

## APPENDEX: QUESTIONNAIRE

**Dear respondent,**

I would like to extend a request to you to participate in this survey by completing the forms that are attached. Your cooperation in spending a few minutes to complete this survey would be much appreciated. Please be aware that all replies will be treated in complete confidence and that this research will be the sole use made of them. This survey's data will only ever be provided in aggregate form.

I appreciate your cooperation and patience.

Questionnaire: Demographics

Name				
Age	20-25	30-35	40-45	Above 60
Gender	Male	female		
Educational background	Formal Education	High School	Diploma	Postgraduate studies and PHD
Occupation	Private organization	Public organization	Self-Employer	Unemployed
Marital status	Single	Married	Divorced	

### SECTION A: AGE DIVERSITY

NO	QUESTIONS	Strongly agree	agree	somewhat	Disagree	Strongly disagree
1	All age groups of workers are fully represented in the company.					

2	The company hires new employees each year.					
3	The company permits staff to continue working after retired.					
4	All employees can participate in the decision-making and problem-solving procedures.					
5	Workers of all ages get along very well with each other.					
6	I can easily adapt to personnel of all ages.					
7	My performance improves when I work with various age groups.					

SECTION B: WORKFORCE DIVERSITY – GENDER

NO	QUESTIONS	Strongly agree	agree	somewhat	Disagree	Strongly disagree
1	The ratio of male to female workers in this company is acceptable.					
2	Working with people of the other gender doesn't worry me.					
3	I do better while dealing with individuals of a different gender.					

4	I have favorable feelings regarding gender equality at work.					
5	Groups with a variety of genders performed significantly better than gender-homogeneous teams in problem-solving and making decisions.					
6	Due to their strong connections and efficient communication, gender-diverse teams succeeded in reaching their objectives.					
7	Due to problems with gender diversity in my place of employment over the last 12 months, I did not suffer stress.					

#### SECTION C: ORGANIZATIONAL DIVERSITY

No	Questions	Strongly agree	agree	somewhat	Disagree	Strongly disagree
1	The majority of the workforce has been employed by the company for a minimum of five years.					
2	Employees having lengthy careers inside the company are regarded with respect.					
3	Only senior employees (those who have worked for the company for					

	more than five years) are engaged in decision-making.					
4	Seniority within the company is valued more highly than professional qualifications.					
5	Awards and increases are given based on performance rather than seniority.					
6	Employees who have worked for the company for a long period tend to clash more than those who have just been there for a year or two due to seniority and ego concerns.					
7	I interact well with both my seniors and my juniors.					
8	Working with staff who have a range of organizational tenures helps to perform better.					

#### SECTION D: EDUCATIONAL BACKGROUND

N O	QUESTIONS	Strongl y agree	agre e	somew hat	Disagree	Strongl y disagre e
1	The company employs people with a variety of educational backgrounds.					

2	Conflict is not created by differences in educational background.					
3	The performance has improved since I work with people from various educational backgrounds.					
4	The team manager involves everyone, regardless of their level of knowledge, in challenges and final choice.					
5	The company treats everyone equally, regardless of their educational background.					
6	Employees with different levels of education and experience often have ego problems.					

SECTION E: Workforce diversity – Working Experience

NO	QUESTIONS	Strongly agree	agree	somewhat	Disagree	Strongly disagree
1	The company has a good balance of newer (new hires) and experienced staff.					
2	Conflicts between younger and more seasoned individuals are not caused by age diversity or personality problems.					



3	Juniors are not involved in making decisions or addressing problems.					
4	I work well with both my seniors and my juniors.					
5	Seniority within the company is valued more highly than educational qualifications.					
6	Due to the position disparity between the young and senior personnel, there are no emotional conflicts or anxiety inside the workplace.					

#### SECTION F: EMPLOYEE PERFORMANCE

NO	QUESTIONS	Strongly agree	agree	somewhat	Disagree	Strongly disagree
1	Therefore, I have no trouble teaching challenging lessons.					
2	I always improve my sector and company.					
3	I do a great job of fulfilling my other obligations in terms of teaching.					
4	The majority of the individuals in my group get decent evaluations.					

5	I find that being part of a diverse company increases productivity.					
6	Becoming part of a varied workforce encourages creativity.					

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