

Evaluation form: Competency based assessments for senior managers
(Please complete all questions)

Department:

Name of respondent:

Designation:

Please rate the following in terms of the process

| | | | | | |
|-------------------------------------|-----------|------|---------|------|-----------|
| Co-operation from service providers | Very good | Good | Average | Poor | Very poor |
| Co-operation from DPSA | Very good | Good | Average | Poor | Very poor |
| The assessment battery | Very good | Good | Average | Poor | Very poor |
| Feedback | Very good | Good | Average | Poor | Very poor |

Which service provider have you contracted to do assessments in you department?

| Company | Yes/No | Rating (eg. poor, average,good) | Positive/negative comments |
|--|--------|---------------------------------|----------------------------|
| Deloitte and Touche | | | |
| Jobvest | | | |
| Work Dyanamics | | | |
| Larona (Setho Sarona) | | | |
| Leadtrain | | | |
| Workplace Innovations (Manto Management) | | | |
| Moruo-Bathong Investments | | | |

How many assessments has your department conducted for recruitment purposes using the SMS assessment battery?

How many assessments has your department conducted for developmental purposes using the SMS assessment battery?

What are the challenges facing your department in terms of conducting assessments using the SMS assessment battery for:

Recruitment:

Development:

In your opinion, is the SMS assessment framework adequately designed to be used for Senior Managers in the Public Service?

| | |
|-----|----|
| Yes | No |
|-----|----|

If no, please indicate what you think are the short-comings to framework

In your opinion, is the SMS assessment battery adequately designed to be used for Senior Managers in the Public Service?

| | |
|-----|----|
| Yes | No |
|-----|----|

If no, please indicate what you think are the short-comings to the battery

What do you believe are the advantages of the SMS assessment battery in your department?

Has the SMS battery improved the recruitment process in your department?

| | |
|-----|----|
| Yes | No |
|-----|----|

Has the SMS battery improved the developmental process in your department?

| | |
|-----|----|
| Yes | No |
|-----|----|

Do you think that the voluntary process of competency assessments should become a mandatory process for all departments

| | |
|-----|----|
| Yes | No |
|-----|----|

If no, please indicate why you believe so?

How do you think, the SMS competency assessment battery can be improved for its purpose?

Did the workshop held in your province/department assist and inform you about the process?

| | |
|-----|----|
| Yes | No |
|-----|----|

Did you access the DPSA website for information concerning competency assessments?

| | |
|-----|----|
| Yes | No |
|-----|----|

Did the DPSA adequately assist you?

| | |
|-----|----|
| Yes | No |
|-----|----|

General Comments

The DPSA thanks you for your comments and co-operation and appreciates your effort in improving the process. The information you have provided is pertinent to the improvement of the process. Please forward this questionnaire to 0866188848 or Private Bag X 916 PRETORIA 0001 by 17 April 2007

Name:

Signature:
