



## EVALUATION QUESTIONNAIRE ON THE IMPLEMENTATION OF

- 1. Performance Management & Development System (PMDS)*
- 2. Human Resource Development*

**2017**

The Department of Public Service and Administration (DPSA) is conducting an evaluation on the status quo with regards to implementation of PMDS and Human Resource Development policies. The policies were selected for evaluation based on their strategic relevance to advancement of the programme for DPSA over the MTEF period. As part of the evaluation, Employees in Levels 3-12 are requested to complete the PMDS and HRD online questionnaires.

The key objectives of the survey are to: to establish the status quo regarding their implementation against given public administration standards. Specific objectives include:

- Understanding how the three policies were implemented;
- Identifying critical differences between planned and actual implementation;
- Identifying barriers to and enablers of implementation
- Documenting and comparing different intensities or variation of policies;
- Collecting information to support interpretation and future evaluations of policy impact;

- Documenting the relationship between the logic model components and external influences;
- Improving the policy implementation process;
- Informing future policy development/review
- Informing development and review of Public Administration standards and
- Defining the expected outcomes and results anticipated in the implementation of these three policies

**Instructions:** Please complete the PMDS and HRD questionnaires by clicking on the link provided below and following the instructions of each section. Your honesty, openness and fairness in completing this questionnaire will assist your department, the public service and government in identifying service delivery blockages and in implementing appropriate remedial measures to improve service delivery.

For further information please contact: Ms Mamotladi Matloga; email [mamotladim@dpsa.gov.za](mailto:mamotladim@dpsa.gov.za) or Ms Johanna Modiga; email: [johannahm@dpsa.gov.za](mailto:johannahm@dpsa.gov.za).

SALARY LEVEL									
DEPARTMENT	3 to 5	6	7	8	9	10	11	12	Total
OTP	39	6	25	15	30	11	18	6	150
Agriculture, LR & RD	71	23	35	55	22	18	27	20	244
Economic Development & Tourism	21	5	28	8	23	8	20	6	119
COGHSTA	31	71	49	45	34	9	27	31	263
Education	96	81	97	94	94	80	75	9	626
Environment & Nature Conservation	50	5	33	9	25	12	16	9	159
Health	97	84	89	78	83	76	82	68	657
Provincial Treasury	31	9	27	58	24	36	7	28	213
Roads & Public Works	84	13	44	31	25	15	25	17	254
Social Development	74	35	9	50	40	36	6	26	236
Sport, Arts & Culture	72	12	73	20	20	1	20	6	224
Transport, Safety & Liaison	48	50	39	25	6	23	9	17	217
<b>Total</b>	714	394	548	488	352	325	298	243	3362

**Note:** Samples were calculated using the Yamane (1967) formula:

$$n = \frac{N}{1 + N(e^2)}$$

Where (n) is the desired sample size, (N) is the population size and (e) is the level of precision. The sampling method was selected because it is based on a simple formula that gives feasible, yet representative samples.

**SURVEY LINK:**

Access the survey from the following link:

<http://www.dpsa.gov.za/surveys/index.php?r=survey/index&sid=125768&lang=en>

The survey closes on 13 March 2017.

Thank you



**SURVEY SAMPLES PER DEPARTMENT: NORTHERN CAPE PROVINCE**