

UTS Employee Survey Questions

Category	Survey Statement	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
Accountability	People in my department are held accountable for meeting established plans and schedules.					
Assignment of work	When tasks or projects are assigned, they are explained clearly and thoroughly.					
Career Development	My supervisor encourages my career development.					
Career Development	This organization encourages employees to participate in continuing education.					
Career Development	This organization makes an effort to put you in a job where you will be successful.					
Career Development	There are opportunities in this organization for those who want to advance.					
Commitment	My department is committed to continuously improving our products and services.					
Commitment	Employees are proud to belong to this organization.					
Communication	Compared to other organizations, this organization has useful methods of communication.					
Communication	The organization's goals and expectations are adequately communicated.					
Communication	Information is widely shared so that those who make decisions have access to the information they need to make decisions.					
Compensation	This organization clearly communicates its compensation philosophy, policies and procedures.					
Compensation	There is a clear connection between my job performance and my compensation.					
Coordination	My work group's relationship with other internal groups is cooperative.					
Customer Relations	My department moves quickly to meet its external customer needs.					
Customer Relations	This organization provides excellent customer service.					
Decision-making	When decisions are made, the persons affected are asked for their ideas.					
Delegation of authority	I have the authority I need to make decisions about how to do my job.					
Delegation of authority	Management gives supervisors in this organization enough authority.					
Direction	I receive balanced feedback from my supervisor.					
Direction	The mission of this organization is well understood by employees.					
Direction	I agree with the long-term direction of this organization.					
Direction	Upper management has clearly communicated the future direction of this organization.					
Diversity	This organization is visibly committed to valuing diversity.					
Employee Involvement	At work, my opinions are valued.					
Employee-management relations	Management recognizes the importance of my life outside of my job.					
Employee-management relations	Employees believe what they hear from management.					
Goals and Objectives	This organization has reasonable goals and objectives.					

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Goals and Objectives	Clear priorities are established for my department.					
Help with your job	My supervisor provides guidance and support so that I can improve my performance.					
Help with your job	Technical support received from other departments is adequate.					
HR	Human resources policies are administered consistently.					
HR	This organization's recruiting and hiring practices are effective.					
Innovation and creativity	I am encouraged to be creative as I pursue solutions to problems.					
Job Structure	My department has clearly identified the key activities or process for which it is responsible.					
Leadership	Upper management has fostered high standards of ethics and integrity.					
Leadership	I am satisfied, overall , with the way management operates.					
Motivation	I look forward to coming to work each day.					
Motivation	The members of my work group are highly motivated.					
Organizational change and structure	This organization is keeping up with the changing needs of its customers.					
Performance Management	My supervisor gives me open and honest feedback about my performance.					
Performance Management	Performance standards in my department are clear.					
Planning	This organization spends adequate time planning for the future.					
Planning	Projects are sufficiently well-planned before field work begins.					
Productivity	I am as productive as I can be.					
Productivity	Important matters are addressed in my department (few things fall between the cracks and there is little unnecessary duplication).					
Quality	This organization responds to customer concerns about quality.					
Quality	My department focuses on preventing errors rather than merely correcting them.					
Resources	My department is adequately staffed.					
Rewards and Recognition	I receive recognition or praise for good work.					
Rewards and Recognition	This organization rewards those who perform their jobs well.					
Satisfaction	I enjoy the type of work that I do.					
Satisfaction	I am satisfied with my supervisor.					
Satisfaction	I am satisfied with my job.					
Standards	I know what is expected of me at work.					
Standards	The demands made of me are reasonable.					
Supportive Behavior	My supervisor is friendly and easy to approach.					
Supportive Behavior	My supervisor expresses interest and concern for people who work for him or her.					
Teamwork	I like working with the other members of my work group.					
Teamwork	There is emphasis on teamwork in this organization.					
Training	Employees in my department are encouraged to participate in additional training to increase their skills and abilities.					

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Trust and Confidence	I have trust and confidence in upper management.					
Work Environment	My work environment contributes to my ability to perform my job well.					
Work Environment	This organization is a good place to work.					
Work Environment	If a good friend were offered a job here, it is likely that I would tell him or her to take the job.					
Work Environment	People in this organization are treated with dignity and respect, regardless of their job level.					
Work Environment	This organization has a real interest in the welfare and satisfaction of those who work here.					
Work Environment	Management acts as if it believes that employees are this organization's most important asset.					
Work-group performance	Members of my work group put in extra time and effort when needed.					
Work-group performance	Persons in my work group know what their jobs are and know how to do them well.					