

Appendix 1 – Sample Opinion Survey Questionnaire

Statement	strongly disagree	strongly agree
1. My work area is always neat and clean.	1 2 3 4 5 6 7	
2. I have the opportunity to do what I do best each day.	1 2 3 4 5 6 7	
3. I am proud to be an employee here.	1 2 3 4 5 6 7	
4. The benefits offered here are fair and reasonable when compared to similar employers in this area	1 2 3 4 5 6 7	
5. The most capable employees are always the ones selected for promotions.	1 2 3 4 5 6 7	
6. When assigned work I've never done before, I get the necessary instructions to do a good job.	1 2 3 4 5 6 7	
7. Generally speaking, my immediate supervisor is doing a good job.	1 2 3 4 5 6 7	
8. Communications from top management are adequate for me to know what is going on in the organization.	1 2 3 4 5 6 7	
9. I have one or more good friends here at work.	1 2 3 4 5 6 7	
10. Today this organization is headed in the right direction to be successful.	1 2 3 4 5 6 7	
11. My work area is safe and accidents are infrequent.	1 2 3 4 5 6 7	
12. The mission of my company makes me feel my job is important.	1 2 3 4 5 6 7	
13. If I had a friend looking for work, I would recommend they apply here	1 2 3 4 5 6 7	
14. The benefit plan provides good protection for me and my family in case of accident or illness.	1 2 3 4 5 6 7	
15. For a person with my abilities, there are many opportunities for advancement.	1 2 3 4 5 6 7	
16. I feel I receive the training necessary to keep me productive in my present job.	1 2 3 4 5 6 7	
17. My supervisor listens to my ideas and suggestions when I make them.	1 2 3 4 5 6 7	
18. I know what is expected of me at work.	1 2 3 4 5 6 7	
19. Someone in management cares about me as a person.	1 2 3 4 5 6 7	
20. Top management uses praise and constructive feedback to motivate employees.	1 2 3 4 5 6 7	
21. I have the proper materials and equipment to do my job right.	1 2 3 4 5 6 7	
22. I find my present job challenging and interesting.	1 2 3 4 5 6 7	
23. Morale here is high.	1 2 3 4 5 6 7	
24. The best way to get a raise here is to do a good job.	1 2 3 4 5 6 7	
25. Around here, "what" you know is more important than "who" you know.	1 2 3 4 5 6 7	

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26. In the past six months someone at work has talked to me about my progress and development.	1 2 3 4 5 6 7	
27. My supervisor gives me the attention and support I need to do a good job.	1 2 3 4 5 6 7	
28. The channels of communication between employees and management are working satisfactorily	1 2 3 4 5 6 7	
29. No one here is ever discriminated against.	1 2 3 4 5 6 7	
30. I have great confidence in top management.	1 2 3 4 5 6 7	
31. The physical environment (such as temperature, lighting and noise) in my immediate work area is satisfactory	1 2 3 4 5 6 7	
32. I have no problem keeping up with my workload.	1 2 3 4 5 6 7	
33. The products or services we provide are high quality and worth their price.	1 2 3 4 5 6 7	
34. I believe that pay increases are based on performance.	1 2 3 4 5 6 7	
35. Whenever possible, promotions are made from within.	1 2 3 4 5 6 7	
36. People here are given the chance to cross train for other jobs.	1 2 3 4 5 6 7	
37. In the last week I have been praised for doing good work.	1 2 3 4 5 6 7	
38. When changes are made that affect how to do my job, the reasons are explained to me.	1 2 3 4 5 6 7	
39. I am not aware of any instances of sexual harassment.	1 2 3 4 5 6 7	
40. Top management is available to listen to employees.	1 2 3 4 5 6 7	
41. Our emergency medical training and facilities are satisfactory.	1 2 3 4 5 6 7	
42. I am very satisfied with my job.	1 2 3 4 5 6 7	
43. We have a lot of good people here working hard to make us successful.	1 2 3 4 5 6 7	
44. The way raises are determined here is fair.	1 2 3 4 5 6 7	
45. People here get terminated only for good reasons.	1 2 3 4 5 6 7	
46. New employees receive adequate training as soon as they start to work.	1 2 3 4 5 6 7	
47. I am able to talk openly and honestly with my supervisor about my work.	1 2 3 4 5 6 7	
48. I feel comfortable talking with my supervisor or someone else in management about my personal problems or complaints.	1 2 3 4 5 6 7	
49. Our rules and regulations are uniformly administered.	1 2 3 4 5 6 7	

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50. Top management keeps its promises.	1 2 3 4 5 6 7	
51. When suggestions are made to improve things at work, those suggestions are given careful consideration.	1 2 3 4 5 6 7	
52. If I had to do it over again, I would still go to work here.	1 2 3 4 5 6 7	
53. We have an excellent reputation in the community.	1 2 3 4 5 6 7	
54. I feel like I completely understand our benefit program.	1 2 3 4 5 6 7	
55. My plans are to remain here for many years.	1 2 3 4 5 6 7	
56. This year I have had opportunities to learn and grow.	1 2 3 4 5 6 7	
57. My immediate supervisor is fair and consistent in the treatment of employees.	1 2 3 4 5 6 7	
58. I believe top management knows what employees think about most issues.	1 2 3 4 5 6 7	
59. My co-workers are committed to doing high quality work.	1 2 3 4 5 6 7	
60. I believe management measures performance fairly.	1 2 3 4 5 6 7	
61. Overall, the working conditions here are good.	1 2 3 4 5 6 7	
62. The amount of work expected of me is fair and realistic.	1 2 3 4 5 6 7	
63. When I tell others about where I work, my comments are always positive.	1 2 3 4 5 6 7	
64. Considering the type of work I do, I feel my pay is fair for this area.	1 2 3 4 5 6 7	
65. Someone at work encourages my development.	1 2 3 4 5 6 7	
66. Everyone here seems to be well trained for their present job.	1 2 3 4 5 6 7	
67. My supervisor judges me based on facts, rather than opinions, rumors and personality judgments.	1 2 3 4 5 6 7	
68. When management gives out information, I can always believe it.	1 2 3 4 5 6 7	
69. Everyone here does their fair share of the work assigned to them.	1 2 3 4 5 6 7	
70. When top management becomes aware of a problem it is quickly corrected.	1 2 3 4 5 6 7	

The thing I like most about my job is:

If I could change something about my job it would be:
