

Employee Morale Survey

Department: _____ Sex: M F Age: _____ Seniority: _____

This Employee Morale assessment tool has been designed to reveal what's your Employee Morale level based on a couple of areas: "Work Environment" and "Employee Engagement." Please mark your response to each of the questions below using the following scale:

Always = 4 points

Usually = 3 points

Sometimes = 2 points

Rarely = 1 points

Belonging

____ 1. I feel a part of "the (Company Name) family"

____ 2. I am treated more as a partner/team member than as an employee.

Is "feeling as if you belong to a work team/work family" an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to have the "feeling of belonging to a work team/work family"?

0-----1-----5-----20-----50
No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Open Communication

____ 3. Information is openly shared between management and employees.

____ 4. Management gives all of the information I need to perform my job tasks.

Is "having an open line of communication with management" an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to have "an open line of communication with management"?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Recognition & Rewards

____ 5. At (Company Name), we are rewarded for our performance and striving to achieve excellence.

____ 6. My supervisor recognizes the extra effort and actions that I do to perform the best job at (Company Name).

Is “being recognized and rewarded by management” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to be “recognized and rewarded by management”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Involving

____ 7. My opinion is listened by management when making decisions that involve my work tasks.

____ 8. I am involved in (Company Name) extra-curricular activities such as sporting teams, etc.

Is “being involved in decision making” an important factor for you to achieve High Employee Morale. **Yes** or **No** (circle correct answer).

How much are you willing to sacrifice out of your paycheck per year to “become more involved in decision making and company activities”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Enthusiasm

____ 9. I find my work interesting and fulfilling.

____ 10. I feel like a contributor to (Company Name) success.

Is “being enthusiastic about your job” an important factor for you to achieve High Employee Morale. **Yes** or **No** (circle correct answer).

How much are you willing to sacrifice out of your paycheck per year to “become more enthusiastic about your job”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Advancement Opportunities

____ 11. (Company Name) provides plenty of opportunities for personal growth.

____ 12. (Company Name) provides technical training so that I can advance in my career.

Is “being provided with advancement opportunities” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to be “provided with more advancement opportunities”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Motivation

____ 13. At my department, the motivation level is moderate to high on a daily basis.

____ 14. My work gives me a feeling of personal accomplishment.

Is “feeling motivated” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to feel “more motivated”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Commitment

____ 15. I am dedicated to improve my performance every day.

____ 16. I am devoted to the work tasks assigned.

Is “being committed to work” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to feel “more committed and devoted to work”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Loyalty

____ 17. I am proud of being a (Company Name) employee.

____ 18. I would like to grow and achieve my career goals within (Company Name).

Is “being loyal to (Company Name)” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to become “more loyal to (Company Name)”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Trust

____ 19. I believe (Company Name) has high level of ethics.

____ 20. I trust top management integrity.

Is “being able to trust management” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to have “more trust in management”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Appreciation

____ 21. My supervisor always listens to my suggestions.

____ 22. My supervisor always shows appreciation for every extra effort I put in my work.

Is “being appreciated by your supervisor” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to be “more appreciated by your supervisor”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Empowerment

____ 23. My manager gives me enough opportunities to take an active role as a leader.

____ 24. My job gives me enough opportunities and independence to use my skills and abilities to make my own decisions.

Is “being empowered to make your own decisions” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to be “more empowered to make your own decisions”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Teamwork

____ 25. People within my group or department cooperate with each other rather than compete.

____ 26. My supervisor encourages teamwork and cooperation to achieve targeted goals.

Is “working in teams” an important factor for you to achieve High Employee Morale? Yes or No (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to have more “teamwork”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Compensation

____ 27. I am satisfied with my wages.

____ 28. I would prefer working based on performance than by hourly or salary rates.

Is “being compensated” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to have “more compensation”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Training

____ 29. My employer provides plenty resources and training opportunities.

____ 30. (Company Name) facilitates ongoing training to upgrade my skills.

Is “being provided with training opportunities” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to be “provided with more training opportunities”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Supervisor Consultation

____ 31. I feel comfortable talking to my supervisor whenever there is a problem.

____ 32. I like knowing my supervisor’s point of view whenever I have to make an important decision.

Is “feeling comfortable consulting your supervisor” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to feel “more comfortable consulting your supervisor”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Company Policies & Guidelines

____ 33. Policies and procedures are explained adequately within (Company Name).

____ 34. Work policies are fair in this plant.

Are “fair company policies & guidelines” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to have “fair company policies & guidelines”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Company Values

____ 35. My personal values are similar to (Company Name) values.

____ 36. Organizational values such as honesty, integrity, and ethics are observed at (Company Name).

Are “company values such as ethics and integrity” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to observe “better company values within (Company Name)”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$

Work Flexibility

____ 37. I am satisfied with the work flexibility provided for my schedule.

____ 38. I am able to plan my vacation, and take off the days that I need.

Is “Work Flexibility” an important factor for you to achieve High Employee Morale? **Yes** or **No** (circle correct answer).

How much would you be willing to sacrifice out of your paycheck per year to have “more work flexibility”?

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No \$ Very Little \$ Moderate amount of \$ High amount of \$ A lot of \$