

## Employee Questionnaire

Dear Employee,

Please take a moment to complete the following form and return it to us. Your input is extremely valuable and will be appreciated. Data from this survey will be used to evaluate the services we provide to you. Thank you for your assistance. Please fill in the circles completely according to the following key:

SA = Strongly Agree   A = Agree   N = Neutral   D = Disagree   SD = Strongly Disagree

	SA	A	N	D	SD
1. My work has meaning and purpose.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I regularly hear co-workers make negative remarks about other employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Management is interested in me & in my development as a person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Management values money more than people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I am an important part of the care team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. My work is boring.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Management is leading us in the right direction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I rarely see the administrator.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I know and understand the mission of this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. My work contributes to the overall philosophy and goals of the facility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I can be creative in completing my tasks and working in my team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. My working conditions are safe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. I have an opportunity to grow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Management listens to me and takes my opinions seriously.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. The administrator knows my name.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. I feel like a number, nobody here really cares about me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. My work is recognized by my team members as worthwhile.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. My work provides me with adequate pay and benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. I feel free to ask questions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I have the resources I need to be effective in my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	SA	A	N	D	SD

- 21. I am kept up-to-date on changes occurring that affect my job.
- 22. When I try to do my work, I run into obstacles.
- 23. I have a clear understanding of what is expected of me.
- 24. I work under a great deal of tension.
- 25. I spend too much time in unnecessary activities.
- 26. I can voice my concerns without risking my job.
- 27. I am given opportunities to use my talents for the facility's benefit.
- 28. There is opportunity to advance here.
- 29. I have to follow procedures that prevent me from doing my job well.
- 30. Management actively encourages cooperation and teamwork.
- 31. If you start doing favors for people, they will just walk all over you.
- 32. There is good in everybody.
- 33. People usually tell me the truth.
- 34. I enjoy helping my team members.
- 35. I don't blame anyone for trying to grab all he/she can get in this world.
- 36. People pretend to care more about one another than they really do.
- 37. At the end of a typical day, I feel I have contributed to the quality of life of the residents I serve.
- 38. I can trust the people I work with to lend me a hand if I need it.
- 39. I would leave this facility if offered the same job with another facility.
- 40. I would recommend a close friend to join our staff.
- 41. I only do my job because I need the money.
- 42. There is a happy atmosphere in the place I work.
- 43. The administrator is fair to everyone.

44. What would make the quality of work life better in this facility? \_\_\_\_\_

**45. What is your job title?** \_\_\_\_\_

**46. How long have you worked at this facility?**

- Less than 6 months
- 6 months to less than 1 year
- 1 year to less than 2 years
- 2 years to less than 3 years
- 3 years to less than 5 years
- More than 5 years