

1. Part A

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I really enjoy a task that involves coming up with new solutions to problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It's enough for me that the job gets done; I don't care how or why it works.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like to have the responsibility of handling a situation that requires a lot of thinking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The notion of thinking abstractly is appealing to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel relief rather than satisfied after completing a task that required a lot of mental effort.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I prefer a task that is intellectual and difficult to one that is important but require little thoughts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I prefer to think about small, daily projects to long-term ones.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I usually end up deliberating about issues even when they do not affect me personally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Part B

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I find that a well ordered life with regular hours suits my temperament.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't like to be with people who are capable of unexpected actions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not usually consult many different opinions before forming my own view.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel uncomfortable when I don't understand the reason why an event occurred in my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I have made a decision, I feel relieved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel irritated when one person disagrees with what everyone else in a group believes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't like situations that are uncertain.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I dislike it when a person's statement could mean many different things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Part C

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Even if the organisation is not doing well, I would be reluctant to change to another employer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be very happy to spend the rest of my career with this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel myself to be part of the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think that I could easily become as attached to another organization as I am to this one.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To know that my work has made a contribution to the organization would please me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not believe that a person must always be loyal to his or her organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was taught to believe in the value of remaining loyal to one organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I got another offer for a better job elsewhere, I would feel it is alright to leave my organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am quite proud to be able to tell people who it is I work for.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think people move from company to company too often these days.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think I am good in conducting my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I actively seek out/create opportunities to further my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I aspire to distinguish myself as a renowned scientist in my field of research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doing research is fun for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think the topics and questions I research are interesting.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Part D

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
My employer provides benefits for me to balance my work and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My employer values my contribution to the organisation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If given the chance, my employer would take unfair advantage of me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company's benefits have helped me get through some bad times.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My employer supports my working conditions with adequate resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to modify my job objectives (on what I am supposed to accomplish).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to choose the approach to go about doing my job (the procedures to utilize).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been given sufficient degree of independence/freedom to pursue my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have some control over what I am supposed to accomplish.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have some control over the scheduling of my work activities (when I do what).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is strict and is hardly around when I need to seek advice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
My supervisor is helpful when I have personal matter to attend to which interfere with my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor supports me to attend seminars and conferences to further my knowledge domain.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor coaches, guides and give suggestions to improve my projects.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor burdens me with works that are not beneficial to my career progression.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is not open to my ideas and can be suffocating in my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor feels that I am important and is supportive of my contribution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I have a good supervisor who cares and nurtures me in my career advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can trust my team members to lend me a helping hand if I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe I can rely upon my team members to do as they say they would do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think most of my colleagues are friendly and supportive of each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I socialise with my team members outside organisation time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident that management will always try to treat me fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I am not afraid of what might happen if I quit my job without having another one lined up.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too much in my life would be dumped if I decide that I want to leave my organization now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaving this organisation would require considerable professional sacrifice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It would be hard for me to leave my organization right now, even if I wanted to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Right now, staying with my organization is a matter of necessity as much as a desire.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My co-workers value my contributions highly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My co-workers may have trouble finding a suitable replacement if I leave the team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisors view me as a highly valuable contributor to the knowledge domain.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have diverse skills and am confident of employability for better positions in my field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would rate my overall professional performance at work highly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Which of the below best describes your motivation to pursue a career in STEM

- Participation in science club activities, competitions, talks by scientists.
- Participation in research attachments/student research projects.
- My parents/teachers/friends suggested that I should do a PhD.
- I have a passion for research.
- Other than the above

6. Approximately when, if ever, did you start to think about attending graduate school?

- Before undergraduate school
- During undergraduate school
- Within two years of finishing undergraduate school
- More than two years after finishing undergraduate school
- When no jobs were offered

7. Which career track do you see yourself in eventually?

- I intend to continue in the research field in an academic setting.
- I intend to continue research but in the industry setting.
- I'm not motivated anymore to stay in research field.
- I have the passion for research but won't continue because the career is not rewarding.
- I intend to take up a 'teaching-track' position with less/no research.
- I intend to switch to a completely new career/profession
- I have no idea; I just go with the wind.

8. How likely are you to take up non-academia or research careers after PhD?

- 1=very unlikely
- 2=unlikely
- 3=unsure
- 4=likely
- 5=very likely

9. How long do you see yourself working in research and development after your PhD?

- Less than 2 years
- Between 2 to 4 years
- Between 4 to 6 years
- Between 6 to 10 years
- More than 10 years

10. Which of the following non-academia careers are you most interested in?

- Banking and finance
- Management and consulting
- Investment and private equity
- Pharmaceutical/Biotech corporate positions
- Others (Please specify)

11. Will the remuneration or salary be a factor to your decision not to stay in the research field?

- Yes
- No

Please elaborate.

12. Do you think the current remuneration that you are holding is fair and sufficient?

- Yes
- No

Please provide reasons for your answer.

13. What do you think should be improved or included in your current remuneration scheme?

- Increased monthly salary
- Provide better medical insurance and benefit
- Provide computer allowance
- Provide better annual conference allowance
- Provide housing rental allowance
- Provide allowance for purchasing of reference books
- Others (please specify)

14. In the next 5 years, your most likely career plan is to:

- Build/continue your R&D career in your current organization?
- Pursue an R&D career outside your current organization (within Singapore)?
- Pursue an R&D career outside Singapore?
- Pursue other non-R&D, STEM-related careers? (e.g. IP management, research administration, industry/business development, education)

15. How much would each of the following factors motivate you to STAY in a R&D (research and development) career? Please rank each factor from 1 (most important) to 8 (least important).

<input type="text"/>	Personal interest
<input type="text"/>	Opportunity to contribute to society
<input type="text"/>	Intellectual satisfaction
<input type="text"/>	Work life balance / flexible working hours
<input type="text"/>	Job security
<input type="text"/>	Career advancement or progression opportunities
<input type="text"/>	Physical work environment (e.g. equipment, ergonomics, cleanliness, etc.)
<input type="text"/>	Working conditions (e.g. organisation culture)

16. How much would each of the following factors influence your decision to LEAVE a R&D (research and development) career? Please rank each factor from 1 (most important) to 8 (least important).

<input type="text"/>	Poor / uncertain career progression
<input type="text"/>	Low job availability / low job stability
<input type="text"/>	Unsatisfactory salary package
<input type="text"/>	Too many projects / too long hours
<input type="text"/>	Poor physical work environment (e.g., equipment, ergonomics, cleanliness, etc.)
<input type="text"/>	Poor working conditions (e.g. organisation culture)
<input type="text"/>	Lack of social life
<input type="text"/>	Loss of interest in R&D (research and development)