

APPENDICES

APPENDIX 1

Dear Sir/ Madam,

I am a student of MBA programme at University of Malaya and currently doing a survey study on the issue of selecting expatriates for a successful overseas posting, looking at Malaysian's perspective. The main objective of the study is to identify the right qualities and competencies that an expatriate should have to be successful in their assignment. This is to justify the huge cost spent for foreign assignment and potential loss if it fails.

Please answer each question honestly and feel free to include additional information or comments that you feel may be of relevance.

Your participation and cooperation in this academic survey will be greatly appreciated.

Sincerely,

Mohd Radzuan Rahid

Section 1

The following statements are some of the **factors that motivate an expatriate to take overseas assignment**. Please indicate to what extent you agree or disagree to the statements using the scale given. Circle the appropriate number.

1. Strongly Disagree; 2. Disagree; 3. Neutral; 4. Agree; 5. Strongly Agree

1. Stepping stone for career advancement	1	2	3	4	5
2. Attractive compensation and financial benefits	1	2	3	4	5
3. Higher status and recognition	1	2	3	4	5
4. Experience for professional advancement	1	2	3	4	5
5. New environment and challenges in career	1	2	3	4	5
6. Traveling and working abroad	1	2	3	4	5
7. Experience the foreign society and culture	1	2	3	4	5

Section 2

The following are some of the **factors that can influence performance of expatriates in their overseas assignments**. Please indicate to what extent you find each factor is important by circling the appropriate number against each statement using the scale as follows:

1 = Not at all important

2 = Not so important

3 = Neutral

4 = Fairly important

5 = Very important

8. Family	1	2	3	4	5
9. Local authority	1	2	3	4	5
10. Superior in host country	1	2	3	4	5
11. Local culture	1	2	3	4	5
12. Climate adaptation	1	2	3	4	5
13. Language skill	1	2	3	4	5
14. Management skill	1	2	3	4	5
15. Learning skill	1	2	3	4	5
16. Previous international experiences	1	2	3	4	5
17. Training	1	2	3	4	5

Section 3

Expatriates always exposed to various kind of problems in their foreign assignments. Below are some of the **problems** commonly faced by expatriates. Please choose **FOUR** problems that you think most prominent.

- 18. Family unable to adjust
- 19. Problems in work-role adjustment/ new responsibilities
- 20. General culture adaptation problem
- 21. Problems with local authority
- 22. Language problem
- 23. Conflict with local superior
- 24. Inadequate of technical competence
- 25. Problem of interaction with host-country nationals

Section 4

Below are the purportedly list of **characteristic and competencies that a successful expatriate should possessed**. Please indicate to what extent you find each factor is important by circling the appropriate number against each statement using the scale as follows:

1 = Not at all important

2 = Not so important

3 = Neutral

4 = Fairly important

5 = Very important

Characteristics

26. Extroversion	1	2	3	4	5
27. Openness to experience	1	2	3	4	5
28. Low anxiety	1	2	3	4	5
29. Flexibility	1	2	3	4	5
30. Self confidence	1	2	3	4	5

Competencies

31. Relational ability	1	2	3	4	5
32. Cultural sensitivity	1	2	3	4	5
33. Linguistic skill	1	2	3	4	5
34. Ability to handle stress	1	2	3	4	5
35. Technical skill	1	2	3	4	5
36. Risk taking	1	2	3	4	5
37. Learning skill	1	2	3	4	5
38. Management skill	1	2	3	4	5

Others (please specify):

Section 5

The following statements are among the common advice given to newly appointed expatriates by their seniors. Please choose **five (5)** advises that you think important.

- 39. Try to integrate yourself in the local community as soon as possible
- 40. Ensure that your family is motivated and prepared for the time of the assignment
- 41. Obtain knowledge of the country and its culture and history before you go
- 42. Be positive and open minded, not critical or suspicious
- 43. Learn the local language if possible before hand
- 44. Clarify details of your job description so that you know what is expected of you
- 45. Clarify the detail of your contract (issues like car and telephone benefit, and education cost of children)
- 46. Visit the place beforehand
- 47. Discuss with expatriates who have worked in the country
- 48. Make sure you have good professional skills for your new job

Section 6

The following personal information is required to enable meaningful interpretations and comparisons of the results. Please remember that this information will be treated with strict confidence and your responses will be aggregated to preserve your anonymity.

Name:

Position:

Organization:

Age: ☐ Below 30 ☐ 30-39 ☐ 40-49 ☐ 50 and above

Sex : ☐ Male ☐ Female

Marital Status : ☐ Single ☐ Married ☐ Divorced

Job Status: 1. Top Management	2. Middle Management
3. Management Executive	4. Non Managerial

Countries assigned: (Including previous assignment, if applicable)

Country	Year

2. Years of working overseas :

3. How familiar are you with the host countries before you started working there?

- 1. Very Familiar
- 2. Familiar
- 3. Moderately Familiar
- 4. Not Familiar

4. How do you get to know about host countries before the assignment? :

(Internet, friends, training etc): _____

5. Did your company give pre-departure training before any overseas assignment?

☐

Yes

☐

No

6. Do you find the training given was adequate?

☐

Yes

☐

No

7. Who joining you in the host countries?

- i. Spouse
- ii. Spouse and children
- iii. None

APPENDIX 2

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1. Strongly Disagree; 2. Disagree; 3. Neutral; 4. Agree; 5. Strongly Agree

- 1. Stepping stone for career advancement
- 2. Attractive compensation and financial benefits
- 3. Higher status and recognition
- 4. Experience for professional advancement
- 5. New environment and challenges in career
- 6. Traveling and working abroad
- 7. Experience the foreign society and culture

Section 2

The following are some of the **factors that can influence expatriate in their overseas assignments**. Please indicate to what extent you find each factor is important by fill in the appropriate number against each statement using the scale as follows:

- 1 = Not at all important
- 2 = Not so important
- 3 = Neutral
- 4 = Fairly important
- 5 = Very important

- 8. Family
- 9. Local authority
- 10. Superior in host country
- 11. Local culture
- 12. Climate adaptation
- 13. Language skill
- 14. Management skill
- 15. Learning skill
- 16. Previous international experiences
- 17. Training

Section 3

Expatriates always exposed to various kind of problems in their foreign assignments. Below are some of the **problems** commonly faced by expatriates. Please choose **FOUR** problems that you think most prominent.

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- 19. Problems in work-role adjustment/ new responsibilities
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- 22. Language problem
- 23. Conflict with local superior
- 24. Inadequate of technical competence
- 25. Problem of interaction with host-country nationals

Section 4

Below are the purportedly list of **characteristic and competencies that a successful expatriate should possessed**. Please indicate to what extent you find each factor is important by fill in the appropriate number against each statement using the scale as follows:

- 1 = Not at all important
- 2 = Not so important
- 3 = Neutral
- 4 = Fairly important
- 5 = Very important

Characteristics

26. Extroversion	
27. Openness to experience	
28. Low anxiety	
29. Flexibility	
30. Self confidence	

Competencies

31. Relational ability	
32. Cultural sensitivity	
33. Linguistic skill	
34. Ability to handle stress	
35. Technical skill	
36. Risk taking	
37. Learning skill	
38. Management skill	

Section 5

The following statements are among the common advice given to newly appointed expatriates by their seniors. Please choose **five (5)** advises that you think important.

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- 43. Learn the local language if possible before hand
- 44. Clarify details of your job description so that you know what is expected of you
- 45. Clarify the detail of your contract (issues like car and telephone benefit, and education cost of children)
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Name:

Position:

Organization:

Age:

Sex :

Marital Status :

Job Status: 1. Top Management	2. Middle Management
3. Management Executive	4. Non Managerial

Countries assigned: (Including previous assignment, if applicable)

Country	Year

2. Years of working overseas:

3. How familiar are you with the host countries before you started working there? :

1. Very Familiar
2. Familiar
3. Moderately Familiar
4. Not Familiar

4. How do you get to know about host countries before the assignment? (Internet, friends, training etc):

5. Did your company give pre-departure training before any overseas assignment? (Yes or No) :

6. Do you find the training given was adequate? (Yes or No):

7. Who joining you in the host countries?

- i. Spouse
- ii. Spouse and children
- iii. None

APPENDIX 3

Frequencies

Statistics

		AGE	SEX	marital	JOBSTATS	RACE	TRAINING
N	Valid	33	34	34	34	34	32
	Missing	1	0	0	0	0	2

Statistics

		ADEQUATE	ACCOMPY
N	Valid	19	31
	Missing	15	3

Frequency Table

AGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 30	12	35.3	36.4	36.4
	30-39	15	44.1	45.5	81.8
	40-49	6	17.6	18.2	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

SEX

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	26	76.5	76.5	76.5
	Female	8	23.5	23.5	100.0
	Total	34	100.0	100.0	

marital

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	single	14	41.2	41.2	41.2
	married	20	58.8	58.8	100.0
	Total	34	100.0	100.0	

JOBSTATS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	middle management	15	44.1	44.1	44.1
	management exec	9	26.5	26.5	70.6
	non managerial	10	29.4	29.4	100.0
	Total	34	100.0	100.0	

RACE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	malay	29	85.3	85.3	85.3
	chinese	4	11.8	11.8	97.1
	indian	1	2.9	2.9	100.0
	Total	34	100.0	100.0	

TRAINING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	18	52.9	56.3	56.3
	no	14	41.2	43.8	100.0
	Total	32	94.1	100.0	
Missing	System	2	5.9		
Total		34	100.0		

ADEQUATE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	14	41.2	73.7	73.7
	no	5	14.7	26.3	100.0
	Total	19	55.9	100.0	
Missing	System	15	44.1		
Total		34	100.0		

ACCOMPY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	spouse	2	5.9	6.5	6.5
	spouse and children	15	44.1	48.4	54.8
	none	14	41.2	45.2	100.0
	Total	31	91.2	100.0	
Missing	System	3	8.8		
Total		34	100.0		

Frequencies

Statistics

		A1	A2	A3	A4	A5
N	Valid	34	34	34	34	34
	Missing	0	0	0	0	0

Statistics

		A6	A7
N	Valid	34	34
	Missing	0	0

Frequency Table

A1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.9	2.9	2.9
	4	15	44.1	44.1	47.1
	5	18	52.9	52.9	100.0
	Total	34	100.0	100.0	

A2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	4	11.8	11.8	14.7
	4	10	29.4	29.4	44.1
	5	19	55.9	55.9	100.0
	Total	34	100.0	100.0	

A3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.9	5.9	5.9
	4	18	52.9	52.9	58.8
	5	14	41.2	41.2	100.0
	Total	34	100.0	100.0	

A4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	17	50.0	50.0	50.0
	5	17	50.0	50.0	100.0
	Total	34	100.0	100.0	

A5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	8.8	8.8	8.8
4	15	44.1	44.1	52.9
5	16	47.1	47.1	100.0
Total	34	100.0	100.0	

A6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	13	38.2	38.2	38.2
4	9	26.5	26.5	64.7
5	12	35.3	35.3	100.0
Total	34	100.0	100.0	

A7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	23.5	23.5	23.5
4	13	38.2	38.2	61.8
5	13	38.2	38.2	100.0
Total	34	100.0	100.0	

Frequencies**Statistics**

	B8	B9	B10	B11	B12	B13
N Valid	34	33	34	34	34	34
Missing	0	1	0	0	0	0

Statistics

	B14	B15	B16	B17
N Valid	34	34	34	34
Missing	0	0	0	0

Frequency Table**B8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	5.9	5.9	5.9
3	4	11.8	11.8	17.6
4	9	26.5	26.5	44.1
5	19	55.9	55.9	100.0
Total	34	100.0	100.0	

B9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.9	6.1	6.1
	3	11	32.4	33.3	39.4
	4	16	47.1	48.5	87.9
	5	4	11.8	12.1	100.0
	Total	33	97.1	100.0	
Missing	System	1	2.9		
Total		34	100.0		

B10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	9	26.5	26.5	29.4
	4	19	55.9	55.9	85.3
	5	5	14.7	14.7	100.0
	Total	34	100.0	100.0	

B11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.9	5.9	5.9
	3	7	20.6	20.6	26.5
	4	19	55.9	55.9	82.4
	5	6	17.6	17.6	100.0
	Total	34	100.0	100.0	

B12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.9	5.9	5.9
	3	11	32.4	32.4	38.2
	4	15	44.1	44.1	82.4
	5	6	17.6	17.6	100.0
	Total	34	100.0	100.0	

B13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.9	5.9	5.9
	4	22	64.7	64.7	70.6
	5	10	29.4	29.4	100.0
	Total	34	100.0	100.0	

B14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.9	2.9	2.9
3	3	8.8	8.8	11.8
4	15	44.1	44.1	55.9
5	15	44.1	44.1	100.0
Total	34	100.0	100.0	

B15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.9	2.9	2.9
3	4	11.8	11.8	14.7
4	16	47.1	47.1	61.8
5	13	38.2	38.2	100.0
Total	34	100.0	100.0	

B16

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	8.8	8.8	8.8
3	9	26.5	26.5	35.3
4	12	35.3	35.3	70.6
5	10	29.4	29.4	100.0
Total	34	100.0	100.0	

B17

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	11.8	11.8	11.8
4	14	41.2	41.2	52.9
5	16	47.1	47.1	100.0
Total	34	100.0	100.0	

Frequencies**Statistics**

	C18	C19	C20	C21	C22	C23
N Valid	16	24	7	12	10	16
Missing	18	10	27	22	24	18

Statistics

	C24	C25
N Valid	22	19
Missing	12	15

Frequency Table

C18

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	16	47.1	100.0	100.0
Missing System	18	52.9		
Total	34	100.0		

C19

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	24	70.6	100.0	100.0
Missing System	10	29.4		
Total	34	100.0		

C20

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	7	20.6	100.0	100.0
Missing System	27	79.4		
Total	34	100.0		

C21

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	12	35.3	100.0	100.0
Missing System	22	64.7		
Total	34	100.0		

C22

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	10	29.4	100.0	100.0
Missing System	24	70.6		
Total	34	100.0		

C23

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	16	47.1	100.0	100.0
Missing System	18	52.9		
Total	34	100.0		

C24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	22	64.7	100.0	100.0
Missing	System	12	35.3		
Total		34	100.0		

C25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	19	55.9	100.0	100.0
Missing	System	15	44.1		
Total		34	100.0		

Frequencies**Statistics**

		D26	D27	D28	D29	D30	D31
N	Valid	34	34	34	34	34	34
	Missing	0	0	0	0	0	0

Statistics

		D32	D33	D34	D35	D36
N	Valid	34	34	34	34	34
	Missing	0	0	0	0	0

Statistics

		D37	D38
N	Valid	34	34
	Missing	0	0

Frequency Table**D26**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	32.4	32.4	32.4
	4	18	52.9	52.9	85.3
	5	5	14.7	14.7	100.0
Total		34	100.0	100.0	

D27

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	5.9	5.9	5.9
4	15	44.1	44.1	50.0
5	17	50.0	50.0	100.0
Total	34	100.0	100.0	

D28

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.9	2.9	2.9
3	10	29.4	29.4	32.4
4	16	47.1	47.1	79.4
5	7	20.6	20.6	100.0
Total	34	100.0	100.0	

D29

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	8.8	8.8	8.8
4	12	35.3	35.3	44.1
5	19	55.9	55.9	100.0
Total	34	100.0	100.0	

D30

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	6	17.6	17.6	17.6
5	28	82.4	82.4	100.0
Total	34	100.0	100.0	

D31

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	11.8	11.8	11.8
4	16	47.1	47.1	58.8
5	14	41.2	41.2	100.0
Total	34	100.0	100.0	

D32

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.9	2.9	2.9
3	6	17.6	17.6	20.6
4	19	55.9	55.9	76.5
5	8	23.5	23.5	100.0
Total	34	100.0	100.0	

D33

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.9	2.9	2.9
3	9	26.5	26.5	29.4
4	13	38.2	38.2	67.6
5	11	32.4	32.4	100.0
Total	34	100.0	100.0	

D34

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	2.9	2.9	2.9
4	18	52.9	52.9	55.9
5	15	44.1	44.1	100.0
Total	34	100.0	100.0	

D35

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	8.8	8.8	8.8
4	12	35.3	35.3	44.1
5	19	55.9	55.9	100.0
Total	34	100.0	100.0	

D36

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	17.6	17.6	17.6
4	21	61.8	61.8	79.4
5	7	20.6	20.6	100.0
Total	34	100.0	100.0	

D37

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	11.8	11.8	11.8
4	17	50.0	50.0	61.8
5	13	38.2	38.2	100.0
Total	34	100.0	100.0	

D38

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	8.8	8.8	8.8
4	13	38.2	38.2	47.1
5	18	52.9	52.9	100.0
Total	34	100.0	100.0	

Statistics

		E39	E40	E41	E42	E43	E44
N	Valid	10	19	9	22	11	28
	Missing	24	15	25	12	23	6

Statistics

		E45	E46	E47	E48
N	Valid	15	0	15	25
	Missing	19	34	19	9

Frequency Table

E39

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	29.4	100.0	100.0
Missing	System	24	70.6		
Total		34	100.0		

E40

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	19	55.9	100.0	100.0
Missing	System	15	44.1		
Total		34	100.0		

E41

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	9	26.5	100.0	100.0
Missing	System	25	73.5		
Total		34	100.0		

E42

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	22	64.7	100.0	100.0
Missing	System	12	35.3		
Total		34	100.0		

E43

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	32.4	100.0	100.0
Missing	System	23	67.6		
Total		34	100.0		

E44

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	28	82.4	100.0	100.0
Missing	System	6	17.6		
Total		34	100.0		

E45

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	15	44.1	100.0	100.0
Missing	System	19	55.9		
Total		34	100.0		

E46

		Frequency	Percent
Missing	System	34	100.0

E47

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	15	44.1	100.0	100.0
Missing	System	19	55.9		
Total		34	100.0		

E48

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	25	73.5	100.0	100.0
Missing	System	9	26.5		
Total		34	100.0		

APPENDIX 4

SEX	MARITAL		Total
	single	married	
Male	8 (31%)	18 (69%)	26 (100%)
Female	6 (75%)	2 (25%)	8 (100%)

APPENDIX 5

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
A4	34	4	5	4.50	.51
A1	34	3	5	4.50	.56
A5	34	3	5	4.38	.65
A2	34	2	5	4.38	.82
A3	34	3	5	4.35	.60
A7	34	3	5	4.15	.78
A6	34	3	5	3.97	.87
Valid N (listwise)	34				

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
B17	34	3	5	4.35	.69
B8	34	2	5	4.32	.91
B14	34	2	5	4.29	.76
B13	34	3	5	4.24	.55
B15	34	2	5	4.21	.77
B16	34	2	5	3.85	.96
B11	34	2	5	3.85	.78
B10	34	2	5	3.82	.72
B12	34	2	5	3.74	.83
B9	33	2	5	3.67	.78
Valid N (listwise)	33				

Descriptives

Descriptive Statistics

	N	Sum
C18	16	16
C19	24	24
C20	7	7
C21	12	12
C22	10	10
C23	16	16
C24	22	22
C25	19	19
Valid N (listwise)	0	

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean
D30	34	4	5	4.82
D29	34	3	5	4.47
D27	34	3	5	4.44
D28	34	2	5	3.85
D26	34	3	5	3.82
Valid N (listwise)	34			

Descriptive Statistics

	Std. Deviation	Variance
D30	.39	.150
D29	.66	.439
D27	.61	.375
D28	.78	.614
D26	.67	.453
Valid N (listwise)		

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean
D35	34	3	5	4.47
D38	34	3	5	4.44
D34	34	3	5	4.41
D31	34	3	5	4.29
D37	34	3	5	4.26
D36	34	3	5	4.03
D33	34	2	5	4.00
D32	34	2	5	4.00
Valid N (listwise)	34			

Descriptive Statistics

	Std. Deviation	Variance
D35	.66	.439
D38	.66	.436
D34	.56	.310
D31	.68	.456
D37	.67	.443
D36	.63	.393
D33	.85	.727
D32	.74	.545
Valid N (listwise)		

Descriptives

Descriptive Statistics

	N	Sum
E39	10	10
E40	19	19
E41	9	9
E42	22	22
E43	11	11
E44	28	28
E45	15	15
E46	0	
E47	15	15
E48	25	25
Valid N (listwise)	0	

LAST PAGE