



## EMPLOYEE SURVEY

In the provided space to the right of each statement, assign a numerical rating on a scale of 1 to 5 to indicate the degree of accuracy or truthfulness of the statement concerning your organization. Use the following rating scale:

- 1 = not true at all
- 2 = true to a small extent
- 3 = true to some extent
- 4 = mostly true
- 5 = completely true

1. Employees in this organization display high levels of energy and enthusiasm. \_\_\_\_\_
2. Employees consistently demonstrate exceptional productivity. \_\_\_\_\_
3. Employees maintain positive and optimistic attitudes. \_\_\_\_\_
4. The organization minimizes wasteful efforts effectively. \_\_\_\_\_
5. The organization places a strong emphasis on customer satisfaction. \_\_\_\_\_
6. Safety concerns are swiftly identified and addressed. \_\_\_\_\_
7. Employees are treated as valuable business partners. \_\_\_\_\_
8. Employees have a strong sense of belonging to the organization. \_\_\_\_\_
9. Resource utilization by employees is meticulous. \_\_\_\_\_
  
10. Employees possess a clear understanding of the organization's mission, vision, and values. \_\_\_\_\_
11. Employee input is actively sought and integrated into strategic planning. \_\_\_\_\_
12. Employees are empowered to make significant decisions regarding their work. \_\_\_\_\_
13. Employees participate in key production decisions. \_\_\_\_\_
14. Employees are encouraged and empowered to enhance work methods. \_\_\_\_\_
15. Employees collaborate closely with internal customers and suppliers. \_\_\_\_\_
16. A no-fault approach to problem-solving is embraced. \_\_\_\_\_
17. The organization actively harnesses the full range of employee talents. \_\_\_\_\_
18. Employees are challenged to strive for ambitious goals. \_\_\_\_\_
19. Barriers to effective employee performance are swiftly addressed. \_\_\_\_\_
20. Personnel decisions are perceived as fair and consistent. \_\_\_\_\_
21. Unnecessary policies and rules are kept to a minimum. \_\_\_\_\_
22. Effective communication is a top organizational priority. \_\_\_\_\_
23. Employees throughout the organization are well-informed. \_\_\_\_\_
24. Management transparently explains the reasoning behind major decisions. \_\_\_\_\_
25. Frequent communication takes place between employees and management. \_\_\_\_\_
26. Senior managers regularly visit employees' work areas. \_\_\_\_\_
27. Transparency is maintained, and no information is withheld from employees. \_\_\_\_\_
28. Meetings are skillfully conducted and highly productive. \_\_\_\_\_
29. Company publications are informative and beneficial. \_\_\_\_\_
30. Management is highly responsive to employees' needs and concerns. \_\_\_\_\_



- 31. Employees believe that management genuinely cares about their well-being. \_\_\_\_\_
- 32. Labor-management conflicts are promptly and constructively resolved. \_\_\_\_\_
- 33. Management takes personal responsibility for its mistakes. \_\_\_\_\_
- 34. Employees are encouraged to take on leadership roles. \_\_\_\_\_
- 35. Employees receive ample encouragement and recognition . \_\_\_\_\_
- 36. Outstanding performance is consistently acknowledged. \_\_\_\_\_
- 37. Both individual and team achievements are appropriately rewarded. \_\_\_\_\_
- 38. Poor performance is never incentivized. \_\_\_\_\_
- 39. Creativity is actively encouraged and rewarded. \_\_\_\_\_
- 40. Employees perceive their compensation as fair and equitable. \_\_\_\_\_
- 41. Employees are willing to contribute to the cost of their benefits. \_\_\_\_\_
- 42. Employees feel that their ideas and suggestions are genuinely welcomed by management. \_\_\_\_\_
- 43. Employee suggestions receive prompt and constructive feedback. \_\_\_\_\_
- 44. Continuous improvement is a shared commitment across the organization. \_\_\_\_\_
- 45. There are no departmental or unit barriers hindering collaboration. \_\_\_\_\_
- 46. A high level of trust exists between employees and management. \_\_\_\_\_
- 47. Exceptional teamwork is prevalent throughout the organization. \_\_\_\_\_
- 48. Interdepartmental communication and cooperation are highly effective. \_\_\_\_\_
- 49. Management views problems as opportunities for improvement rather than obstacles. \_\_\_\_\_
- 50. Learning is a top priority within the organization. \_\_\_\_\_
- 51. Employees are encouraged to learn from one another. \_\_\_\_\_
- 52. Consistent follow-up occurs after training initiatives. \_\_\_\_\_
- 53. Employees are actively involved in making training decisions. \_\_\_\_\_
- 54. Employees play a role in determining performance requirements, measures, and standards. \_\_\_\_\_
- 55. Performance evaluations are viewed as a positive developmental process by employees. \_\_\_\_\_
- 56. Self-evaluation and peer evaluation are integral components of performance appraisal. \_\_\_\_\_
- 57. Disciplinary actions are perceived as fair. \_\_\_\_\_
- 58. Employees consistently go the extra mile. \_\_\_\_\_
- 59. Tardiness, absenteeism, and turnover rates are exceptionally low. \_\_\_\_\_
- 60. Employees are genuinely excited about working in this organization. \_\_\_\_\_

Total score (add all item responses): \_\_\_\_\_  
 Percentage score (divide by 300): \_\_\_\_\_%

Combine your individual responses or those of a group to calculate the total score. For surveys completed by multiple participants, calculate the mean score for each item. The highest possible score is 300, derived from a maximum rating of 5 for each of the 60 survey items. To obtain your overall percentage score, divide your total score by 300. A higher percentage score indicates a greater perceived level of organizational motivation.



**Below are guidelines to assist you in interpreting your organization's percentage score:**

90%-100%: Congratulations! Your organization has already achieved a high level of motivation.

80%-89%: Your organization is well on its path to achieving a high level of motivation.

70%-79%: Your organization exhibits some characteristics of a high-motivation environment.

60%-69%: Your organization maintains a motivational climate that is slightly above average.

50%-59%: Your organization has an average motivational climate.

Below 50%: Your organization's motivational climate falls below the average level.

Source: McGraw-Hill 2000.