

REMS: SURVEY RESULTS 2009

SCORE/QUESTION

Participation: 45%

N/A not counted in average score (n/a = 0)

Employee	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	1	1	2	1	2	4	3	2	3	1	1	3	2	2	3	0	4	5	0	0	1
2	2	2.5	3	3	1.5	2	3	3	3	1	1	3	2	2	3	0	2	3	2	2	4
3	3	3	3	5	4	2	3	3.5	4	5	2	5	4	4	3	5	2	5	2	1	6
4	3	2.5	3	4	2	2	3	3	4	4	3	5	5	4	3	5	2	5	3	3	6
5	2	2.5	3	2	2	3.3	2	2	2	2	1	4	3	2	1	3	2	4	2	2	3
6	1	1	1	3	1	2	1	2	2	2	2	4	4	2	1	3	1	4	1	1	3
7	2	1	4	4	2	4	1	3	3	2	4	5	3	3	2	2	2	1	1	1	4
8	2	1	2	2	1	4	1	2	3	3	2	3	4	2	2	0	2	2	2	2	1
9	2	1	2	1	1	5	1	1	1	1	1	1	2	1	1	2	1	2	1	1	1
10	2	2	2	2	2	3	3	2	2	2	2	3	3	2	2	2	3	3	2	4	6
11	1	2	1	1	1	3	3	2	2	2	2	3	2	2	2	2	1	2	2	1	2
12	2	1	1	2	2	5	2	2	1	2	2	3	1	1	3	1	2	4	2	1	2
13	2	2	3	1	2	4	3	2	2	3	3	2	3	2	1	2	2	1	2	2	2
14	3	2	2	3	1	4	2	2	3	1	1	3	2	2	1	1	2	3	1	1	4
15	3	1	2	4	3	4	2	1	1	1	1	4	4	3	2	4	2	3	2	2	6
16	2	1	4	2	2	1	4	2	2	2	2	5	4	3	2	3	2	5	3	3	4
17	4	1	1	4	3	5	1	3	2	2	2	4	3	2	2	2.5	3	4	2	2	6
18	2	2	2	2	2	5	2	2	2	2	2	2	2	2	0	3	5	5	5	5	2
19	4	4	4	3	2	1	2	3	3	3	4	5	3	3	3	4	4	3	4	4	6
20	1	2	3	3	3	3	3	3	3	3	3	3	3	3	3	1	3	5	0	0	3
21	2	2	2	3	2	5	3	2	2	2	1	3	3	2	2	2	2	2	2	2	2
22	2	2	2	2	2	3	2	2	3	2	3	0	2	3	3	3	3	0	1	1	4
23	1	1	1	1	1	0	1	1	1	3	1	1	2	2	1	1	3	2	4	1	1
24	1	1	1	5	1	1	0	1	1	1	1	1	2	1	1	1	1	1	1	1	6
25	3	2	2	2	2	4	3	3	3	3	3	3	2	3	2	2	2	2	2	2	2
26	2	3	3	3	2	3	3	3	3	3	3	0	3	3	1	3	3	3	2	2	3
Question	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Sum	55	46.5	59	68	49.5	82.3	57	57.5	63	56	53	79	116	60	52	55.5	57	85	46	47	87
Average	2.115385	1.788462	2.269231	2.615385	1.903846	3.165385	2.192308	2.211538	2.423077	2.153846	2.038462	3.038462	4.461538	2.307692	2	2.134615	2.192308	3.269231	1.769231	1.807692	3.346154
Positive	96%	96%	88%	77%	96%	77%	96%	100%	96%	92%	92%	85%	77%	92%	100%	85%	100%	54%	96%	88%	54%
Negative	4%	4%	12%	23%	4%	23%	4%	0%	4%	8%	8%	35%	23%	8%	0%	15%	0%	46%	4%	12%	46%

CONFIDENTIAL EMPLOYEE SURVEY

You are about to take part in a survey that both Management and Executive Management will use as a tool in effort to continuously provide improvement in our company and the way we operate on a day-to-day basis. Your results will be held in strictest confidence and only you and the Director of Human Resources will see your actual survey. Only the tallied (final) results will be shared with your management team. When the results are completed, management will convey those areas of concern and actions that will be taken to address those items. Thank-you in advance for participating in this annual survey.

COMPANY: _____ **SHIFT:** _____ **YEARS OF SERVICE:** _____

If you would like to make additional comments to any of the questions please make a note next to the question, enter the question number of the back of the page with your comments. As always, your comments are appreciated.

1=Strongly Agree	2=Agree	3=Neutral	4=Disagree	5=Strongly Disagree				
			<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>N/A</u>
1) My Company is a good place to work?			O	O	O	O	O	O
2) I have confidence in my immediate supervisor.			O	O	O	O	O	O
3) I have confidence in the management team where I work.			O	O	O	O	O	O
4) I feel I am an important part of the team.			O	O	O	O	O	O
5) My supervisor/manager empowers and enables me to perform my job.			O	O	O	O	O	O
6) My supervisor or manager shows favoritism.			O	O	O	O	O	O
7) Employees are encouraged to work as teams.			O	O	O	O	O	O
8) My supervisor/manager is willing to solve work related issues.			O	O	O	O	O	O
9) My supervisor/manager is receptive to new suggestions.			O	O	O	O	O	O
10) I am able to work with my supervisor/manager in resolving work related issues.			O	O	O	O	O	O
11) My supervisor/manager promotes safety and addresses safety concerns.			O	O	O	O	O	O
12) My Company has a good communication program.			O	O	O	O	O	O

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>N/A</u>
13) My problems and concerns are given prompt and immediate attention?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14) My supervisor/manager encourages me to use my initiative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15) The performance objectives and goals of my position are clearly defined and understood.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16) My Company is a better place to work than one year ago.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17) I was given adequate training for my job. <i>If not, how can we improve?</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18) I am paid a fair wage.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19) I am offered a competitive benefits program (health, dental etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20) I am offered fair fringe benefits (vacation plan etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21) I feel the company recognizes employees for doing a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22) If you could change four things at your Company, what changes would you make?

a)

b)

c)

d)

23) Please list the aspects of the Company that you particularly like.