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Questionnaire for Employee Surveys

General information:

Please use this questionnaire in combination with the Communication Guide. This questionnaire is based on scientific findings and serves as a practical analysis of the current organizational culture. With the help of this questionnaire, a kind of map of the lived organizational culture should be drawn up.

If, after the survey, questions remain unanswered in certain subject areas or dimensions, it may also be worthwhile to conduct scientific surveys specifically for these areas.

This questionnaire covers all important topics and thus provides a good basis for deriving measures for the further development of the organizational culture based on the results.

A survey must always be conducted in an anonymized and strictly confidential manner. The internal HR department must also not have access to individual responses.

Ideally, it should never be possible to draw conclusions about groups with fewer than five responses. This must be ensured before the survey and also communicated accordingly. More information on communication can be found in the Communication Guide.

If you have any questions or would like a free consultation on employee surveys, please feel free to contact info@fragmitab.de.

About the questionnaire:

The questionnaire consists of six dimensions relating to organizational culture. For each of these dimensions, there are dimension questions and a general question. The general question can be compared to gut feeling, while an average of the dimension questions is similar to a more detailed analysis.

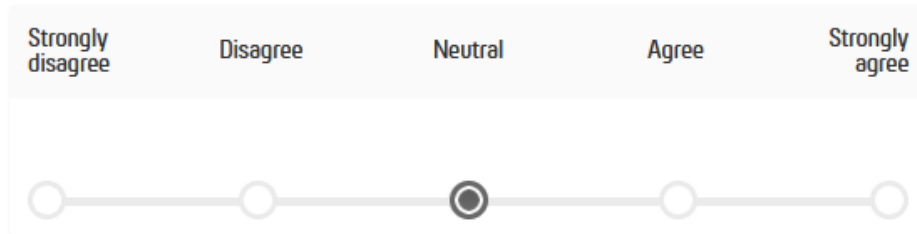
There are two additional general questions. One on satisfaction and one on motivation. These are also used for a rough assessment of the questionnaire and should always be compared with the overall result, the average of all questions.

The questionnaire concludes with two open-ended questions in which respondents can share what they like and what they would like to change.

The questionnaire measures agreement on a 5-point Likert scale.

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Measuring scale:



Purpose:

- I am satisfied with my work and tasks.
- I consider my work to be meaningful.
- I have influence over how I carry out my work.
- I have influence over the results of my work.
- I would like to continue working for this organization for a long time to come.
- I am familiar with the organization's values.
- I can identify with the organization's values.
- I act in accordance with the organization's values at work.
- I would recommend this organization to friends or acquaintances as an employer.
- My work has a positive impact on the company's results.

Feedback:

- I can express criticism without fear of negative consequences.
- I receive regular constructive feedback.
- I can progress in my professional development here.
- Here, words are followed by actions.
- Here, efforts are made to continuously improve.
- Here, good work is actively acknowledged and valued.
- Here, there is no need to be afraid of making mistakes.

Participation:

- The compensation is appropriate for my work and effort.
- In addition to compensation, I also receive interpersonal recognition for my work.
- I am satisfied with the overtime/extra work compensation policy.
- Attractive additional benefits (in addition to wages) are offered here.

Leadership:

- Managers try to explain the decisions they have made.
- The decisions made by managers are understandable.
- I have confidence in my direct supervisors.
- I have confidence in top management.
- If I have any problems or suggestions, I consult my direct supervisors.
- Managers have confidence in their employees and show it.
- Top management involves employees affected by decisions in the decision-making process.
- My direct supervisors involve affected employees in decision-making processes.
- Managers act in accordance with the organization's values.
- Managers try to allocate employees according to their strengths and weaknesses.

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- I am aware of what my direct superiors expect of me.
- I am aware of how I meet the expectations of my direct superiors.

Collaboration:

- We help each other when needed.
- We work together as a team in a trusting manner.
- We all work towards the same goal here.
- We treat each other with respect and kindness.
- In addition to work, interpersonal exchange is also encouraged and promoted.

Respect:

- I can be myself here.
- I do not experience or observe discrimination or bullying here.
- Everyone here is treated equally, regardless of their personal circumstances.
- Everyone here is treated equally, regardless of their position in the organization.
- I am seen as a person here, not just a resource.
- I have a good work-life balance here.
- I am provided with all the necessary work materials to perform my tasks successfully.
- There is a physically safe working environment here.
- There is a mentally safe environment here.
- I can work here without being constantly monitored.
- I regularly work overtime.
- Training courses on work-related topics are offered here.

General:

- Overall, I see greater meaning and purpose in my work.
- Overall, we have a good feedback culture here.
- Overall, I am satisfied with the remuneration models in the form of social, material, and financial benefits.
- Overall, I am satisfied with the leadership culture.
- Overall, we work well together here.
- Overall, we treat each other with respect.
- Overall, I enjoy working here.
- Overall, I am motivated at work.

Open:

- Things I would like to change.
- Things I particularly like.

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What FragMitAb does for you:

- Setting up the survey
 - Add demographics and other categories for accurate analysis
- Support with communication
- Conducting the survey
- Evaluation, analysis, and anonymization (units with fewer than five responses are not visible).
- Presentation and discussion of the results
- Certification of the organizational culture
- Action workshop

If you have any questions, please contact us at info@fragmitab.de or visit www.fragmitab.de .

FragMitAb offers you a free consultation on all aspects of employee surveys.