

Questions

Overall Satisfaction

1. Quality is a top priority at this organization
2. I understand the long-term plan of my organization
3. I have confidence in the hospital/clinic leadership to implement the plan
4. I feel I contribute to the facility's plans for the future and mission
5. I believe my job is secure
6. Given a choice, I am likely to continue working at this organization
7. This healthcare organization has a reputation in the community for providing excellent patient care
8. I am willing to work hard to help this organization
9. Senior leadership is a role model for our values and standards
10. I would recommend employment at this hospital to my friends and family
11. If you responded neutral or disagree to the above question, please tell us more about why you wouldn't recommend your friends or family work here?

Workplace Environment and Culture

12. I get a very strong sense of pride and accomplishment from the work I do
13. There is reasonable consistency between departments in how policies and procedures are followed
14. We discuss and resolve conflicts in my work area rather than ignore or avoid them
15. I feel part of a team working toward shared goals
16. I like the type of work that I do
17. I feel valued at this hospital/clinic
18. I like the people I work with
19. I am given enough recognition by management for work that's well done
20. Communications from management keep me up to date on the hospital/clinic's changes, plans and events
21. I feel I can trust what I am told by the management staff
22. My supervisor asks me for input to help make decisions
23. My supervisor provides me with adequate support
24. My supervisor treats me with respect
25. My supervisor treats me fairly
26. My supervisor tells me when my work needs to be improved
27. My supervisor tells me when I do my work well
28. I have a clear understanding of what is expected of me
29. All staff are held accountable for behaving consistently with our organization's values

30. The leadership in my department sets a personal example of excellent service to customers, either internal or external
31. The workload in my department is evenly and fairly-distributed
32. The leadership in my department works to remove barriers that interfere with me doing my best
33. The leadership in my department is open to ideas and suggestions
34. We do a good job showing patients that we care about them and their needs
35. If neutral or disagree to the above item, how can we improve?

Onboarding and Opportunities for Growth

36. Employees generally receive the orientation they need to be able to perform their jobs properly
37. The performance feedback process is fair and objective
38. By doing good work, I can count on growing within this organization
39. I receive enough training to better do my job
40. I am encouraged to continually learn new skills to improve my job performance

Salary and Benefits

41. I believe my salary is fair for my responsibilities
42. This organization has benefits that are competitive with other area health care organizations
43. I am satisfied with the amount of vacation I receive
44. I am satisfied with the sick leave policy
45. I am satisfied with the health insurance plans including health, life and disability
46. I am satisfied with the retirement plan benefits
47. What do you like most about working at this organization?
48. What suggestions do you have to improve your job satisfaction?