# Ikhweshine yemozulu yokhuseleko lweNordic emsebenzini

Injongo yeli phephamibuzo kukufumana uluvo lwakho ngokhuseleko kwindawo osebenzela kuyo. Iimpendulo zakho zakho ziya kufakwa ekhompyutheni zize ziphathwe ngokusekhusini. Aziyi kukhutshwa ndawo iziphumo zomntu. Nangona kunjalo sicela uphendule umbuzo ngamnye, unelungelo lokungawuphenduli umbuzo ongaziva unokuwuphendula, ingayimibuzo eliqela, okanye iphephamibuzo lilonke.

| Ndiyifundile inkcazelo yephephamibuzo yaye ndiyavuma ukuliphendula iphephamibuzo phantsi kweemeko ezichaziweyo | ☐ Ewe |
|---|---|

Eli phephamibuzo lenziwe liqela  leengcali ezijongene neemeko zemisebenzi leNordic elifumana inkxasomali kwiBhunga laBaphathiswa beNordic

# Imizekelo yendlela yokubhala iimpendulo zakho

| | | Andivumi kwaphela | Andivumi | Ndiyavuma | Ndivuma kakhulu |
|---|---|---|---|---|---|
| | | Beka uphawu uX kumbuzo ngamnye | | | |
| I | ULawulo lukhuthaza abasebenzi ukuba basebenze ngokuhambelana nemithetho yokhuseleko - nokuba basebenza phantsi koxinzelelo | ☐ | ☐ | ☒ | ☐ |

Kwenziwe izilungiso kwindawo engachanekanga yokubeka uphawu

| | | Andivumi kwaphela | Andivumi | Ndiyavuma | Ndivuma kakhulu |
|---|---|---|---|---|---|
| ii | Thina basebenzi balapha siyayophula imithetho yokhuseleko ukuze sigqibe ukusebenza kwangexesha | ☒̶ | ☐ | ☐ | ☒ |

Uphawu lubekwe ngokutsha kwindawo echanekileyo

Ukuba ubeke u X kwibhokisi engachanekanga, yikhuhle yonke ibhokisi uze ubeke uX kwibhokisi echanekileyo

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# Ingcombolo emalunga nawe

**A** Unyaka ozelwe ngawo    19 |___|___|    20 |___|___|

**B** Ingaba    ☐ Uyindoda    ☐ Ulibhinqa

**C** Ingaba ukwisikhundla sokuphatha, umz. imanejala, isuphavayiza?    ☐ Hayi    ☐ Ewe, sesiphi?

_____

**Kweli candelo lilandelayo khawuchaze indlela obabona beyiphatha ngayo oomanejala neesuphavayiza indima yokhuseleko emsebenzini**. Nangona eminye imibuzo ingabonakala ibufana, kodwa ke uyacelwa uphendule umbuzo ngamnye.

| | Andivumi kwaphela | Andivumi | Ndiyavuma | Ndivuma kakhulu |
|---|---|---|---|---|
| | Beka uphawu uX kumbuzo ngamnye | | | |

1. ULawulo lukhuthaza abasebenzi ukuba basebenze ngokuhambelana nemithetho yokhuseleko - nokuba basebenza phantsi koxinzelelo

☐ ☐ ☐ ☐

2. Ulawulo luqinisekisa ukuba wonke umntu ufumana ulwazi oluyimfuneko olumalunga nokhuseleko

☐ ☐ ☐ ☐

3. ULawulo lukhangela enye indlela enokunceda xa kukho umntu obonakalisa ukungalukhathaleli ukhuseleko

☐ ☐ ☐ ☐

4. ULawulo lubeka ukhuseleko ngaphambi kweziphumo zomsebenzi

☐ ☐ ☐ ☐

5. ULawulo lubanika ingqalelo abasebenzi abazibeka esichengeni xa besenza phantsi koxinzelelo

☐ ☐ ☐ ☐

6. Thina basebenzi balapha siyithembile yaye siqinisekile ngendlela olusebenza ngayo ulawulo

☐ ☐ ☐ ☐

7. ULawulo luyakwazi ukuqinisekisa ukuba iingxaki zokhuseleko ziyaqatshelwa ngexesha lokwenziwa imijikelezo/iimvavanyo ze zilungiswe kwangoko

☐ ☐ ☐ ☐

8. Xa kuthe kwabhaqeka into enobungozi, ulawulo aluyihoyi yaye alwenzi nto ngayo

☐ ☐ ☐ ☐

9. ULawulo luyasilela ukukhawulelana nokhuseleko ngendlela efanelekileyo

☐ ☐ ☐ ☐

Nangona eminye imibuzo ingabonakala ibufana, kodwa ke uyacelwa uphendule umbuzo ngamnye

| | Andivumi kwaphela | Andivumi | Ndiyavuma | Ndivuma kakhulu |
|---|---|---|---|---|
| | Beka uphawu uX kumbuzo ngamnye | | | |
| 10. ULawulo luzama kangangoko lunako ukwenza imigaqo yokhuseleko ilungelelane nomsebenzi | ☐ | ☐ | ☐ | ☐ |
| 11. ULawulo luyaqinisekisa ukuba umntu ngamnye anganegalelo kwezokhuseleko emsebenzini wakhe | ☐ | ☐ | ☐ | ☐ |
| 12. ULawulo luyabakhuthaza abasebenzi ukuba babe nenxaxheba kwizigqibo ezenziwayo ezichaphazela ukhuseleko lwabo | ☐ | ☐ | ☐ | ☐ |
| 13. ULawulo azange lukhe luzinike ngqalelo iziphajkamiso zabasebenzi ezimalunga nokhuseleko | ☐ | ☐ | ☐ | ☐ |
| 14. ULawulo luzama kangangoko ukuba wonke umntu kwindawo yokusebenzela ukuba abe nobuchule nolwazi ngokhuseleko neengozi | ☐ | ☐ | ☐ | ☐ |
| 15. ULawulo azange lukhe luzicele izimvo zabasebenzi ngaphambi kokwenza izigqibo ngezokhuseleko | ☐ | ☐ | ☐ | ☐ |
| 16. ULawulo luyababandakanya abasebenzi ekwenzeni izigqibo zokhuseleko | ☐ | ☐ | ☐ | ☐ |
| 17. ULawulo luye luqokelele iinkcukacha ezichanekileyo xa kusenziwa uphando ngento eyenzekileyo | ☐ | ☐ | ☐ | ☐ |
| 18. Ukoyika isohlwayo (iziphumo ezingezihlanga) zabalawuli ziyabatyhafisa abasebenzi balapha bade bangazixeli izinto eziphantse zayingozi | ☐ | ☐ | ☐ | ☐ |
| 19. ULawulo luyammamela wonke umntu obebandakanyeka kwinto ebithe yenzeka | ☐ | ☐ | ☐ | ☐ |

Nangona eminye imibuzo ingabonakala ibufana, kodwa ke uyacelwa uphendule umbuzo ngamnye

| | Andivumi kwaphela | Andivumi | Ndiyavuma | Ndivuma kakhulu |
|---|---|---|---|---|
| | Beka uphawu uX kumbuzo ngamnye | | | |
| 20. ULawulo lukhangela izizathu, aluqali ngokubabeka izityholo ebantwini xa kukho kuthe kwenzeka into | ☐ | ☐ | ☐ | ☐ |
| 21. ULawulo lusoloko lugxeka abasebenzi ngeengozi ezenzekileyo | ☐ | ☐ | ☐ | ☐ |
| 22. ULawulo lubaphatha kakuhle abasebenzi abathe babandakanyeka engozini | ☐ | ☐ | ☐ | ☐ |

**Kweli candelo lilandelayo khawuchaze obabona abasebenzi beyiphatha ngayo indima yokhuseleko emsebenzini**

| | Andivumi kwaphela | Andivumi | Ndiyavuma | Ndivuma kakhulu |
|---|---|---|---|---|
| 23. Thina basebenzi balapha sizama kangangoko ukuba sifikelele kwelona nqanaba liphezulu lokhuseleko | ☐ | ☐ | ☐ | ☐ |
| 24. Thina basebenzi balapha siyabambisana ngoxanduva ukuze siqinisekise ukuba indawo yokusebenzela igcinwa iqoqoshekile | ☐ | ☐ | ☐ | ☐ |
| 25. Thina basebenzi balapha asilukhathalele ukhuseleko lomnye | ☐ | ☐ | ☐ | ☐ |
| 26. Thina basebenzi balapha siyaziphepha izinto ezinobungozi ezithe zabhaqeka | ☐ | ☐ | ☐ | ☐ |
| 27. Thina basebenzi balapha siyancedana ukuze sisebenze ngokukhuselekileyo | ☐ | ☐ | ☐ | ☐ |
| 28. Thina basebenzi balapha asinaxanduva ngokhuseleko lomnye | ☐ | ☐ | ☐ | ☐ |

Nangona eminye imibuzo ingabonakala ibufana, kodwa ke uyacelwa uphendule umbuzo ngamnye

| | Andivumi kwaphela | Andivumi | Ndiyavuma | Ndivuma kakhulu |
|---|---|---|---|---|
| | Beka uphawu uX kumbuzo ngamnye | | | |
| 29. Thina basebenzi balapha siyithatha njengento engenakuphepheka ingozi | ☐ | ☐ | ☐ | ☐ |
| 30. Thina basebenzi balapha iingozi ezingephi sizithatha njengento eqhelekileyo eyinxenye yomsebenzi wethu wemihla ngemihla | ☐ | ☐ | ☐ | ☐ |
| 31. Thina basebenzi balapha asizinaki iimeko ezinobungozi oko nje kungazukwenzeka zingozi | ☐ | ☐ | ☐ | ☐ |
| 32. Thina basebenzi balapha siyayophula imithetho yokhuseleko ukuze sigqibe ukusebenza kwangexesha | ☐ | ☐ | ☐ | ☐ |
| 33. Thina basebenzi balapha asizange sizibeke esichengeni nokuba inkqubo yokusebenza ibeka uxinzelelo | ☐ | ☐ | ☐ | ☐ |
| 34. Thina basebenzi balapha siwuthatha umsebenzi wethu njengongawalungelanga amagwala | ☐ | ☐ | ☐ | ☐ |
| 35. Thina basebenzi balapha sinako ukujongana nobungozi emsebenzini | ☐ | ☐ | ☐ | ☐ |
| 36. Thina basebenzi balapha ziyazama ukufumana izisombululo xa othile ebonisa ukuba ikho ingxaki kwezokhuseleko | ☐ | ☐ | ☐ | ☐ |
| 37. Thina basebenzi balapha siziva sikhuselekile xa sisebenza sibambisene | ☐ | ☐ | ☐ | ☐ |
| 38. Thina basenze balapha siyabuthemba ubuchule bomntu ngamnye ukuqinisekisa ngokhuseleko | ☐ | ☐ | ☐ | ☐ |

Nangona eminye imibuzo ingabonakala ibufana, kodwa ke uyacelwa uphendule umbuzo ngamnye

| | Andivumi kwaphela | Andivumi | Ndiyavuma | Ndivuma kakhulu |
|---|---|---|---|---|
| | Beka uphawu uX kumbuzo ngamnye | | | |
| 39. Thina basebenzi balapha sifunda kumava ethu ze sikwazi ukuthintela iingozi | ☐ | ☐ | ☐ | ☐ |
| 40. Thina basebenzi balapha siyakwazi ukuzithathela ingqalelo iimbono neengcebiso zabanye ezimalunga nokhuseleko | ☐ | ☐ | ☐ | ☐ |
| 41. Thina basebenzi balapha asifane sithethe ngokhuseleko | ☐ | ☐ | ☐ | ☐ |
| 42. Thina basebenzi balapha sisoloko sibonisana ngemiba yokhuseleko xa kuvela imiba enjalo | ☐ | ☐ | ☐ | ☐ |
| 43. Thina basebenzi balapha siyakwazi ukuthetha sikhululekile nangokuphandle ngokhuseleko | ☐ | ☐ | ☐ | ☐ |
| 44. Thina basebenzi balapha siyinika ingqalelo into yokuba ukubonakalisa ukhuseleko olufanelekileyo lunendima ebalulekileyo ekuthinteleni iingozi | ☐ | ☐ | ☐ | ☐ |
| 45. Thina basebenzi balapha sikubona ukwenziwa kwemijikelo/uvavanyo lokhuseleko lungenagalelo kwezokhuseleko | ☐ | ☐ | ☐ | ☐ |
| 46. Thina basebenzi balapha sikubona ukwenziwa koqeqesho kwezokhuseleko kulungile ekuthinteleni iingozi | ☐ | ☐ | ☐ | ☐ |
| 47. Thina basebenzi balapha sikubona ukwenziwa kwezicwangciso zokhuseleko kungenantsingiselo | ☐ | ☐ | ☐ | ☐ |
| 48. Thina basebenzi balapha sikubona ukwenziwa kwemijikelo/iimvavanyo zokhuseleko kunceda ekubhaqeni izinto ezinobungozi | ☐ | ☐ | ☐ | ☐ |
| 49. Thina basebenzi balapha sikubona ukwenziwa kweenkqubo zoqeqesho kungenantsingiselo | ☐ | ☐ | ☐ | ☐ |
| 50. Thina basebenzi balapha sikubona kubalulekile ukuba kubekho iinjongo ezicacileyo zokhuseleko | ☐ | ☐ | ☐ | ☐ |

Ukuba uyafuna ukunika ingcaciso kwezinye iimpendulo zakho, okanye xa ufuna ukunika izimvo malunga nolu phando, uvumelekile ukuba uzibhale phantsi.

**Nika izimvo zakho:**

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☺ **Siyabulela ngeempendulo zakho ozinike kweli phephambuzo. Qinisekisa ukuba uyijongile ibhokisi ekwiphepha elingaphambili elibonisa ukuba uyinike imvume unolwazi ngokuqhubekayo ekuthatheni inxaxheba kolu phando** ☺

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