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Appendix A - ICT Facilitated Schools in the North Central Province – Sri Lanka

CLCs IN NCP - ESTABLISHED UNDER SEMP I

S.No	Zone	Name of the school	Address of School
1	Anuradhapura	A/Anuradhapura M.M.V.	Anuradhapura
2	Anuradhapura	A/Pusiyankulama M.V.	Elayapattuwa
3	Anuradhapura	A/Pihimbiyagollewa M.V.	Pihimbiyagollewa
4	Anuradhapura	A/Ikiriyaigollewa Muslim M.V.	Wahamalgollewa
5	Anuradhapura	A/Nochchiyagama Vidyadharsha M.V.	Nochchiyagama
6	Anuradhapura	A/Pahala Maragahawewa Vidyarthi M.V.	Pahala Maragahawewa
7	Anuradhapura	A/Pahala Halmillewa Sri Dutugamunu M.V.	Pahala Halmillewa
8	Anuradhapura	A/Galadiulwewa Sri Sumangala M.V.	Galawewa
9	Anuradhapura	A/Nachchaduwa Sinhala M.V.	Nachchaduwa
10	Anuradhapura	A/Kaluvilasena M.V.	Hidogama
11	Kekirawa	A/Kakirawa M.M.V.	Kakirawa
12	Kekirawa	A/Thibbatuwewa M.V.	Kakirawa
13	Kekirawa	A/Kandalama Pallegama M.V.	Kithulhitiyawa
14	Kekirawa	A/Maradankadawala M.V.	Maradanakadawala
15	Kekirawa	A/Kadadugama Jaya Muslim M.V.	Kadadugama
16	Kekirawa	A/Ganewalpola Muslim M.V.	Ganewalpola
17	Kekirawa	A/Habarana M.V.	Habarana
18	Kekirawa	A/Vijithapura M.V.	Vijithapura
19	Kekirawa	A/Ganthiriyagama Mahinda M.V.	Ganthirigama
20	Kekirawa	A/Galkulama M.V.	Galkulama
21	Kekirawa	A/Labunoruwa Pandukabhaya M.V.	Labunoruwa
22	Kekirawa	A/Galkiriyagama M.M.V.	Galkiriyagama
23	Kekirawa	A/Andiyagala M.V.	Andiyagala
24	Kekirawa	A/Budugehinna M.V.	Dewahuwa
25	Kekirawa	A/Palagala M.V.	Palagala
26	Kekirawa	A/Dambulu Halmillewa M.V.	Dambulu Halmillewa
27	Kekirawa	A/Maha Iluppallama M.V.	Maha Iluppallama
28	Thambuttegama	A/Ihala Halmillewa M.V.	Ihala Halmilla
29	Thambuttegama	A/Sri Sumangala M.V.	Nabodawewa
30	Thambuttegama	A/Makulewa M.V.	Hurigawewa
31	Thambuttegama	A/Mahabellankadawala M.V.	Malwanegama
32	Thambuttegama	A/Rajanganaya yaya 10 M.V.	Gamunupura
33	Thambuttegama	A/Sirimapura M.V.	Sirimapura
34	Thambuttegama	A/Angamuwa yaya 06 M.V.	Angamuwa
35	Thambuttegama	A/Kalankuttiya M.V.	Kalankuttiya
36	Galenbindunuwewa	A/Thammennawa Welusumana M.V.	Seepukulama
37	Galenbindunuwewa	A/Karukkankulama Thakshila M.V.	Galenbindunuwewa
38	Galenbindunuwewa	A/Mahagaswewa M.V.	Gatalawa
39	Galenbindunuwewa	A/Yakalla M.V.	Megodawewa
40	Galenbindunuwewa	A/Padikaramaduwa M.V.	Padikaramaduwa
41	Galenbindunuwewa	A/Sivalakulama Seevali M.V.	Sivalakulama
42	Galenbindunuwewa	A/Rathmalgahawewa M.V.	Rathmalgahawewa
43	Galenbindunuwewa	A/Ranpathvila M.V.	Ranpathvila
44	Galenbindunuwewa	A/Padarellewa Pandula M.V.	Padarellewa

S.No	Zone	Name of the school	Address of School
45	Kebithigollewa	A/ Alivanguwa M.V.	Padavi Sri Pura
46	Kebithigollewa	A/Poonewa M.V.	Poonewa
47	Kebithigollewa	A/Kadawathgama Sri Sobitha M.V.	Kadawathgama
48	Kebithigollewa	A/Horowpothana Muslim M.V.	Horowpothana
49	Polonnaruwa	PL/ Royal College	Nawanagaraya
50	Polonnaruwa	PL/Bendiwewa M.V.	Jayanthipura
51	Polonnaruwa	PL/Palugasdamana M.V.	Palugasdamana
52	Polonnaruwa	PL/Vijayaraja M.V.	Kalinga Ela
53	Polonnaruwa	PL/Polonnaruwa Muslim M.V.	Polonnaruwa
54	Polonnaruwa	PL/Abyapura M.V.	BOP398,Pulasthigama
55	Polonnaruwa	PL/Hingurakdamana M.V.	Hingurakdamana
56	Polonnaruwa	PL/Gal Amuna M.V.	Gal Amuna
57	Hingurakgoda	PL/Ananda Balika National School	Hingurakgoda
58	Hingurakgoda	PL/Girithalegama M.V.	Girithale
59	Hingurakgoda	PL/Rajarata M.V.	Hingurakgoda
60	Hingurakgoda	PL/Diulankadawala M.V.	Diulankadawala
61	Hingurakgoda	PL/Vijayapura M.V.	Diyasenpura
62	Hingurakgoda	PL/Mandalagiriya M.V.	Medirigiriya
63	Hingurakgoda	PL/Kaudulla M.V.	Kaudulla
64	Hingurakgoda	PL/Bakamoona Mahasen M.V.	Bakamoona
65	Hingurakgoda	PL/Irahanda Ketuwewa M.V.	Diyabeduma
66	Dimbulagala	PL/Siripura M.V.	Siripura
67	Dimbulagala	PL/Ellewewa M.V.	Ellewewa

IT CENTERS IN NCP - ESTABLISHED UNDER GEP- II

S.No	Zone	Name of the school	Address of School
1	Anuradhapura	A/Swarnapali Balika M.V.	Anuradhapura
2	Anuradhapura	A/St' Joseph M.V.	Anuradhapura
3	Anuradhapura	A/Niwanthaka Chethiya M.V.	Anuradhapura
4	Anuradhapura	A/Walisingha Harischandra M.V.	Anuradhapura
5	Anuradhapura	A/Zahira M.V.	Anuradhapura
6	Anuradhapura	A/Perimiyankulama Ashoka M.V.	Perimiyankulama
7	Anuradhapura	A/Elayapattuwa M.V.	Elayapattuwa
8	Anuradhapura	A/Mahabulankulama M.V.	Mahabulankulama
9	Anuradhapura	A/Rambewa M.V.	Rambewa
10	Anuradhapura	A/ Kudanelubewa Gamunu M.V.	Hidogama
11	Anuradhapura	A/Nachchaduwa Muslim M.V.	Nachchaduwa
12	Anuradhapura	A/Mahavilachchiya Siddartha M.V.	Pemaduwa
13	Kekirawa	A/Madatugama Sri Rewatha M.V.	Madatugama
14	Kekirawa	A/Kagama Datusena M.V.	Kagama
15	Kekirawa	A/Kalawewa Muslim M.V.	Vijithapura
16	Kekirawa	A/Thirappane Mahana M.V.	Thirappane
17	Thambuttegama	A/Eppawala M.M.V.	Eppawala
18	Thambuttegama	A/Thalawa M.V.	Thalawa
19	Thambuttegama	A/Kagama Yaya 9 M.V.	Katiyawa
20	Thambuttegama	A/Thambuttegama M.M.V.	Thambuttegama

S.No	Zone	Name of the school	Address of School
21	Thambuttegama	A/Rajanganaya 13/14 Mahasen M.V.	Rajanganaya Handiya
22	Thambuttegama	A/Rajanganaya yaya 5 M.V.	Rajanganaya
23	Thambuttegama	A/Galnewa M.M.V.	Galnewa
24	Galenbindunuwewa	A/Mihinthale M.V.	Mihinthale
25	Galenbindunuwewa	A/Mahakanadara yaya 2 Gamunu M.V.	Wamiura
26	Galenbindunuwewa	A/Galenbindunuwewa M.M.V.	Galenbindunuwewa
27	Galenbindunuwewa	A/Nikawewa Anura M.V.	Hurulunikawewa
28	Galenbindunuwewa	A/Dutuwewa M.V.	Dutuwewa
29	Galenbindunuwewa	A/Kahatagasdigiliya M.M.V.	Kahatagasdigiliya
30	Kebithigollewa	A/Kebithigollewa M.M.V	Kebithigollewa
31	Kebithigollewa	A/Buddangala M.V.	Padavi Parackramapura
32	Kebithigollewa	A/Padavi - Parackramapura M.V.	Padavi Parackramapura
33	Kebithigollewa	A/Padavi Mahasen M.V.	Padaviya
34	Kebithigollewa	A/Madawachchiya M.M.V.	Madawachchiya
35	Kebithigollewa	A/Ruwanweli M.M.V.	Horowpothana
36	Polonnaruwa	PL/ Sewamuktha Kandaura M.V.	Palugasdamana
37	Polonnaruwa	PL/Thopawewa M.V.	Polonnaruwa
38	Polonnaruwa	PL/Kaduruwela Nagara M.V.	Kaduruwela
39	Polonnaruwa	PL/Vijitha M.M.V.	Pulasthigama
40	Hingurakgoda	PL/Minneriya National School	Hingurakgoda
41	Hingurakgoda	PL/Nagalakanda M.V.	Minneriya
42	Hingurakgoda	PL/Medirigiriya M.M.V.	Medirigiriya
43	Hingurakgoda	PL/Kauduluwewa Mahinda M.V.	Kauduluwewa, Stage II
44	Hingurakgoda	PL/Attanakadawala M.V.	Attanakadawala
45	Dimbulagala	PL/Kashyapa M.V.	Dimbulagala
46	Dimbulagala	PL/Manampitiya Sinhala M.V.	Manampitiya
47	Dimbulagala	PL/Manampitiya Tamil M.V.	Manampitiya
48	Dimbulagala	PL/Welikanda M.V.	Welikanda
49	Dimbulagala	PL/Vilayaya M.V.	Aralagfanvila
50	Dimbulagala	PL/Leelarathana Wijesinghe M.V.	Hansaya Palama

NEW CLCs IN NCP ESTABLISHED UNDER SEMP - II

S.No	Zone	Name of the school	Address of School
1	Anuradhapura	A/Deepani M.V.	Wannithammenawa
2	Anuradhapura	A/Paniyankadawala M.V.	Saliyapura
3	Anuradhapura	A/Thanthirimale Vimalagnana M.V.	Thanthirimale
4	Anuradhapura	A/Thakshila M.V.	Wamiura
5	Kekirawa	A/Kekirawa Bastiyan Silva M.V.	Kekirawa
6	Kekirawa	A/Senapura M.V.	Senapura
7	Kekirawa	A/Walagambahuwa M.V.	Walagambahuwa
8	Kekirawa	A/Alagollewa RC M.;V.	Alagollewa
9	Thambuttegama	A/Subodhi M.V.	Kiralogama
10	Thambuttegama	A/Nagama Muslim M.V.	Nagampaha
11	Galenbindunuwewa	A/Huruluwewa Wamiura M.V.	Megodawewa
12	Galenbindunuwewa	A/Kahatagasdigiliya Muslim M.V.	Kahatagasdigiliya

S.No	Zone	Name of the school	Address of School
13	Kebithigollewa	A/Kirigalwewa M.V.	Kirigalwewa
14	Kebithigollewa	A/Agunochchiya Muslim M.V.	Agunochchiya
15	Polonnaruwa	PL/Shanthi M.V.	Unagalavehera
16	Polonnaruwa	PL/AL -Hilala Muslim M.V.	Thabala
17	Hingurakgoda	PL/Ambagaswewa M.V.	Maha Ambagaswewa
18	Hingurakgoda	PL/Ataragallewa M.V.	Ataragallewa
19	Dimbulagala	PL/Nuwaragala M.V.	Nuwaragala
20	Dimbulagala	PL/Sewanapitiya M.V.	Sewanapitiya
21	Dimbulagala	PL/Veheragala M.V.	Ruhunugama
22	Dimbulagala	PL/Damminna M.V.	Damminna

Appendix B1- Interview Protocol for the Pilot Survey

- | | | | |
|---|-------------|---------------|------------|
| 1. How do you rate your current computer competency level. | High | Medium | Low |
| 2. Your interest to learn and use modern IT tools to support your job. | High | Medium | Low |
| 3. School cultural readiness towards use of IT at work. | High | Medium | Low |
| 4. The level of leadership support towards use of IT at work. | High | Medium | Low |
| 5. The level of freedom to integrate IT at work. | High | Medium | Low |
| 6. School planning & strategy towards use of IT at work. | High | Medium | Low |
| 7. The level of infrastructural facilities for effective use of IT. | High | Medium | Low |
| 8. The level of your IT usage for creating new
information/knowledge. | High | Medium | Low |
| 9. The level of your IT usage for storing
information/knowledge. | High | Medium | Low |
| 10. The level of your IT usage for disseminating your
information/knowledge. | High | Medium | Low |
| 11. The level of your IT usage for applying your
information/knowledge. | High | Medium | Low |
| 12. The level of support that IT provides to increase work performance | High | Medium | Low |

Q1.	High=04(16%)	Medium=08(32%)	Low=13(52%)
Q2.	High=02(8%)	Medium=07(28%)	Low=16(64%)
Q3.	High=04(16%)	Medium=05(20%)	Low=16(64%)
Q4.	High=03(12%)	Medium=07(28%)	Low=15(60%)
Q5.	High=06(24%)	Medium=06(24%)	Low=13(52%)
Q6.	High=05(20%)	Medium=06(24%)	Low=14(56%)
Q7.	High=02(8%)	Medium=04(16%)	Low=19(76%)
Q8.	High=04(16%)	Medium=05(20%)	Low=16(64%)
Q9.	High=02(8%)	Medium=05(20%)	Low=18(72%)
Q10.	High=03(12%)	Medium=05(20%)	Low=17(68%)
Q11.	High=04(16%)	Medium=06(24%)	Low=15(60%)
Q12.	High=08(32%)	Medium=09(36%)	Low=08(32%)



Appendix C - Reliability Analysis – Cronbach’s Alpha Coefficients

Variable	Cronbach’s Alpha
ICT Competency	.993
Attitudes	.986
Leadership Support	.991
School Planning	.998
ICT Infrastructure	.994
Overall ICT Use	.993
• Information/Knowledge Creation	.996
• Information/Knowledge Storage	.993
• Information/Knowledge Dissemination	.997
• Information/Knowledge Application	.983
Job Performance	.991

1. A/Anuradhapura M.M.V.
2. A/Pusiyankulama M.V.
3. A/Nochchiyagama Vidyadharsha M.V.
4. A/ Kakirawa M.M.V.
5. A/Maradankadawala M.V.
6. A/ Habarana M.V.
7. A/Galkiriyagama M.M.V
8. A/Dambulu Halmillewa M.V.
9. A/ Sri Sumangala M.V.
10. A/Sirimapura M.V.
11. A/Kalankuttiya M.V.
12. A/Mahagaswewa M.V.
13. A/Yakalla M.V.
14. A/Rathmalgahawewa M.V.
15. A/Poonewa M.V.
16. PL/ Abayapura M.V.
17. PL/Gal Amuna M.V.
18. PL/Kadulla M.V.
19. PL/Siripura M.V.
20. A/Swarnapali Balika M.V.
21. A/St. Joseph M.V.
22. A/Niwanthaka Chethiya M.V.
23. A/Walisingha Harischandra M.V.
24. A/Mihinthale M.V.
25. A/Kahatagasdigiliya M.M.V
26. A/Buddangala M.V.
27. PL/Kaduruwela Nagara M.V.
28. PL/Manampitiya SinhalaM.V.
29. PL/Welikanda M.V.
30. A/Deepani M.V.

Appendix E1 - Cover Letter (English)

WWNCK Palagolla
Faculty of Management Studies
Rajarata University of Sri Lanka
Mihintale

24th November 2008

Dear Sir/Madam

Data Collection for a Postgraduate Research Thesis

I am W.W.N.C.K. Palagolla working as a lecturer for the Faculty of Management Studies of the Rajarata University of Sri Lanka.

I am also a postgraduate student in the M. Sc. in Information Technology degree program offered by the University of Moratuwa. Presently, I am engaged in the collection of data for my research thesis "Use of ICT among Secondary Schools in the North Central Province of Sri Lanka".

The questionnaire consists of 07 sections. Participation in this survey is voluntary and confidentially is assured. It is very much appreciated if you kindly spend 20 minutes of your valuable time to fill up the questionnaire attached herewith. You are kindly requested to send the duly filled questionnaire within two weeks time of receipt. A stamped and self addressed envelope is enclosed herewith for your convenience.

Please do contact me on the following numbers for any clarification in this regard.

Mobile – 0714164042
E- mail – nisha@rjt.ac.lk

Thank you,

Yours Sincerely,

WWNCK PALAGOLLA

ඩබ්.ඩබ්.එන්.සී.කේ. පාලාගොල්ල
කළමනාකරණ අධ්‍යයන පීඨය
ශ්‍රී ලංකා රජරට විශ්වවිද්‍යාලය
මිනින්තලේ

2008.11.24

ප්‍රිය මහත්මයානණී, / මහත්මියණී,

සමීක්ෂණ කටයුත්තක් සදහා දත්ත රැස්කිරීම

ඩබ්.ඩබ්.එන්.සී.කේ. පාලාගොල්ල වන මා ශ්‍රී ලංකා රජරට විශ්වවිද්‍යාලයේ කළමනාකරණ අධ්‍යයන පීඨයේ කටයුතු වර්ධක ලෙස සේවය කරමි. මාගේ උසස් අධ්‍යයන කටයුතු සදහා මා මොරටුව විශ්වවිද්‍යාලය මගින් ප්‍රදානය කරනු ලබන තොරතුරු තාක්ෂණය පිළිබඳ පශ්චාත් උපාධි පාඨමාලාව හදාරනු ලබන අතර ඊට අදාළ සමීක්ෂණ වාර්ථාවක් සකස් කිරීම සදහා උතුරුමැද පලාතේ ද්විතිය පාසල් වල තොරතුරු තාක්ෂණය යොදා ගැනීමේ ස්වරූපය පිළිබඳව අධ්‍යයනයක යෙදෙමි. මේ සදහා දත්ත රැස්කිරීම සදහා ඔබගේ නොමදා සහයෝගය ඉතා අගය කොට සලකන අතර ඔබ විසින් සපයන තොරතුරු මගින් ඔබගේ අනන්‍යතාවය හෙළි නොවන බවටද සහතික වෙමි.

මේ සමග අමුණා ඇති කොටස් 07කින් සමන්විත ප්‍රශ්නාවලිය සම්පූර්ණ කොට සති දෙකක් ඇතුලත හැකි ඉක්මනින් මා වෙත ලැබීමට සලස්වන්නේ නම් කෘතඥ වෙමි. මාගේ ලිපිනය සහිත මුද්දර ඇලවු ලියුම් කවරයක්ද මේ සමග ඇමුණා ඇත.

මෙම ප්‍රශ්නාවලියට අදාළ කිසියම් පැහැදිලි කරගැනීමක් අවශ්‍ය වන්නේ නම් කරුණාකර පහත සදහන් කුමන හෝ ක්‍රමයකට මා ඇමතිය හැකි බව සතුටින් දන්වා සිටිමි.

ජංගම දුරකථනය - 071 4164042
විද්‍යුත් තැපෑල - nisha@rjt.ac.lk

ස්තූතියි.

මෙයට විශ්වාසී,

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ඩබ්.ඩබ්.එන්.සී.කේ. පාලාගොල්ල

Appendix F1 - Survey Questionnaire (English)

Survey on the Use of ICT among Secondary Schools in the North Central Province of Sri Lanka – 2008

Confidential

The information collected in this survey will be strictly confidential and individual level information will not be divulged to any person or organization.

Instructions

- Please rate your level of agreement/capability to every statement by circling the most appropriate number as per the direction pertaining to each section.

What is ICT? – For the purpose of this research ICT is interpreted to mean any computer based technology, which can be used as teaching, learning, and information management tool.

A ICT competency level		Very Low	Low	Medium	High	Very High
1.1	Install a software program	1	2	3	4	5
1.2	Scan disks for viruses	1	2	3	4	5
1.3	Format disks	1	2	3	4	5
1.4	Perform computer hard drive and file management	1	2	3	4	5
1.5	Operate a word processing program (i.e. Word).	1	2	3	4	5
1.6	Operate a presentation program (i.e. PowerPoint).	1	2	3	4	5
1.7	Operate a spreadsheet program (i.e. Excel).	1	2	3	4	5
1.8	Operate a database program (i.e. Access)	1	2	3	4	5
1.9	Surfing Internet	1	2	3	4	5
B Attitudes towards ICT		Very Low	Low	Medium	High	Very High
2.1	ICT is easy to understand and use	1	2	3	4	5
2.2	Use of ICT saves time and effort	1	2	3	4	5
2.3	Use of ICT makes job interesting	1	2	3	4	5
2.4	ICT provides opportunities for professional development	1	2	3	4	5
2.5	ICT should be a priority in education	1	2	3	4	5
2.6	ICT stimulates student interest on learning	1	2	3	4	5
2.7	I like to learn and use modern ICT tools to support my job	1	2	3	4	5
C Leadership and school planning		Very Low	Low	Medium	High	Very High
<i>Principal of my school:</i>						
3.1	is interested in using ICT at work	1	2	3	4	5
3.2	provides support with the resources need to apply ICT at work	1	2	3	4	5
3.3	appreciates teachers who use ICT in their work	1	2	3	4	5
3.4	motivates staff to learn and use ICT at work	1	2	3	4	5
<i>My school has:</i>						
3.5	clear plans to apply ICT at work	1	2	3	4	5
3.6	clear plans to identify information & technology requirements at work	1	2	3	4	5
3.7	clear plans to improve the use of ICT at work	1	2	3	4	5
D Level of availability: hardware, software, and support services		Very Low	Low	Medium	High	Very High
4.1	Internet	1	2	3	4	5
4.2	School intranet	1	2	3	4	5
4.3	Desktop computers	1	2	3	4	5
4.4	Laptop computers	1	2	3	4	5
4.5	Printers	1	2	3	4	5
4.6	Scanners	1	2	3	4	5
4.7	Multimedia projectors	1	2	3	4	5

4.8	CD writers	1	2	3	4	5
4.9	Word processing software applications	1	2	3	4	5
4.10	Database management systems	1	2	3	4	5
4.11	Spreadsheet software applications	1	2	3	4	5
4.12	Presentation software applications	1	2	3	4	5
4.13	Special application software (i.e. accounting & statistical packages)	1	2	3	4	5
4.14	Learning Management Systems (i.e. Moodle)	1	2	3	4	5
4.15	Training opportunities on the use of computers and peripherals	1	2	3	4	5
4.16	Training opportunities on how to integrate ICT at work	1	2	3	4	5
E Use of ICT at work		Very Low	Low	Medium	High	Very High
5.1	Using spreadsheet software to make assessments (i.e. Grading)	1	2	3	4	5
5.2	Using special software (statistical, accounting etc.) as a problem solving tool of the subject(s) I teach	1	2	3	4	5
5.3	Using word processing software to prepare subject materials	1	2	3	4	5
5.4	Using Database Management Systems in decision making	1	2	3	4	5
5.5	Use of presentation software to make presentations in teaching	1	2	3	4	5
5.6	Using Learning Management Systems (i.e. Moodle) to stimulate students' interest on learning	1	2	3	4	5
5.7	Use of video clips in teaching	1	2	3	4	5
5.8	Use of self developed software at work	1	2	3	4	5
5.9	Use of multimedia projector in teaching	1	2	3	4	5
F Use of ICT for managing information/knowledge at work		Very Low	Low	Medium	High	Very High
Creating Knowledge:						
6.1	Using Internet to generate new information/knowledge	1	2	3	4	5
6.2	Using Internet to update my existing information/knowledge	1	2	3	4	5
6.3	Using school Intranet to generate new information/knowledge	1	2	3	4	5
6.4	Using school intranet to update existing information/knowledge	1	2	3	4	5
Storing Knowledge:		Very Low	Low	Medium	High	Very High
6.5	Use of computer files to store information/knowledge	1	2	3	4	5
6.6	Use of Wikis to store information/knowledge	1	2	3	4	5
6.7	Use of Blogs to store information/knowledge	1	2	3	4	5
6.8	Use of Learning Management Systems (i.e. Moodle) to store information/knowledge	1	2	3	4	5
Disseminating Knowledge:		Very Low	Low	Medium	High	Very High
6.9	Using e-mail to share information/knowledge	1	2	3	4	5
6.10	Using Internet chat to share information/knowledge	1	2	3	4	5
6.11	Using computer presentation in teaching	1	2	3	4	5
6.12	Use of Wikis to disseminate information/knowledge	1	2	3	4	5
6.13	Use of forums to disseminate information/knowledge	1	2	3	4	5
6.14	Use of Learning Management Systems (i.e. Moodle) for sharing information/knowledge	1	2	3	4	5
6.15	Use of already developed e-materials in teaching	1	2	3	4	5
G Impact of ICT on work performance		Very Low	Low	Medium	High	Very High
7.1	ICT makes work very efficient	1	2	3	4	5
7.2	Use of ICT saves work resources (i.e. stationary)	1	2	3	4	5
7.3	ICT supports to accomplish a great deal of work	1	2	3	4	5
7.4	ICT improves very high quality of work	1	2	3	4	5
7.5	Use of ICT easily meet career goals	1	2	3	4	5
7.6	Use of ICT in teaching has improved students' examination results (i.e. O/L, A/L)	1	2	3	4	5
7.7	Use of ICT in teaching has improved students' interest on learning	1	2	3	4	5
7.8	Use of ICT in teaching has improved students' creativity	1	2	3	4	5

H Your Personal Information

- 8.1 Age: ----- 8.2 Gender: ----- 8.3 Service ----- (in Years)
- 8.4 Highest Educational Qualification: -----(below O/L, O/L or Equal, A/L or Equal, Degree or Equal, Above Degree)
- 8.5 Do you possess ICT qualification? ----- 1. Yes (Please answer question 8.6)
2. No
- 8.6 Highest ICT Qualification: ----- (Certificate level, Diploma level, As a main subject of degree, IT Degree)
- 8.7 Your English language proficiency (please rate) ----- (Low, Medium, High)
- 8.8 Have you undergone any ICT training? ----- (Yes/No)
- 8.9 Cycle of Teaching: ----- (6-11 Grade/12-13 Grade)
- 8.10 Medium of Teaching: ----- (Sinhala/English/Tamil)

Please indicate any factors that would discourage your use of ICT in managing information/knowledge at work.

Thank you for your cooperation and response to this research



Appendix F2 - Survey Questionnaire (Sinhala)

උතුරු මැද පලාතේ ද්විතීය පාසැල්වල තොරතුරු සහ සන්නිවේදන තාක්ෂණය යොදා ගැනීමේ ස්වරූපය පිළිබඳ සමීක්ෂණය - 2008

රහස්‍යගතයි.

මෙම සමීක්ෂණයේ එක් රැස් කරනු ලබන තොරතුරු අතිශයින් රහස්‍යගත වන අතර පොද්ගලික මට්ටමේ තොරතුරු කිසිවකුට හෙළිදරව් කරනු නොලැබේ.

උපදෙස්

කරුණාකර එක් එක් කොටසේ දක්වා ඇති පරිමාණය සැලකිල්ලට ගෙන දක්වා ඇති සෑම ප්‍රකාශයක් සඳහාම ඔබගේ එකඟතාවයට ගැලපෙන අංකය රවුම් කර දක්වන්න.

ICT යනු කුමක්ද?

මෙම සමීක්ෂණයේ අරමුණු උදෙසා තොරතුරු සහ සන්නිවේදන තාක්ෂණය ලෙස ඉගැන්වීම, ඉගෙනීම සහ තොරතුරු කළමනාකරණය සඳහා භාවිතා කළ හැකි ඕනෑම පරිගණක පදනම් තාක්ෂණ ක්‍රමයක් අර්ථ දක්වා ඇත.

A. තොරතුරු තාක්ෂණය පිළිබඳ දැනුම		ඉතා පහළ පහළ මධ්‍යම ඉහළ ඉතා ඉහළ				
1.1	මෘදුකාංගයක් ස්ථාපනය කිරීම.	1	2	3	4	5
1.2	ඩිස්කයක වයිරස් නිවේදැයි පිරික්සීම.	1	2	3	4	5
1.3	ඩිස්කයක් ව්‍යුහගත කිරීම.	1	2	3	4	5
1.4	පරිගණකයක ප්‍රධාන මතකය කළමනාකරණය කිරීම සහ ගොනු කළමනාකරණය	1	2	3	4	5
1.5	වදන් සැකසීම් මෘදුකාංගයක් සමග වැඩ කිරීම.	1	2	3	4	5
1.6	ඉදිරිපත් කිරීමේ මෘදුකාංගයක් සමග වැඩ කිරීම.	1	2	3	4	5
1.7	පැතුරුම්පත් මෘදුකාංගයක් සමග වැඩ කිරීම.	1	2	3	4	5
1.8	දත්ත පදනම් කළමනාකරණය කිරීමේ මෘදුකාංගයක් සමග වැඩ කිරීම.	1	2	3	4	5
1.9	අන්තර්ජාල භාවිතය.	1	2	3	4	5
B. තොරතුරු තාක්ෂණය පිළිබඳ ආකල්ප		ඉතා පහළ පහළ මධ්‍යම ඉහළ ඉතා ඉහළ				
2.1	තොරතුරු තාක්ෂණය පහසුවෙන් තේරුම්ගත හැකි මෙන්ම පහසුවෙන් භාවිතා කළ හැකිය.	1	2	3	4	5
2.2	තොරතුරු තාක්ෂණය භාවිතය මගින් කාලය සහ ශ්‍රමය ඉතිරි කර ගත හැකිය.	1	2	3	4	5
2.3	තොරතුරු තාක්ෂණය භාවිතය මාගේ රැකියා කටයුතු විනෝදාත්මක කරයි.	1	2	3	4	5
2.4	තොරතුරු තාක්ෂණය වෘත්තීය සංවර්ධනය උදෙසා බොහෝ අවස්ථාවන් උදා කරයි.	1	2	3	4	5
2.5	අධ්‍යාපන ක්‍රමය තුළ තොරතුරු තාක්ෂණ විෂයට ප්‍රමුඛත්වයක් හිමිවිය යුතුය.	1	2	3	4	5
2.6	තොරතුරු තාක්ෂණය සිසුවන් තුළ ඉගෙනීමේ ආශාව ඇති කරයි.	1	2	3	4	5
2.7	මා නවීන තොරතුරු තාක්ෂණික උපාය ක්‍රම ඉගෙනීමට කැමති අතර ඒවා මාගේ රැකියාවේදී උපයෝගී කරගැනීමට කැමැත්තෙමි.	1	2	3	4	5
C. විදුහල්පති තුමාගෙන් ලැබෙන සහයෝගය සහ ආයතනික වශයෙන් ඇති සුදානම.		ඉතා පහළ පහළ මධ්‍යම ඉහළ ඉතා ඉහළ				
මාගේ පාසලේ විදුහල්පතිතුමා:						
3.1	රැකියා කටයුතු වලදී තොරතුරු තාක්ෂණය භාවිතා කිරීමට කැමැත්තක් දක්වයි.	1	2	3	4	5
3.2	රැකියා කටයුතු වලදී තොරතුරු තාක්ෂණය භාවිතා කිරීමට අවශ්‍ය සම්පත් සපයමින් සහයෝගය දක්වයි.	1	2	3	4	5
3.3	රැකියා කටයුතු වලදී තොරතුරු තාක්ෂණය භාවිතයට ගන්නා ගුරුවරුන් අගය කරයි.	1	2	3	4	5
3.4	තොරතුරු තාක්ෂණය පිළිබඳ ඉගෙනීම සහ එය රැකියාවේදී යොදා ගැනීම පිළිබඳව කාර්ය මණ්ඩලය පොළඹවයි.	1	2	3	4	5
මාගේ පාසල සතුව:						
3.5	රැකියා කටයුතු වලදී තොරතුරු තාක්ෂණය භාවිතයට ගන්නා ආකාරය පිළිබඳව පැහැදිලි සැලසුම් ඇත.	1	2	3	4	5
3.6	රැකියා ස්ථානයේ තොරතුරු තාක්ෂණය භාවිතයට ගත හැකි අවස්ථා හඳුනාගැනීමට පැහැදිලි සැලසුම් ඇත.	1	2	3	4	5
3.7	රැකියා කටයුතු වලදී තොරතුරු තාක්ෂණය භාවිතා කිරීම දියුණු කිරීම උදෙසා පැහැදිලි සැලසුම් ඇත.	1	2	3	4	5

D. දෘඩාංග, මෘදුකාංග සහ උපකාරක සේවාවන්

ඉතා පහළ පහළ මධ්‍යම ඉහළ ඉතා ඉහළ

4.1	අන්තර්ජාලය	1	2	3	4	5
4.2	පාසැල් අතර ජාල පහසුකම් (ස්කූල්නෙට්)	1	2	3	4	5
4.3	ඩෙස්ක්ටොප් පරිගණක	1	2	3	4	5
4.4	ලැප්ටොප් පරිගණක	1	2	3	4	5
4.5	පරිගණක මුද්‍රණ යන්ත්‍ර	1	2	3	4	5
4.6	ස්කෑනර් යන්ත්‍ර	1	2	3	4	5
4.7	බහු මාධ්‍ය ප්‍රක්ෂේපක යන්ත්‍ර	1	2	3	4	5
4.8	සංයුක්ත තැටි ලියන යන්ත්‍ර	1	2	3	4	5
4.9	වදන් සැකසීමේ මෘදුකාංග	1	2	3	4	5
4.10	දත්ත පදනම් කළමනාකරණ මෘදුකාංග	1	2	3	4	5
4.11	පැතුරුම්පත් මෘදුකාංග	1	2	3	4	5
4.12	ඉදිරිපත් කිරීමේ මෘදුකාංග	1	2	3	4	5
4.13	විශේෂිත මෘදුකාංග [උදා- ගිණුම්කරණ, සංඛ්‍යාන]	1	2	3	4	5
4.14	ලර්නින් මැනේජමන්ට් සිස්ටම් (උදා:-මුඩ්ල්)	1	2	3	4	5
4.15	පරිගණක සහ පරිවාර දෘඩාංග භාවිතය පිළිබඳ පුහුණු වීමේ අවස්ථා	1	2	3	4	5
4.16	රැකියා කටයුතු වලදී තොරතුරු තාක්ෂණය භාවිතය පිළිබඳ පුහුණු වීමේ අවස්ථා	1	2	3	4	5

E. රැකියා කටයුතු වලදී තොරතුරු තාක්ෂණය භාවිතය

ඉතා පහළ පහළ මධ්‍යම ඉහළ ඉතා ඉහළ

5.1	අගයීම් කටයුතු සඳහා පැතුරුම්පත් මෘදුකාංග භාවිතය (උදා: ශ්‍රේණිගතකිරීම)	1	2	3	4	5
5.2	මා උගන්වන විෂයන්ට අදාළ ගැටළු විසඳීමේ මාධ්‍යක් ලෙස විශේෂිත මෘදුකාංග [උදා- ගිණුම්කරණ, සංඛ්‍යාන] භාවිතය	1	2	3	4	5
5.3	විෂයන්ට අදාළ සටහන් සකස් කිරීම සඳහා වදන් සැකසුම් මෘදුකාංග භාවිතය	1	2	3	4	5
5.4	තීරණ ගැනීමේ කටයුතු සඳහා දත්ත ගබඩා කළමනාකරණ පද්ධති භාවිතය	1	2	3	4	5
5.5	ඉගැන්වීමේදී කරුණු ඉදිරිපත් කිරීමේ කටයුතු සඳහා ඉදිරිපත් කිරීමේ මෘදුකාංග භාවිතය.	1	2	3	4	5
5.6	ඉගෙනීම සඳහා සිසුන්ගේ ආශාව වර්ධනය කිරීම සඳහා ලර්නින් මැනේජමන්ට් සිස්ටම් (උදා:-මුඩ්ල්) භාවිතය.	1	2	3	4	5
5.7	ඉගැන්වීමේදී විඩියෝ ක්ලිප් භාවිතය..	1	2	3	4	5
5.8	රැකියා කටයුතු වලදී තමන් විසින් සකස් කරන ලද මෘදුකාංග භාවිතය..	1	2	3	4	5
5.9	ඉගැන්වීමේදී බහු මාධ්‍ය ප්‍රක්ෂේපකයක් භාවිතය.	1	2	3	4	5

F. තොරතුරු දැනුම කළමනාකරණය සඳහා තොරතුරු තාක්ෂණය භාවිතය

දැනුම උත්පාදනය කිරීම:

ඉතා පහළ පහළ මධ්‍යම ඉහළ ඉතා ඉහළ

6.1	නව දැනුම උත්පාදනය සඳහා අන්තර්ජාලය භාවිතය. [උදා- තොරතුරු ඩවුන්ලෝඩ් කරගැනීම]	1	2	3	4	5
6.2	පවත්නා දැනුම නවීකරණය කිරීම සඳහා අන්තර්ජාලය භාවිතය.	1	2	3	4	5
6.3	නව දැනුම උත්පාදනය උදෙසා පාසැල් ජාල පහසුකම් (ස්කූල්නෙට්) භාවිතය.	1	2	3	4	5
6.4	පවත්නා දැනුම නවීකරණය කිරීම සඳහා පාසැල් ජාල පහසුකම් (ස්කූල්නෙට්) භාවිතය.	1	2	3	4	5

දැනුම ගබඩාකරණය:

ඉතා පහළ පහළ මධ්‍යම ඉහළ ඉතා ඉහළ

6.5	දැනුම ගබඩාකරණය සඳහා පරිගණක ගොනු භාවිතය	1	2	3	4	5
6.6	දැනුම ගබඩාකරණය සඳහා විකිස් භාවිතය	1	2	3	4	5
6.7	දැනුම ගබඩාකරණය සඳහා ඩිලොග්ස් භාවිතය	1	2	3	4	5
6.8	දැනුම ගබඩාකරණය සඳහා ලර්නින් මැනේජමන්ට් සිස්ටම්ස් භාවිතය	1	2	3	4	5

දැනුම බෙදාහැරීම:

ඉතා පහළ පහළ මධ්‍යම ඉහළ ඉතා ඉහළ

6.9	තොරතුරු හුවමාරු කරගැනීම සඳහා විද්‍යුත් තැපෑල භාවිතය	1	2	3	4	5
6.10	දැනුම හුවමාරු කරගැනීම සඳහා අන්තර්ජාල වැට් පහසුකම් භාවිතය.	1	2	3	4	5
6.11	ඉගැන්වීමේදී ඉදිරිපත් කිරීමේ මෘදුකාංග භාවිතය.	1	2	3	4	5
6.12	දැනුම බෙදාහැරීම සඳහා විකිස් භාවිතය.	1	2	3	4	5
6.13	දැනුම බෙදාහැරීම සඳහා ෆෝරම් භාවිතය.	1	2	3	4	5
6.14	දැනුම හුවමාරු කරගැනීම සඳහා ලර්නින් මැනේජමන්ට් සිස්ටම් (උදා:-මුඩ්ල්) භාවිතය.	1	2	3	4	5
6.15	ඉගැන්වීමේදී කලින් සකස් කර ඇති ඊ-මැට්ටරියල් භාවිතය.	1	2	3	4	5

ඉතා පහළ පහළ මධ්‍යම ඉහළ ඉතා ඉහළ

G කාර්යඵල සඳහා තොරතුරු තාක්ෂණයේ බලපෑම.

7.1	තොරතුරු තාක්ෂණය මගේ රැකියා කටයුතු කාර්යක්ෂම කරයි.	1	2	3	4	5
7.2	තොරතුරු තාක්ෂණ භාවිතය සම්පත් ඉතිරි කරගැනීමට උපකාරී වේ.	1	2	3	4	5
7.3	තොරතුරු තාක්ෂණය විශාල වැඩ කොටසක් කර ගැනීමට උපකාරී වේ.	1	2	3	4	5

7.4	තොරතුරු තාක්ෂණය වැඩි කටයුතු සඳහා ඉතා ඉහළ ගුණත්වයක් ලබාදේ.	1	2	3	4	5
7.5	තොරතුරු තාක්ෂණය මාගේ වෘත්තීය අරමුණු කරා ඉතා පහසුවෙන් ලගා වීමට උපකාරී වේ.	1	2	3	4	5
7.6	ඉගැන්වීමේදී තොරතුරු තාක්ෂණය භාවිතය මගින් සිසුන්ගේ විභාග ප්‍රතිඵල වල ප්‍රගතියක් දක්නට ඇත. (උදා:- සා/පෙ , උ/පෙ)	1	2	3	4	5
7.7	ඉගැන්වීමේදී තොරතුරු තාක්ෂණය භාවිතය මගින් සිසුන්ගේ ඉගෙනීමට ඇති ආශාව වර්ධනය වී ඇත.	1	2	3	4	5
7.8	ඉගැන්වීමේදී තොරතුරු තාක්ෂණය භාවිතය මගින් සිසුන්ගේ නිර්මාණාත්මක කුසලතාව වර්ධනය වී ඇත.	1	2	3	4	5

H පෞද්ගලික තොරතුරු.

- 8.1 වයස..... 8.2 ස්ත්‍රී / පුරුෂ භාවය.....
- 8.3 සේවා කාලය.....[අවුරුදු]
- 8.4 ඉහළම අධ්‍යාපන සුදුසුකම..... [සා/පෙ ට අඩු, සා/පෙ හෝ සමාන, උ/පෙ හෝ සමාන, උපාධි හෝ සමාන, උපාධියට ඉහළ]
- 8.5 ඔබට තොරතුරු තාක්ෂණය පිළිබඳ අධ්‍යාපන සුදුසුකම් තිබේද? 1.ඔව් [කරුණාකර 8.6 ප්‍රශ්නයට පිළිතුරු සපයන්න.] 2. නැත
- 8.6 ඉහළම තොරතුරු තාක්ෂණය පිළිබඳ සුදුසුකම..... [සහතික පත්‍ර මට්ටම, ඩිප්ලෝමා මට්ටම, උපාධියේ ප්‍රධාන විෂයන් ලෙස, තොරතුරු තාක්ෂණ උපාධිය]
- 8.7 ඔබගේ ඉංග්‍රීසි භාෂා නිපුණතාවය.....[පහළ, මධ්‍යම, ඉහළ]
- 8.8 ඔබ තොරතුරු තාක්ෂණය පිළිබඳ පුහුණුවක් ලබා ඇත්ද?.....(ඔව්/නැත)
- 8.9 උගන්වනු ලබන ශ්‍රේණි..... [6-11 වසර / 12-13 වසර]
- 8.10 උගන්වනු ලබන මාධ්‍ය..... [සිංහල/ඉංග්‍රීසි/දෙමළ]

රැකියාවේදී තොරතුරු තාක්ෂණය භාවිත කිරීම අධෛර්යමත් කරන සාධක මොනවාදැයි දක්වන්න.

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මෙම සමීක්ෂණය සඳහා ඔබ දැක්වූ සහයෝගයට ස්තූතියි.

Mean Scores:

<u>Research Variables</u>	<u>Mean</u>	<u>Std. Deviation</u>
1.1: Install a software program	2.9034	1.39106
1.2: Scan disks for viruses	2.8621	1.41726
1.3: Format disks	2.8069	1.45915
1.4: Perform computer head drive and file management	2.8552	1.41901
1.5: Operate a word processing program (i.e. Word)	2.8966	1.41286
1.6: Operate a presentation program (i.e. PowerPoint)	2.7931	1.38893
1.7: Operate a spreadsheet program (i.e. Excel)	2.6483	1.40204
1.8: Operate a database program (i.e. Access)	2.5517	1.39409
1.9: Surfing Internet	2.7724	1.36801
ICT COMPETENCY LEVEL	2.7877	1.36980
2.1: ICT is easy to understand and use	2.7724	1.33200
2.2: Use of ICT saves time and effort	3.0621	1.18568
2.3: Use of ICT makes my job interesting	3.0276	1.21304
2.4: ICT provides opportunities for professional development	3.1172	1.16371
2.5: ICT should be a priority in education	3.3241	1.20117
2.6: ICT stimulates student interest on learning	3.1172	1.20476
2.7: I like to learn and use modern ICT tools to support my job	3.2897	1.18390
ATTITUDES TOWARDS ICT	3.1015	1.16447
3.1: is interested in using ICT at work	2.0276	1.16634
3.2: provides support with the resources need to apply ICT at work	2.0414	1.17187
3.3: appreciates teachers who use ICT in their work	2.0552	1.14734
3.4: motivates staff to learn and use ICT at work	2.0552	1.16535
LEADERSHIP SUPPORT	2.0431	1.14918
3.5: clear plans to apply ICT at work	2.0414	1.25762
3.6: clear plans to identify information & technology requirements at work	2.0345	1.26059
3.7: clear plans to improve the use of ICT at work	2.0138	1.26922
SCHOOL PLANNING	2.0299	1.25948
4.1: Internet	2.1379	.87893
4.3: Desktop computers	2.1379	.87893
4.4: Laptop computers	2.1310	.88392
4.5: Printers	2.1172	.89368
4.6: Scanners	2.1103	.89067
4.7: Multimedia projectors	2.1103	.89067
4.8: CD writers	2.1103	.89067
4.9: Word processing software applications	2.2690	.82710
4.10: Database management systems	2.2621	.82513
4.11: Spreadsheet software applications	2.2552	.82310
4.12: Presentation software applications	2.2483	.83775
4.13: Special application software (i.e. accounting & statistical packages)	1.8828	.97542
4.14: Learning Management Systems (i.e. Moodle)	1.8552	.97168
4.15: Training opportunities on the use of computers and peripherals	1.8759	.96381
4.16: Training opportunities on how to integrate ICT at work	1.7793	.98931
IT INFRASTRUCTURE	2.0888	.85625

5.1: Using spreadsheet software to make assessment (i.e. Grading)	2.0483	1.15669
5.2: Using special software (statistical, accounting etc.) as a problem solving tool of the subject(s) I teach	1.9517	1.17456
5.3: Using word processing software to prepare subject materials	2.0690	1.16461
5.4: Using database Management Systems in decision making	1.9448	1.15938
5.5: Use of presentation software to make presentations in teaching	2.0207	1.15150
5.6: Using Learning Management Systems (i.e. Moodle) to stimulate students' interest on learning	1.9310	1.15262
5.7: Use of video clips in teaching	2.0138	1.13030
5.8: Use of self developed software at work	1.9310	1.15262
5.9: Use of multimedia projector in teaching	2.0138	1.13643
USE OF ICT AT WORK	1.9847	1.12428
6.1: Using Internet to generate new information/knowledge	2.1034	1.15905
6.2: Using Internet to update my existing information/knowledge	2.0897	1.15420
6.3: Using school intranet to generate new information/knowledge	2.0069	1.16367
6.4: Using school intranet to update existing information/knowledge	2.0069	1.16367
USE OF ICT FOR KNOWLEDGE CREATION	2.0517	1.14788
6.5: Use of computer files to store information/knowledge	2.1655	1.22482
6.6: Use of Wikis to store information/knowledge	1.8483	1.13854
6.7: Use of Blogs to store information/knowledge	1.8345	1.13660
6.8: Use of Learning Management Systems (i.e. Moodle) to store information/knowledge	1.8414	1.13453
USE OF ICT FOR KNOWLEDGE STORAGE	1.9224	1.12172
6.9: Using e-mail to share information/knowledge	2.1517	1.21524
6.10: Using Internet chat to share information/knowledge	2.0552	1.18309
6.11: Using computer presentation in teaching	1.9517	1.12009
6.12: Use of Wikis to disseminating information/knowledge	1.8552	1.13639
6.13: Use of forums to disseminate information/knowledge	1.8552	1.13639
6.14: Use of Learning Management Systems (i.e. Moodle) for sharing information/knowledge	1.8690	1.13195
6.15: Use of already developed e-materials in teaching	2.4069	1.28828
USE OF ICT FOR DISSEMINATING KNOWLEDGE	2.0207	1.11879
USE OF ICT FOR KNOWLEDGE MANAGEMENT	1.9949	1.11680
7.1: ICT makes my work very efficient	2.8944	1.02250
7.2: Use of ICT saves work resources (i.e. stationary)	2.9155	1.01404
7.3: ICT supports me to accomplish a great deal of work	2.8732	1.00254
7.4: ICT improves very high quality of my work	2.8803	.99988
7.5: Use of ICT easily meet my career goals	2.8028	1.07347
7.6: Use of ICT in teaching has improved students' examination results (i.e. O/L, A/L)	2.9577	1.07105
7.7: Use of ICT in teaching has improved students' interest on learning	3.1056	.94312
7.8: Use of ICT in teaching has improved students' creativity	3.0986	.94764
IMPACT OF ICT ON WORK PERFORMANCE	2.6940	1.96182

ICT COMPETENCY LEVEL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	22	15.2	15.2	15.2
	1.11	1	.7	.7	15.9
	1.33	2	1.4	1.4	17.2
	1.44	2	1.4	1.4	18.6
	1.56	7	4.8	4.8	23.4
	1.67	3	2.1	2.1	25.5
	1.78	4	2.8	2.8	28.3
	1.89	2	1.4	1.4	29.7
	2.00	18	12.4	12.4	42.1
	2.11	6	4.1	4.1	46.2
	2.22	2	1.4	1.4	47.6
	2.33	4	2.8	2.8	50.3
	2.44	2	1.4	1.4	51.7
	2.56	3	2.1	2.1	53.8
	2.78	1	.7	.7	54.5
	2.89	2	1.4	1.4	55.9
	3.00	15	10.3	10.3	66.2
	3.56	1	.7	.7	66.9
	3.67	1	.7	.7	67.6
	4.00	15	10.3	10.3	77.9
	4.11	1	.7	.7	78.6
	4.22	1	.7	.7	79.3
	4.44	1	.7	.7	80.0
	4.56	8	5.5	5.5	85.5
	4.67	2	1.4	1.4	86.9
	4.78	2	1.4	1.4	88.3
	4.89	1	.7	.7	89.0
	5.00	16	11.0	11.0	100.0
Total		145	100.0	100.0	

LEADERSHIP SUPPORT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	54	37.2	37.2	37.2
	1.25	8	5.5	5.5	42.8
	1.50	7	4.8	4.8	47.6
	1.75	2	1.4	1.4	49.0
	2.00	29	20.0	20.0	69.0
	2.25	1	.7	.7	69.7
	3.00	22	15.2	15.2	84.8
	4.00	18	12.4	12.4	97.2
	5.00	4	2.8	2.8	100.0
Total		145	100.0	100.0	

ATTITUDES TOWARDS ICT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	6	4.1	4.1	4.1
	1.29	1	.7	.7	4.8
	1.57	2	1.4	1.4	6.2
	1.71	2	1.4	1.4	7.6
	1.86	8	5.5	5.5	13.1
	2.00	22	15.2	15.2	28.3
	2.14	7	4.8	4.8	33.1
	2.29	2	1.4	1.4	34.5
	2.43	7	4.8	4.8	39.3
	2.57	3	2.1	2.1	41.4
	2.71	1	.7	.7	42.1
	2.86	7	4.8	4.8	46.9
	3.00	17	11.7	11.7	58.6
	3.14	2	1.4	1.4	60.0
	3.29	1	.7	.7	60.7
	3.43	2	1.4	1.4	62.1
	3.86	2	1.4	1.4	63.4
	4.00	19	13.1	13.1	76.6
	4.14	8	5.5	5.5	82.1
	4.29	4	2.8	2.8	84.8
	4.57	2	1.4	1.4	86.2
	4.86	4	2.8	2.8	89.0
	5.00	16	11.0	11.0	100.0
Total		145	100.0	100.0	

SCHOOL PLANNING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	72	49.7	49.7	49.7
	1.33	3	2.1	2.1	51.7
	1.67	2	1.4	1.4	53.1
	2.00	22	15.2	15.2	68.3
	3.00	18	12.4	12.4	80.7
	4.00	23	15.9	15.9	96.6
	5.00	5	3.4	3.4	100.0
Total		145	100.0	100.0	

IT INFRASTRUCTURE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	22	15.2	15.2	15.2
	1.19	2	1.4	1.4	16.6
	1.25	7	4.8	4.8	21.4
	1.31	3	2.1	2.1	23.4
	1.44	1	.7	.7	24.1
	1.75	26	17.9	17.9	42.1
	1.81	4	2.8	2.8	44.8
	1.94	8	5.5	5.5	50.3
	2.00	25	17.2	17.2	67.6
	2.25	3	2.1	2.1	69.7
	2.38	1	.7	.7	70.3
	2.50	1	.7	.7	71.0
	2.75	5	3.4	3.4	74.5
	2.81	1	.7	.7	75.2
	2.94	1	.7	.7	75.9
	3.00	28	19.3	19.3	95.2
	4.00	4	2.8	2.8	97.9
	5.00	3	2.1	2.1	100.0
	Total	145	100.0	100.0	

USE OF ICT AT WORK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	59	40.7	40.7	40.7
	1.11	2	1.4	1.4	42.1
	1.22	2	1.4	1.4	43.4
	1.33	1	.7	.7	44.1
	1.44	1	.7	.7	44.8
	1.56	3	2.1	2.1	46.9
	1.67	1	.7	.7	47.6
	1.78	3	2.1	2.1	49.7
	1.89	1	.7	.7	50.3
	2.00	30	20.7	20.7	71.0
	2.11	3	2.1	2.1	73.1
	2.67	1	.7	.7	73.8
	3.00	16	11.0	11.0	84.8
	3.78	1	.7	.7	85.5
	4.00	18	12.4	12.4	97.9
	5.00	3	2.1	2.1	100.0
	Total	145	100.0	100.0	

USE OF ICT FOR INFORMATION/KNOWLEDGE CREATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	60	41.4	41.4	41.4
	1.50	5	3.4	3.4	44.8
	2.00	34	23.4	23.4	68.3
	2.25	2	1.4	1.4	69.7
	2.50	3	2.1	2.1	71.7
	3.00	17	11.7	11.7	83.4
	4.00	21	14.5	14.5	97.9
	5.00	3	2.1	2.1	100.0
	Total	145	100.0	100.0	

USE OF ICT FOR INFORMATION/KNOWLEDGE STORAGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	59	40.7	40.7	40.7
	1.25	11	7.6	7.6	48.3
	1.50	10	6.9	6.9	55.2
	2.00	23	15.9	15.9	71.0
	2.25	5	3.4	3.4	74.5
	2.50	4	2.8	2.8	77.2
	2.75	1	.7	.7	77.9
	3.00	9	6.2	6.2	84.1
	3.50	2	1.4	1.4	85.5
	4.00	18	12.4	12.4	97.9
	5.00	3	2.1	2.1	100.0
	Total	145	100.0	100.0	

USE OF ICT FOR DISSEMINATING INFORMATION/KNOWLEDGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	46	31.7	31.7	31.7
	1.14	9	6.2	6.2	37.9
	1.29	9	6.2	6.2	44.1
	1.43	2	1.4	1.4	45.5
	1.57	4	2.8	2.8	48.3
	1.71	1	.7	.7	49.0
	1.86	4	2.8	2.8	51.7
	2.00	22	15.2	15.2	66.9
	2.14	1	.7	.7	67.6
	2.29	5	3.4	3.4	71.0
	2.57	6	4.1	4.1	75.2
	2.71	1	.7	.7	75.9
	2.86	1	.7	.7	76.6
	3.00	9	6.2	6.2	82.8
	3.43	1	.7	.7	83.4
	3.57	2	1.4	1.4	84.8
	3.71	1	.7	.7	85.5
	4.00	18	12.4	12.4	97.9
	5.00	3	2.1	2.1	100.0
	Total	145	100.0	100.0	



OVERALL USE OF ICT FOR INFORMATION/KNOWLEDGE MANAGEMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	44	30.3	30.3	30.3
	1.03	1	.7	.7	31.0
	1.04	5	3.4	3.4	34.5
	1.06	1	.7	.7	35.2
	1.07	4	2.8	2.8	37.9
	1.10	1	.7	.7	38.6
	1.13	1	.7	.7	39.3
	1.25	1	.7	.7	40.0
	1.29	1	.7	.7	40.7
	1.31	1	.7	.7	41.4
	1.32	1	.7	.7	42.1
	1.35	1	.7	.7	42.8
	1.38	2	1.4	1.4	44.1
	1.41	1	.7	.7	44.8
	1.47	1	.7	.7	45.5
	1.50	1	.7	.7	46.2
	1.54	1	.7	.7	46.9
	1.59	1	.7	.7	47.6
	1.63	1	.7	.7	48.3
	1.67	1	.7	.7	49.0
	1.70	1	.7	.7	49.7
	1.71	1	.7	.7	50.3
	1.73	1	.7	.7	51.0
	1.78	1	.7	.7	51.7
	1.83	1	.7	.7	52.4
	1.92	1	.7	.7	53.1
	1.97	1	.7	.7	53.8
	2.00	18	12.4	12.4	66.2
	2.02	2	1.4	1.4	67.6
	2.03	1	.7	.7	68.3
	2.04	1	.7	.7	69.0
	2.07	1	.7	.7	69.7
	2.13	1	.7	.7	70.3
	2.21	2	1.4	1.4	71.7
	2.46	2	1.4	1.4	73.1
	2.50	1	.7	.7	73.8
	2.71	1	.7	.7	74.5
	2.76	1	.7	.7	75.2
	2.77	1	.7	.7	75.9
	2.80	1	.7	.7	76.6
	3.00	9	6.2	6.2	82.8
	3.08	1	.7	.7	83.4
	3.27	1	.7	.7	84.1
	3.48	1	.7	.7	84.8
	3.75	1	.7	.7	85.5
	4.00	18	12.4	12.4	97.9
	5.00	3	2.1	2.1	100.0
	Total	145	100.0	100.0	

IMPACT OF ICT ON WORK PERFORMANCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	-9.00	3	2.1	2.1	2.1
	1.00	6	4.1	4.1	6.2
	1.25	4	2.8	2.8	9.0
	1.50	1	.7	.7	9.7
	1.75	2	1.4	1.4	11.0
	2.00	21	14.5	14.5	25.5
	2.13	4	2.8	2.8	28.3
	2.25	3	2.1	2.1	30.3
	2.38	6	4.1	4.1	34.5
	2.50	3	2.1	2.1	36.6
	2.63	8	5.5	5.5	42.1
	2.75	1	.7	.7	42.8
	2.88	1	.7	.7	43.4
	3.00	37	25.5	25.5	69.0
	3.38	3	2.1	2.1	71.0
	3.50	1	.7	.7	71.7
	3.63	2	1.4	1.4	73.1
	4.00	29	20.0	20.0	93.1
	4.38	3	2.1	2.1	95.2
	5.00	7	4.8	4.8	100.0
	Total	145	100.0	100.0	

Correlations among Variables

		ICT COMPETE NCY LEVEL	ATTITUDES TOWARDS ICT	LEADERSHI P SUPPORT	SCHOOL PLANNING	IT INFRASTR UCTUR E	USE OF ICT AT WORK	USE OF ICT FOR INFOR./ KNOWLEDG E CREATION	USE OF ICT FOR INFOR./ KNOWLEDG E STORAGE	USE OF ICT FOR INFOR./ DISSEMINA TING KNOWLEDG E	USE OF ICT FOR INFOR./ KNOWLEDG E MANAGEME NT	IMPACT OF ICT ON WORK PERFOR MANCE
ICT COMPETENCY LEVEL	Pearson	1	.867(**)	.598(**)	.560(**)	.609(**)	.722(**)	.741(**)	.737(**)	.764(**)	.748(**)	.514(**)
	Correlation											
	Sig. (1-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
ATTITUDES TOWARDS ICT	N	145	145	145	145	145	145	145	145	145	145	145
	Pearson	.867(**)	1	.650(**)	.621(**)	.569(**)	.675(**)	.683(**)	.692(**)	.711(**)	.697(**)	.472(**)
	Correlation											
LEADERSHIP SUPPORT	Sig. (1-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	145	145	145	145	145	145	145	145	145	145	145
	Pearson	.598(**)	.650(**)	1	.918(**)	.737(**)	.796(**)	.751(**)	.823(**)	.790(**)	.798(**)	.460(**)
SCHOOL PLANNING	Correlation											
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	145	145	145	145	145	145	145	145	145	145	145
IT INFRASTRUCTURE	Pearson	.560(**)	.621(**)	.918(**)	1	.699(**)	.779(**)	.731(**)	.809(**)	.777(**)	.782(**)	.449(**)
	Correlation											
	Sig. (1-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
USE OF ICT AT WORK	N	145	145	145	145	145	145	145	145	145	145	145
	Pearson	.609(**)	.569(**)	.737(**)	.699(**)	1	.813(**)	.799(**)	.827(**)	.815(**)	.822(**)	.453(**)
	Correlation											
USE OF ICT FOR INFOR./ KNOWLEDGE CREATION	Sig. (1-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	145	145	145	145	145	145	145	145	145	145	145
	Pearson	.722(**)	.675(**)	.796(**)	.779(**)	.813(**)	1	.969(**)	.975(**)	.978(**)	.990(**)	.497(**)
USE OF ICT FOR INFOR./ KNOWLEDGE STORAGE	Correlation											
	Sig. (1-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	145	145	145	145	145	145	145	145	145	145	145
USE OF ICT FOR DISSEMINATING KNOWLEDGE	Pearson	.741(**)	.683(**)	.751(**)	.731(**)	.799(**)	.969(**)	1	.962(**)	.972(**)	.986(**)	.508(**)
	Correlation											
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
USE OF ICT FOR INFOR./ KNOWLEDGE MANAGEMENT	N	145	145	145	145	145	145	145	145	145	145	145
	Pearson	.737(**)	.692(**)	.823(**)	.809(**)	.827(**)	.975(**)	.962(**)	1	.984(**)	.990(**)	.490(**)
	Correlation											
IMPACT OF ICT ON WORK PERFORMANCE	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	145	145	145	145	145	145	145	145	145	145	145
	Pearson	.764(**)	.711(**)	.790(**)	.777(**)	.815(**)	.978(**)	.972(**)	.984(**)	1	.993(**)	.508(**)
	Correlation											
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	145	145	145	145	145	145	145	145	145	145	145
	Pearson	.748(**)	.697(**)	.798(**)	.782(**)	.822(**)	.990(**)	.986(**)	.990(**)	.993(**)	1	.506(**)
	Correlation											
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	145	145	145	145	145	145	145	145	145	145	145
	Pearson	.514(**)	.472(**)	.460(**)	.449(**)	.453(**)	.497(**)	.508(**)	.490(**)	.508(**)	.506(**)	1
	Correlation											
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	145	145	145	145	145	145	145	145	145	145	145

** Correlation is significant at the 0.01 level (1-tailed).

		N	Mean	Std. Deviation
ICT COMPETENCY LEVEL	>=35	100	2.5067	1.27689
	<35	45	3.4123	1.37613
	Total	145	2.7877	1.36980
ATTITUDES TOWARDS ICT	>=35	100	2.9343	1.12494
	<35	45	3.4730	1.17717
	Total	145	3.1015	1.16447
LEADERSHIP SUPPORT	>=35	100	1.9325	1.06769
	<35	45	2.2889	1.29131
	Total	145	2.0431	1.14918
SCHOOL PLANNING	>=35	100	1.9833	1.21196
	<35	45	2.1333	1.36774
	Total	145	2.0299	1.25948
IT INFRASTRUCTURE	>=35	100	1.9475	.84722
	<35	45	2.4028	.79890
	Total	145	2.0888	.85625
USE OF ICT AT WORK	>=35	100	1.7456	1.01544
	<35	45	2.5160	1.18235
	Total	145	1.9847	1.12428
USE OF ICT FOR KNOWLEDGE CREATION	>=35	100	1.7675	1.02448
	<35	45	2.6833	1.16580
	Total	145	2.0517	1.14788
USE OF ICT FOR INFORMATION/KNOWLEDGE STORAGE	>=35	100	1.7100	1.00988
	<35	45	2.3944	1.22183
	Total	145	1.9224	1.12172
USE OF ICT FOR DISSEMINATING INFORMATION/KNOWLEDGE	>=35	100	1.7729	1.00156
	<35	45	2.5714	1.17882
	Total	145	2.0207	1.11879
USE OF ICT FOR INFORMATION/KNOWLEDGE MANAGEMENT	>=35	100	1.7490	1.00334
	<35	45	2.5413	1.17220
	Total	145	1.9949	1.11680
IMPACT OF ICT ON WORK PERFORMANCE	>=35	100	2.4088	2.22998
	<35	45	3.3278	.90071
	Total	145	2.6940	1.96182

Appendix K - Differences between Staff with and without ICT Education

		N	Mean	Std. Deviation
ICT COMPETENCY LEVEL	Yes	69	3.4219	1.21097
	No	76	2.2120	1.25185
	Total	145	2.7877	1.36980
ATTITUDES TOWARDS ICT	Yes	69	3.5238	1.10267
	No	76	2.7180	1.08996
	Total	145	3.1015	1.16447
LEADERSHIP SUPPORT	Yes	69	2.3043	1.18885
	No	76	1.8059	1.06505
	Total	145	2.0431	1.14918
SCHOOL PLANNING	Yes	69	2.2754	1.29977
	No	76	1.8070	1.18667
	Total	145	2.0299	1.25948
IT INFRASTRUCTURE	Yes	69	2.3696	.77714
	No	76	1.8339	.84954
	Total	145	2.0888	.85625
USE OF ICT AT WORK	Yes	69	2.2931	1.16456
	No	76	1.7047	1.01504
	Total	145	1.9847	1.12428
USE OF ICT FOR INFORMATION/KNOWLEDGE CREATION	Yes	69	2.4493	1.15649
	No	76	1.6908	1.01970
	Total	145	2.0517	1.14788
USE OF ICT FOR INFORMATION/KNOWLEDGE STORAGE	Yes	69	2.2464	1.15642
	No	76	1.6283	1.00953
	Total	145	1.9224	1.12172
USE OF ICT FOR DISSEMINATING INFORMATION/KNOWLEDGE	Yes	69	2.3830	1.14430
	No	76	1.6917	.99278
	Total	145	2.0207	1.11879
USE OF ICT FOR INFORMATION/KNOWLEDGE MANAGEMENT	Yes	69	2.3429	1.14098
	No	76	1.6789	1.00087
	Total	145	1.9949	1.11680
IMPACT OF ICT ON WORK PERFORMANCE	Yes	69	3.3007	.90554
	No	76	2.1431	2.44946
	Total	145	2.6940	1.96182

Appendix L - Differences between Staff with Different English Language Proficiency

		N	Mean	Std. De
ICT COMPETENCY LEVEL	Low	56	2.0377	1.16038
	Medium	56	3.0595	1.32793
	High	33	3.5993	1.14259
	Total	145	2.7877	1.36980
ATTITUDES TOWARDS ICT	Low	56	2.6480	1.05295
	Medium	56	3.2449	1.17573
	High	33	3.6277	1.06722
	Total	145	3.1015	1.16447
LEADERSHIP SUPPORT	Low	56	1.6607	1.04384
	Medium	56	2.1920	1.12814
	High	33	2.4394	1.19411
	Total	145	2.0431	1.14918
SCHOOL PLANNING	Low	56	1.6310	1.08559
	Medium	56	2.1607	1.29020
	High	33	2.4848	1.31522
	Total	145	2.0299	1.25948
IT INFRASTRUCTURE	Low	56	1.8092	.89826
	Medium	56	2.2109	.79483
	High	33	2.3561	.76809
	Total	145	2.0888	.85625
USE OF ICT AT WORK	Low	56	1.5377	.95176
	Medium	56	2.0933	1.11086
	High	33	2.5589	1.14007
	Total	145	1.9847	1.12428
USE OF ICT FOR INFORMATION/KNOWLEDGE CREATION	Low	56	1.5625	.96795
	Medium	56	2.1563	1.12771
	High	33	2.7045	1.12057
	Total	145	2.0517	1.14788
USE OF ICT FOR INFORMATION/KNOWLEDGE STORAGE	Low	56	1.5089	.94864
	Medium	56	2.0000	1.10371
	High	33	2.4924	1.17341
	Total	145	1.9224	1.12172
USE OF ICT FOR DISSEMINATING INFORMATION/KNOWLEDGE	Low	56	1.5434	.94188
	Medium	56	2.1250	1.09037
	High	33	2.6537	1.11061
	Total	145	2.0207	1.11879
USE OF ICT FOR INFORMATION/KNOWLEDGE MANAGEMENT	Low	56	1.5381	.94423
	Medium	56	2.0936	1.09311
	High	33	2.6024	1.12417
	Total	145	1.9949	1.11680
IMPACT OF ICT ON WORK PERFORMANCE	Low	56	1.9152	2.76598
	Medium	56	3.0156	.95735
	High	33	3.4697	.85526
	Total	145	2.6940	1.96182

		N	Mean	Std. Deviation
ICT COMPETENCY LEVEL	No	82	2.7290	1.44240
	Yes	63	2.8642	1.27648
	Total	145	2.7877	1.36980
ATTITUDES TOWARDS ICT	No	82	3.1150	1.19004
	Yes	63	3.0839	1.13958
	Total	145	3.1015	1.16447
LEADERSHIP SUPPORT	No	82	2.0854	1.15217
	Yes	63	1.9881	1.15216
	Total	145	2.0431	1.14918
SCHOOL PLANNING	No	82	2.0407	1.24875
	Yes	63	2.0159	1.28324
	Total	145	2.0299	1.25948
IT INFRASTRUCTURE	No	82	2.0785	.89601
	Yes	63	2.1022	.80848
	Total	145	2.0888	.85625
USE OF ICT AT WORK	No	82	1.9905	1.17993
	Yes	63	1.9771	1.05676
	Total	145	1.9847	1.12428
USE OF ICT FOR INFORMATION/KNOWLEDGE CREATION	No	82	2.0213	1.19812
	Yes	63	2.0913	1.08723
	Total	145	2.0517	1.14788
USE OF ICT FOR INFORMATION/KNOWLEDGE STORAGE	No	82	1.9360	1.17248
	Yes	63	1.9048	1.06107
	Total	145	1.9224	1.12172
USE OF ICT FOR DISSEMINATING INFORMATION/KNOWLEDGE	No	82	2.0157	1.15862
	Yes	63	2.0272	1.07392
	Total	145	2.0207	1.11879
USE OF ICT FOR INFORMATION/KNOWLEDGE MANAGEMENT	No	82	1.9909	1.16869
	Yes	63	2.0001	1.05470
	Total	145	1.9949	1.11680
IMPACT OF ICT ON WORK PERFORMANCE	No	82	2.6128	2.12447
	Yes	63	2.7996	1.73852
	Total	145	2.6940	1.96182

IMPACT OF ICT ON WORK PERFORMANCE

Age	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean	
					Lower Bound	Upper Bound
>=35	100	2.4088	2.22998	.22300	1.9663	2.8512
<35	45	3.3278	.90071	.13427	3.0572	3.5984
Total	145	2.6940	1.96182	.16292	2.3719	3.0160

IMPACT OF ICT ON WORK PERFORMANCE

Gender	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean	
					Lower Bound	Upper Bound
Female	68	2.2739	2.62276	.31806	1.6391	2.9087
Male	77	3.0649	.96476	.10994	2.8460	3.2839
Total	145	2.6940	1.96182	.16292	2.3719	3.0160

IMPACT OF ICT ON WORK PERFORMANCE

ICT Educ ation	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean	
					Lower Bound	Upper Bound
Yes	69	3.3007	.90554	.10901	3.0832	3.5183
No	76	2.1431	2.44946	.28097	1.5834	2.7028
Total	145	2.6940	1.96182	.16292	2.3719	3.0160

IMPACT OF ICT ON WORK PERFORMANCE

English Profici ency	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean	
					Lower Bound	Upper Bound
Low	56	1.9152	2.76598	.36962	1.1744	2.6559
Mediu m	56	3.0156	.95735	.12793	2.7592	3.2720
High	33	3.4697	.85526	.14888	3.1664	3.7730
Total	145	2.6940	1.96182	.16292	2.3719	3.0160

IMPACT OF ICT ON WORK PERFORMANCE

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean	
					Lower Bound	Upper Bound
No	82	2.6128	2.12447	.23461	2.1460	3.0796
Yes	63	2.7996	1.73852	.21903	2.3618	3.2374
Total	145	2.6940	1.96182	.16292	2.3719	3.0160