

## MODEL QUESTIONS FOR EMPLOYEE ENGAGEMENT SURVEYS

Please evaluate the following statements by marking the box which corresponds to your opinion.	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
<b>Satisfaction with the company as a whole</b>					
I am satisfied with my career and opportunities for advancement					
I enjoy a degree of autonomy which I need to be able to do my job					
My working environment fosters a feeling of well-being					
I am able to manage both work and family life well					
My working hours are flexible enough for me					
I believe I am paid appropriately					
Good performance is well rewarded in our company					
I believe not enough is demanded of me in my work					
<b>Satisfaction with communication within the company</b>					
I feel I am sufficiently informed about developments in the company					
The flow of information between employees works well					
The flow of information between employees and managers works well					
Company managers clearly communicate the strategic objectives of the firm					
I feel good about all developments which affect my work					

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Satisfaction with teamwork and working atmosphere					
I can openly address problems and sensitive issues in our workplace.					
There is an overall positive atmosphere in our workplace.					
When mistakes happen, the most important question isn't "who's fault was it?", but rather "how can we avoid such a mistake in the future?"					
Initiative and responsibility are important in our workplace.					
Individual competence is what counts in our workplace - not gender, origin or age.					
Overall teamwork within the company works well in my opinion.					
Satisfaction with business managers and their conduct in the workplace					
My manager(s) is trustworthy.					
My manager(s) show recognition for the work that I do					
My manager(s) set clear priorities and goals					
My manager(s) is open to new ideas and suggestions					
My manager(s) include other employees in decision-making					

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### Satisfaction with learning and educational opportunities

I possess the required knowledge to complete my daily work					
Overall my colleagues are highly professional					
I am appropriately supported through changes in work processes					
Continued learning and education opportunities are offered to employees					
I have sufficient time to keep my working knowledge up to date					
I use the available opportunities to keep my working knowledge up to date					
Employees are mutually helpful and share their knowledge with each other					

### Satisfaction with the opportunity to give upwards feedback

The company fosters an environment in which creativity can flourish					
I feel encouraged to offer ideas and suggestions for improvement					
My ideas and suggestions are taken into account					
New ideas are generally taken on and implemented					

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Satisfaction with the company as a whole					
I like coming to work					
My work is more than just a job					
I would recommend the company as an employer					
I would apply to the company again today if I had to decide					
I enjoy engaging with the company					
I see myself still working at the company in five years					
Personal Information					
Gender	Female		Male		
Management Responsibilities					
Highest Qualification					
Year in which I joined the company					