

APPENDIX 1



Graduate School of Business
Faculty of Business and Accountancy
University of Malaya
Kuala Lumpur

23rd July 2009

Dear Sir/Madam,

This research is to fulfil part of a Master of Business Administration (MBA) assessment from the University of Malaya. The objective of this study is to examine the relationships of employees' attitudes towards money, their well-being and career satisfaction.

I would appreciate if you could voluntarily participate in this survey by completing the attached questionnaire. It will take about 15 minutes of your time to complete the questionnaire. There are no right or wrong answers. Your sincere answers will greatly contribute to the completion of this academic research. Please be assured that all information will be treated with the strictest confidentiality and only the aggregated data will be analysed and reported.

If there are any queries about this study, please contact me at +6012-6166 380 or email to me at cingyee@gmail.com.

Thank you very much for your kind participation.

Yours sincerely,

Ng Cing Yee
MBA candidate
CGA 070096

Supervised by,

Dr Angeline Tay
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A. Your attitude towards money

In each of the following statements, please select **ONE** answer that best describes your attitude towards money, by crossing (X) in the most appropriate box.

	Strongly disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly agree (5)
1. I budget my money very well.					
2. I use my money very carefully.					
3. I pay my bills immediately to avoid interest or penalties.					
4. I do financial planning for the future.					
5. Money undermines one's ethical norms and standards of conduct.					
6. People perform unethical acts to maximise their monetary gains.					
7. Money is evil.					
8. Money (the love of money) is the root of all evil.					
9. People on the same job should be paid equally (equality).					
10. People on the same job should be paid based on merit (equity).					
11. Lower-level job with little responsibility should be paid less.					
12. Money is a symbol of success.					
13. Money represents one's achievement.					

14. Money is a motivator.					
15. I am motivated to work hard for money.					

B. Your satisfaction towards remuneration (Pay level, raise, benefit & structure)

In each of the following statements, please select **ONE** answer that best describes your satisfaction towards your salary, by crossing (X) in the most appropriate box.

The extent to which I am satisfied with ...

	Very dissatisfied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very satisfied (5)
1. My take home pay					
2. My current salary					
3. My overall level of pay					
4. The size of my current salary					
5. My benefit package					
6. The amount the company pays towards my benefits					
7. The value of my benefits					
8. The number of benefits I receive					
9. My most recent pay increase					
10. Influence my supervisor has over my pay					
11. The pay raises I have typically received in the past					
12. How my pay raises are determined					
13. The company's pay structure					
14. The information the company gives about pay issues that concern me					
15. Pay of others doing different jobs in the company					

16. Consistency of the company's pay policies					
17. Differences in pay among different jobs in the company					
18. How the company administers pay					

C. Your satisfaction towards your career

In each of the following statements, please select **ONE** answer that best describes your satisfaction towards your career, by crossing (X) in the most appropriate box.

	Strongly disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)
1. I am satisfied with the success I have achieved in my career.					
2. I am satisfied with the progress I have made towards meeting my overall career goals.					
3. I am satisfied with the progress I have made towards meeting my goals for income.					
4. I am satisfied with the progress I have made towards meeting my goals for advancement.					
5. I am satisfied with the progress I have made towards meeting my goals for the development of new skills.					

D. Your satisfaction towards your life

In each of the following statements, please select **ONE** answer that best describes your satisfaction towards your life, by crossing (X) in the most appropriate box.

	Strongly disagree (1)	Disagree (2)	Slightly disagree (3)	Neither Disagree nor Agree (4)	Slightly agree (5)	Agree (6)	Strongly Agree (7)
1. In most ways, my life is close to the ideal.							
2. The conditions of my life are excellent.							
3. I am satisfied with my life.							
4. So far, I have gotten the things I want in							

life.							
5. If I could live my life over, I would change almost nothing.							

E. Your profile

Please select **ONE** answer from each statement that best describes you.

1. Gender:
 - Male
 - Female

2. Age group:
 - 30 years and below
 - 31 – 40 years
 - 41 – 50 years
 - 51 – 60 years
 - 60 years and above

3. Marital status:
 - Single
 - Married
 - Divorced/Separated
 - Widowed

4. Ethnicity:
 - Malay
 - Indian
 - Chinese
 - Others (please specify)
 - _____

5. Religion:
 - Muslim
 - Hindu
 - None
 - Buddhist
 - Christian
 - Others (please specify)
 - _____

6. Monthly income (gross):
 - RM2,000 or less
 - RM2,001 – RM4,000
 - RM4,001 – RM6,000
 - RM6,001 – RM8,000
 - RM8,001 – RM10,000
 - More than RM10,000

7. Highest education level achieved:
 - Primary Education
 - Secondary Education
 - Certificate or Diploma
 - First Degree (Bachelor)
 - Postgraduate Degree (e.g. Master or Doctorate)
 - Professional Qualification
 - Others (please specify)
 - _____

8. Current job position:
 - Top Manager (e.g. CEO, CFO, COO)
 - Middle Manager (e.g. Regional/Area/Branch/Senior Manager)
 - First-Line Manager (e.g. Departmental Manager, Supervisor, and Team Leader)
 - Administrator / Supporting staff
 - Professional (e.g. Medical Doctor, Lawyer, Professor, Auditor)

9. Current type of industry:
 - Banking/Finance
 - Communications/Advertising
 - Engineering/construction
 - Pharmaceutical/Healthcare
 - Retail/Own business
 - Service/hospitality

Educations

Others (please specify)

10. Please state the number of years you have served your current employer: _____ years

11. Please state the total number of years you have worked: _____ years

Thank you for your participation