

SAMPLE VERSION

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26/07/2011

Organizational Climate Survey

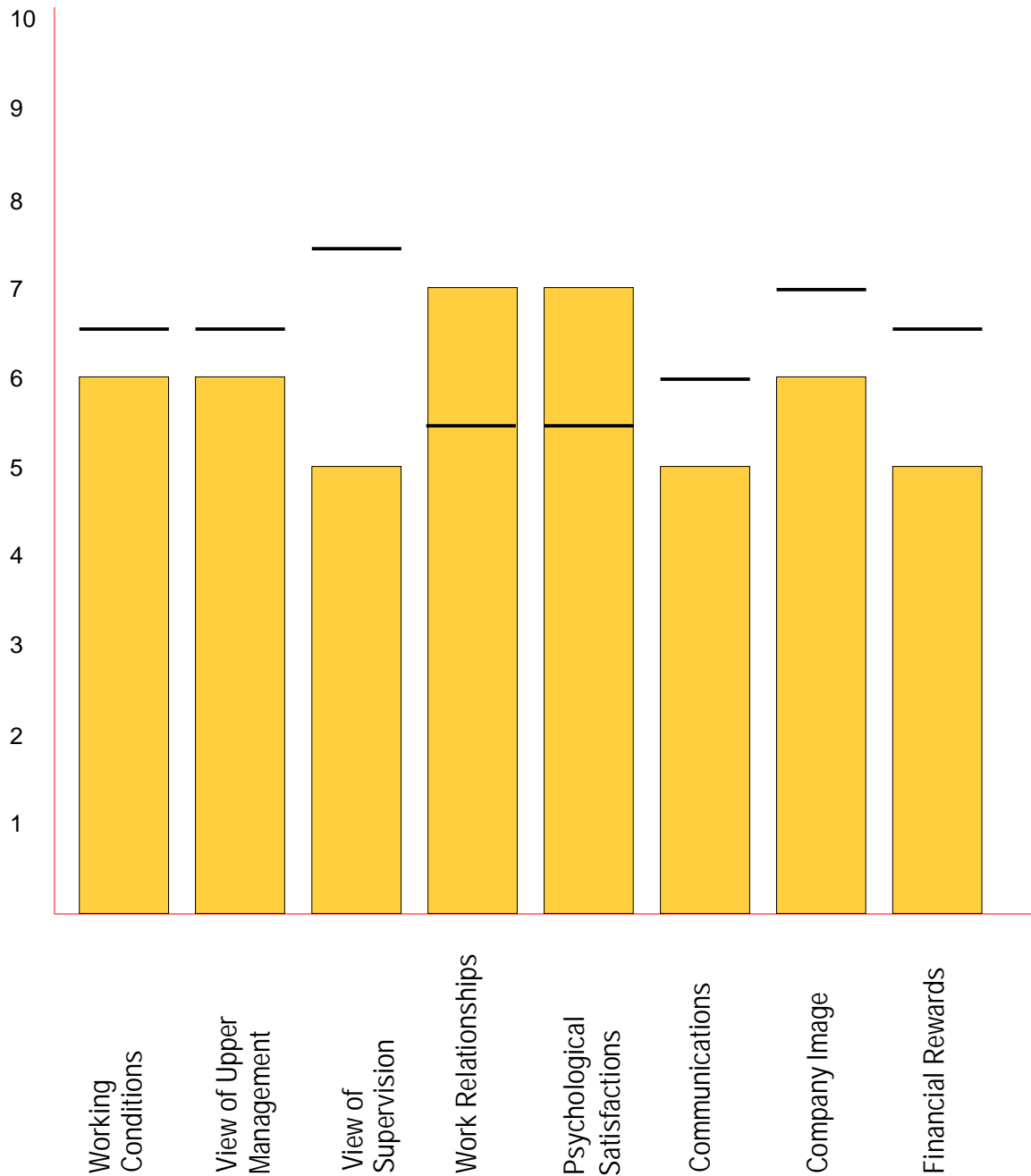
ORGANIZATIONAL CLIMATE SURVEY

Average SAMPLE VERSION

Empresa: **SAMPLE VERSION**

Date: **26/07/2011**

Number of Participants: **3,140**



CLIMATE PROFILE

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Climate profile on WORKING CONDITIONS, expressed in the rate of opinions obtained of a sample of 3140 members of the company, on the following conditions	
CONDITION	10 20 30 40 50 60 70 80 90
I am satisfied with the number of hours I work.	90%
My work load is generally satisfactory.	60%
Any complaints about working conditions are usually acted upon.	40%
There are always enough supplies and equipment to perform my job well.	60%
Working conditions have improved in this company since I've been here.	60%
This company tries to improve working conditions.	70%
I have never had to complain about working conditions.	60%
I am satisfied with my work place in this company.	80%
This company does its best to provide good working conditions.	60%
I have enough rest periods or breaks during the day.	40%



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Climate profile on VIEW OF UPPER MANAGEMENT, expressed in the rate of opinions obtained of a sample of 3140 members of the company, on the following conditions

CONDITION	10	20	30	40	50	60	70	80	90	
Upper management has a very good personnel policy.										50%
Upper management is trying hard to make this company better.										60%
Upper management is doing its best.										60%
Upper management is aware of the problems at lower levels.										40%
Top managers in the company get promoted for the right reasons.										60%
I have confidence in upper management.										50%
Upper management is always open to suggestions.										60%
Top managers are genuinely interested in this company.										70%
Upper management is friendly towards employees.										50%
If I want to, I can easily make a complaint to someone more senior than my superior.										60%



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Climate profile on VIEW OF SUPERVISION, expressed in the rate of opinions obtained of a sample of 3140 members of the company, on the following conditions

CONDITION	10	20	30	40	50	60	70	80	90	
My supervisor makes good decisions.	50%									
My supervisor has the work well organized.	50%									
My supervisor gives me enough freedom.	50%									
My supervisor pays attentions to what I say.	60%									
My supervisor gives me credit for work I've done well.	60%									
My supervisor is fair with me.	60%									
My supervisor helps me when I need it.	60%									
My supervisor lives up to promises.	40%									
I have confidence in my supervisor	60%									
My supervisor helps create a friendly atmosphere.	60%									



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Climate profile on WORK RELATIONSHIP, expressed in the rate of opinions obtained of a sample of 3140 members of the company, on the following conditions

CONDITION	10	20	30	40	50	60	70	80	90
The people in my department usually help each other.						60%			
When possible, my fellow workers and I act as a team to get things done.							80%		
Arguments are dealt with in very good manner in our department.					50%				
My fellow workers cooperate with me to get the work done.						70%			
The people I work with are friendly.							80%		
The work gets done in our department in a friendly atmosphere.						60%			
I like most of the people I work with.							80%		
I have some close friends at work.							80%		
It's easy to talk over problems with the people in our department.					50%				
When unexpected problems arise, my fellow workers help me out.							70%		



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Climate profile on PSYCHOLOGICAL SATISFACTIONS, expressed in the rate of opinions obtained of a sample of 3140 members of the company, on the following conditions

CONDITION	10	20	30	40	50	60	70	80	90
I enjoy my work.	90%								
My job gives me a good opportunity to use my abilities.	60%								
I am given enough recognition for the work I do.	30%								
I look forward to coming to work each day.	90%								
I can use a fair amount of my own judgment in my job.	80%								
People who really knew it would say that I have a good job.	80%								
I hope my work continues much the same as it is now.	90%								
I am given all the responsibility I want in my job.	80%								
I feel that I can get to where I want to go in this company.	50%								
As long as I work well, I can feel secure in my job.	90%								



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Climate profile on COMMUNICATIONS, expressed in the rate of opinions obtained of a sample of 3140 members of the company, on the following conditions

CONDITION	10	20	30	40	50	60	70	80	90
I am told in advance about things that will affect my job.					50%				
I know how my job fits in with other work in this company.								80%	
I am encouraged to make suggestions for improvements.				40%					
Management tells us enough about its activities.					50%				
I know where I stand in this company.								80%	
I feel free to express my opinions.						60%			
Complaints are listened to.				40%					
I am asked my opinion on matters that affect my job.					50%				
I know what my supervisor thinks of my work.					50%				
Communications are good in this company.					50%				



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Climate profile on COMPANY IMAGE, expressed in the rate of opinions obtained of a sample of 3140 members of the company, on the following conditions	
CONDITION	10 20 30 40 50 60 70 80 90
I am proud to work for this company.	80%
This company is getting a better reputation all the time.	60%
This company has a good reputation.	70%
This company has a very good public image.	70%
This company operates effectively and smoothly.	60%
The company takes as much interest in the community as it should.	50%
I often hear people speak favorably about this company.	40%
This is one of the best companies I could be working for.	70%
This company does its best to create a good public image.	70%
My friends outside the company think this would be a good company to work for.	60%



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Climate profile on FINANCIAL REWARDS, expressed in the rate of opinions obtained of a sample of 3140 members of the company, on the following conditions

CONDITION	10	20	30	40	50	60	70	80	90
There is a good insurance plan here.									
The pay I receive is fair for the work I do.									
I get pay raises when I should.									
The company benefit program is easy to understand.									
There is an adequate pension plan here.									
I am satisfied with the fringe benefits here.									
I am satisfied with length of vacation or holiday time I get.									
There is a good health plan here.									
My wages are about the same or better than wages paid for the same type of work in other companies.									
My wages allow me to live comfortable.									

