

## Staff Survey (selected items)

Age:     under 20       21 to 30       31 to 40       41 to 50       over 50yrs

Length of service with the organization (in years): \_\_\_\_\_      Employment status:  permanent     casual

For each of the aspects shown below please rate your level of agreement and importance using the following scales:

**Agreement:** 1=not at all    2=slight extent    3=moderate extent    4=great extent    5=very great extent

**Importance:** 1=not at all    2=slightly important    3=moderately important    4=very important    5=extremely important

	Agreement	Importance
1. Is it clear what is expected of you at work?	1 2 3 4 5	1 2 3 4 5
2. At work have you been provided with all the equipment and materials required for you do your work efficiently?	1 2 3 4 5	1 2 3 4 5
3. Does the organization keep you up to date with information concerning development and changes?	1 2 3 4 5	1 2 3 4 5
4. Do you receive recognition from the organization for doing good work?	1 2 3 4 5	1 2 3 4 5
5. Does your manager or supervisor encourage your development at work?	1 2 3 4 5	1 2 3 4 5
6. Do you feel that your opinions seem to count to the organization?	1 2 3 4 5	1 2 3 4 5
7. Does the organization make you feel that your job is important?	1 2 3 4 5	1 2 3 4 5
8. Do you feel that your fellow workers are committed to doing good quality work?	1 2 3 4 5	1 2 3 4 5
9. Has your performance been assessed or discussed in the last six months?	1 2 3 4 5	1 2 3 4 5
10. Have you had the opportunity over the last year at work to improve your skills?	1 2 3 4 5	1 2 3 4 5

Would you recommend this organization as a good place to work?     Yes     No

## Staff Survey Codebook

Variable	SPSS variable name	Coding instructions
Identification number	id	Subject identification number
City of residence of staff member	City	Each city was given a numerical code
Age of staff member	age	1= under 20, 2=21 to 30, 3=31 to 40, 4=41 to 50, 5=over 50
Years of service with the organization	service	Years of service (if less than 1 record as decimal :eg. 6 mths =.5 year)
Employment status	employstatus	1=permanent, 2=casual
Q1 level of agreement	Q1a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q1 level of importance	Q1imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q2 level of agreement	Q2a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q2 level of importance	Q2imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q3 level of agreement	Q3a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q3 level of importance	Q3imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q4 level of agreement	Q4a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q4 level of importance	Q4imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q5 level of agreement	Q5a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q5 level of importance	Q5imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q6 level of agreement	Q6a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q6 level of importance	Q6imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q7 level of agreement	Q7a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q7 level of importance	Q7imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q8 level of agreement	Q8a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q8 level of importance	Q8imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q9 level of agreement	Q9a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q9 level of importance	Q9imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Q10 level of agreement	Q10a	1=not at all, 2=to a slight extent, 3=to a moderate extent, 4=to a great extent, 5=to a very great extent
Q10 level of importance	Q10imp	1=not important, 2=slightly important, 3=moderately important, 4=very important, 5=extremely important
Recommendation	recommend	0=no, 1=yes