**MULTIPLE CHOICE QUESTIONS**

**Title:** Factors influencing Prevention and Early Intervention within the Disability Claims Management Process in South Africa

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**Question 1. *Please select the letter that completes the sentence***

During the prevention stage of disability management, employees are:

1. Unhealthy and at work
2. Unhealthy and not at work
3. Healthy and at work

**Question 2 *Please select the letter that completes the sentence***

During the early intervention stage of disability management, employees are:

1. Healthy and not at work
2. Experiencing health risks and at work
3. Healthy and at work

**Question 3. *Please select the letter that completes the sentence***

Presenteeism occurs when:

1. Employees are present at work while they are experiencing ill-health
2. Employees are present and productive at work
3. Employees are absent from work due to ill-health

**Question 4. *Please select the answer most applicable***

Job insecurity applies to the following groups of people:

1. The employed population
2. The unemployed population
3. The employed and unemployed population

**Question 5. *Please select the letter that completes the sentence***

For employers and insurers, disability claims management costs are:

1. Manageable
2. Unmanageable
3. Unknown

**Question 6. *Please select the letter that completes the sentence***

A disability management policy focusing on prevention and early intervention is considered:

1. Unnecessary in the workplace
2. An effective way to manage disability
3. An ineffective way to manage disability

**Question 7. *Please select the missing word in the sentence***

There is \_\_\_\_ research on rehabilitation and return to work following a ill-health than there is on prevention and early intervention

1. More
2. Less
3. The same

**Question 8. *Please select the letter that completes the sentence***

The study identified the following 4 inhibiting factors:

1. 1) Psycho-social-economic hardship 2) Group insurer inhibitors 3) Disability stigma and deconditioning 4) Poor health and disability understanding
2. 1) Psycho-social-economic hardship 2) Group insurer inhibitors 3) Disability stigma and deconditioning 4) Poor understanding of the company structure
3. 1) Physical hardship 2) Group insurer inhibitors 3) Disability stigma and deconditioning 4) Poor understanding of the company structure

**Question 9. *Please select the letter that completes the sentence***

The study identified the following 4 facilitating factors:

1. 1) Group insurer facilitators 2) Remain-at-work approach 3) Medical and vocational management 4) Performance management
2. 1) Group insurer facilitators 2) Return-to-work approach 3) Medical and vocational management 4) Social and occupational support
3. 1) Group insurer facilitators 2) Remain-at-work approach 3) Medical and vocational management 4) Social and occupational support

**Question 10. *Please select the letter that completes the sentence***

The overarching theme of the study was that disability is:

1. A simple phenomenon influenced by various medical and non-medical factors
2. A complex phenomenon influenced by various medical and non-medical factors
3. A complex phenomenon influenced by various medical factors

**Question answers:**

1. C
2. B
3. A
4. C
5. B
6. B
7. A
8. A
9. C
10. B