

Colorado Access

These are the 70 questions we used on our last Employee Opinion Survey. Each question was scored on a 4-point scale as follows;

<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
4	3	2	1

1. I feel confident that the company has a good future.
2. I am confident of continued employment as long as I do a good job.
3. Company benefits are administered fairly.
4. My supervisor cares about me as a person.
5. I receive enough recognition for the work I do.
6. Suggestions I make for improvement are listened to and considered by management.
7. My job description fits my job accurately.
8. I am paid fairly for my job.
9. The flow of work in my work area is properly planned.
10. I understand our Profit Sharing Plan.
11. I get answers to my benefit questions on a timely basis.
12. Employees are treated fairly by my supervisor.
13. There are opportunities for advancement for qualified employees in my company.
14. Management does an adequate job of keeping me informed as to important issues involving me.
15. My department is adequately staffed.
16. When I see an unsafe condition I do something about it.
17. There is a lack of concern for the safety of the employees of this company.
18. During my performance appraisal my supervisor gives me feedback I need to improve my performance.
19. I feel the company has adequately communicated to me the benefits for which I am eligible
20. Morale in my work group is high.
21. Overall benefits offered at my company are as good as benefits offered by other companies.
22. When changes are made in the operation of this company, I feel the interests of employees are considered.
23. Clear work expectations have been set for me.
24. I know what I must do to prepare myself for a higher-level job.
25. Senior management makes a good effort to keep employees informed of the goals and direction of the company.
26. The performance appraisal system fairly evaluates my work.
27. I am asked to produce too much at this company.
28. I feel management encourages employees to do their best work.
29. My supervisor sets a good example.

30. The amounts of pay increases I receive are adequate.
31. Supplies and materials are available when I need them
32. My supervisor is honest with me.
33. This company fills jobs from outside when there are qualified people within who want the job.
34. I think my supervisor is a good leader.
35. I feel the reviews of my performance with me have aided my development at this company.
36. My coworkers are helpful and cooperative.
37. I feel free to tell my immediate supervisor bad news.
38. I feel there is a lack of cooperation between departments, which affects production.
39. Management decisions place roadblocks in the way of productivity.
40. I feel I have a good understanding of all aspects of my job.
41. My supervisor helps me understand company goals.
42. My supervisor is willing to help or answer questions I have concerning my work.
43. My job is challenging enough to use my full abilities.
44. My supervisor treats me with the kind of respect a person deserves.
45. The monthly *Access in Action* newsletter is valuable to me as an employee.
46. I would accept a job at another company doing the same job as I do here with the same pay and benefits.
47. The training programs offered by this company are relevant to my needs as an employee.
48. My job gives me a chance to learn new skills that will further my level of job satisfaction.
49. I feel the overall attitude of company employees toward their jobs is positive.
50. The work in my department is equally distributed.
51. I trust the information I receive from this company.
52. Promotions at this company are given to the most qualified people.
53. My supervisor understands my job.
54. I enjoy my job here.
55. I believe I have a say in how the company operates.
56. I am given a chance to use my own judgment where conditions warrant it.
57. I am encouraged to work toward my personal goals and objectives at this company.
58. Complaints and criticisms are handled fairly by my supervisor.
59. People in this company feel free to say what they think.
60. I feel that I can talk to a member of the Human Resources staff or someone in senior management about issues concerning work and/or how my supervisor or the company conducts business.
61. Senior management cannot be counted on to adhere to all the rules set forth by the regulatory agencies.
62. This company is a better place to work now than when I first started here.
63. Communication between my department other departments within this company is effective.

64. People here try to cover their mistakes, rather than admit them.
65. I would fear retribution or retaliation for reporting a concern, especially to my supervisor.
66. Employees in my department are informed of changes affecting our department before they are implemented.
67. Over the last year I have not observed any serious violations of the company's contracts, laws/regulations, or policies.
68. I believe I am respected and valued here.
69. I would recommend this company as a good place to work for my friends, acquaintances and other people.
70. The quarterly all-staff meetings are valuable to me as an employee.

We also had three essay questions where employees could write their comments. These were:

1. The barriers that prevent me from doing my best work at Colorado Access are:
2. I can perform my job better if I was trained in the following 3 areas:
3. The top three reasons I like working here are: