**Employee Survey: Job Satisfaction**

[Company Name] is interested in your opinions and feelings about different aspects of your job. Please answer each of the following questions by selecting the rating number you think is most appropriate. Feel free to make comments next to each statement or on the back of the survey.

**Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Satisfaction with [Company Name]** | **5** | **4** | **3** | **2** | **1** |
| This company is quick to use improved work methods. | ° | ° | ° | ° | ° |
| Work activities in the company are sensibly organized. | ° | ° | ° | ° | ° |
| The company tells my work group what it needs to know to do the best possible job. | ° | ° | ° | ° | ° |
| When decisions are made, the people affected are rarely asked for their ideas and input. | ° | ° | ° | ° | ° |
| Comments or suggestions for improvement: | | | | | |

**Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Satisfaction with My Supervisor** | **5** | **4** | **3** | **2** | **1** |
| My supervisor is willing to listen to my concerns and ideas. | ° | ° | ° | ° | ° |
| My supervisor encourages people in my work group to work as a team. | ° | ° | ° | ° | ° |
| My supervisor does not encourage people to exchange opinions and ideas. | ° | ° | ° | ° | ° |
| My supervisor encourages people to give their best effort. | ° | ° | ° | ° | ° |
| My supervisor provides help, training and guidance so that I can improve my performance. | ° | ° | ° | ° | ° |
| My supervisor does not treat all employees fairly. | ° | ° | ° | ° | ° |
| My supervisor has an interest in and concern for work group members. | ° | ° | ° | ° | ° |
| I have confidence and trust in my supervisor. | ° | ° | ° | ° | ° |
| Comments or suggestions for improvement: | | | | | |

**Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Satisfaction with My Department/Work Group** | **5** | **4** | **3** | **2** | **1** |
| My work group produces the amount of work expected of it. | ° | ° | ° | ° | ° |
| My work group does not work efficiently. | ° | ° | ° | ° | ° |
| My group produces work of high quality. | ° | ° | ° | ° | ° |
| People in my work group encourage each other to work together as a team. | ° | ° | ° | ° | ° |
| People in my work group emphasize a team goal. | ° | ° | ° | ° | ° |
| People in my work group exchange ideas and opinions. | ° | ° | ° | ° | ° |
| People in my work group encourage each other to give their best effort. | ° | ° | ° | ° | ° |
| People in my work group maintain high standards of performance. | ° | ° | ° | ° | ° |
| People in my work group help me find ways to do my job better. | ° | ° | ° | ° | ° |
| People in my work group offer each other new ideas for solving job-related problems. | ° | ° | ° | ° | ° |
| My work group does not plan well together to coordinate its efforts. | ° | ° | ° | ° | ° |
| My work group feels responsible for meeting its objectives successfully. | ° | ° | ° | ° | ° |
| I have confidence and trust in the people in my work group. | ° | ° | ° | ° | ° |
| My work group members seek mutually acceptable solutions when conflict arises. | ° | ° | ° | ° | ° |
| Comments or suggestions for improvement: | | | | | |

**Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Individual Satisfaction** | **5** | **4** | **3** | **2** | **1** |
| I enjoy performing the day-to-day activities of my job. | ° | ° | ° | ° | ° |
| Doing my job gives me a sense of personal satisfaction. | ° | ° | ° | ° | ° |
| My job does not use my skills and abilities effectively. | ° | ° | ° | ° | ° |
| Doing my job well leads to things like pay increases and bonuses. | ° | ° | ° | ° | ° |
| Doing my job well leads to things like recognition and respect from those I work with. | ° | ° | ° | ° | ° |
| I am not clear about what people expect me to do on the job. | ° | ° | ° | ° | ° |
| My workload is appropriate and manageable. | ° | ° | ° | ° | ° |
| My productivity is impacted by long-standing rules and policies that are outdated. | ° | ° | ° | ° | ° |
| I am proud to work for this company. | ° | ° | ° | ° | ° |
| I would recommend this company as a good place to work to my family and friends. | ° | ° | ° | ° | ° |
| Comments or suggestions for improvement: | | | | | |

The results of this survey will be kept confidential. Please complete the following information below so we may target areas for improvement and make the best use of your feedback.

Department: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Job title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Years of service with this company: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Thank you again for your participation!**