

# Employee Satisfaction Survey

## Feedback

I receive useful and constructive feedback from my manager. Y N

I am given adequate feedback about my performance. Y N

I receive feedback that helps me improve my performance. Y N

I have an opportunity to participate in the goal setting process. Y N

Employee performance evaluations are fair and appropriate. Y N

My supervisor gives me praise and recognition when I do a good job. Y N

When I do a good job, I receive the praise and recognition I deserve. Y N

## Teamwork

Teamwork is encouraged and practiced in this organization. Y N

There is a strong feeling of teamwork and cooperation in this organization. Y N

## Quality and Customer Focus

People are held accountable for the quality of work they produce. Y N

The quality of our products and services are important to this organization. Y N

In this organization we maintain very high standards of quality. Y N

This organization understands its customers' needs. Y N

This organization is extremely focused on its customers' needs. Y N

Customer needs are the top priority in this organization. Y N

## Mission and Purpose

I have a good understanding of the mission and goals of this organization. Y N

I understand how my work directly contributes to the overall success of the organization. Y N

My job is important in accomplishing the mission of the organization. Y N

My supervisor provides me regular information about the mission and the goals of this organization. Y N

I am familiar with and understand the organization's strategic goals. Y N

Doing my job well gives me a sense of personal satisfaction. Y N

## Compensation

I am paid fairly for the work I do. Y N

My salary is competitive with similar jobs I might find elsewhere. Y N

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My benefits are comparable to those offered by other organizations. Y N

I understand my benefit plan. Y N

I am satisfied with my benefit package. Y N

### **Workplace and Resources**

I have the resources I need to do my job well. Y N

The necessary information systems are in place and accessible for me to get my job done. Y N

I have all the information I need to do my job effectively. Y N

My workplace is well maintained. Y N

My workplace is a physically comfortable place to work. Y N

My workplace is safe. Y N

### **Opportunities for Growth**

I have adequate opportunities for professional growth in this organization. Y N

I receive the training I need to do my job well. Y N

My manager is actively interested in my professional development and advancement. Y N

My manager encourages and supports my development. Y N

I am encouraged to learn from my mistakes. Y N

My work is challenging. Y N

My work is stimulating. Y N

My work is rewarding. Y N

I have a mentor at work. Y N

### **Work/Life Balance; Stress and Work Pace**

The environment in this organization supports a balance between work and personal life. Y N

My manager understands the importance of maintaining a balance between work and personal life. Y N

I am able to satisfy both my job and family responsibilities. Y N

I am not forced to choose between job and family obligations. Y N

The pace of the work in this organization enables me to do a good job. Y N

The amount of work I am asked to do is reasonable. Y N

The organization has reasonable expectations of its employees. Y N

My job does not cause unreasonable amounts of stress in my life. Y N

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## **Fairness**

My manager treats all his/her employees fairly. Y N

The organization's policies for promotion and advancement are always fair. Y N

Favoritism (special treatment) is not an issue in raises or promotions. Y N

My manager is always consistent when administering policies concerning employees. Y N

I am always treated fairly by my manager. Y N

Everybody is treated fairly in this organization. Y N

## **Respect for Management**

I respect the senior leaders of this organization. Y N

I respect my manager as a competent professional. Y N

The leaders of this organization know what they are doing. Y N

Our senior managers demonstrate strong leadership skills. Y N

I am very satisfied with my manager. Y N

## **Respect for Employees**

My manager always treats me with respect. Y N

My manager listens to what I'm saying. Y N

This organization respects its employees. Y N

My manager values my talents and the contribution I make. Y N

My talent is valued at work. Y N

The organization values the contribution I make. Y N

My coworkers care about me as a person. Y N

## **Communication**

Information and knowledge are shared openly within this organization. Y N

Communication is encouraged in this organization. Y N

My manager does a good job of sharing information. Y N

Senior management communicates well with the rest of the organization. Y N

## **Personal Expression/ Diversity**

People who challenge the status quo are valued. Y N

I can disagree with my supervisor without fear of getting in trouble. Y N

I am comfortable sharing my opinions at work. Y N

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We work to attract, develop, and retain people with diverse backgrounds. Y N

People with different ideas are valued in this organization. Y N

My ideas and opinions count at work. Y N

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