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# Appendix

## Closed ended questionnaires

1. Do you agree behaviour and communication are essential for the virtual team management?
2. Strongly Disagree
3. Strongly agree
4. Neutral
5. Agree
6. Disagree
7. Do you agree virtual project management is different conventional project management?
8. Strongly Disagree
9. Strongly agree
10. Neutral
11. Agree
12. Disagree
13. Do you think the function of a virtual project manager differs from that of a normal project manager?
14. Strongly Disagree
15. Strongly agree
16. Neutral
17. Agree
18. Disagree
19. Do you implement different project management methods for managing virtual team in IT project?
20. Yes
21. No
22. Not yet implement
23. Neutral
24. Do you agree that a better IT understanding is necessary for managing virtual team?
25. Strongly Disagree
26. Strongly agree
27. Neutral
28. Agree
29. Disagree
30. According to your experience, does a computer skill of the employees influence the work efficiency in virtual team?
31. Strongly Disagree
32. Strongly agree
33. Neutral
34. Agree
35. Disagree
36. Do you think a dealing with the employee’s motivation help to better organization performance in the virtual team project?
37. Strongly Disagree
38. Strongly agree
39. Neutral
40. Agree
41. Disagree
42. Do you implement any leadership approach suitable for managing cultural diversity in virtual team?
43. Yes
44. No
45. Not yet implement
46. Neutral
47. What is your opinion on the significance of software and tools that use to communicate with the team?
48. Very high
49. High
50. Moderate
51. Low
52. Very low
53. Do you agree technological perspective for virtual collaboration impacting team's performance?
54. Strongly Disagree
55. Strongly agree
56. Neutral
57. Agree
58. Disagree
59. What are the obstacles that a virtual team must overcome in order to complete an effective virtual project?
60. Expertise
61. Language
62. Planning (Roles responsibility and management)
63. System of work
64. Many virtual team members are not satisfied with virtual collaboration tool. What is your opinion about the situation? You can rank from 1 to 5 impact scale.
65. 1: High impact
66. 2: Moderate impact
67. 3: Neutral
68. 4: low impacted
69. Which of the following three most detrimental qualities of virtual projects?
70. Reduce team collaboration
71. Lake of trust
72. Security risks
73. Poor workforce management
74. Do you agree utilizing virtual team management technique help to better performance of employee?
75. Strongly Disagree
76. Strongly agree
77. Neutral
78. Agree
79. Disagree

15) Do you proposed future strategy for managing the project in virtual team?

1. Yes
2. No
3. Not yet implement
4. Neutral

16) Have you implement communicating platform for virtual team management?

1. Yes
2. No
3. Not yet implement
4. Neutral

## Responses

















