No more than usual      | <b>3</b><br>Less able than usual   | <b>4</b><br>Much less able than usual   |
| 7) Been able to enjoy your day-to-day activities?         | <b>1</b><br>More so than usual | <b>2</b><br>Same as usual           | <b>3</b><br>Less so than usual     | <b>4</b><br>Much less than usual        |
| 8) Been able to face up to your problems?                 | <b>1</b><br>More so than usual | <b>2</b><br>Same as usual           | <b>3</b><br>Less able than usual   | <b>4</b><br>Much less able than usual   |
| 9) Been feeling unhappy and depressed?                    | <b>1</b><br>Not at all         | <b>2</b><br>No more than usual      | <b>3</b><br>More so than usual     | <b>4</b><br>Much worse than usual       |
| 10) Been losing confidence in yourself?                   | <b>1</b><br>Not at all         | <b>2</b><br>No more than usual      | <b>3</b><br>More so than usual     | <b>4</b><br>Much worse than usual       |
| 11) Been thinking of yourself as a worthless person?      | <b>1</b><br>Not at all         | <b>2</b><br>No more than usual      | <b>3</b><br>More so than usual     | <b>4</b><br>Much worse than usual       |
| 12) Been feeling reasonably happy, all things considered? | <b>1</b><br>More so than usual | <b>2</b><br>About the same as usual | <b>3</b><br>Less so than usual     | <b>4</b><br>Much less than usual        |

**APPENDIX 9**  
**TURNOVER INTENTIONS SCALE: (O-DRISCOLL & BEEHR, 1994)**

*How do you feel about your present job, compared with alternative jobs that you may be interested in or able to obtain? For each of the following statements, circle the number that would be most nearly true for you.*

|   |                               |                                 |                               |                             |                               |                            |
|---|-------------------------------|---------------------------------|-------------------------------|-----------------------------|-------------------------------|----------------------------|
| 1) Thoughts about quitting my job cross my mind   | <b>1</b><br>Strongly disagree | <b>2</b><br>Rarely              | <b>3</b><br>Sometimes         | <b>4</b><br>Often           | <b>5</b><br>Very often        | <b>6</b><br>All the time   |
| 2) I plan to look for a new job within the next 12 months   | <b>1</b><br>Strongly disagree | <b>2</b><br>Moderately disagree | <b>3</b><br>Slightly disagree | <b>4</b><br>Slightly agree  | <b>5</b><br>Moderately agree  | <b>6</b><br>Strongly agree |
| 3) How likely is it that, over the next year, you will actively look for a new job outside your current firm? | <b>1</b><br>Very unlikely     | <b>2</b><br>Moderately unlikely | <b>3</b><br>Somewhat unlikely | <b>4</b><br>Somewhat likely | <b>5</b><br>Moderately likely | <b>6</b><br>Very likely    |

**APPENDIX 10:**  
**BIORGRAPHICAL DATA AND STATISTICAL ANALYSES**

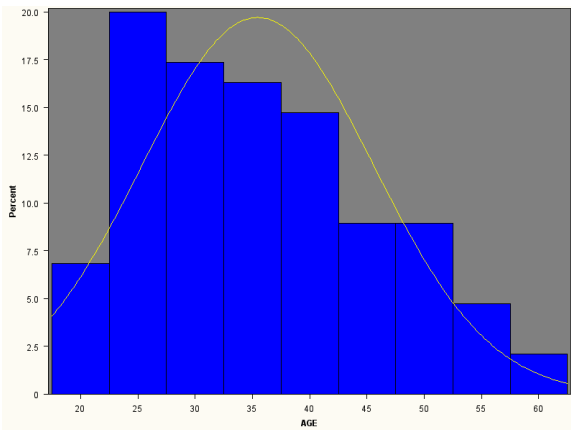
**TABLE A1: FREQUENCY AND PERCENTAGE OF AGE CATEGORIES**

| Age Cat | Frequency | Percentage |
|---------|-----------|------------|
| 19-23   | 21        | 11.05%     |
| 24-28   | 36        | 18.95%     |
| 29-33   | 33        | 17.37%     |
| 34-38   | 28        | 14.74%     |
| 39-43   | 29        | 15.26%     |
| 44-48   | 17        | 8.95%      |
| 49-53   | 17        | 8.94%      |
| 54-60   | 9         | 4.74%      |

Frequency Missing: 19

**TABLE A2: DISTRIBUTION ANALYSIS, SKEWNESS AND KURTOSIS COEFFICIENTS FOR AGE**

| Moments                |            |                         |            |
|------------------------|------------|-------------------------|------------|
| <b>N</b>               | 190        | <b>Sum Weights</b>      | 190        |
| <b>Mean</b>            | 35.4684211 | <b>Sum Observations</b> | 6739       |
| <b>Std Deviation</b>   | 10.1192128 | <b>Variance</b>         | 102.398468 |
| <b>Skewness</b>        | 0.45509097 | <b>Kurtosis</b>         | -0.7277767 |
| <b>Uncorrected SS</b>  | 258375     | <b>Corrected SS</b>     | 19353.3105 |
| <b>Coeff Variation</b> | 28.5302039 | <b>Std Error Mean</b>   | 0.73412486 |



Frequency Missing: 1

**APPENDIX 11:**  
**DESCRIPTIVE STATISTICS FOR ANALYSIS VARIABLES**

**TABLE A1: SUMMARY STATISTICS FOR ANALYSIS VARIABLES**

| Variable                        | Mean       | Std Dev    | Variance    | Minimum    | Maximum    | Mode       | N   |
|---------------------------------|------------|------------|-------------|------------|------------|------------|-----|
| (log) Intention to leave        | 10.4947262 | 10.1105728 | 102.2236821 | 0.6931472  | 33.5050735 | 0.6931472  | 209 |
| (sqrt) NAQ                      | 6.1073335  | 0.8559737  | 0.7326910   | 4.7958315  | 8.7177979  | 5.2915026  | 209 |
| GHO                             | 24.6220096 | 6.9459239  | 48.2458594  | 12.0000000 | 48.0000000 | 20.0000000 | 209 |
| Family & Friends Social Support | 59.5263158 | 12.7573707 | 162.7505061 | 20.0000000 | 80.0000000 | 70.0000000 | 209 |
| Workplace Social Support        | 31.7559809 | 9.8206403  | 96.4449761  | 12.0000000 | 48.0000000 | 34.0000000 | 209 |

**TABLE A2: FREQUENCY OF RESPONSE ITEMS FOR Q23 OF THE NAQ:**

| NAQ_23                      | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------|-----------|---------|----------------------|--------------------|
| No                          | 91        | 43.54   | 91                   | 43.54              |
| Yes, but only Rarely        | 69        | 33.01   | 160                  | 76.56              |
| Yes, now and then           | 41        | 19.62   | 201                  | 96.17              |
| Yes, several times per week | 5         | 2.39    | 206                  | 98.56              |
| Yes, almost daily           | 3         | 1.44    | 209                  | 100.00             |

**APPENDIX 12**  
**FREQUENCY STATISTICS FOR ADDITIONAL QUESTIONS ASKED**

**TABLE A1: FREQUENCY DISTRIBUTION OF SOURCES OF BULLYING**

|                       | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------|-----------|---------|----------------------|--------------------|
| <b>Supervisor</b>     | 98        | 36.70   | 98                   | 36.70              |
| <b>Colleague</b>      | 56        | 20.97   | 154                  | 57.67              |
| <b>Subordinate</b>    | 15        | 5.62    | 169                  | 63.29              |
| <b>Customer</b>       | 25        | 9.36    | 194                  | 72.65              |
| <b>Other</b>          | 11        | 4.12    | 205                  | 76.77              |
| <b>Not Applicable</b> | 62        | 23.23   | 267                  | 100                |

More than one attribution could be selected thus total frequency is summated to total a number exceeding that of total respondents within the sample

**TABLE A2: FREQUENCY DISTRIBUTION OF FACTORS TO WHICH THE BULLYING MAY BE ATTRIBUTED**

| Attribution Factor          | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------|-----------|---------|----------------------|--------------------|
| <b>Bc_Gender</b>            | 50        | 6.51    | 50                   | 6.51               |
| <b>Bc_Race</b>              | 47        | 6.21    | 97                   | 12.72              |
| <b>Bc_Ethnicity</b>         | 44        | 5.81    | 141                  | 18.53              |
| <b>Bc_Age</b>               | 60        | 7.93    | 201                  | 26.46              |
| <b>Bc_Religion</b>          | 32        | 4.23    | 233                  | 30.69              |
| <b>Bc_Political-Belief</b>  | 22        | 2.91    | 255                  | 33.6               |
| <b>Bc_Health</b>            | 19        | 2.51    | 274                  | 36.11              |
| <b>Bc_Sex-Orientation</b>   | 15        | 1.98    | 289                  | 38.09              |
| <b>Bc_Job-Level</b>         | 91        | 12.02   | 380                  | 50.11              |
| <b>Bc_Own-Behaviour</b>     | 64        | 8.45    | 444                  | 58.56              |
| <b>Bc_Trait-Other</b>       | 97        | 12.81   | 541                  | 71.37              |
| <b>Bc_Office-Politics</b>   | 107       | 14.13   | 648                  | 85.5               |
| <b>Bc_Union affiliation</b> | 13        | 1.72    | 661                  | 87.22              |
| <b>Bc_Stress</b>            | 96        | 12.69   | 757                  | 100                |

More than one attribution could be selected thus total frequency is summated to total a number exceeding that of total respondents within the sample

**TABLE A3-A5: FREQUENCY DISTRIBUTION TABLES OF ORDERED INDIVIDUALS TO WHICH SOCIAL SUPPORT IS ATTRIBUTED WITH 1 INDICATING PRIME SOURCE OF SUPPORT**

**A3: FREIND**

| <b>FRIEND</b> | <b>Frequency</b> | <b>Percent</b> | <b>Cumulative Frequency</b> | <b>Cumulative Percent</b> |
|---------------|------------------|----------------|-----------------------------|---------------------------|
| 1             | 37               | 27.01          | 37                          | 27.01                     |
| 2             | 54               | 39.42          | 91                          | 66.42                     |
| 3             | 33               | 24.09          | 124                         | 90.51                     |
| 4             | 13               | 9.49           | 137                         | 100.00                    |

**A4: FAMILY MEMBER**

| <b>FAM MEM</b> | <b>Frequency</b> | <b>Percent</b> | <b>Cumulative Frequency</b> | <b>Cumulative Percent</b> |
|----------------|------------------|----------------|-----------------------------|---------------------------|
| 1              | 105              | 61.76          | 105                         | 61.76                     |
| 2              | 35               | 20.59          | 140                         | 82.35                     |
| 3              | 20               | 11.76          | 160                         | 94.12                     |
| 4              | 10               | 5.88           | 170                         | 100.00                    |

**A5: COLLEAGUE**

| <b>COLLEAGUE</b> |                  |                |                             |                           |
|------------------|------------------|----------------|-----------------------------|---------------------------|
| <b>COLLEAGUE</b> | <b>Frequency</b> | <b>Percent</b> | <b>Cumulative Frequency</b> | <b>Cumulative Percent</b> |
| 1                | 22               | 18.49          | 22                          | 18.49                     |
| 2                | 56               | 47.06          | 78                          | 65.55                     |
| 3                | 29               | 24.37          | 107                         | 89.92                     |
| 4                | 12               | 10.08          | 119                         | 100.00                    |

**A6: SUPERVISOR**

| <b>SUPERVISOR</b> | <b>Frequency</b> | <b>Percent</b> | <b>Cumulative Frequency</b> | <b>Cumulative Percent</b> |
|-------------------|------------------|----------------|-----------------------------|---------------------------|
| 1                 | 35               | 28.23          | 35                          | 28.23                     |
| 2                 | 39               | 31.45          | 74                          | 59.68                     |
| 3                 | 33               | 26.61          | 107                         | 86.29                     |
| 4                 | 17               | 13.71          | 124                         | 100.00                    |

**A7: NO ONE**

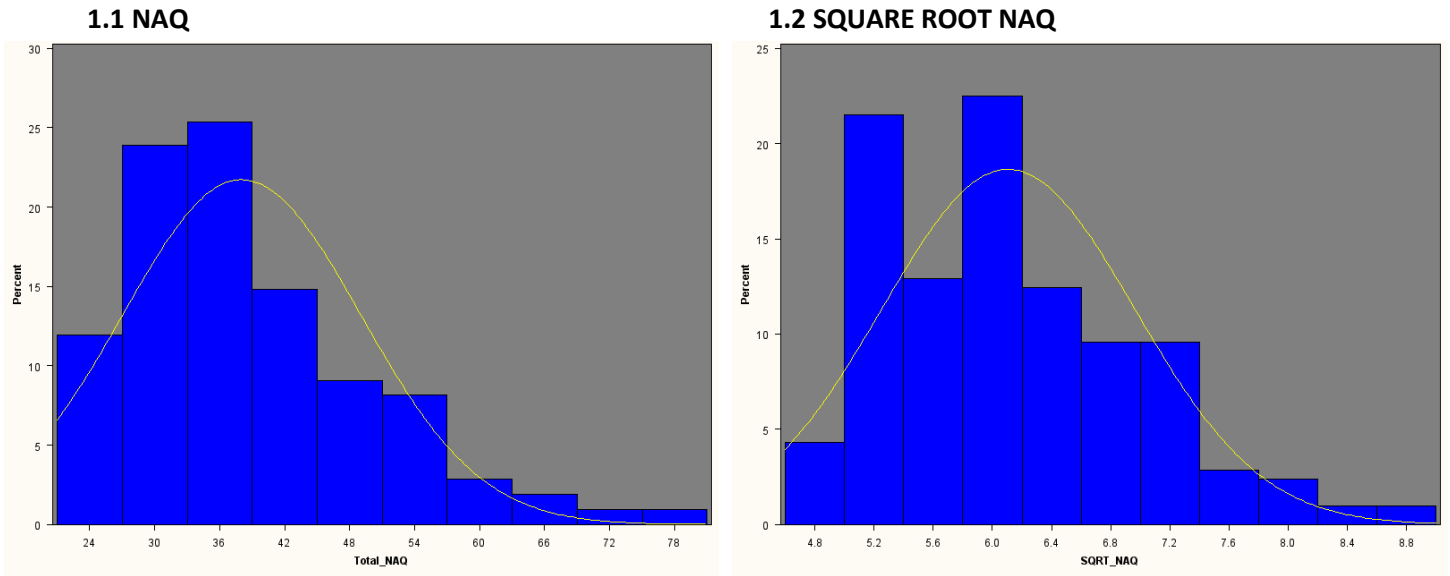
| <b>NO_ONE</b> | <b>Frequency</b> | <b>Percent</b> | <b>Cumulative Frequency</b> | <b>Cumulative Percent</b> |
|---------------|------------------|----------------|-----------------------------|---------------------------|
|               | 9                | 100.00         | 9                           | 100.00                    |

**TABLE A8: COMPARATIVE FREQUENCIES OF OVERALL RANKS FOR SOURCES OF SOCIAL SUPPORT**

| Source of Support    | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------|-----------|---------|----------------------|--------------------|
| <b>Friend</b>        |           |         |                      |                    |
| 1                    | 37        | 6.62    | 37                   | 6.62               |
| 2                    | 54        | 9.66    | 91                   | 16.28              |
| 3                    | 33        | 5.9     | 124                  | 22.18              |
| 4                    | 13        | 2.33    | 137                  | 24.51              |
| <b>Family Member</b> |           |         |                      |                    |
| 1                    | 105       | 18.78   | 242                  | 43.29              |
| 2                    | 35        | 6.26    | 277                  | 49.55              |
| 3                    | 20        | 3.58    | 297                  | 53.13              |
| 4                    | 10        | 1.79    | 307                  | 54.92              |
| <b>Colleague</b>     |           |         |                      |                    |
| 1                    | 22        | 3.94    | 329                  | 58.86              |
| 2                    | 56        | 10.02   | 385                  | 68.88              |
| 3                    | 29        | 5.19    | 414                  | 74.07              |
| 4                    | 12        | 2.15    | 426                  | 76.22              |
| <b>Supervisor</b>    |           |         |                      |                    |
| 1                    | 35        | 6.26    | 461                  | 82.48              |
| 2                    | 39        | 6.98    | 500                  | 89.46              |
| 3                    | 33        | 5.9     | 533                  | 95.36              |
| 4                    | 17        | 3.03    | 550                  | 98.4               |
| <b>No One</b>        | 9         | 1.6     | 559                  | 100                |

**APPENDIX 13**  
**DISTRIBUTION ANALYSIS AND NORMALITY TABLES FOR ANALYSIS VARIABLES**

**Figure A1: Distribution Analysis of Perceptions of Bullying (NAQ) and Square rooted NAQ**



**Table A1**

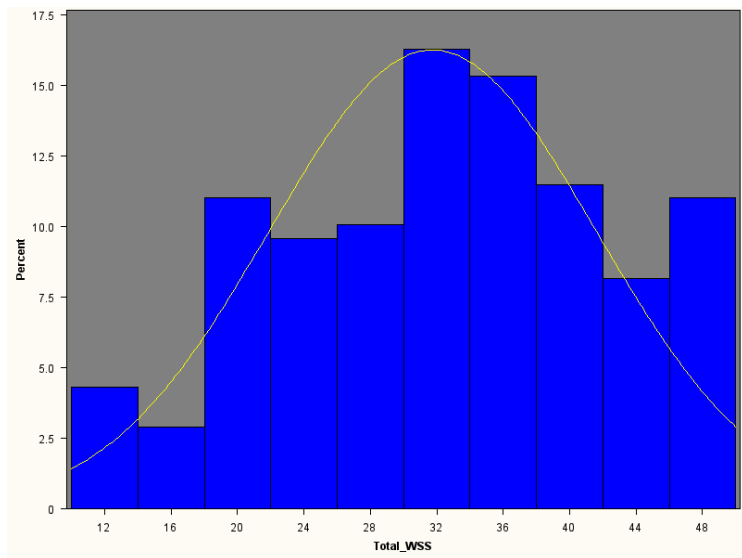
**1.1**

| <b>NAQ Moments</b>     |            |                         |            |
|------------------------|------------|-------------------------|------------|
| <b>N</b>               | 209        | <b>Sum Weights</b>      | 209        |
| <b>Mean</b>            | 38.0287081 | <b>Sum Observations</b> | 7948       |
| <b>Std Deviation</b>   | 11.0174311 | <b>Variance</b>         | 121.383787 |
| <b>Skewness</b>        | 1.04741565 | <b>Kurtosis</b>         | 0.95944411 |
| <b>Uncorrected SS</b>  | 327500     | <b>Corrected SS</b>     | 25247.8278 |
| <b>Coeff Variation</b> | 28.9713524 | <b>Std Error Mean</b>   | 0.76209164 |

**1.2**

| <b>Transformed SQRT_NAQ Moments</b> |            |                         |            |
|-------------------------------------|------------|-------------------------|------------|
| <b>N</b>                            | 209        | <b>Sum Weights</b>      | 209        |
| <b>Mean</b>                         | 6.10733353 | <b>Sum Observations</b> | 1276.43271 |
| <b>Std Deviation</b>                | 0.85597374 | <b>Variance</b>         | 0.73269105 |
| <b>Skewness</b>                     | 0.72205436 | <b>Kurtosis</b>         | 0.11030366 |
| <b>Uncorrected SS</b>               | 7948       | <b>Corrected SS</b>     | 152.399738 |
| <b>Coeff Variation</b>              | 14.0155067 | <b>Std Error Mean</b>   | 0.05920894 |

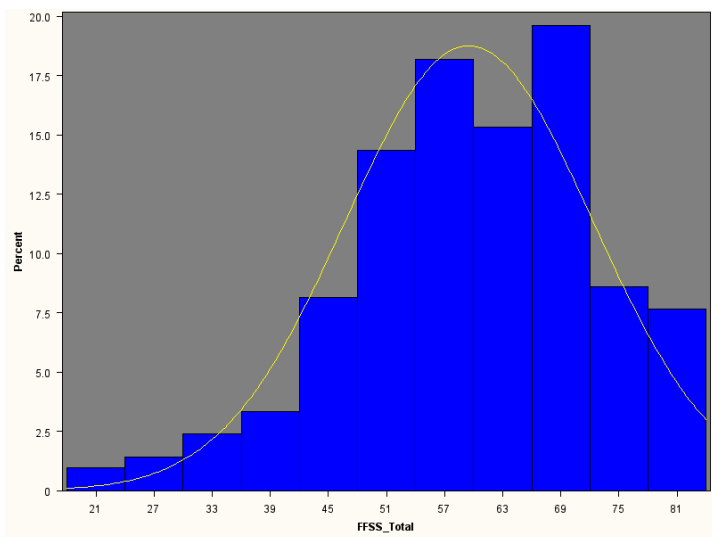
**Figure A2: Distribution Analysis of Colleague and Supervisor Social Support (WSS)**



**Table A2**

| Supervisor and Colleague Social Support Moments |            |                         |            |
|---|------------|-------------------------|------------|
| <b>N</b>  | 209        | <b>Sum Weights</b>      | 209        |
| <b>Mean</b>                                     | 31.7559809 | <b>Sum Observations</b> | 6637       |
| <b>Std Deviation</b>                            | 9.82064031 | <b>Variance</b>         | 96.4449761 |
| <b>Skewness</b>                                 | -0.1610195 | <b>Kurtosis</b>         | -0.8508366 |
| <b>Uncorrected SS</b>                           | 230825     | <b>Corrected SS</b>     | 20060.555  |
| <b>Coeff Variation</b>                          | 30.9253251 | <b>Std Error Mean</b>   | 0.67930789 |

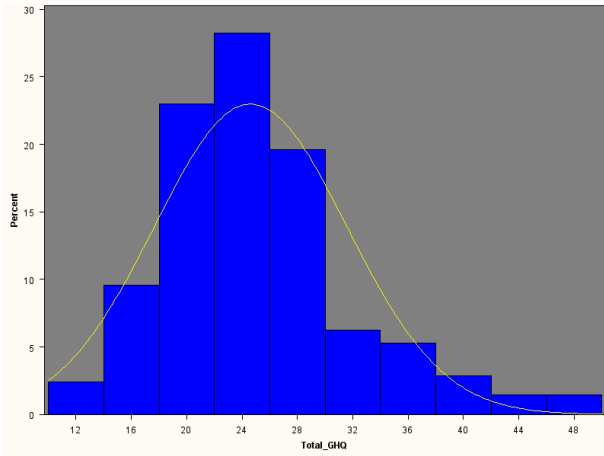
**Figure A3: Distribution Analysis of Friends and Family Social Support (FFSS)**



**Table A3**

| Friends and Family Social Support Moments |            |                         |            |
|---|------------|-------------------------|------------|
| <b>N</b>                                  | 209        | <b>Sum Weights</b>      | 209        |
| <b>Mean</b>                               | 59.5263158 | <b>Sum Observations</b> | 12441      |
| <b>Std Deviation</b>                      | 12.7573707 | <b>Variance</b>         | 162.750506 |
| <b>Skewness</b>                           | -0.564273  | <b>Kurtosis</b>         | 0.14287494 |
| <b>Uncorrected SS</b>                     | 774419     | <b>Corrected SS</b>     | 33852.1053 |
| <b>Coeff Variation</b>                    | 21.4314803 | <b>Std Error Mean</b>   | 0.88244578 |

**Figure A4: Distribution Analysis of Psychological Wellbeing (GHQ)**

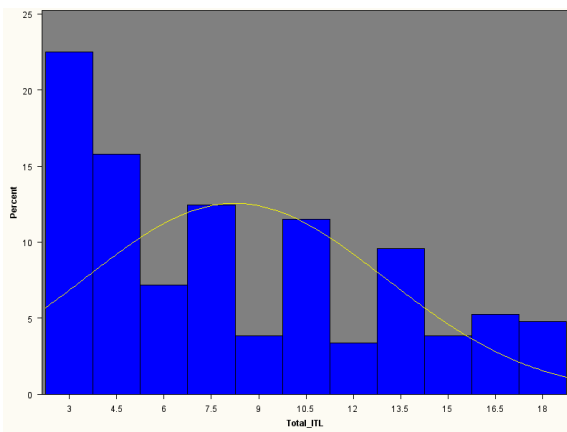


**Table A4**

| Moments                |            |                         |            |
|------------------------|------------|-------------------------|------------|
| <b>N</b>               | 209        | <b>Sum Weights</b>      | 209        |
| <b>Mean</b>            | 24.6220096 | <b>Sum Observations</b> | 5146       |
| <b>Std Deviation</b>   | 6.94592394 | <b>Variance</b>         | 48.2458594 |
| <b>Skewness</b>        | 0.96899534 | <b>Kurtosis</b>         | 0.94697266 |
| <b>Uncorrected SS</b>  | 136740     | <b>Corrected SS</b>     | 10035.1388 |
| <b>Coeff Variation</b> | 28.2102235 | <b>Std Error Mean</b>   | 0.48045961 |

**Figure A5: Distribution Analysis of Intention to Leave and Log Intention to Leave**

**5.1 ) ITL**



**5.2) LOG\_ITL**

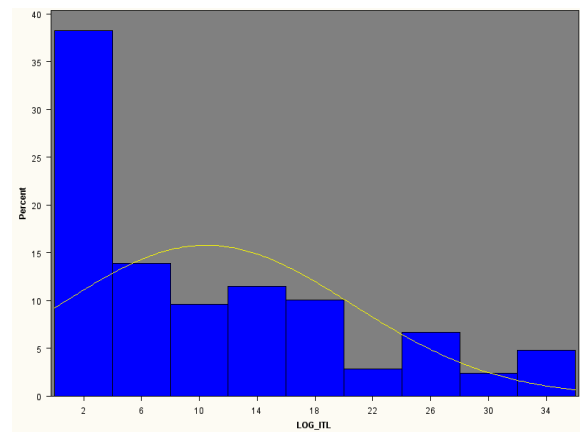


Table A5

5.1

| Intention to Leave Moments |            |                         |            |
|----------------------------|------------|-------------------------|------------|
| <b>N</b>                   | 209        | <b>Sum Weights</b>      | 209        |
| <b>Mean</b>                | 8.25358852 | <b>Sum Observations</b> | 1725       |
| <b>Std Deviation</b>       | 4.76947415 | <b>Variance</b>         | 22.7478837 |
| <b>Skewness</b>            | 0.84237876 | <b>Kurtosis</b>         | -0.9541556 |
| <b>Uncorrected SS</b>      | 18969      | <b>Corrected SS</b>     | 4731.55981 |
| <b>Coeff Variation</b>     | 57.7866723 | <b>Std Error Mean</b>   | 0.32991143 |

| Source                 | DF  | Sum of Squares | Mean Square | F Value | Pr > F |
|------------------------|-----|----------------|-------------|---------|--------|
| <b>Model</b>           | 5   | 1099.00512     | 219.80102   | 2.22    | 0.0439 |
| <b>Error</b>           | 202 | 20017.44000    | 99.09624    |         |        |
| <b>Corrected Total</b> | 207 | 21116.44512    |             |         |        |

5.2

| Log Intention to Leave Moments |            |                         |            |
|--------------------------------|------------|-------------------------|------------|
| <b>N</b>                       | 209        | <b>Sum Weights</b>      | 209        |
| <b>Mean</b>                    | 10.4947262 | <b>Sum Observations</b> | 2193.39779 |
| <b>Std Deviation</b>           | 10.1105728 | <b>Variance</b>         | 102.223682 |
| <b>Skewness</b>                | 0.54073331 | <b>Kurtosis</b>         | -0.4704639 |
| <b>Uncorrected SS</b>          | 44281.6352 | <b>Corrected SS</b>     | 21262.5259 |
| <b>Coeff Variation</b>         | 96.3395571 | <b>Std Error Mean</b>   | 0.69936294 |

| Source                 | DF  | Sum of Squares | Mean Square | F Value | Pr > F |
|------------------------|-----|----------------|-------------|---------|--------|
| <b>Model</b>           | 9   | 879.62300      | 97.73589    | 2.11    | 0.0305 |
| <b>Error</b>           | 197 | 9135.89391     | 46.37510    |         |        |
| <b>Corrected Total</b> | 206 | 10015.51691    |             |         |        |

**APPENDIX 14**  
**ANOVA COMPARISONS FOR BIOGRAPHICAL AND ANALYSIS VARIABLES**

**Table A1: ANOVA Comparisons and Means for Level of Education and Intention to Leave**

| Level of Education | N  | Log Intention to Leave |            |
|--------------------|----|------------------------|------------|
|                    |    | Mean                   | Std Dev    |
| Matric             | 62 | 13.5653852             | 11.6924705 |
| Post-Matric        | 61 | 9.9431912              | 9.1862105  |
| University Degree  | 53 | 8.2789087              | 9.5353354  |
| Honours            | 19 | 9.7708293              | 8.9389695  |
| Masters            | 10 | 5.9547880              | 5.3098090  |
| Less Than Matric   | 3  | 13.0937606             | 9.8663627  |

**Table A2: ANOVA Comparisons and Means for Job Title and Psychological Wellbeing**

| Level of Job Title   | N  | Total Psychological Wellbeing |            |
|----------------------|----|-------------------------------|------------|
|                      |    | Mean                          | Std Dev    |
| Manager              | 59 | 25.8644068                    | 5.9869330  |
| Assistant Manager    | 16 | 21.5000000                    | 5.8651513  |
| Executive Assistant  | 33 | 23.7878788                    | 7.5239517  |
| CEO                  | 13 | 23.2307692                    | 4.8674745  |
| Trainee              | 17 | 23.1764706                    | 5.1748828  |
| Promoter             | 2  | 23.0000000                    | 5.6568542  |
| Engineer             | 4  | 34.0000000                    | 13.7113092 |
| Developer            | 3  | 18.6666667                    | 4.1633320  |
| Sales Representative | 11 | 22.7272727                    | 6.5588247  |
| Other                | 49 | 25.5918367                    | 7.8472882  |

**Table A3: ANOVA Comparisons and Means for Marital Status and Psychological Wellbeing**

| Source          | DF  | Sum of Squares | Mean Square | F Value | Pr > F |
|-----------------|-----|----------------|-------------|---------|--------|
| Model           | 5   | 570.71952      | 114.14390   | 2.44    | 0.0360 |
| Error           | 202 | 9464.27568     | 46.85285    |         |        |
| Corrected Total | 207 | 10034.99519    |             |         |        |

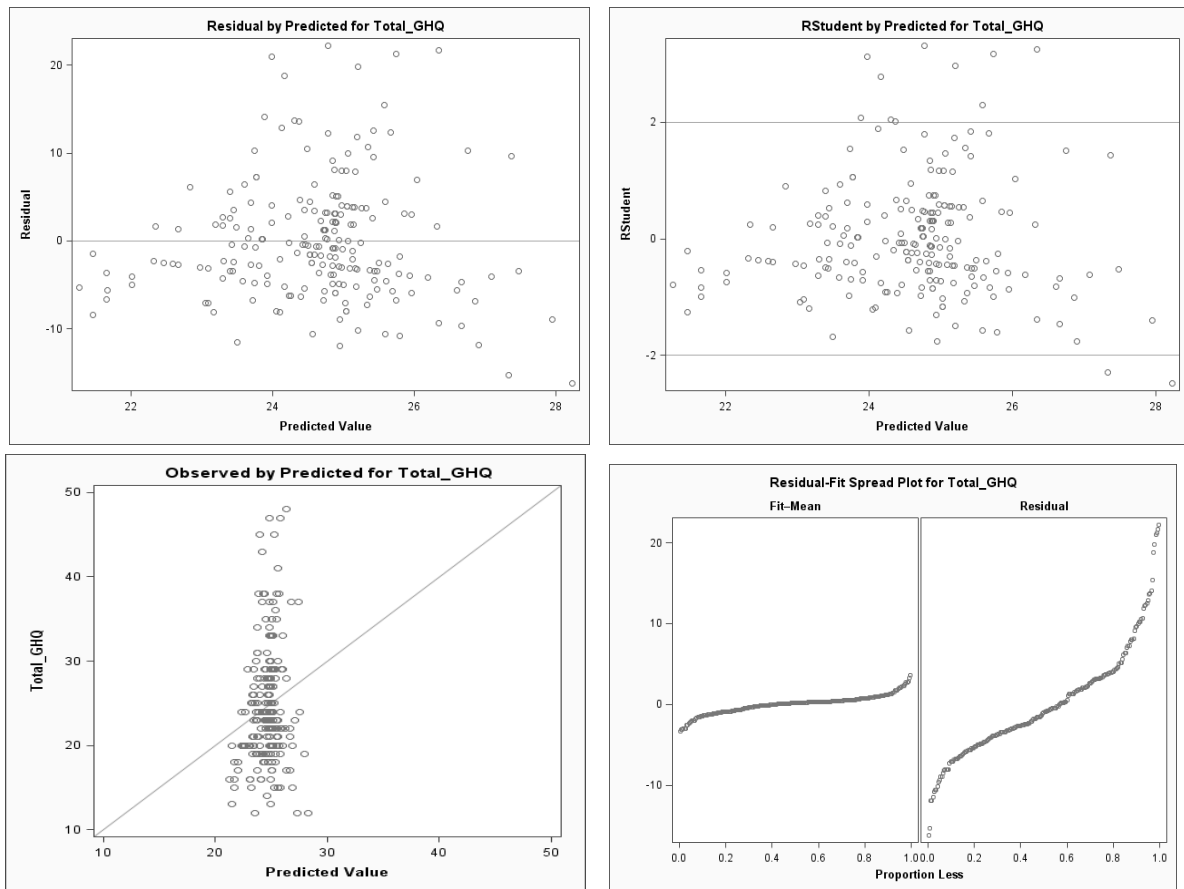
| Level of Marital Status | N   | Total Psychological Wellbeing |            |
|-------------------------|-----|-------------------------------|------------|
|                         |     | Mean                          | Std Dev    |
| 1                       | 111 | 25.2792793                    | 7.10591453 |
| 2                       | 69  | 23.6666667                    | 6.45725007 |
| 3                       | 12  | 22.7500000                    | 5.97152333 |
| 4                       | 2   | 22.0000000                    | 2.82842712 |
| 5                       | 4   | 34.2500000                    | 7.67571929 |
| 6                       | 10  | 22.8000000                    | 7.43564986 |

**APPENDIX 15**  
**TABLES PERTAINING TO ASSUMPTIONS OF MMR**

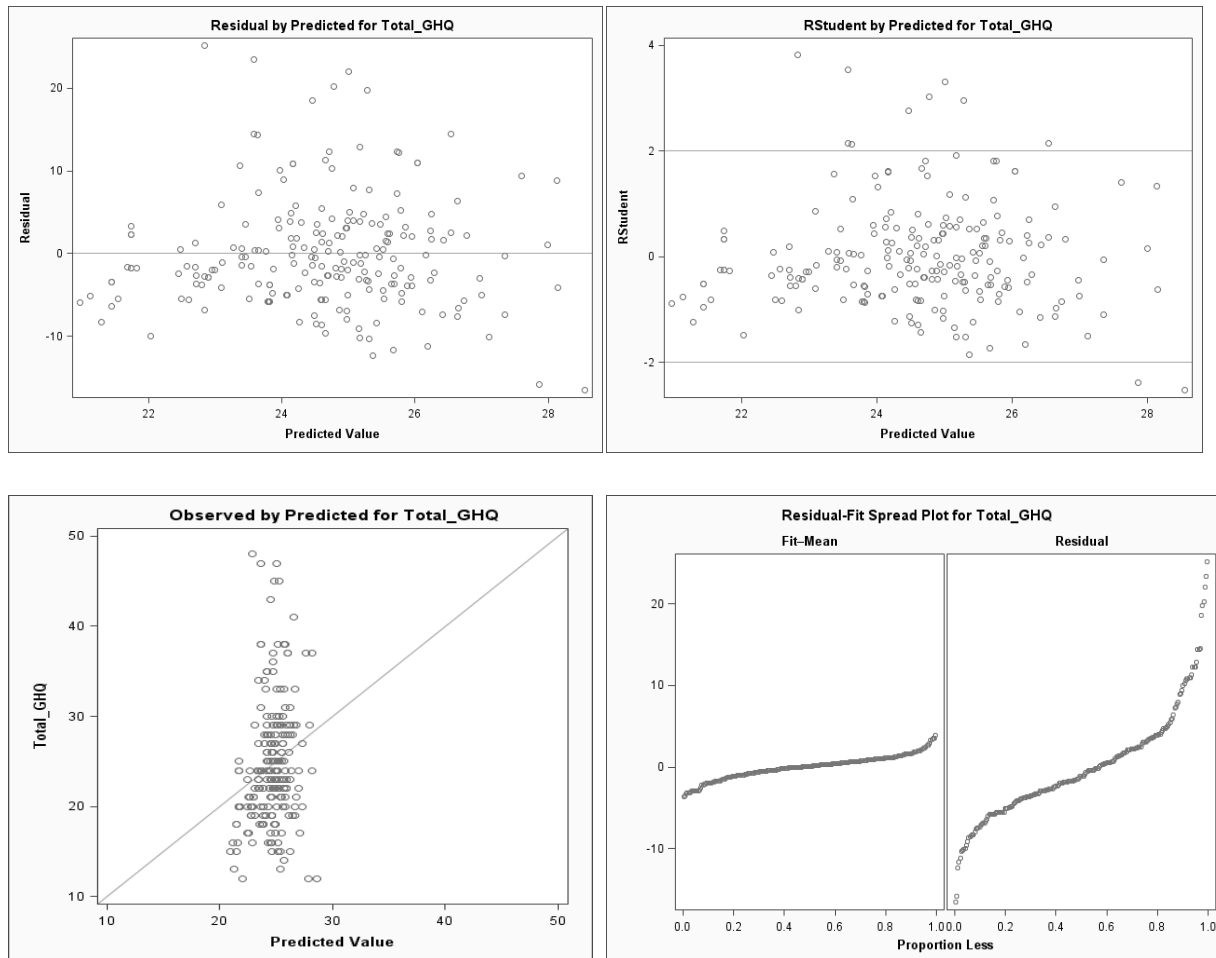
**Table A1: CONDITION INDEX TABLE FOR ANALYSIS VARIABLES**

| <b>CONDITION INDEX TABLE FOR ANALYSIS VARIABLES</b>                            |                  |
|--|------------------|
| <b>Colleague Support, Perceptions Of Bullying and Psychological Wellbeing</b>  | <b>98.26168</b>  |
| <b>Supervisor Support, Perceptions Of Bullying and Psychological Wellbeing</b> | <b>72.85524</b>  |
| <b>Family Support, Perceptions Of Bullying and Psychological Wellbeing</b>     | <b>138.34000</b> |
| <b>Friend Support, Perceptions Of Bullying and Psychological Wellbeing</b>     | <b>101.31544</b> |
| <b>Colleague Support, Perceptions Of Bullying and Intention to Leave</b>       | <b>88.77197</b>  |
| <b>Supervisor Support, Perceptions Of Bullying and Intention o Leave</b>       | <b>72.85524</b>  |
| <b>Family Support, Perceptions Of Bullying and Intention to Leave</b>          | <b>18.27630</b>  |
| <b>Friend Support, Perceptions Of Bullying and Intention to Leave</b>          | <b>101.31544</b> |

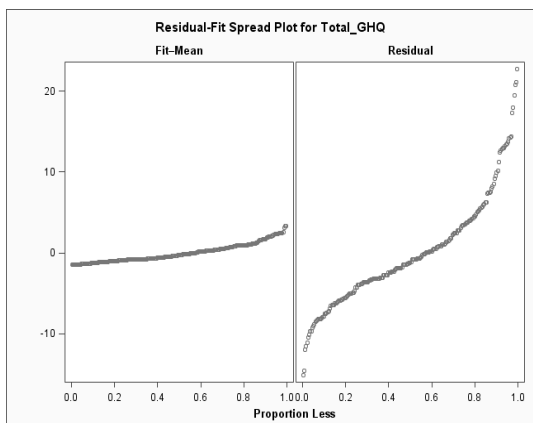
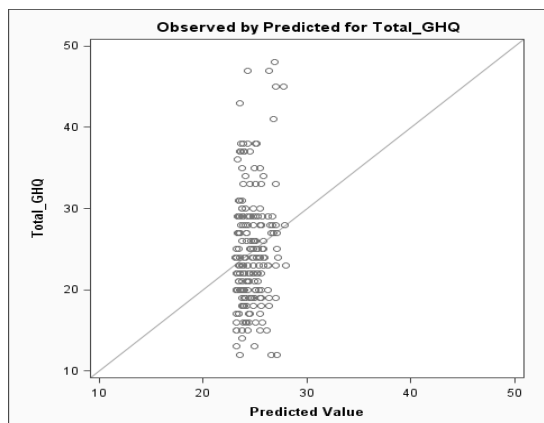
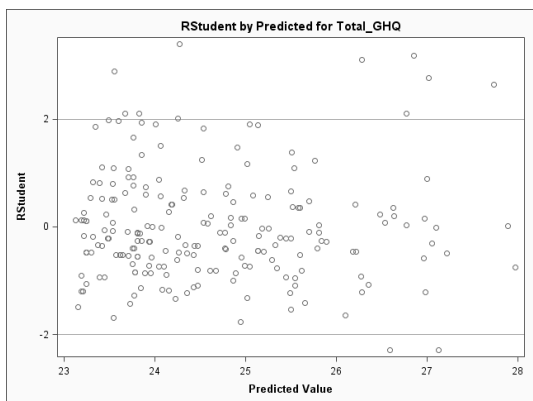
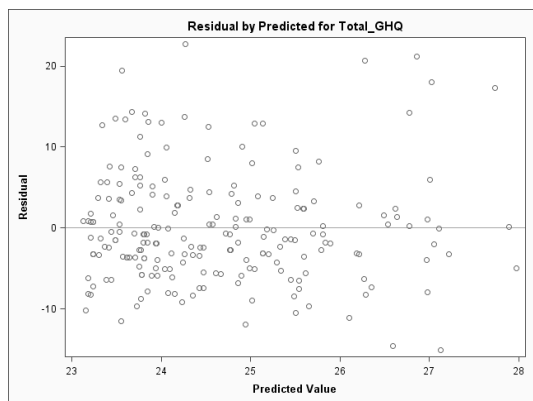
**Table B1: Studentized Residuals and Predicted Plots for Perceptions of Bullying and Colleague Support on Psychological Wellbeing**



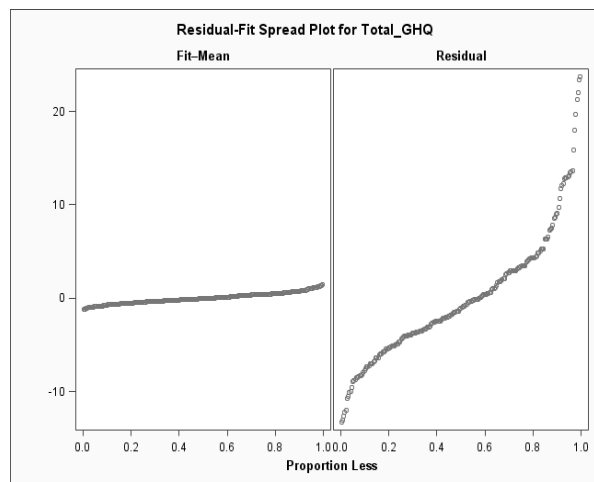
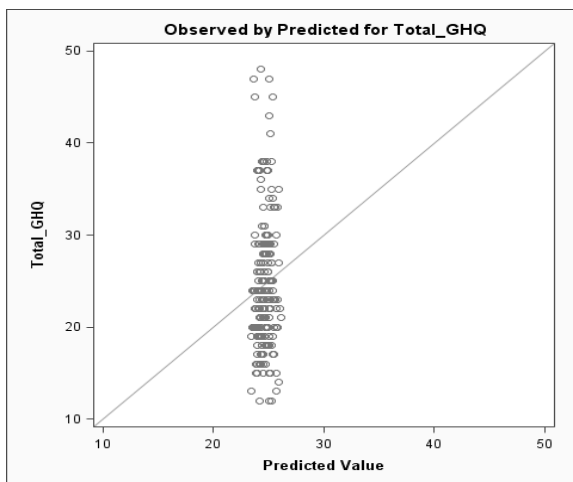
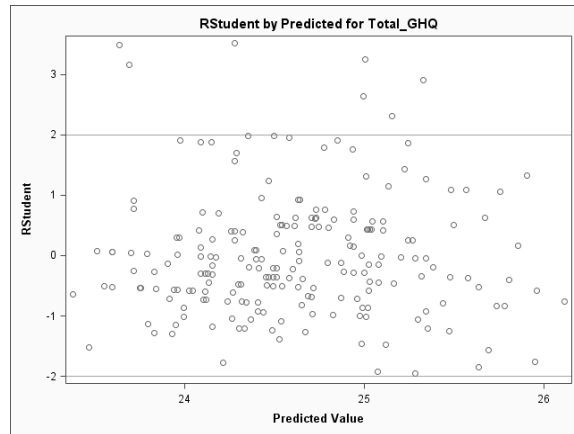
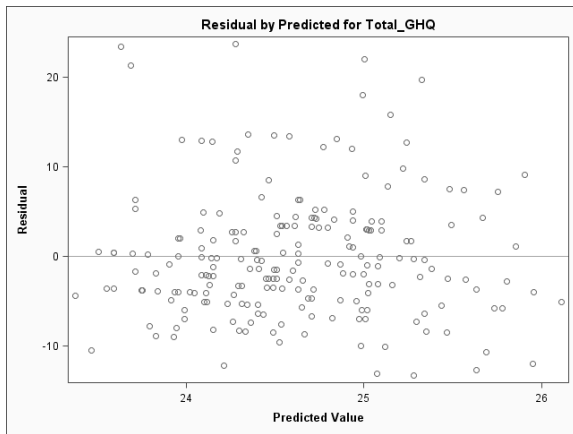
**Table B2: Studentized Residuals and Predicted Plots for Perceptions of Bullying and Supervisor Support on Psychological Wellbeing**



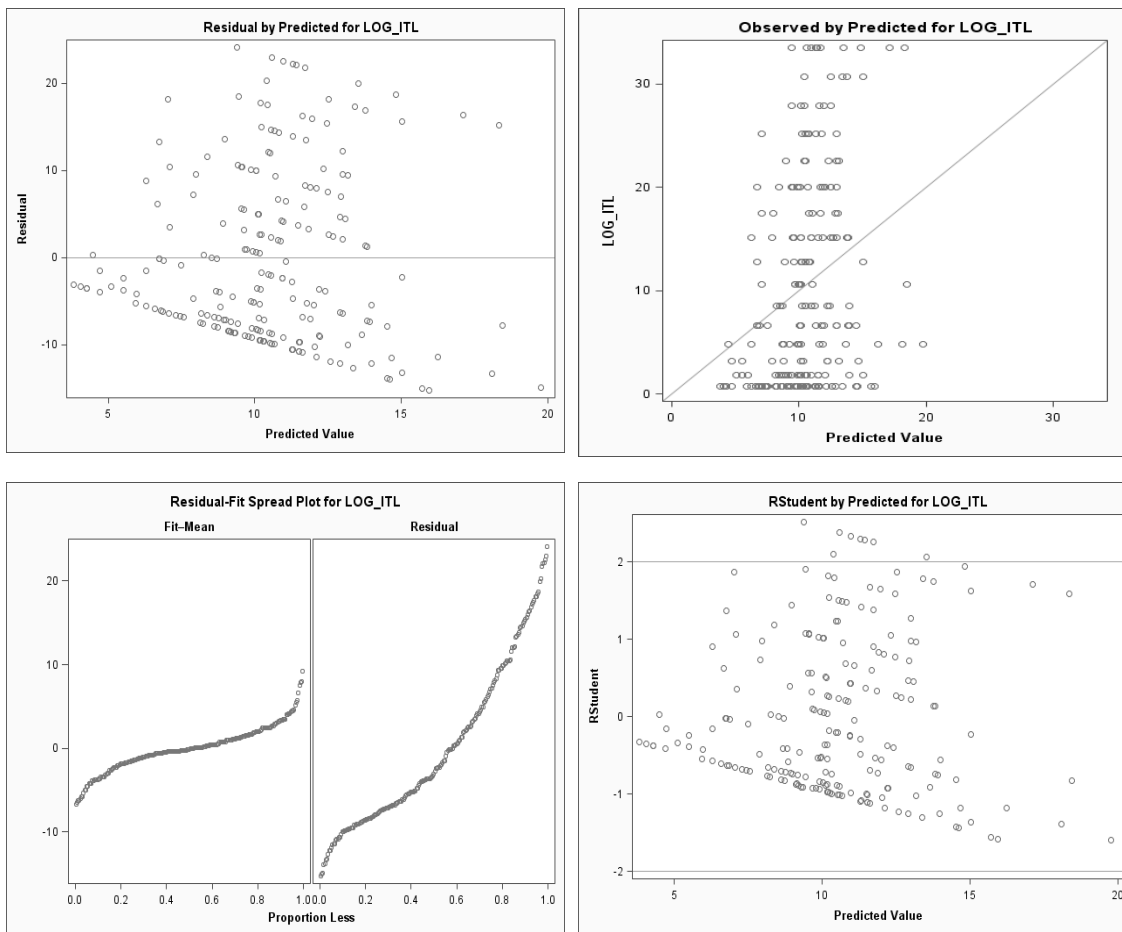
**Table B3: Studentized Residuals and Predicted Plots for Perceptions of Bullying and Family Support on Psychological Wellbeing**



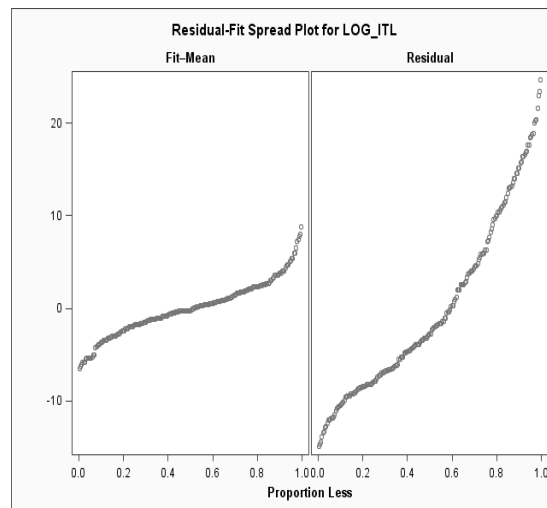
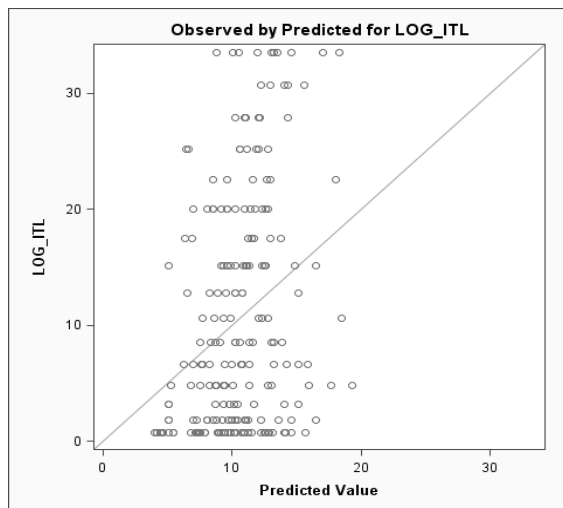
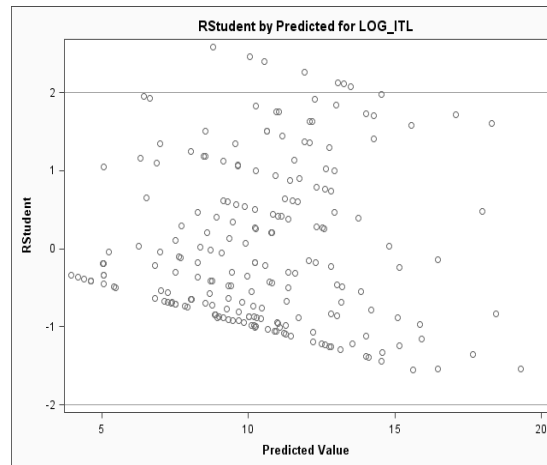
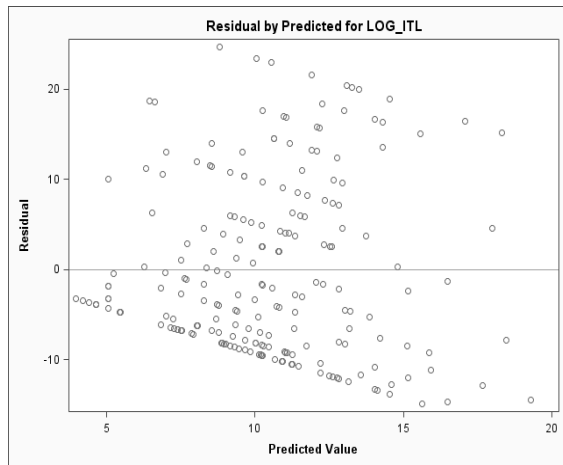
**Table B4: Studentized Residuals and Predicted Plots for Perceptions of Bullying and Friend Support on Psychological Wellbeing**



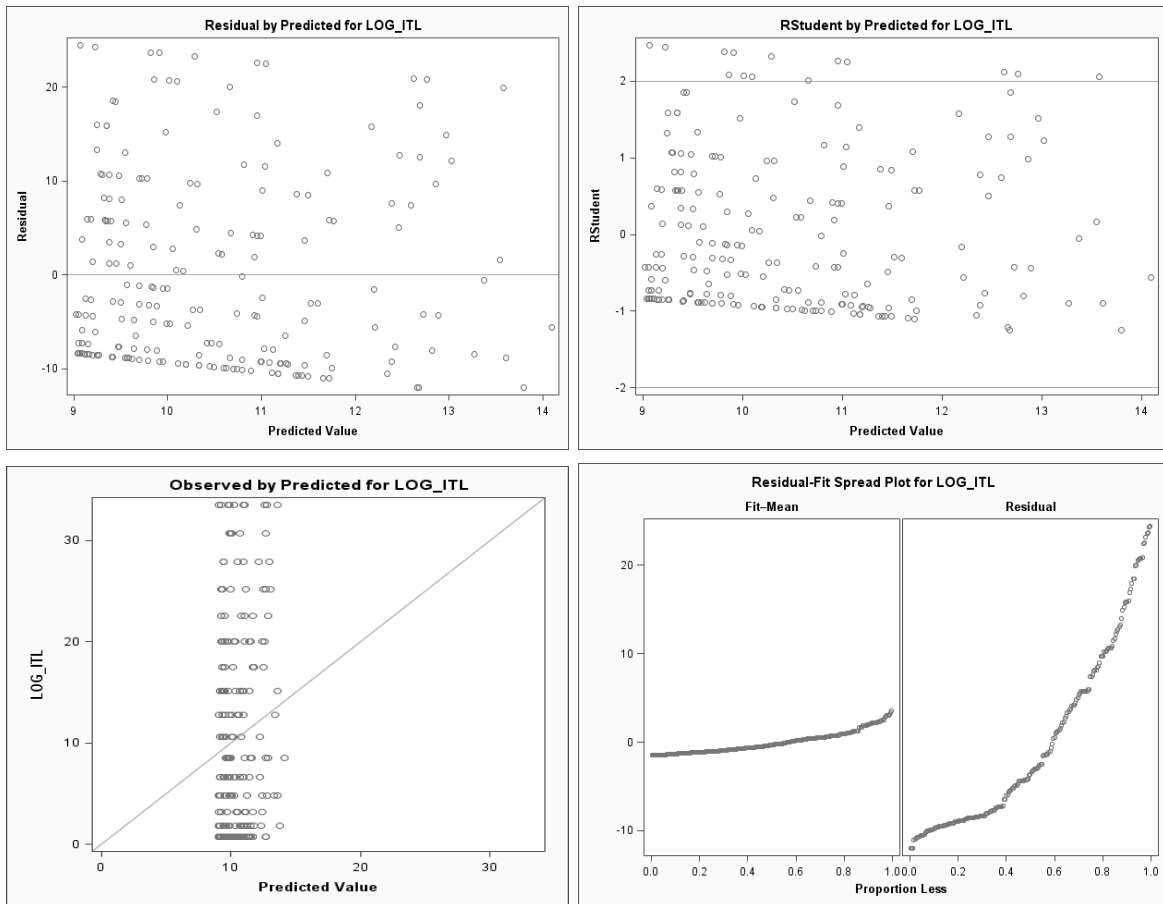
**Table C1: Studentized Residuals and Predicted Plots for Perceptions of Bullying and Colleague Support on Intention to Leave**



**Table C2: Studentized Residuals and Predicted Plots for Perceptions of Bullying and Supervisor Support on Intention to Leave**



**Table C3: Studentized Residuals and Predicted Plots for Perceptions of Bullying and Family Support on Intention to Leave**



**Table C4: Studentized Residuals and Predicted Plots for Perceptions of Bullying and Friends Support on Intention to Leave**

