



Job Satisfaction Survey

1. The people who supervise me have:

- a) Many more good habits than bad
- b) More good habits than bad
- c) Same number of good and bad work habits
- d) More bad habits than good
- e) Many more bad habits than good

2. The example my fellow employees set:

- a) Greatly discourages me from working hard
- b) Somewhat discourages me from working hard
- c) Has little effect on me
- d) Somewhat encourages me to work hard
- e) Greatly encourages me to work hard

3. The way my future looks to me now:

- a) Hard work seems very worthwhile
- b) Hard work seems fairly worthwhile
- c) Hard work seems worthwhile
- d) Hard work hardly seems worthwhile
- e) Hard work seems almost worthless

4. Do you ever have the feeling you would be better off working under different supervision?

- a) I almost always feel this way
- b) I frequently feel this way
- c) I occasionally feel this way
- d) I seldom feel this way
- e) I never feel this way



5. How does working here influence your overall attitude toward your job?

- a) It has a very unfavorable influence
- b) It has an unfavorable influence
- c) It has no influence one-way or the other
- d) It has a favorable influence
- e) It has a very favorable influence

6. How do you feel about the amount of work you are expected to do?

- a) Very dissatisfied
- b) Somewhat dissatisfied
- c) Neither satisfied or dissatisfied
- d) Somewhat satisfied
- e) Very satisfied

7. How do your physical working conditions influence your overall attitude toward your job?

- a) They have a very unfavorable influence
- b) They have a slightly unfavorable influence
- c) They have no influence one-way or the other
- d) They have a favorable influence
- e) They have a very favorable influence

8. Performing my specific job duties at work:

- a) Discourages me from doing my best
- b) Tends to discourage me from doing my best
- c) Makes little difference
- d) Slightly encourages me to do my best
- e) Greatly encourages me to do my best

9. How does the amount of work you're expected to do influence your overall attitude toward your job?

- a) It has a very favorable influence
- b) It has a favorable influence
- c) It has no influence one-way or the other
- d) It has an unfavorable influence
- e) It has a very unfavorable influence



10. In my work group/on my shift at work there is:

- a) A great deal of friction
- b) Quite a bit of friction
- c) Some friction
- d) Little friction
- e) Almost no friction

11. How does the way you are treated by those who supervise you influence your overall attitude about the job?

- a) It has a very unfavorable influence
- b) It has a slightly unfavorable influence
- c) It has no real effect
- d) It has a favorable influence
- e) It has a very favorable influence

12. For the work I do, my physical working conditions are:

- a) Much worse than can be expected in this industry
- b) Not as good as can be expected in this industry
- c) Neither good nor poor
- d) As good as can be expected in this industry
- e) Better than can be expected in this industry

13. The supervision I receive is the kind that:

- a) Greatly discourages me from giving extra effort
- b) Tends to discourage me from giving extra effort
- c) Has little influence on me
- d) Encourages me to give extra effort
- e) Greatly encourages me to give extra effort

14. The equipment we work with is in good working condition:

- a) Never
- b) Seldom
- c) Sometimes
- d) Frequently
- e) Usually



15. Our benefits:

- a) Compare very favorably with those provided at other companies
- b) Compare favorably with those provided at other companies
- c) Are about average compared to other companies
- d) Compare unfavorably with those provided at other companies
- e) Compare very unfavorably with those provided at other companies

16. Treatment of employees is consistent.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree

17. The way our work group or department gets along with other work groups or departments can best be described as:

- a) Very poor
- b) Poor
- c) Neither good nor poor
- d) Good
- e) Very good

18. Respect for rules and regulations by employees is:

- a) Very high
- b) High
- c) Neither high nor low
- d) Low
- e) Very low

19. The way supplies and equipment are currently used:

- a) Frequently saves the business money
- b) Sometimes saves the business money
- c) Neither saves the business money nor costs the business extra money
- d) Sometimes costs the business extra money
- e) Frequently costs the business extra money



20. My supervisor keeps me in the dark about things I ought to know.

- a) Almost always
- b) Frequently
- c) Sometimes
- d) Seldom
- e) Almost never

21. Career advancement is possible here if openings occur.

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

22. At my location, drug abuse and/or drinking on the job:

- a) Are very frequently a problem
- b) Are frequently a problem
- c) Are occasionally a problem
- d) Are seldom a problem
- e) Are almost never a problem

23. Tardiness and absenteeism are handled fairly.

- a) Usually
- b) Frequently
- c) Sometimes
- d) Seldom
- e) Almost never

24. My supervisor lets me know when I am doing a good job.

- a) Almost never
- b) Seldom
- c) Sometimes
- d) Quite often
- e) Very often



25. The supervisors and the owners of this business are making strong efforts toward improving the organization.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree

26. Employees are consulted about changes that directly affect the work they do.

- a) Never
- b) Seldom
- c) Sometimes
- d) Frequently
- e) Always

27. Discipline is fair and reasonable.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree

28. I have faith in the word of my supervisor.

- a) Never
- b) Seldom
- c) Sometimes
- d) Frequently
- e) Usually

29. Instructions I have received on how to do my job have been:

- a) Very poor
- b) Relatively poor
- c) Neither good nor poor
- d) Reasonably good
- e) Very good



30. I receive full information about benefits and how they affect me.

- a) Almost never
- b) Seldom
- c) Sometimes
- d) Frequently
- e) Almost always

31. How do you feel about your pay in relation to your duties and responsibilities?

- a) My pay is very generous
- b) My pay is generous
- c) My pay is fair
- d) My pay is unfair
- e) My pay is very unfair

32. Commitment and dedication:

- a) Have great meaning in this organization
- b) Have some meaning in this organization
- c) Have neither great nor little meaning in this organization
- d) Have little meaning in this organization
- e) Have very little meaning in this organization

33. I am able to express my feelings and opinions to my supervisor.

- a) Usually
- b) Frequently
- c) Sometimes
- d) Seldom
- e) Almost never

34. Employees here are treated fairly.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree



35. Favoritism accounts for supervisory decisions.

- a) Always
- b) Frequently
- c) Sometimes
- d) Seldom
- e) Never

36. Everyone in my work group:

- a) Contributes far more than his/her full share to the workload
- b) Contributes more than his/her full share to the workload
- c) Does his/her part
- d) Contributes less than his/her full share to the workload
- e) Contributes far less than his/her full share to the workload

37. Safety on the job receives adequate attention.

- a) Usually
- b) Frequently
- c) Sometimes
- d) Seldom
- e) Almost never

38. Time is wasted by unnecessary duplication of work efforts.

- a) Very frequently
- b) Frequently
- c) Sometimes
- d) Seldom
- e) Very seldom

39. Our levels of absenteeism and tardiness here are:

- a) Far worse than average
- b) Worse than average
- c) About average
- d) Better than average
- e) Far better than average



40. My supervisor gives clear-cut orders and instructions.

- a) Almost never
- b) Seldom
- c) Sometimes
- d) Frequently
- e) Almost always

41. Resources and supplies I need to perform my job are:

- a) Nearly always available
- b) Frequently available
- c) Available sometimes
- d) Frequently unavailable
- e) Nearly always unavailable

42. The owners of the business have a good understanding of problems faced by the employees.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree

43. Our business's level of productivity:

- a) Is very high
- b) Is high
- c) Is average
- d) Is low
- e) Is very low

44. When it comes to quality, I believe:

- a) Employees are working their very hardest to provide quality customer service
- b) Employees are working hard to provide quality customer service
- c) Employees are doing okay
- d) Employees are giving less than their best to provide quality customer service
- e) Employees are giving far less than their best to provide quality customer service



45. We have a good channel of communication for when we have problems.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree

46. The owners of the business care about their employees.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree

47. How comfortable would you feel bringing a problem or concern directly to the attention of the owners of the business?

- a) Completely comfortable
- b) Very comfortable
- c) Comfortable
- d) Uncomfortable
- e) Very uncomfortable

48. My immediate supervisor is my best source of information about work matters.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree

49. I have a good understanding of the policies that apply to employees.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree



50. Work is divided and assigned fairly.

- a) Usually
- b) Frequently
- c) Sometimes
- d) Infrequently
- e) Almost never

51. The owners of the business keep us informed about the things that are important to us and/or that directly affect us.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree

52. I have faith in the word of the owners of the business.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree

53. I am paid the same or nearly the same as others who do the same kind of job here.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree

54. The process of performance appraisal we use works well.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree



55. I am informed about decisions that are made which affect my job and me.

- a) Almost always
- b) Frequently
- c) Sometimes
- d) Infrequently
- e) Almost never

56. If I had a friend looking for a job, I would recommend this business as a place to work.

- a) Strongly disagree
- b) Disagree
- c) Neutral
- d) Agree
- e) Strongly agree

57. Employees here need someone to speak up for them.

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

You have now completed this survey. Thank you!

