



# STAR CULTURE

## Employee Questionnaire

Please see below for the anonymous information that will be gathered from your employees, along with the questions they will answer as part of the survey.

Please note: the “live” survey is delivered via a website link, and all information is gathered digitally.

### DEMOGRAPHICS

**Company Name:** \_\_\_\_\_

**Current Job Title:** \_\_\_\_\_

**Education:** High School Diploma   Associate's Degree   College Degree   Master's Degree   Other \_\_\_\_\_

**Gender:** Male   Female

**Tenure:**   0 - 6 months   6 months – 1 year   1 year – 5 years   5 years +

**Role:** Management   Non-Management

## **Survey – Response Options**

Please indicate the degree to which you agree with the following statements:

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>

### **REWARDS/ RECOGNITION**

1. The rewards I receive from this job are fair.
2. I have received public recognition for a job well done in the last two weeks.
3. Overall, my company provides appropriate rewards for my position (e.g. base pay, incentives, benefits, time off, etc.).
4. I see a clear relationship between my performance and my pay.
5. I wish my company would publically recognize my hard work more often.
6. I think that my company does enough to recognize my efforts.
7. Someone has acknowledged my progress on the job in the last six months.

### **LEADERSHIP/ ORGANIZATIONAL DIRECTION/ ROLE CLARITY**

8. I understand what my role is in this company.
9. Management has a good sense of what is most important to me.
10. In my current job, I am clear on what is expected of me.
11. My company makes me feel as though my job is important.
12. It's very clear to me how my job contributes to my company's business goals.
13. Management provides support for me to serve my customer's needs.
14. My company makes me feel that my opinions count.

#### **LEARNING AND DEVELOPMENT/ CAREER OPPORTUNITIES**

15. Over the last six months, I have had sufficient opportunities to grow at my company.
16. Career advancement at this company is based on performance.
17. I have the necessary resources to be successful in my job.
18. I am satisfied with my career opportunities at this job.
19. My Supervisor/Manager demonstrates concern for my professional development (e.g. challenging assignments, coaching, supervisory opportunities, etc.).
20. I can see future opportunities for my growth in this company.

#### **SUPERVISORY SUPPORT**

21. My supervisor/manager is very concerned about my welfare.
22. My manager/supervisor actively listens to me when I discuss work-related problems.
23. When things get difficult at work, I know I can always turn to my supervisor/manager for support.
24. My supervisor/manager ensures that I understand goals at work.
25. My supervisor/manager gives me feedback on how I can improve my performance.
26. My supervisor/manager seems to care about me as a person based on how I am treated.
27. My supervisor/manager supports me with my work-life balance.

#### **MOTIVATION/ INITIATIVE**

28. I look forward to coming into work every day.
29. The company culture provides an environment where I willingly put in the extra effort.
30. Even when things do not go as planned at my job, I always find a way to persevere.

- 31. I am enthusiastic about the work I do each day.
- 32. I look for ways to improve the way things are done at work.
- 33. I am proud to say I work at this company.
- 34. I would recommend this company to my friends as a great place to work.
- 35. Management makes sure I get the training I need to do my job.

**Short Answer Questions:**

36. Please list one or two things that management can do to make this a better place to work.

37. How could the organization enable you to be more effective in your job?

## References Consulted

- Andrew, O. C., & Sofian, S. (2012). Individual Factors and Work Outcomes of Employee Engagement. *Social and Behavioral Sciences*, 40, 489-508.
- Cowardin-Lee, N., & Soyalp, N. (2011). Improving Organizational Workflow with Social Network Analysis and Employee Engagement Constructs. *American Psychological Association*, Vol. 63, No. 4, 272-283.
- Ellinger, A. E., Musgrove, C. F., Ellinger, A. D., Bachrach, D. G., Bas, A. B., & Wang, Y. L. (2013). Influences of organizational investments in social capital on service employee commitment and performance. *Journal of Business Research*, 66, 1124-1133.
- Gruman, J. A., & Saks, A. M. (2011). Performance management and employee engagement. *Human Resource Management Review*, 21, 123-136.
- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-Unit-Level Relationship Between Employee Satisfaction, Employee Engagement, and Business Outcomes: A Meta-Analysis. *Journal of Applied Psychology*, Vol. 87, No. 2, 268-279.
- Ho, V. T., Wong, S. S., & Lee, C. H. (2011). A Tale of Passion: Linking Job Passion and Cognitive Engagement to Employee Work Performance. *Journal of Management Studies*, 1-48.
- Macey, W. H., & Schneider, B. (2008). The Meaning of Employee Engagement. *Industrial and Organizational Psychology*, 1, 3-30.
- Menguc, B., Auh, S., Fisher, M., & Haddad, A. (2013). To be engaged or not to be engaged: The antecedents and consequences of service employee engagement. *Journal of Business Research*, 66, 2163-2170.
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, Vol.21, No. 7, 600-619.
- Shahid, A., & Azhar, S. M. (2013). Gaining Employee Commitment: Linking to Organizational Effectiveness. *Journal of Management Research*, Vol. 5, No. 1, 250-267.

**Survey Questionnaire, Scoring & Logic Prepared by**

