

Company X Group Report

Entry Interview



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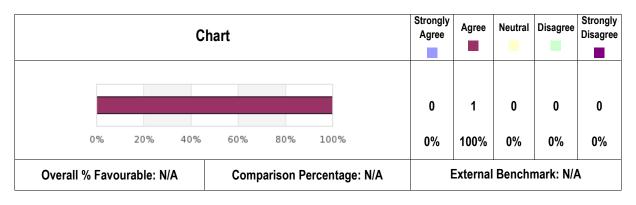
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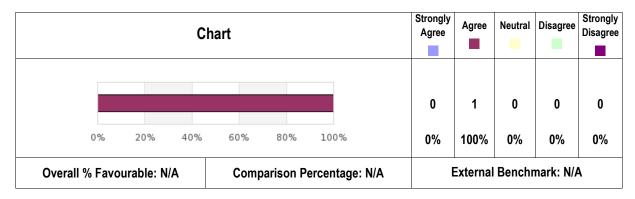
ANALYSIS OF QUESTIONS

Section 1: Overall Evaluation and Future Plans

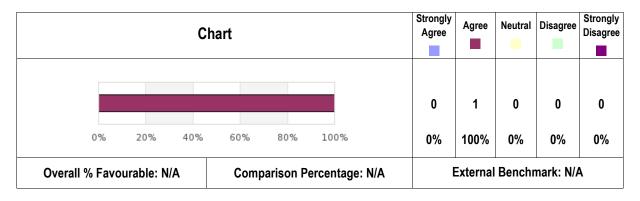
Question 1: The recruitment process used by this organisation was a positive experience



Question 2: The initial commencement process within this organisation was a positive experience

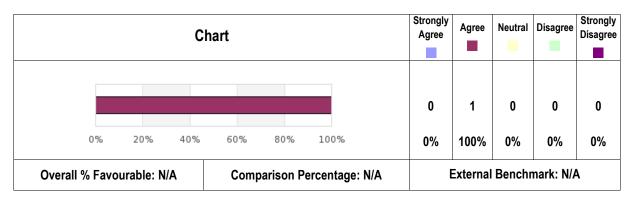


Question 3: I was quickly provided the tools and training that I needed to do my job effectively

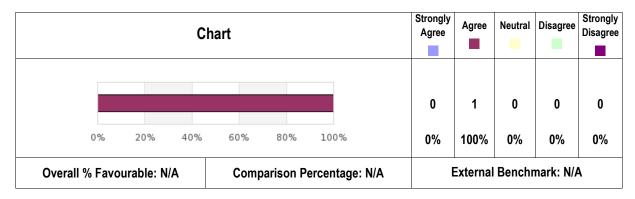




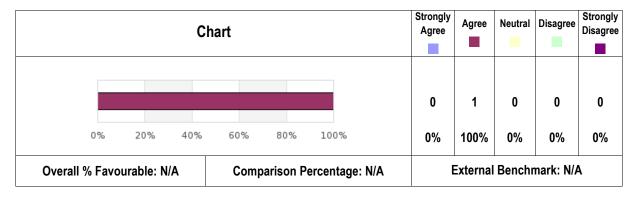
Question 4: This organisation has definitely fulfilled all of the promises that it made to me during the recruitment process



Question 5: My expectations of this role have been met

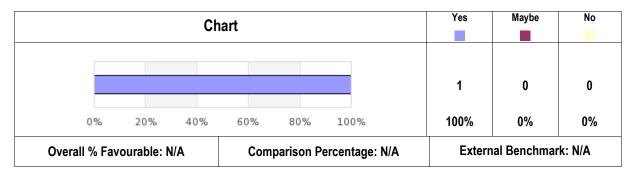


Question 8: Generally speaking, I was satisfied with the quality of my working life so far at this company

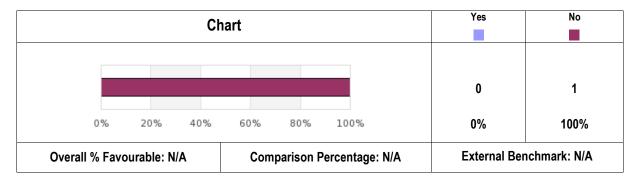




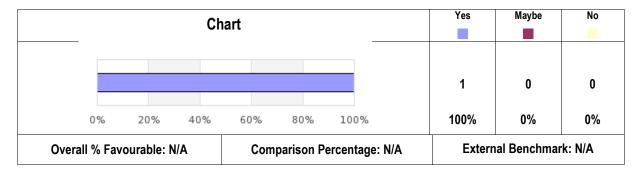
Question 9: Are you currently considering leaving this company?



Question 10: Have you ever felt discriminated against, bullied or harassed?



Question 11: Would you recommend working at this organisation to others?



Question 12: At this point it is likely that I will stay with the organisation for:

Chart						-	ear or ess	2 y	ears		years	ears or nore						
													0		1		0	0
4(40%		60%	6	8	0%	1	.00%	%			(0%	10	0%	()%	0%



The verbatim responses that were received for the qualitative questions in this section are listed below. It should be noted that a large number of the responses contain grammatical and spelling mistakes. These have not been corrected in order to preserve the accuracy of all comments.

Why did you originally accept a job with this organisation?

example

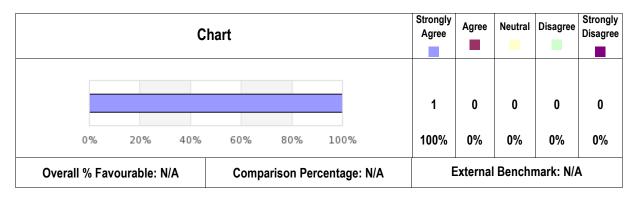
If you answered "Yes" to the above question could you please provide specific examples

•

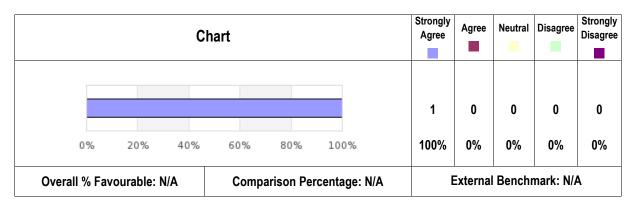


Section 2: Safety and Environment

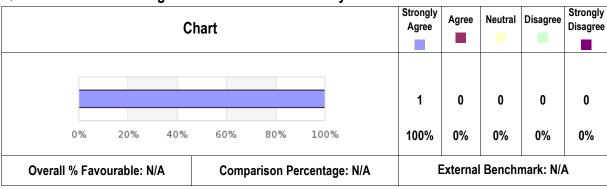
Question 1: The heating, lighting, layout and amenities are ideal



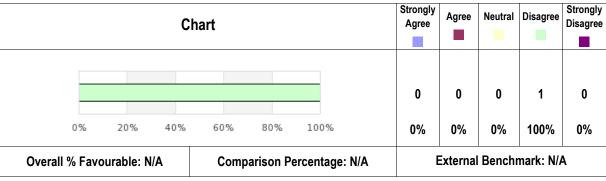
Question 2: I am able to safely work all hours requested of me



Question 3: Senior management is committed to safety

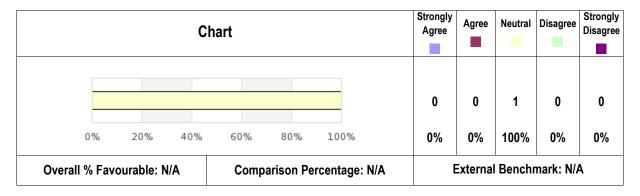


Question 4: My supervisor is committed to safety

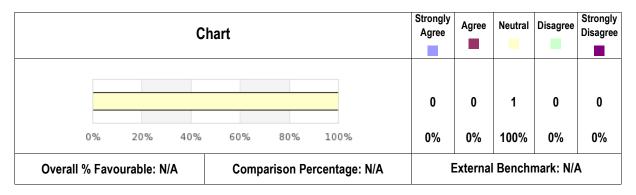




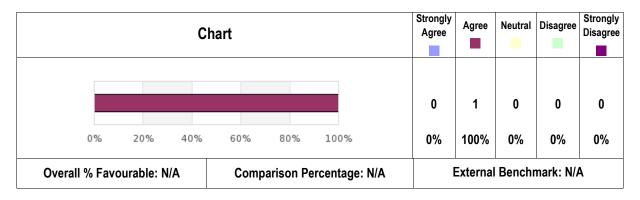
Question 5: My fellow team members are committed to safety



Question 6: Safety equipment is readily available



Question 7: Any safety issues are resolved quickly

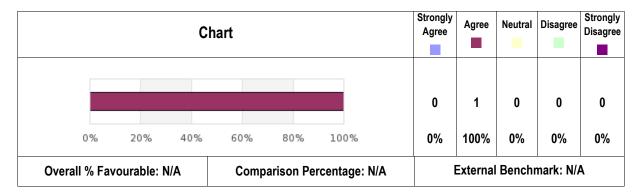


Question 8: This company is committed to safety

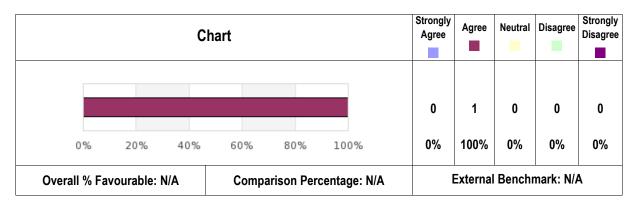
	Chart								Neutral	Disagree	Strongly Disagree
							0	0	0	1	0
0%	6 2	20%	40%	60%	80%	100%	0%	0%	0%	100%	0%
Overall %	Overall % Favourable: N/A				Comparison Percentage: N/A			Externa	Bench	mark: N/	4



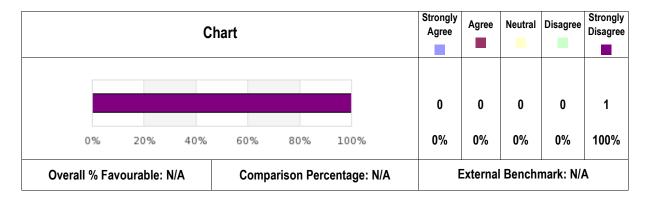
Question 9: This company is committed to the environment



Question 10: PPE and Uniforms were provided to me in a timely fashion



Question 11: There is help and assistance available to me on HS&E matters



The verbatim responses that were received for the qualitative questions in this section are listed below. It should be noted that a large number of the responses contain grammatical and spelling mistakes. These have not been corrected in order to preserve the accuracy of all comments.

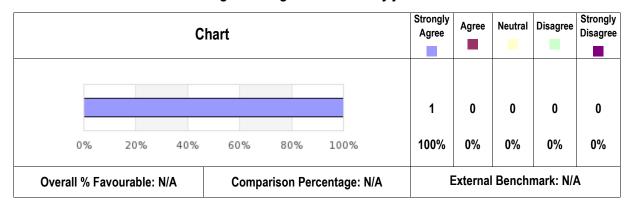
Have you got any suggestions about how to make this company a safer place to work at?

None

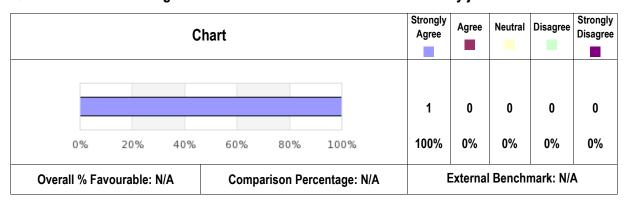


Section 3: Training and Development

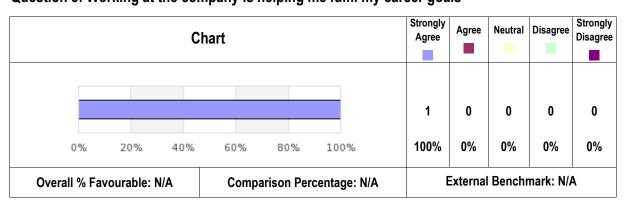
Question 1: I have received enough training to do well in my job



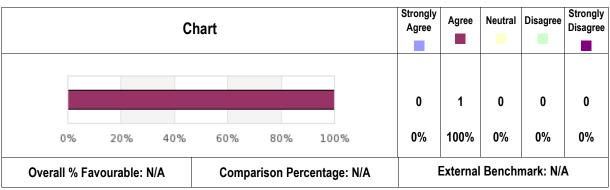
Question 2: I have been given all of the resources that I needed to do my job



Question 3: Working at the company is helping me fulfil my career goals

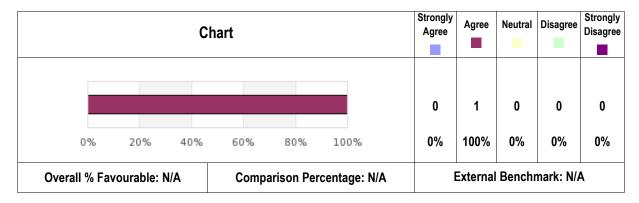


Question 4: I have felt that I have a fair chance of advancement and promotion

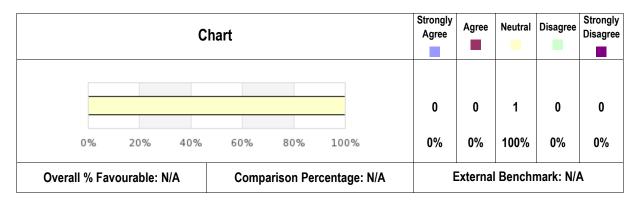




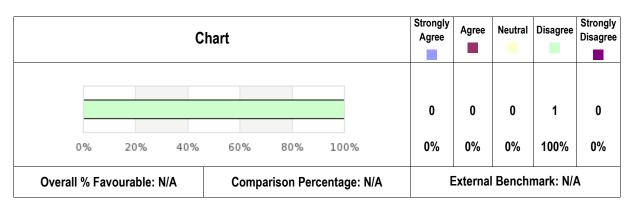
Question 5: I can usually get away from work in time to attend my scheduled training



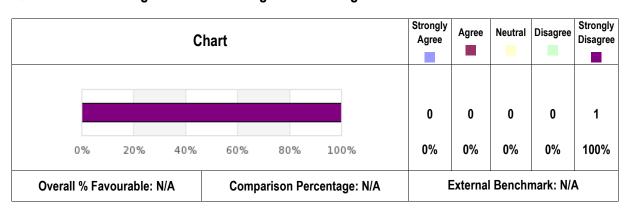
Question 6: The induction I have received has been useful



Question 7: Someone at work encourages my development



Question 8: I have a good understanding of the training that is available to me





The verbatim responses that were received for the qualitative questions in this section are listed below. It should be noted that a large number of the responses contain grammatical and spelling mistakes. These have not been corrected in order to preserve the accuracy of all comments.

If you have not been provided with adequate training, what additional training would you like made available to you?

Example

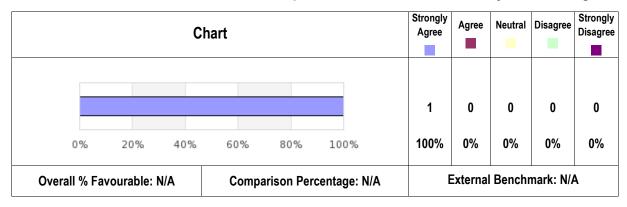
What do you think it takes to succeed at the company?

Example

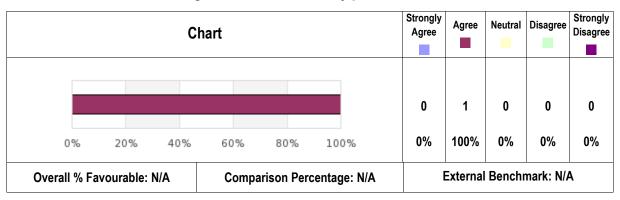


Section 4: Performance and Management

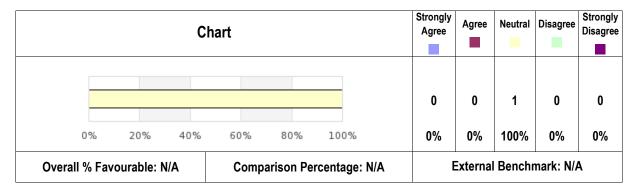
Question 1: I am satisfied with the level of supervision I have received from my direct manager



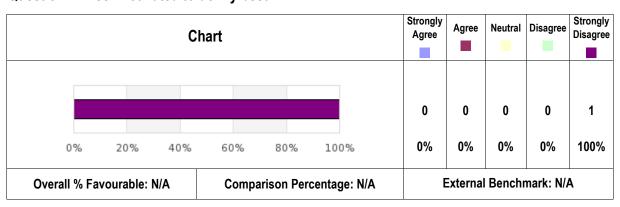
Question 2: I have received regular feedback about my performance



Question 3: I find my manager to be receptive to any concerns that I have

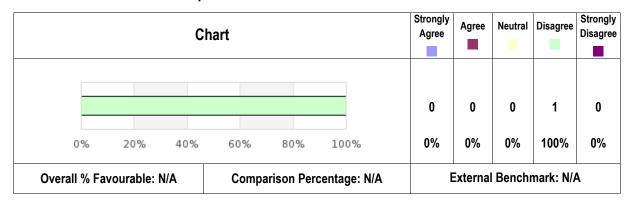


Question 4: I feel motivated to do my best

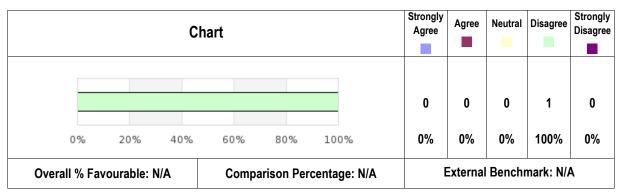




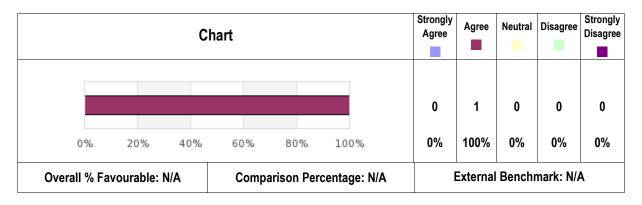
Question 5: I know what is expected of me



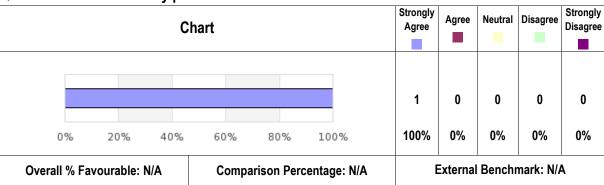
Question 6: My immediate Manager/Supervisor makes unnecessary changes to my work projects and assignments i.e. they keep "changing the goal posts"



Question 7: My Manager/Supervisor emphasises performance strengths more than my weaknesses

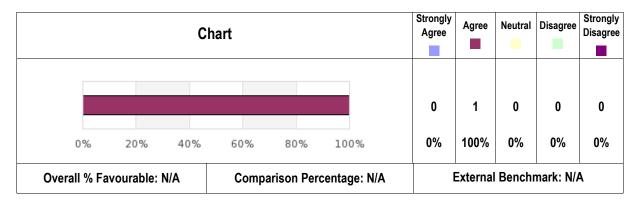


Question 8: I know how my performance is measured





Question 9: Overall, I am satisfied with the management at this company



The verbatim responses that were received for the qualitative questions in this section are listed below. It should be noted that a large number of the responses contain grammatical and spelling mistakes. These have not been corrected in order to preserve the accuracy of all comments.

What are the most satisfying aspects of your job?

• -

What are the least satisfying aspects of your job?

•

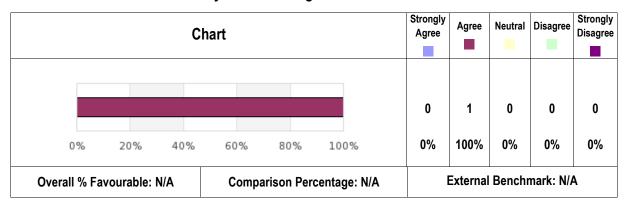
What would you change, if anything, about your job?

• -

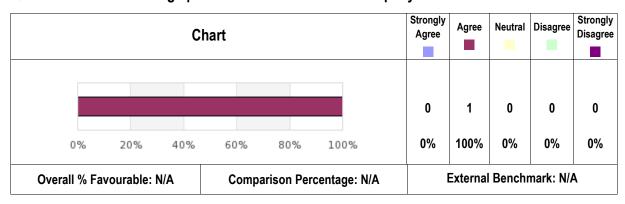


Section 5: Culture and Morale

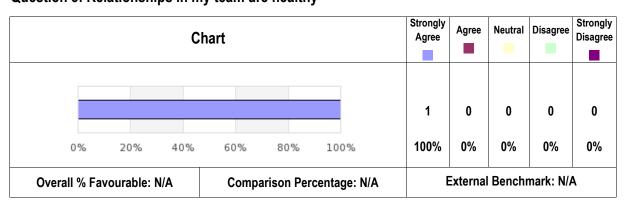
Question 1: The morale within my division is high



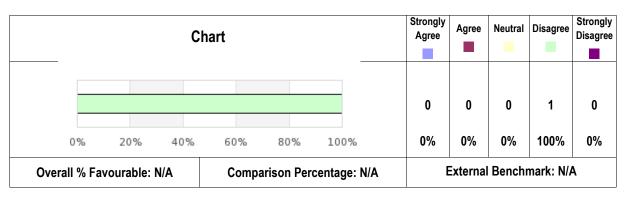
Question 2: We have a high performance culture in our company



Question 3: Relationships in my team are healthy



Question 4: I feel I am able to achieve a reasonable work / life balance.

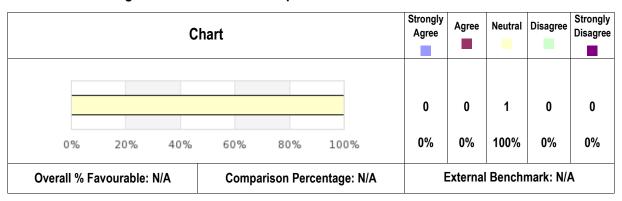




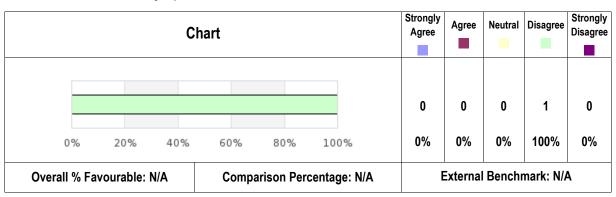
Question 5: The organisation demonstrates a commitment to its values

	Chart								Disagree	Strongly Disagree
						0	0	1	0	0
0%	20%	40%	60%	80%	100%	0%	0%	100%	0%	0%
Overall % Fa	avourable:	N/A	Compa	rison Perc	entage: N/A	E	Externa	l Bench	mark: N/	A

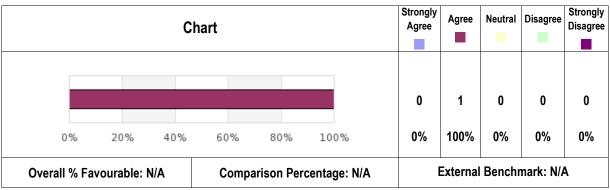
Question 6: The organisation delivers on its promises to me



Question 7: I feel that my opinions are valued at work

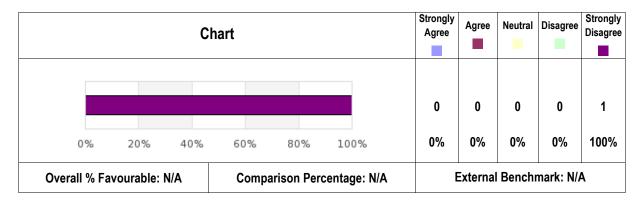


Question 8: I feel that there is excessive competitive behaviour between employees in my organisation

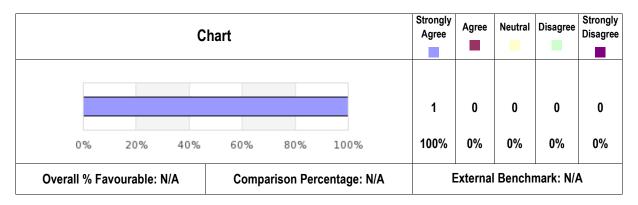




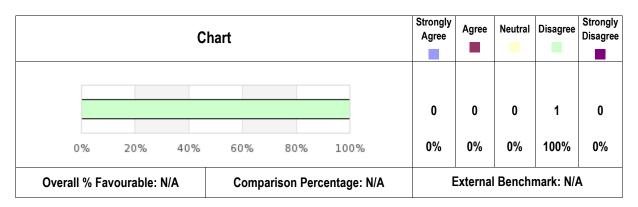
Question 9: My co-workers care about the standard and quality of their work



Question 10: Team members are encouraged to speak up if they disagree with the group



Question 11: Each member of my team normally participates to the best of their ability

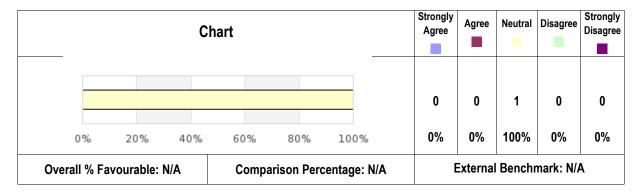


Question 12: My manager demonstrates a commitment to the company's values

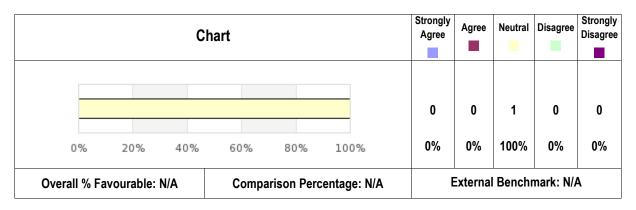
	Chart							
		0	0	1	0	0		
0% 20% 4	% 60% 80% 1	.00% 0%	0%	100%	0%	0%		
Overall % Favourable: N/A	Comparison Percenta	age: N/A	Externa	l Benchi	mark: N/	4		



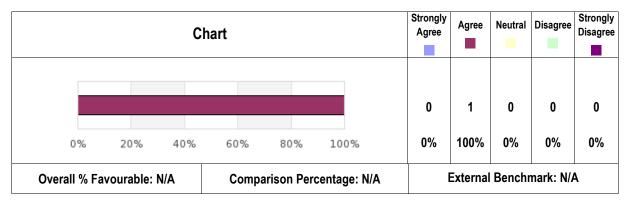
Question 13: My peers demonstrate a commitment to this organisation's values



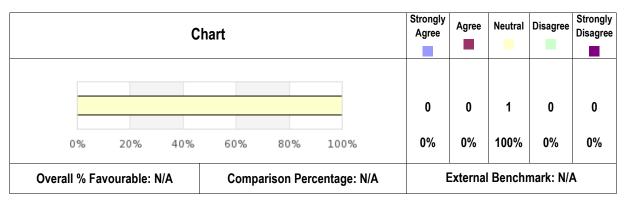
Question 14: This organisation demonstrates a commitment to our customers at all times



Question 15: This organisation demonstrates a commitment to taking responsibility and valuing initiative



Question 16: This organisation demonstrates a commitment to sharing experience and success

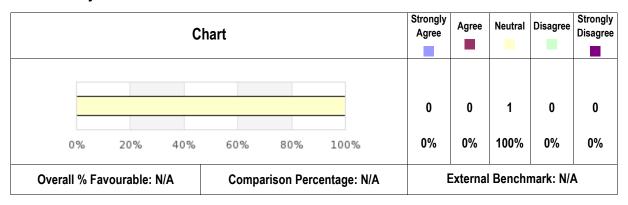




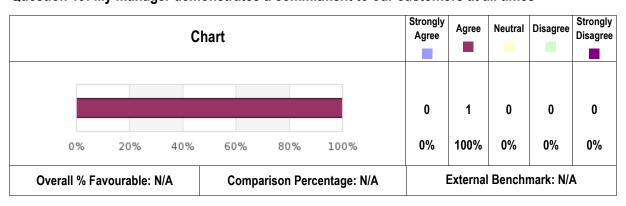
Question 17: This organisation demonstrates a commitment to innovation

	Chart								Disagree	Strongly Disagree
						0	0	0	1	0
0%	20%	40%	60%	80%	100%	0%	0%	0%	100%	0%
Overall % Fa	Overall % Favourable: N/A				entage: N/A	E	Externa	l Bench	mark: N/	4

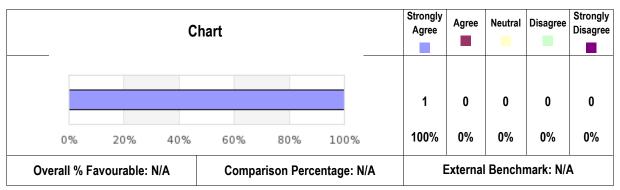
Question 18: This organisation demonstrates a commitment to performance and long term sustainability



Question 19: My manager demonstrates a commitment to our customers at all times

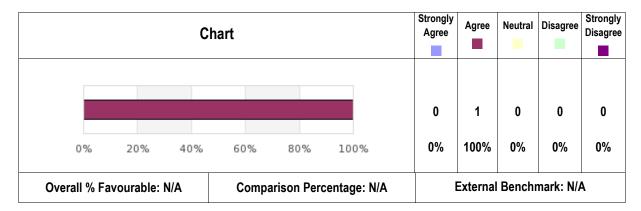


Question 20: My manager demonstrates a commitment to taking responsibility and valuing initiative

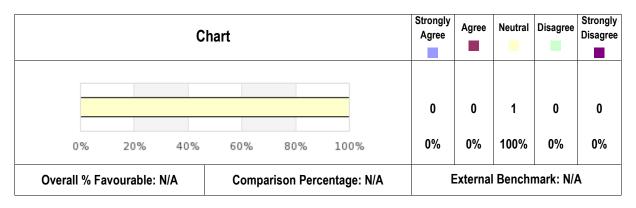




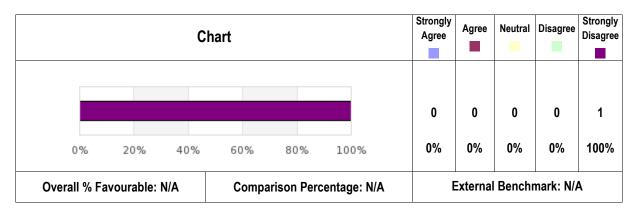
Question 21: My manager demonstrates a commitment to sharing experience and success



Question 22: My manager demonstrates a commitment to innovation



Question 23: My manager demonstrates a commitment to performance and long term sustainability



The verbatim responses that were received for the qualitative questions in this section are listed below. It should be noted that a large number of the responses contain grammatical and spelling mistakes. These have not been corrected in order to preserve the accuracy of all comments.

If you aren't able to achieve a reasonable work/life balance, why?

Example

Please comment about your working relationship with your Manager

good



Please comment about your working relationship with your Peers

good

Please comment about your working relationship with Other Staff

bad

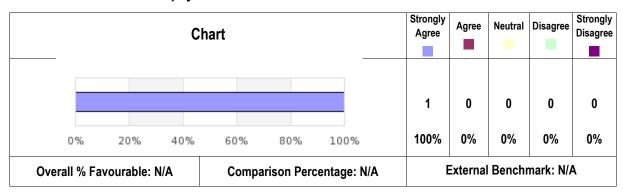
What were the cultural strengths of this organisation?

example

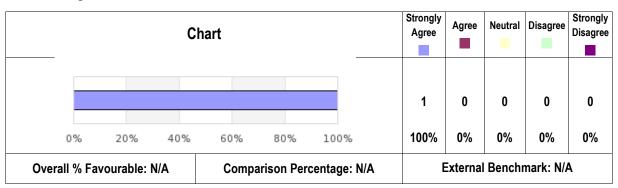


Section 6: Remuneration, Reward and Recognition

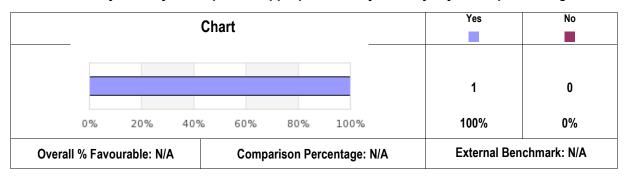
Question 1: I feel that the pay and benefits I receive are fair



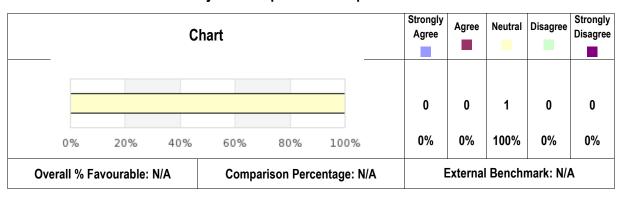
Question 2: Incentive payments, commissions and bonuses motivate me to work hard and stay with this organisation



Question 3: Do you feel you are paid an appropriate salary for the job you are performing?

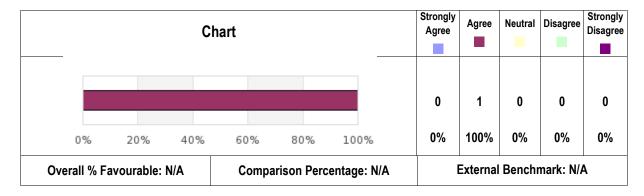


Question 4: The remuneration system is open and transparent

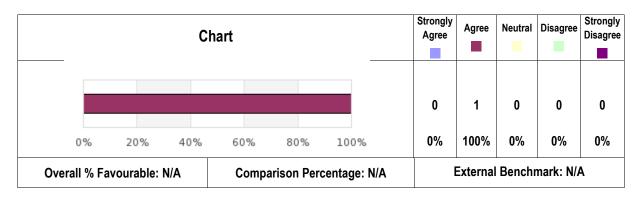




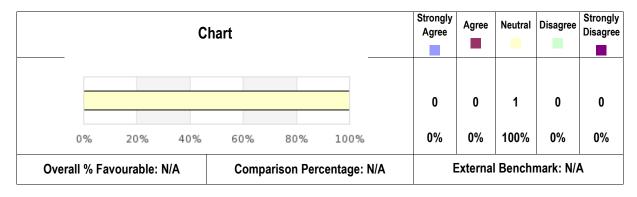
Question 5: I am recognised when I do a good job



Question 6: I feel appropriately recognised and rewarded for the work I do and the contribution I make



Question 7: I am happy with the level of communication from senior management



The verbatim responses that were received for the qualitative questions in this section are listed below. It should be noted that a large number of the responses contain grammatical and spelling mistakes. These have not been corrected in order to preserve the accuracy of all comments.

Do you have any comments about the working conditions at this company?

No

How do you feel about the benefits provided by this company?

example



Company X – Entry Interview

Is there any benefit that you value greater than any other?

• example

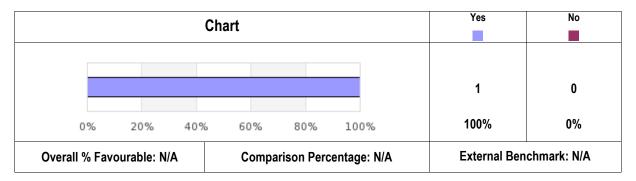
Is there any benefit not offered that you would like?

• example



Section 7: Final Comments

Question 1: Are you happy to share this information with your Manager?



Responses to open-ended questions:

The verbatim responses that were received for the qualitative questions in this section are listed below. It should be noted that a large number of the responses contain grammatical and spelling mistakes. These have not been corrected in order to preserve the accuracy of all comments.

Are there any final comments you would like to make about your job or this organisation in general?

None

What improvements would you suggest to make a positive impact on our company?

None

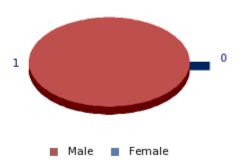
Are there any comments you would like to make about this survey?

No

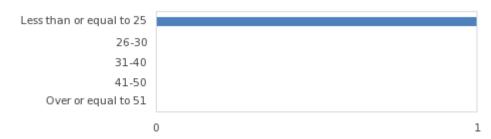


APPENDIX A: SAMPLE AND RESPONSE RATE

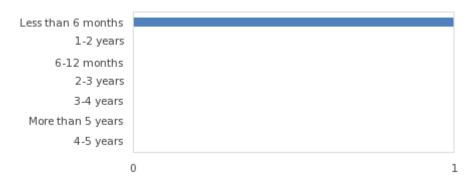
Gender



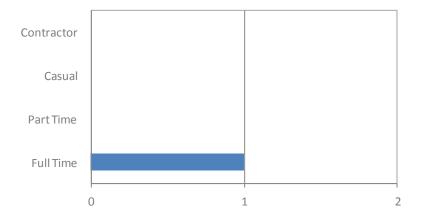
Age group



Length of employment

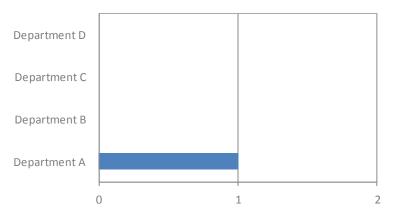


Employee Type

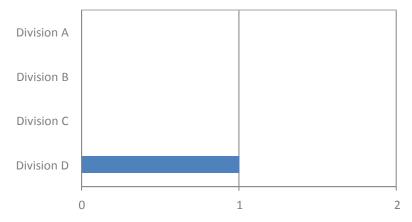




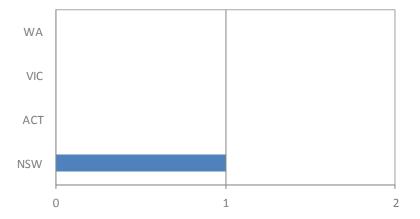
Which department did you work in?



What division did you work in?



Which state did you work in?





APPENDIX B: REPORT PARAMETERS

Responses Included:

Demographics Included: All

Period of analysis: 1/3/2013 - 31/3/2013

Report Details:

• Report Title: Testing report generation

Date Generated: 7/3/2013Generated By: John Smith

Benchmark Included: Overall Entry Interview

