

Employee Survey: Job Satisfaction -We Care Foundation of Newfoundland and Labrador.

Your opinions and feelings regarding various elements of your job are of great interest to We Care Foundation, NL. Kindly respond to each of the following questions by selecting the rating number that you deem most appropriate. You are welcome to provide 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 organization is quick to use improved work methods. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Work activities in the organization are sensibly organized. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| When decisions are made, the people affected are rarely asked for their ideas and input. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 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. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| My supervisor encourages people in my work group to work as a team. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My supervisor does not encourage people to exchange opinions and ideas. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My supervisor encourages people to give their best effort. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My supervisor provides help, training and guidance so that I can improve my performance. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My supervisor does not treat all employees fairly. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My supervisor has an interest in and concern for work group members. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have confidence and trust in my supervisor. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 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. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My work group does not work efficiently. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My group produces work of high quality. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People in my work group encourage each other to work together as a team. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People in my work group emphasize a team goal. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People in my work group exchange ideas and opinions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People in my work group encourage each other to give their best effort. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People in my work group maintain high standards of performance. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People in my work group help me find ways to do my job better. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| People in my work group offer each other new ideas for solving job-related problems. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My work group does not plan well together to coordinate its efforts. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My work group feels responsible for meeting its objectives successfully. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have confidence and trust in the people in my work group. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My work group members seek mutually acceptable solutions when conflict arises. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 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. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Doing my job gives me a sense of personal satisfaction. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| My job does not use my skills and abilities effectively. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Doing my job well leads to things like pay increases and bonuses. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Doing my job well leads to things like recognition and respect from those I work with. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am not clear about what people expect me to do on the job. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My workload is appropriate and manageable. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My productivity is impacted by long-standing rules and policies that are outdated. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am proud to work for this company. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I would recommend this organization as a good place to work to my family and friends. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 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!