**UNIVERSITY OF KWAZULU-NATAL**

 **COLLEGE OF LAW & MANAGEMENT STUDIES**

 **WESTVILLE CAMPUS**

**DEAR RESPONDENT**

I am an academic at UKZN pursuing my PhD in the School of Management, Information Technology & Governance in the College of Law & Management Studies. In the last few years academics have been at the forefront of changes such as huge workloads, poor and/ no work-life balance and stringent criteria for promotion which have left many academics with low morale, dissatisfaction, frustration, fatigue and elevated levels of stress. Considering the status quo the researcher wishes to ascertain the type/s of plateauing (that is, hierarchical, job content, job skill and/ personal plateaus) academics are confronted with in their respective career stages (that is, the exploration, establishment, maintenance or disengagement stage). The research aims to ascertain whether academics are plateaued structurally in terms of movement in the university; through the unchanging content of their work; through academic (job) skills and or personally (where academia dominates all aspects of an academic’s existence to the exclusion of any other activity) at a particular stage of their academic career. Career plateaus are normally associated with the maintenance career stage however due to the challenges in the academic environment, academics are plateauing at different stages. Career stages refer to the different phases (exploration, establishment, maintenance or disengagement) of a person’s working life. The respective career stages have numerous implications for career development practice for the person, the organisation and Human Resource practitioners. The results of the study will prompt measures to be formalised and implemented individually, institutionally and professionally to overcome the academic plateau phenomenon at the respective academic career stage.

Thank you in advance for your willingness and time in completing the questionnaire. Your voluntary participation is most sincerely appreciated. As a participant you are assured of confidentiality and anonymity during this research. You may withdraw at any point during the study if you so desire.

Yours faithfully

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Mrs Anisha Ramsaroop

Lecturer

School of Management, Information Technology & Governance

Westville Campus

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**INSTRUCTION**:

* Kindly complete the entire questionnaire & forward electronically to the researcher.

The questionnaire is divided into 3 sections:-

SECTION A: BIOGRAPHICAL DATA

SECTION B: THE QUESTIONNAIRE: CAREER PLATEAUS

SECTION C: THE QUESTIONNAIRE: CAREER STAGES

**SECTION A: BIOGRAPHICAL DATA**

**For each of the following cross (X) the appropriate response:-**

**1. AGE**

Under 20 1

20-29 2

30-39 3

40-49 4

50-59 5

60-over 6

**2.** **MARITAL STATUS**

Married 1

Single 2

Widowed 3

Divorced/separated 4

Other 5

**3. JOB STATUS**

Professor 1

 Associate Professor 2

 Senior Lecturer 3

 Lecturer 4

 Junior Lecturer 5

 Below Junior Lecturer 6

 Other 7

4. **CAMPUS SITE**

Westville 1

 Howard College 2

 Pietermaritzburg 3

 Edgewood 4

 Medical School 5

5. **NUMBER OF YEARS IN INSTITUTION**

Less than 1 1

 1-3 2

 4-6 3

 7-9 4

 10 and over 5

6. **RACE**

 Indian 1

 White 2

 Coloured 3

 African 4

 Other 5

7. **GENDER**

 Female 1

 Male 2

8. **YOUR HIGHEST LEVEL OF EDUCATION**

Undergraduate Degree 1

 Honours Degree 2

 Masters Degree 3

 PhD 4

 Other 5

**SECTION B: CAREER PLATEAU ITEMS:**

PLEASE INDICATE YOUR LEVEL OF AGREEMENT WITH THE FOLLOWING STATEMENTS RELATING TO YOUR CAREER AS AN ACADEMIC. PLEASE SELECT (CROSS - X) YOUR RESPONSES USING THE FOLLOWING SCALE:

1. Strongly disagree  **SD**
2. Disagree  **D**
3. Neutral **N**
4. Agree **A**
5. Strongly Agree  **SA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **CAREER PLATEAU ITEMS** | **SD** | **D** | **N** | **A** | **SA** |
|  |  |  |  |  |  |  |
| 1. | Promotions are limited at the university due the university’s structure.  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 2. | Promotional opportunities have been limited at the university. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 3. | I am advancing in my academic career.  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 4. | I know everything about my academic job.  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 5.  | My academic job is challenging.  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 6. | My academic job has remained the same over time. |  |  |  |  |  |
|  |   |  |  |  |  |  |
| 7.  | I am technically current and updated in my academic skills through seminars and extra training.  |  |  |  |  |  |
| 8. | My job skills are transferable to other institutions of higher learning.  |  |  |  |  |  |
|  | **CAREER PLATEAU ITEMS** | **SD** | **D** | **N** | **A** | **SA** |
| 9. | I am constantly learning new things on my job.  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 10. | I like the contents of my job. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 11. | I opt not to advance at the university due to family considerations. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 12. | I do not desire promotion because of additional responsibilities. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 13. | I choose not to advance at the university in order to avoid relocating to another UKZN campus site. |  |  |  |  |  |
|  |  |  |  |  |  |  |

**ADDITIONAL COMMENTS**:

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**SECTION C: CAREER STAGES**

PLEASE INDICATE YOUR LEVEL OF CONCERN WITH THE FOLLOWING STATEMENTS RELATING TO YOUR CAREER AS AN ACADEMIC. PLEASE SELECT (TICK) YOUR RESPONSES USING THE FOLLOWING SCALE:

1. No concern **NC**

2. Slight concern **SC**

3. Neutral **N**

4. Concern **C**

5. Great concern **GC**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **CAREER STAGE ITEMS** |  **NC** |  **SC** |  **N** |  **C** | **GC** |
| 1. | Finding the line of work I am best suited for. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 2. | Clarifying my ideas about the type of work I would really enjoy. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 3. | Making sure of my academic occupational choice. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 4. | Identifying the skills required for this academic job that interests me. |  |  |  |  |  |
|   |  |  |  |  |  |  |
| 5. | Choosing a job (in academia) that will really satisfy me. |  |  |  |  |  |
| 6. | Choosing the most challenging job among those that interest me. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 7. | Making specific plans to achieve my current academic career goals. |  |  |  |  |  |
|  | **CAREER STAGE ITEMS** | **NC** | **SC** | **N** | **C** | **GC** |
| 8. | Settling down in a job (academia) I can stay with. |  |  |  |  |  |
|   |  |  |  |  |  |  |
| 9. | Achieving stability in my academic occupation. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 10. | Doing things to help me stay in the academic field in which I have started. |  |  |  |  |  |
|   |  |  |  |  |  |  |
| 11. | Getting established in my academic work, profession/ occupation. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 12. | Improving my chance of advancement in my current academic occupation. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 13. | Developing a reputation in my academic line of work. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 14. | Advancing to a more responsible position in academia. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 15. | Maintaining the academic occupational position I have achieved.  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 16. | Adapting to changes introduced since I got established in my academic occupation. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 17. | Developing new skills to cope with changes in my academic field. |  |  |  |  |  |
|   |  |  |  |  |  |  |
| 18. | Developing new knowledge and/or skills to help me improve in my academic work. |  |  |  |  |  |
|  | **CAREER STAGE ITEMS** | **NC** | **SC** | **N** | **C** | **GC** |
| 19. | Finding out about new opportunities as my academic field changes. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 20. | Keeping up with new knowledge equipment and/ or methods in my academic field. |  |  |  |  |  |
|   |  |  |  |  |  |  |
| 21. | Getting academic refresher training to keep up. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 22. | Getting to know important people in my academic field. |  |  |  |  |  |
|   |  |  |  |  |  |  |
| 23. | Developing easier ways of doing my academic work. |  |  |  |  |  |
|  |   |  |  |  |  |  |
| 24. | Having a good life in retirement. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 25. | Doing things I have always wanted to do but never had time for. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 26. | Developing more hobbies to supplement academic work interests. |  |  |  |  |  |
|  |  |  |  |  |  |  |
| 27. | Avoiding academic occupational pressures I formerly handled more easily. |  |  |  |  |  |
|   |  |  |  |  |  |  |
| 28. | Cutting down on my academic working hours. |  |  |  |  |  |
|  |  |  |  |  |  |  |

**ADDITIONAL COMMENTS:**

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**END OF QUESTIONNAIRE**