

SAMPLE LIBRARY QUESTIONS BY TOPIC

BENEFITS QUESTIONS

1. I am generally satisfied with our benefits package.
2. The company's benefit plans adequately meet my needs.
3. When I have questions about benefits, I know whom to ask.
4. Our benefits are competitive with other, similar companies.
5. I believe that the amount I contribute toward benefits coverage is fair.
6. I would leave the company to go to work for another company with better benefits.

CHANGE QUESTIONS

1. Our company responds effectively to change.
2. The company views change as an opportunity, and uses it to its advantage.
3. If I don't understand the reason behind a change, I am comfortable questioning it.
4. Learning to accept and implement change is an important job skill at our company.
5. Management introduces change at this company only after fully explaining the reasons for change.
6. Employees are included in considering and planning for process changes in our company.

COMMUNICATION QUESTIONS

1. Management takes employee concerns seriously.
2. Employees are told of changes that affect them and their jobs.
3. I understand the major company goals for this year.
4. The work directions that I receive are clear.
5. I consider this company to openly share relevant information with employees.
6. We communicate openly and clearly with one another.

JOB QUESTIONS

1. Overall, I am satisfied with my job.
2. There are clear performance standards for my job.
3. I know what is expected of me in my job.
4. I am allowed to use my own judgment where conditions warrant it.
5. I am proud to work at this company.
6. People are fairly recognized for their accomplishments at this company.

MANAGEMENT QUESTIONS

1. Management will respond to the results of this survey in a positive way.
2. Management is doing a good job of running this business.
3. Management demonstrates high standards of performance.
4. Management stays on top of our industry's emerging trends.
5. Management's expectations of employees are clear.
6. The management style is participative and open to employee ideas.

ORGANIZATION QUESTIONS

1. The majority of employees at the company are committed to making this a successful business.
2. When changes are made in the company, the interests of the employees are considered.
3. I am confident of continued employment as long as I do a good job.
4. Employees generally feel positive about the company.
5. I feel that high performance is rewarded in this organization.
6. There is an exciting and positive team spirit at the company.



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PAY QUESTIONS

1. Pay at our company is competitive with similar companies.
2. I am paid fairly for the work I do.
3. I would be paid more for the same job responsibilities at another company in the area.
4. There is a clear connection between how effectively I work and how much I am paid.

SUPERVISION QUESTIONS

1. My manager recognizes me when I do a good job.
2. My manager shares appropriate information with employees.
3. My manager genuinely listens to others.
4. My manager encourages our group to try new ways of working.
5. My manager generates results, finds resources and gets things done.
6. My manager keeps appointments and comes to meetings on time.
7. I feel empowered to carry out my job duties and responsibilities.

OTHER QUESTIONS

1. Our ethical standards are high.
2. People at our company are held accountable for their performance.
3. People are treated fairly at this company.
4. I consider this company to be consistent in values and actions.
5. I believe I have opportunities to grow my skills and knowledge at this company.