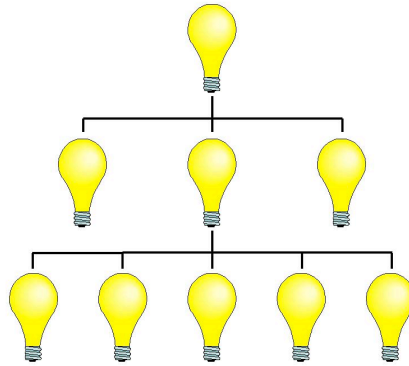


Employee Quality of Worklife Survey (EQWLS)


Preliminary Assessment Questionnaire



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This survey is intended for use as a preliminary assessment of an organization's *quality of worklife*, as perceived by its employees. A comprehensive evaluation, leading to a developmental plan, requires further investigation by qualified experts who can advise the senior management team with regard to options for improvement. Users of this resource agree to release, and hold harmless, Karl Albrecht International and its agents and partners from any claims of damage arising from its use.

How “Employee-Friendly” is Your Organization?



By answering the questions on this survey, you can contribute your opinions and impressions regarding your organization’s working conditions, referred to as *quality of worklife*.

This survey has a series of questions that relate to your experiences as a working member of your organization. Please read each statement carefully and decide how much you agree or disagree with it.

Please use the following scale of answers, or choose the response on the answer form that best describes your answer:

- 1 = Strongly disagree.
- 2 = Disagree.
- 3 = Neutral; no strong opinion.
- 4 = Agree.
- 5 = Strongly agree.

The first item asks for the name of the organization you are evaluating, or the type of business it does. The person asking you for your opinions may tell you what to put here; otherwise, please use the type of business.

Thank you for taking the time and effort to contribute your views.

Employee Quality of Worklife Survey

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Organization (name, or type of business): _____

Leave a question blank if you feel you can't answer it properly.

1. I get personal satisfaction from the work I do in my job.
2. I feel my work makes a valuable contribution to the success of the organization.
3. I believe the work I am assigned to do makes good use of my knowledge and skills.
4. The pay I receive for my job is appropriate, considering the work I am assigned to do.
5. The organization offers fringe benefits that are valuable to me.
6. I believe I have a secure job with this organization for the foreseeable future.
7. My physical work environment enables me to do my job effectively.
8. My supervisor regularly lets me know what is expected of me in doing my job effectively.
9. My supervisor provides the resources I need (equipment, materials, information, etc.) to do my job effectively.
10. My supervisor gives me the individual help and support I need to do my job effectively.
11. My supervisor shows appreciation for the contribution I make.
12. My supervisor handles performance problems constructively, e.g. lets us know, tactfully, when we need to improve.
13. The organization offers me opportunities to grow and learn new skills.
14. I have a chance to move up to a better job if I do well in this one.
15. My work group has a sense of team spirit.
16. People who work in this organization try to cooperate and help each other.
17. Management keeps us generally informed of the latest "news" that affects our interests.
18. People can speak up and voice their opinions frankly without fear of being punished.
19. People in my work area get ahead mostly by (mark only one):
 1. Being dishonest & self-serving
 2. Playing "politics"
 3. Being skillful competitors
 4. Making a valuable contribution
 5. Working as a team
20. People have an equal chance to get ahead in this organization regardless of sex, age, religion, racial or ethnic background, or other factors not related to their work performance.
21. If I have a grievance or other personal problem in my work, I can usually expect to have it resolved fairly.
22. There are people in the organization I can go to for professional help if I am having personal, psychological, or health problems.
23. The union I belong to does a good job representing me. (If you don't belong to a union, please leave blank).
24. Alcohol abuse is low among the workers in my area of the organization.

25. Drug abuse is low among the workers in my area of the organization.
26. I feel physically safe in my work area.
27. I feel physically safe coming to and leaving my work facility.
28. I am free from sexual, psychological, and physical abuse or harassment while working here.
29. How would you describe your overall stress level during the past 90 days? (Please leave blank if you don't want to supply this information.)
 1. Very high
 2. High
 3. Moderately high
 4. Fairly low
 5. Very low
30. This organization operates according to honest, ethical business values.
31. The chief executive of this organization is an effective leader.
32. The top management team of this organization provides effective leadership.
33. I would rate the business success of the organization in recent times as:
 1. Struggling for survival
 2. Having great difficulties
 3. Surviving
 4. Doing well
 5. Doing very well
34. I am optimistic about the future of this organization.
35. I am proud to be a part of this organization.
36. Overall, I would say my morale on the job is high.
37. I plan to stay with this organization for the foreseeable future.
38. Are you male or female?
 1. Male
 2. Female
39. How old are you? _____
40. How much formal education have you had?
 1. Less than high school diploma
 2. High school diploma
 3. Some college (or trade school)
 4. College degree
 5. One or more advanced degrees
41. Which category most closely describes your ethnic/cultural background? (Please leave blank if you don't want to provide this information.)
 1. African Ancestry / Black
 2. Anglo / White / European
 3. Asian
 4. Hispanic / Latino
 5. Native American
 6. Pacific Islander
 7. Mixed Ancestry
 8. None of the above
42. How many years have you worked for the organization? _____
43. What is your primary job category?
 1. Manual / physical / trade work
 2. Clerical

3. Customer / public contact
 4. Technical / professional
 5. Supervisory / managerial
44. Please write a few words to complete this sentence: "This would be a better organization to work for if..."
45. Please write any other comments you'd like to make here.
46. Please enter the name or code for your department or work-area, if you've been given one. If not, leave this part empty.

Employee Quality of Worklife Survey

Organization (name, or type of business): _____

Qn:	Description:	Circle Your Answer				
1	I Get Satisfaction From My Work	1	2	3	4	5
2	My Work Contributes	1	2	3	4	5
3	Work Makes Good Use of Skills	1	2	3	4	5
4	My Pay is Appropriate to the Work	1	2	3	4	5
5	Fringe Benefits are Valuable	1	2	3	4	5
6	I Have a Secure Job if I Perform	1	2	3	4	5
7	My Physical Work Environment Enables Me to Work	1	2	3	4	5
8	My Supervisor: Lets Me Know What's Expected	1	2	3	4	5
9	My Supervisor: Provides Resources	1	2	3	4	5
10	My Supervisor: Gives Me Individual Help	1	2	3	4	5
11	My Supervisor: Shows Appreciation for Contribution	1	2	3	4	5
12	My Supervisor: Handles Performance Problems	1	2	3	4	5
13	Opportunities to Grow/Learn	1	2	3	4	5
14	I Can Move Up to a Better Job	1	2	3	4	5
15	My Work Group Has Team Spirit	1	2	3	4	5
16	People Here Try to Cooperate and Help Each Other	1	2	3	4	5
17	Management Keeps Us Informed	1	2	3	4	5
18	People Can Speak Up	1	2	3	4	5
19	People Get Ahead By:	1	2	3	4	5
20	There is Equal Opportunity (Sex, Age, Ethnic, Etc.)	1	2	3	4	5
21	Grievances Get Resolved Fairly	1	2	3	4	5
22	Help is Available for Personal Problems	1	2	3	4	5
23	The Union Represents Me Well	1	2	3	4	5

24	Alcohol Abuse is Low in My Area	1	2	3	4	5
25	Drug Abuse is Low in My Area	1	2	3	4	5
26	I Feel Physically Safe in My Work Area	1	2	3	4	5
27	I Feel Physically Safe in the Facility	1	2	3	4	5
28	I am Free From Harassment / Abuse	1	2	3	4	5
29	My Stress Level Lately:	1	2	3	4	5
30	The Organization: Follows Ethical Business Values	1	2	3	4	5
31	The Chief Executive is an Effective Leader	1	2	3	4	5
32	The Top Management Team is Effective	1	2	3	4	5
33	The Organization: I Think Business Success is:	1	2	3	4	5
34	The Organization: I Am Optimistic About the Future	1	2	3	4	5
35	The Organization: I Am Proud to be a Part of It	1	2	3	4	5
36	My Morale is High	1	2	3	4	5
37	I Plan to Stay Here for the Foreseeable Future	1	2	3	4	5
38	My Gender	1	2			
39	My Age	<hr/>				
40	My Formal Education	1	2	3	4	5
41	My Ethnic/Cultural Background	<hr/>				
42	My Years With the Organization	<hr/>				
43	My Primary Job Category	1	2	3	4	5
44	"This Would be a Better Organization If..."					
45	Other Comments					
46	My Department / Work Area	<hr/>				