**Table 2: Research Questions and Corresponding Interview Questions**

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| **Research Question** | **Sample Interview Questions** |
| Q1.**What do study participants perceive as the most important aspects of the external context and how do they influence experiences of and perceptions of HRD in STFs?**  | 1. What are the main external challenges to developing human resources in your firm and how do they influence decisions about HRD?
2. Why do you believe these external challenges exist?
3. What are you doing in terms of HRD to overcome these external challenges?
4. How do you ensure that you have the skills to meet the goals of the firm?
5. How difficult do you find it to hire highly skilled employees?
6. How do you describe your customer base and what are their expectations?
7. Have you received any external awards for training and development?
8. How much interactions and involvement do you have with the IHE and other advisory bodies?
9. What is the level of competition in your geographic location?
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| Q2. **What do study participants perceive as the most important aspects of the internal context and how do they influence experiences and perceptions of HRD in STFs?**  | 1. What form does your business planning take? What role does HRD play in business planning? How is it undertaken?
2. What is your primary focus – growth, stability or survival?
3. As owner-manager / senior manager, what do you see as your role in respect of HRD?
4. What are the key internal challenges you encounter in developing employees?
5. Where do you see the firm going over the next few years?
6. Are there any advantages of being small?
7. What activities come within HRD / training and development in your firm?
8. Do you seek assistance / advice from external bodies in relation to HRD / training and development?
9. How much financial resources do you commit to training and development yearly?
10. What are your primary motivations (owner-manager) in providing training to employees?
11. What types of HRD/training and development activities are undertaken in the firm?
12. What do you see as the key strengths / weaknesses of training in the firm?
13. What prompts the firm to train?
14. How involved are you (owner-manager / senior manager) in delivering training on a day-to-day basis?
15. How much formal versus informal training and development do you have? What is the ratio?
16. What are the main benefits to you (employees) of training and development?
17. How important do you (employees) perceive training in the firm?
18. What types of HRD/ training activities have you (employee) being exposed to in the firm?
19. How effective do you (employee) believe HRD/ training and development is in the firm?
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