SAMPLE VERSION SAMPLE VERSION

26/07/2011

# Organizational Climate Survey

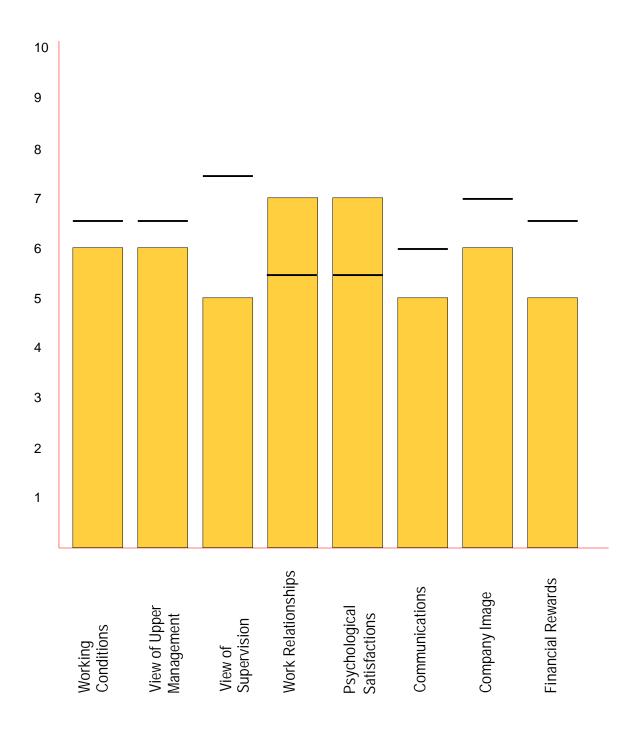


## **ORGANIZATIONAL CLIMATE SURVEY**

### Average SAMPLE VERSION

Empresa: SAMPLE VERSION

Date: 26/07/2011 Number of Participants: 3,140



## SAMPLE VERSION

Climate profile on WORKING CONDITION OPINIONS OBTAINED OF A SAMPLE OF 314 ON the following c	10 members of the company,
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%

# SAMPLE VERSION

Climate profile on VIEW OF UPPER MANAG opinions obtained of a sample of 3140 on the following co	) members of the company,
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%

## SAMPLE VERSION

Climate profile on VIEW OF SUPERVISIO opinions obtained of a sample of 3140 r on the following conditions.	nembers								
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%								

## SAMPLE VERSION

Climate profile on WORK RELATIONSI opinions obtained of a sample of 314 on the following co	0 members of the company,
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%

# SAMPLE VERSION

Climate profile on PSHYCOLOGICAL SATISF opinions obtained of a sample of 314 on the following co	0 members of the company,
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%

## SAMPLE VERSION

Climate profile on COMMUNICATIONS opinions obtained of a sample of 3140 on the following co	) members								
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%								

## SAMPLE VERSION SAMPLE VERSION

# Climate profile on COMPANY IMAGE, expressed in the rate of

opinions obtained of a sample of 314 on the following o	
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%

## SAMPLE VERSION

Climate profile on FINANCIAL REWA opinions obtained of a sample of 31 on the following o	40 members of the company,
CONDITION	10 20 30 40 50 60 70 80 90
There is a good insurance plan here.	60%
The pay I receive is fair for the work I do.	40%
I get pay raises when I should.	40%
The company benefit program is easy to understand.	60%
There is an adequate pension plan here.	50%
I am satisfied with the fringe benefits here.	40%
I am satisfied with length of vacation or holiday time I get.	60%
There is a good health plan here.	60%
My wages are about the same or better than wages paid for the same type of work in other companies.	50%
My wages allow me to live comfortable.	40%