1. How satisfied are you with your job?

2. How satisfied are you with the policies and practices of your senior leaders?

3. How satisfied are you with the information you receive from management on what’s going on in your organization?

4. How satisfied are you with your involvement in decisions that affect your work?

5. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

6. Managers communicate the goals of the organization.

7. Managers/supervisors/ team leaders work well with employees of different backgrounds.

8. My organization’s leaders maintain high standards of honesty and integrity.

9. How would you rate the overall quality of work done by your work group?

10. In my work unit, differences in performance are recognized in a meaningful way.

11. Promotions in my work unit are based on merit.

12. My work unit is able to recruit people with the right skills.

13. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

14. My training needs are assessed.

15. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

16. My supervisor/team leader listens to what I have to say.

17. Discussions with my supervisor/team leader about my performance are worthwhile.

18. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) are not tolerated.

19. Employees are protected from health and safety hazards on the job.

20. The people I work with cooperate to get the job done.

21. Promotions in my work unit are based on merit.

22. How would you rate the overall quality of work done by your work group?

23. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

24. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

25. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

26. My supervisor supports my need to balance work and family issues.

27. How would you rate the overall quality of work done by your work group?

28. My work unit is able to recruit people with the right skills.

29. I feel encouraged to come up with new and better ways of doing things.

30. Employees are recognized for providing high quality products and services.

31. Employees have a feeling of personal empowerment with respect to work processes.

32. Creativity and innovation are rewarded.

33. Pay raises depend on how well employees perform their jobs.

34. How well are you satisfied with your work environment (e.g., physical, social, psychological)?

35. My work unit is able to recruit people with the right skills.

36. How would you rate the overall quality of work done by your work group?

37. The people I work with cooperate to get the job done.

38. How well are you satisfied with your work environment (e.g., physical, social, psychological)?

39. You feel your work is important.

40. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

41. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

42. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

43. The people I work with cooperate to get the job done.

44. How well are you satisfied with your work environment (e.g., physical, social, psychological)?

45. When needed, I am willing to put in the extra effort to get a job done.

46. The work I do is important.

47. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

48. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

49. My supervisor/team leader listens to what I have to say.

50. Discussions with my supervisor/team leader about my performance are worthwhile.

51. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

52. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

53. How well are you satisfied with your work environment (e.g., physical, social, psychological)?

54. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

55. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

56. How well are you satisfied with your work environment (e.g., physical, social, psychological)?

57. Whether recent performance appraisal (e.g., Successful, Outstanding).

58. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

59. How well are you satisfied with your work environment (e.g., physical, social, psychological)?

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

61. How well are you satisfied with your work environment (e.g., physical, social, psychological)?

62. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

63. How well are you satisfied with your work environment (e.g., physical, social, psychological)?

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