

## **SAMPLE COMPANY Employee Satisfaction Survey**

Please take a few minutes to complete this survey. Your specific answers will be completely anonymous, but your views, in combination with those of others, are extremely important. To ensure your anonymity, SAMPLE COMPANY retained the Business Research Lab to design the survey, tabulate the results, and interpret the findings.

1. Overall, how satisfied are you with SAMPLE COMPANY as an employer? (Required)

<u>Very Dissatisfied</u>							<u>Very Satisfied</u>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How do you feel about each of the following specific matters?

2. SAMPLE COMPANY's leadership and planning

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
I have confidence in the leadership of SAMPLE COMPANY	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is adequate planning of corporate objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is adequate planning of departmental objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud to work for SAMPLE COMPANY	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I agree with the direction the company is headed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management does not play favorites	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management does not "say one thing and do another"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Corporate culture

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
Quality is a top priority with SAMPLE COMPANY	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This is an enjoyable place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual initiative is encouraged at SAMPLE COMPANY	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
Nothing at SAMPLE COMPANY keeps me from doing my best every day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### 4. Communications

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
SAMPLE COMPANY's corporate communications are frequent enough	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SAMPLE COMPANY's corporate communications keep me up to date on the company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I can trust what SAMPLE COMPANY tells me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is adequate communication between departments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I usually hear about important information through formal company communications, rather than rumors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### 5. Career Development

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
I have a clearly established career path at SAMPLE COMPANY	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have opportunities to learn and grow	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the last six months, someone at work has talked to me about my progress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is someone at work who encourages my development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My last performance appraisal was completed on time (skip this question if you have worked for SAMPLE COMPANY for less than 6 months)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My last performance appraisal accurately reflected my performance (skip this question if you have worked for SAMPLE COMPANY for less than 6 months)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The performance appraisal system is fair (skip this question if you have worked for SAMPLE COMPANY for less than 6 months)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6. Your Role at SAMPLE COMPANY**

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
I know what is expected of me at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am given enough authority to make decisions I need to make	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am contributing to SAMPLE COMPANY's mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the materials and equipment I need to do my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**7. Recognition and Rewards**

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
If I do good work I can count on making more money	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I do good work I can count on being promoted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am valued at SAMPLE COMPANY	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SAMPLE COMPANY treats me like a person, not a number	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SAMPLE COMPANY gives enough recognition for work that's well done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My salary is fair for my responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**8. Teamwork and Cooperation**

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
I feel part of a team working toward a shared goal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe there is a spirit of cooperation at SAMPLE COMPANY	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Different groups work well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>“Politics” at this company are kept to a minimum</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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**9. Working Conditions**

	<b>Disagree Strongly</b>	<b>Disagree Somewhat</b>	<b>Neutral</b>	<b>Agree Somewhat</b>	<b>Agree Strongly</b>
<b>I believe my job is secure</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My physical working conditions are good</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Deadlines at SAMPLE COMPANY are realistic</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My workload is reasonable</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>I can keep a reasonable balance between work and personal life</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**10. Your Immediate Supervisor**

	<b>Disagree Strongly</b>	<b>Disagree Somewhat</b>	<b>Neutral</b>	<b>Agree Somewhat</b>	<b>Agree Strongly</b>
<b>My supervisor treats me fairly</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My supervisor treats me with respect</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My supervisor handles my work-related issues satisfactorily</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My supervisor handles my personal issues satisfactorily</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My supervisor tells me when my work needs improvement</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My supervisor tells me when I do my work well</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My supervisor asks me for my input to help make decisions</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My supervisor is an effective manager</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**11. SAMPLE COMPANY's Training Program**

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
SAMPLE COMPANY provided as much initial training as I needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SAMPLE COMPANY provides as much ongoing training as I need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SAMPLE COMPANY provides enough information to enable me to do my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**12. Benefits**

	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly
Overall, I'm satisfied with SAMPLE COMPANY's benefits package	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the amount of vacation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the sick leave policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the amount of health care paid for	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the dental benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the 401k plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the retirement plan benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the disability benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the tuition reimbursement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the paid time off benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the stock option plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm satisfied with the vision care benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. What, if any, changes would you like made to SAMPLE COMPANY's benefits package?

14. How long do you plan to continue your career with SAMPLE COMPANY?

- Less than a year
- One to two years
- Two to five years
- More than five years
- Don't know

15. Would you recommend employment at SAMPLE COMPANY to a friend?

- Definitely not
- Probably not
- Maybe
- Probably would
- Definitely would

16. What can SAMPLE COMPANY do to increase your satisfaction as an employee?

17. Please share any suggestions you have that could help SAMPLE COMPANY improve in the key areas of increasing revenues, decreasing costs, improving productivity or any other aspects within our organization.

*(BRL Note: Q17 is a general suggestion box type question. All comments are included in our final report, but comments will not be "coded". See our proposal for more detail.)*

**The following questions are for analytic purposes only. They will not be used to try to identify any individual.**

**However, if you feel uncomfortable about answering any of them do not do so.**

**Whether or not you leave any questions blank, please make certain to hit the "submit" button at the bottom of this page when you have answered as many questions as possible.**

*(BRL Note: the questions below are potential demographic questions. The final set of demographic questions will be those that your company's management team is deems best from an organizational perspective. Smaller organizations would not have as many demographic questions as larger ones.)*

18. How long have you worked for SAMPLE COMPANY?

- Less than one year
- One year to less than two years
- Two years to less than five years
- Five years to less than ten years
- Ten years or more

19. What is your age?

- Under 21
- 21 to 34
- 35 to 44
- 45 to 54
- 55 or older

*(BRL Note: we can use an alterative form of this question to reference "gen x, gen y, baby boomers, etc".)*

20. Which of the following best describes your role in the organization?

- First-level supervisor
- Manager/supervisor higher than first level (including senior management positions)
- Not a manager or supervisor

21. What is your sex?

- Male
- Female

22. In which department do you work?

- Department A
- Department B
- Department C
- Department D
- Department E
- Department F
- Department G
- Department H
- Department I
- Department J

23. What is your total before-tax annual income from this job, including overtime and bonuses?

- Less than \$20,000
- \$20,000 to less than \$30,000
- \$30,000 to less than \$50,000
- \$50,000 to less than \$75,000
- \$75,000 or more

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