The Good Jobs Survey_2016

Employer Ratings

This instrument provides a set of questions for evaluating the quality of jobs and organizational practices offered by a private sector, for profit firm of interest to you. We ask that you interview one or more employees of the firm to get their ratings of the Organizational Attributes. Try to complete the Performance Outcomes portion of the form based on data you find from public sources such as (Glassdoor, stock exchange data, American Customer Satisfaction Index or other more industry specific sources). If none of these are available use the best data you can find (e.g., reputation, newspaper/Google searches, etc.) to provide your best estimate of the outcome measures. If any particular question does not apply, or if the information is not available, choose N.A.

Finally, provide your personal rating on the final 5 point scale on whether or not you would accept a job with this firm if offered one that fits your interests and capabilities.

1. Company Name:
2. Industry/type of Business:
3. Size (approximate number of employees):
4. Ownership type: O Publicly traded company
O Privately held for profit business
○ Start up

5. Business strategies

The organization places a high priority on:

	Not at all	A little	Somewhat	Quite a bit	Very much	NA
Low Prices	0	0	0	0	0	0
High Quality Products	\circ	0	0	0	0	0
High Quality Customer Service	\circ	0	\circ	0	0	0
Being quick to introduce innovative new products or services	0	0	0	0	0	0

6. Employment Conditions

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	NA
I am paid fairly for the work I do	0	0	0	0	0	0
I have good fringe benefits such as health insurance, retirement plan, sick leave, etc.)	0	0	0	0	0	0
Part of my pay is based on the performance of my unit or the overall company	0	0	0	0	0	0
As long as I do my job well, I will have good job security	0	0	0	0	0	0
My work schedule is set in advance and allows me to meet my personal/family obligatons	0	0	0	0	0	0

This company hires the very best prepared people available	0	0	0	0	0	0
My coworkers and I are held accountable for performing our jobs well	0	0	0	0	0	0
I get good feedback on my job performance	0	0	0	0	0	0

7. Learning and Development

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	NA
I have good opportunities to get promoted and to move up in this company	0	0	0	0	0	0
I have access to good training and development opportunities	0	0	0	0	0	0
I am cross-trained to do a variety of jobs if and when needed	0	0	0	0	0	0
I have access to continuing education opportunities outside the company (e.g., universities, community colleges, etc.)	0	0	0	0	0	0

8. Work and Process Design

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	NA
I have the flexibility and support I need to meet my "customer" needs (e.g., clients, patients, students, customers)	0	0	0	0	0	0
I get good information on the range of products/services we offer	0	0	0	0	0	0
I know what is expected of me on my job	0	0	0	0	0	0
I have adequate time to do my job well	0	0	0	0	0	0
I have ways to make suggestions for how our company could be improved	0	0	0	0	0	0
My suggestions for improvement are always taken seriously	0	0	0	0	0	0
Teamwork among employees is encouraged here to get the work done	0	0	0	0	0	0
Managers work with us to find solutions to problems when they arise	0	0	0	0	0	0

9. Voice and Employee Relations

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	NA
Union and management representatives work together as partners, not adversaries	0	0	0	0	0	0
Employees and managers meet regularly to address workplace issues	0	0	0	0	0	0
Effective options are available for me to address problems or grievances that I experience without fear of retaliation	0	0	0	0	0	0
Top management communicates our company's strategies and values well	0	0	0	0	0	0
I have easy access to information on our company's performance	0	0	0	0	0	0

10. General

			Neither agree			
	Strongly disagree	Somewhat disagree	nor disagree	Somewhat agree	Strongly agree	NA
My values are consistent with the values of this company.	0	0	0	0	0	0
Employees in this organization enjoy working with each other.	0	0	0	0	0	0
Supervisors in this company treat their employees fairly.	0	0	0	0	0	0

11. Performance Outcomes

Please search for independent sources of information on each of the following indicators of the company's performance. Use industry ources, Customer Satisfaction Sources, Glassdoor or similar sources, etc. Then, based on the best data you can find, rate this company compared to others in the industry using the scale below.

	Very poor	Poor	Average	Quite good	•	NA
Employee satisfaction	0	0	0	0	0	0
Customer satisfaction	0	0	0	0	0	0
Profits	0	0	0	0	0	0
Stock price growth/decline over past three years	0	0	0	0	0	0

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	Very poor	Poor	Average	Quite good	Very good	NA	
Employee satisfaction	0	0	0	0	0	0	
Customer satisfaction	0	0	0	0	0	0	
Profits	0	0	0	0	0	0	
Stock price growth/decline over past three years	0	0	0	0	0	0	
How likely would you accept a job offer from this firm that fit your interests and							

12. How likely would you accept a job offer from this firm that fit your interests and capabilities?

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- O Unlikely
- O Neutral
- O Likely
- O Very likely

Submit

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Thomas A. Kochan

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