

Note: This is Online Appendix 1 of Agherdien, N., Mey, M.R., & Poisat, P. (2024). Factors influencing the experienced career success of Muslim women: A South African study. *SA Journal of Human Resource Management/SA Tydskrif vir Menslikehulpbronbestuur*, 22(0), a2581. <https://doi.org/10.4102/sajhrm.v22i0.2581>.

Online Appendix 1

Survey sample

This survey forms the basis of a doctoral study with the purpose of identifying whether Muslim women experience additional challenges in the workplace because of their unique cultural backgrounds. Moreover, this study aims to identify the factors contributing to the perceived success of women, including Muslim women. The survey comprises five sections, namely SECTION A: Internal Factors SECTION B: External factors SECTION C: Organisational factors for career success SECTION D: Success Indicators SECTION E: Biographical Data If you have any queries please contact the researcher at Nuraan.Agherdien@mandela.ac.za Once you have consented to this survey, click on start to begin.

By accepting this consent form, I certify that I agree to participate in this study and that the data may be used for future studies.

1. Yes
2. No

SECTION A: INTERNAL FACTORS

This section includes internal factors related to an individual's level of motivation.

Please indicate to what extent you agree with each of the statements below by clicking on the option that most applies to you. ONLY one answer is allowed per statement.

	Strongly Agree	Agree	Disagree	Strongly Disagree
I believe that I am responsible for my own decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am self-confident.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I tend to feel guilty when saying no.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am the one everyone turns to for help.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I find it difficult to express my opinion, feelings, and thoughts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Receiving positive feedback is important to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I speak up when people don't respect the boundaries I have set.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My actions are the result of not wanting to be rejected by others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have clear goals related to my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am happy when everyone else is happy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In your own words, describe the motivators that drive you to achieve your goals.

SECTION B: EXTERNAL FACTORS

This section focuses on social, family, and organisational factors related to an individual's motivation.

Social: Please indicate to what extent you agree with each of the statements below by clicking on the option that most applies to you. ONLY one answer is allowed per statement.

	Strongly agree	Agree	Disagree	Strongly disagree
I am committed to the religious teachings that apply to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I understand the status of women in my religion or culture.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Society determines the role of men and women in general.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Society determines the role of men and women in the workplace.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A wife should obey her husband, always.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My religion influences the way I think, feel, and act.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The voices of women in society are important.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Discuss the role of women as set by your religion or culture.

Do your religious teachings influence your behaviour towards women? Please motivate.

Family, Please indicate to what extent you agree with each of the statements below by clicking on the option that most applies to you. ONLY one answer is allowed per statement.

	Strongly agree	Agree	Disagree	Strongly disagree
My family motivates me to achieve my best.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My family provides emotional support to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am comfortable discussing work-related activities with my family.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My family fully supports my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My partner fully supports my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My family treats everyone the same, irrespective of gender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My family support each other.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am comfortable discussing personal problems with my family.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My family does not judge the decisions I make.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Organisation, please indicate to what extent you agree with each of the statements below by clicking on the option that most applies to you. ONLY one answer is allowed per statement. At my organisation, the following is important...

	Strongly agree	Agree	Disagree	Strongly disagree
Networking opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training and development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fairness and equality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources, infrastructure, and finance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious freedom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Colleague support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclusivity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supportive environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In your own words, your organisations culture can be described as...

What in your opinion, is your organisations stance on the career advancement of women?

SECTION C: ORGANISATIONAL STRATEGIES FOR THE CAREER SUCCESS OF WOMEN

This section focusses on the extent to which various organisational strategies apply to you.

Please indicate yes or no to the statements below. ONLY one answer is allowed per statement. I am aware of the following interventions at my organisation.

	Yes	No
Networking opportunities	<input type="checkbox"/>	<input type="checkbox"/>
Training and development	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor support	<input type="checkbox"/>	<input type="checkbox"/>
Educational opportunities	<input type="checkbox"/>	<input type="checkbox"/>
Resources, infrastructure, and finance	<input type="checkbox"/>	<input type="checkbox"/>
Promotional opportunities	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring	<input type="checkbox"/>	<input type="checkbox"/>
Career advancement opportunities	<input type="checkbox"/>	<input type="checkbox"/>
Colleague support	<input type="checkbox"/>	<input type="checkbox"/>
Gender balance initiatives	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate the extent to which you have been exposed to the following interventions. ONLY one answer is allowed per statement.

	Often	Rarely	Never
Networking opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training and development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educational opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources, infrastructure, and finance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promotional opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career advancement opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Colleague support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender balance initiatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION D: SUCCESS INDICATORS

This section focusses on the predictors of career success.

Please indicate to what extent you agree with each of the statements below by clicking on the option that most applies to you. ONLY one answer is allowed per statement.

	Strongly agree	Agree	Disagree	Strongly disagree
I am confident in expressing my views in the job I occupy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have a high level of skill and expertise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My job allows me to utilise my skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work is central to my identity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am attached to my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can manage my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe that I can mitigate any career-related barriers I may face.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can develop my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My knowledge, skills and abilities are constantly developed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am engaged in my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please complete the sentences: Success to me refers to ...

My career success is important/not important to me because...

The career challenges I face includes the following:

I am successful because....

At my organisation, people are considered successful if...

SECTION E: BIOGRAPHICAL DATA

Gender

1. Male
2. Female

Ethnicity

1. African
2. Mixed race
3. Indian
4. White
5. Other

Age

1. 18–24
2. 25–34
3. 35–44
4. 45–54
5. 55–64
6. Above 64

Religion

1. Muslim
2. Christian
3. Hindu
4. Jewish
5. Other

Educational level

1. Matric
2. Higher certificate
3. Diploma
4. Degree
5. Honours
6. Masters
7. Doctorate
8. Other

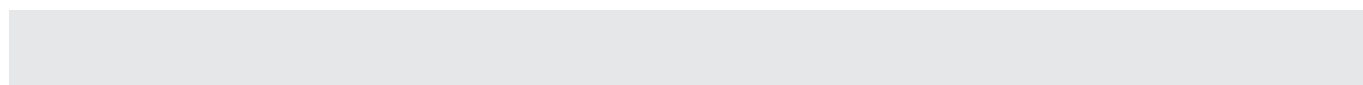
Mothers level of education

1. Matric
2. Higher certificate
3. Diploma
4. Degree
5. Honours
6. Masters
7. Doctorate
8. N/A
9. Other _____

Fathers level of education

1. Matric
2. Higher certificate
3. Diploma
4. Degree
5. Honours
6. Masters
7. Doctorate
8. N/A
9. Other _____

Profession



Marital status

1. Single
2. Married
3. Divorced
4. Widowed
5. Other

Number of children

1. 0
2. 1
3. 2
4. 3
5. 4
6. 5
7. 6
8. 7
9. 8

10. 9
11. 10

In your opinion, what are the defining characteristics of success?

Based on your definition of success, would you say that you are successful? Please motivate.