

SAMPLE VERSION

15/08/2011

Organizational Culture Assessment Survey

ORGANIZACIONAL CULTURE ASSESSMENT SURVEY

Average SAMPLE VERSION

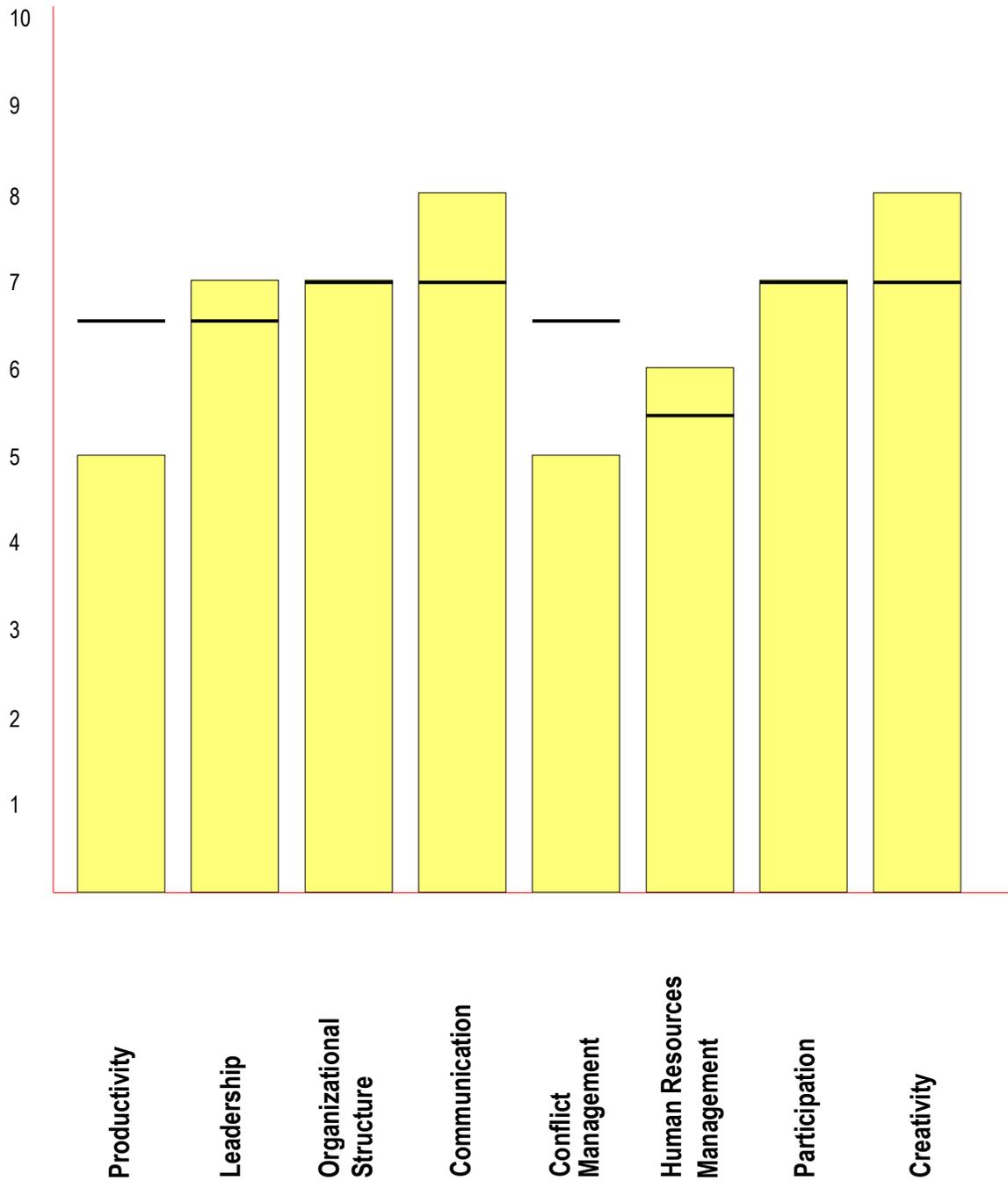
Department:

Date:

15/08/2011

Number of participants:

5



Cultural Factor



CULTURAL PROFILE

SAMPLE VERSION

Cultural profile on PRODUCTIVITY, expressed in the rate of opinions obtained of a sample of 5 members of the company, on the following conditions.	
CONDITION	10 20 30 40 50 60 70 80 90
Productivity standards are highly stressed in this organization.	60%
Most managers in this organization have clear objectives.	40%
This organization is always trying to do things better.	100%
This organization uses retraining, demotions, early retirements, and transfer, as appropriate, to deal with employees who are no longer useful or productive.	0%
Rewards such as salary increases and promotions are given on the basis of merit.	20%
My superior often discusses my productivity with me.	40%
Productivity is the most important issue considered in this organization.	60%
Efficiency is highly valued here.	80%
Doing things better than last time is what we try and accomplish here.	100%
Very little time is wasted here.	40%



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Cultural profile on LEADERSHIP, expressed in the rate of opinions obtained of a sample of 5 members of the company, on the following conditions.	
CONDITION	10 20 30 40 50 60 70 80 90
Our top managers are competent in their jobs.	60%
Our senior managers are a good example to our junior managers.	80%
Managers here usually do a good job in motivating their subordinates.	40%
Our managers are usually very effective.	60%
Superiors are trusted here.	80%
In this organization there is a willing acceptance of management's decisions.	60%
The recent decisions of management have clearly benefited the organization.	80%
Management is highly respected here.	80%
People are given enough authority to do their jobs here.	80%
Our managers know what they are doing.	60%



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Cultural profile on ORGANIZATIONAL STRUCTURE, expressed in the rate of opinions obtained of a sample of 5 members of the company, on the following conditions.

CONDITION	10 20 30 40 50 60 70 80 90
This organization seems to have the right number of managers.	80%
There is no serious overlap of job functions in this organization.	60%
There is the right number of levels of management in this organization.	60%
There is no confusion between staff and line here.	80%
Organizational changes are made regularly when needed.	60%
Managers know their jobs here.	60%
Every manager has authority to make decisions for his (her) department.	80%
No one of this organization has too much power.	80%
Almost everyone understands how our organization operates.	40%
I know how this organization operates.	80%



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Cultural profile on COMMUNICATION, expressed in the rate of opinions obtained of a sample of 5 members of the company, on the following conditions.	
CONDITION	10 20 30 40 50 60 70 80 90
Meetings are usually productive here.	80%
Meetings are held when needed.	80%
Managers often ask subordinates for an informal discussion.	60%
Discussion at meetings is very free and open.	100%
I can always talk freely with my superior.	100%
I know what is happening around here.	60%
I see my superior as often as I need to.	100%
I always have advanced information of any changes that are planned.	40%
People are friendly around here.	80%
We use the spoken word rather than written memo to get things done here.	60%



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Cultural profile on the CONFLICT MANAGEMENT, expressed in the rate of opinions obtained of a sample of 5 members of the company, on the following conditions.

CONDITION	10 20 30 40 50 60 70 80 90
There is keen but useful rivalry between managers here.	0%
Disagreements are eventually settled amicably here.	80%
Subordinates may disagree with their manager without being penalized.	100%
This organization encourages disagreement about the best way to do things.	40%
People who express disagreement openly here are regarded as being interested in improving things.	80%
Conflict is accepted in this organization and is used productively.	40%
People do not meekly accept things here.	40%
Disagreement usually leads to improvement here.	60%
People do not try to "win" arguments here, instead they work for the best solution.	40%
No one suffers for putting up a strong argument here.	60%



CULTURAL PROFILE

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Cultural profile on the HUMAN RESOURCES MANAGEMENT, expressed in the rate of opinions obtained of a sample of 5 members of the company, on the following conditions.	
CONDITION	10 20 30 40 50 60 70 80 90
This organization makes it easy for its members to improve themselves.	80%
Our recruitment policy is a good one.	20%
We match the person to the job.	60%
This organization uses the qualifications of its members.	100%
This organization has a good training scheme.	20%
Our human resources are well used.	20%
Top management sees its human resources as of prime importance.	80%
This organization is fair to the individual.	80%
There is a great opportunity for advancement in this organization.	80%
Absenteeism or slackness is no problem here.	60%



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Cultural profile on PARTICIPATION, expressed in the rate of opinions obtained of a sample of 5 members of the company, on the following conditions.	
CONDITION	10 20 30 40 50 60 70 80 90
My job is important in this organization.	100%
Employees feel they have a part in the organization.	80%
Suggestions are often required from employees here.	80%
There is a lot of team spirit here.	60%
A conscientious attempt is made to consider everyone's views before a decision is made.	80%
Subordinates are often asked to serve in committees with their superiors.	20%
My ideas for changes have been welcomed.	80%
I have had several of my ideas for changes accepted.	80%
Many decisions are postponed if everyone concerned does not at first agree.	60%
I know that my superiors are interested in my ideas.	80%



CULTURAL PROFILE

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Cultural profile on CREATIVITY, expressed in the rate of opinions obtained of a sample of 5 members of the company, on the following conditions.	
CONDITION	10 20 30 40 50 60 70 80 90
There are a lot of new ideas coming forward in this organization.	60%
Creative thinking and innovation are encouraged here.	40%
We always look at alternatives here.	100%
This organization is always receptive to new ideas.	100%
The creative person fits into this organization very easily.	100%
A lot of ideas come from the workers here.	40%
Superiors often ask subordinates for new ideas.	60%
We are always willing to try something new.	100%
My own ideas for change are given a good hearing.	100%
I can be creative in this organization.	100%

