

Staff Survey (selected items)

Age: under 20 21 to 30 31 to 40 41 to 50 over 50yrs

Length of service with the organization (in years): _____ Employment status: permanent casual

For each of the aspects shown below please rate your level of agreement and importance using the following scales:

Agreement: 1=not at all 2=slight extent 3=moderate extent 4=great extent 5=very great extent

Importance: 1=not at all 2=slightly important 3=moderately important 4=very important 5=extremely important

	Agreement	Importance
1. Is it clear what is expected of you at work?	1 2 3 4 5	1 2 3 4 5
2. At work have you been provided with all the equipment and materials required for you do your work efficiently?	1 2 3 4 5	1 2 3 4 5
3. Does the organization keep you up to date with information concerning development and changes?	1 2 3 4 5	1 2 3 4 5
4. Do you receive recognition from the organization for doing good work?	1 2 3 4 5	1 2 3 4 5
5. Does your manager or supervisor encourage your development at work?	1 2 3 4 5	1 2 3 4 5
6. Do you feel that your opinions seem to count to the organization?	1 2 3 4 5	1 2 3 4 5
7. Does the organization make you feel that your job is important?	1 2 3 4 5	1 2 3 4 5
8. Do you feel that your fellow workers are committed to doing good quality work?	1 2 3 4 5	1 2 3 4 5
9. Has your performance been assessed or discussed in the last six months?	1 2 3 4 5	1 2 3 4 5
10. Have you had the opportunity over the last year at work to improve your skills?	1 2 3 4 5	1 2 3 4 5

Would you recommend this organization as a good place to work? Yes No

Staff Survey Codebook

Variable	SPSS variable name	Coding instructions
Identification number	id	Subject identification number
City of residence of staff member	City	Each city was given a numerical code
Age of staff member	age	1= under 20, 2=21 to 30, 3=31 to 40, 4=41 to 50, 5=over 50
Years of service with the organization	service	Years of service (if less than 1 record as decimal :eg. 6 mths =.5 year)
Employment status	employstatus	1=permanent, 2=casual
Q1 level of agreement	Q1a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q1 level of importance	Q1imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q2 level of agreement	Q2a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q2 level of importance	Q2imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q3 level of agreement	Q3a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q3 level of importance	Q3imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q4 level of agreement	Q4a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q4 level of importance	Q4imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q5 level of agreement	Q5a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q5 level of importance	Q5imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q6 level of agreement	Q6a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q6 level of importance	Q6imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q7 level of agreement	Q7a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q7 level of importance	Q7imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q8 level of agreement	Q8a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q8 level of importance	Q8imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q9 level of agreement	Q9a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q9 level of importance	Q9imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q10 level of agreement	Q10a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q10 level of importance	Q10imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Recommendation	recommend	0=no, 1=yes