QUESTIONNAIRE: EMPLOYEE PERCEPTIONS ON WHISTLEBLOWING IN WORKPLACE

SECTION A - BIOGRAPHICAL DETAILS
PLEASE INDICATE YOUR RESPONSE BY CIRCLING THE APPROPRIATE NUMBER.

1. Gender
   - Male 1
   - Female 2

2. Age
   - 18 - 24 years 1
   - 25 - 34 years 2
   - 35 - 44 years 3
   - 45 - 54 years 4
   - 55 - 64 years 5
   - Over 64 years 6

3. Position in the business
   - Top Management e.g. Senior Manager 1
   - Middle Management e.g. Manager 2
   - Junior Management e.g. Executive 3

4. How long have you been employed by the firm?
   - Less than 1 year 1
   - More than 1 year less than 5 years 2
   - More than 5 years less than 10 years 3
   - More than 10 years less than 15 years 4
   - More than 15 years 5

5. Nature of employment
   - Permanent 1
   - Contract 2
   - Part-time 3

SECTION B: PERCEPTIONS OF WHISTLE BLOWING
PLEASE INDICATE YOUR RESPONSE BY CIRCLING THE APPROPRIATE NUMBER (1 = Strongly disagree; 2 = Disagree; 3 = Neutral; 4 = Agree and 5 = Strongly agree)

<table>
<thead>
<tr>
<th>To which extent, if knowing about wrongdoing</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>B1.1 Employee will report regardless of the type or seriousness of the wrongdoing.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B1.2 Employee will only report if there is a financial reward.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B1.3 Employee will go to any extent to bring justice to the employer.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B1.4 If employee were to report the wrong doing, his/ her employer will retaliate.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B1.5 If employee were to report the wrongdoing, he/ she will be dismissed by the employer.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B1.6 If employee were to report the wrongdoing, he/ she will prepare to resign.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B1.7 I have got a strong supportive ethical culture in my firm.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B1.8 Loyal employee will not report the wrongdoing in any circumstances.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B1.9 Most organization has established a proper internal complaint reporting procedures.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B1.10 Employee is not willing to report the wrongdoing as it will lead to unfavourable consequence (s) to the employer.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B1.11 Employee is not willing to report the wrongdoing as it may result in bad publicity to the firm.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B1.12 Employee is willing to report the wrong doing if it results in significant adverse financial impact.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>
SECTION C: CONSEQUENCES OF WHISTLE BLOWING
PLEASE INDICATE YOUR RESPONSE BY CIRCLING THE APPROPRIATE NUMBER

1. Are you still with the same firm?
   Yes 1  No 2

2. Were you treated fairly by your firm?
   Yes 1  No 2

3. Which year did you blow the whistle? ____________

4. Whom did you blow the whistle to?
   Your firm 1  Police 3
   Press 2  Other, specify 4

5. Did your union protect you from getting fired?
   Yes 1  No 2

6. Will you blow the whistle again?
   Yes 1  Motivate your answer
   No 2

THANK YOU FOR COMPLETING THE QUESTIONNAIRE