

Sample Organizational Culture Survey

Introduction

Purpose

This survey is designed to solicit your confidential input on your company/department culture, communication channels and day-to-day working environment. This survey should take about 20 minutes to complete.

For this survey to be helpful and accurate in describing your organization, it is important that you answer each question as honestly as possible.

Confidentiality

Your responses to this survey will be kept completely anonymous.

Pleas do not sign your name. As further safeguard of your confidentiality, no one outside the project team will ever see your completed survey. The project team will collect and compile the surveys and present the results to you and other survey participants.

DIRECTIONS

1. Read each item carefully
2. Circle one number for each item.
3. Please strive to complete your survey by _____ , and drop it off with one of the Project team members.

Circle One Number for Each Statement.

Strongly
Agree

Tend to
Agree

Hard to
Decide

Tend to
Disagree

Strongly
Disagree

1. Communication between departments is very open.

1

2

3

4

5

2. Communication channels are very open here among employees.

1

2

3

4

5

3. Communication channels are very open here among management and workers.

1

2

3

4

5

4. Management actively solicits input from employees before major decisions are made.

1

2

3

4

5

5. I can trust our management and believe what it says.

1

2

3

4

5

6. Management seeks input from employees on major decisions.

1

2

3

4

5

7. Most projects designed to make things better in this organization have been successful.

1

2

3

4

5

Circle One Number for Each Statement.

Strongly <u>Agree</u>	Tend to <u>Agree</u>	Hard to <u>Decide</u>	Tend to <u>Disagree</u>	Strongly <u>Disagree</u>
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8. The number of changes that we go through here is "about right."

1	2	3	4	5
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9. This organization is very supportive of change.

1	2	3	4	5
---	---	---	---	---

10. It is "easy" to get things done here.

1	2	3	4	5
---	---	---	---	---

11. Most management changes make my job easier.

1	2	3	4	5
---	---	---	---	---

12. Most people in this organization are encouraged to make suggestions for improvement.

1	2	3	4	5
---	---	---	---	---

13. Changes suggested by employees are usually implemented.

1	2	3	4	5
---	---	---	---	---

14. Employees agree with the Company's goals.

1	2	3	4	5
---	---	---	---	---

Circle One Number for Each Statement.

<u>Strongly</u> <u>Agree</u>	<u>Tend to</u> <u>Agree</u>	<u>Hard to</u> <u>Decide</u>	<u>Tend to</u> <u>Disagree</u>	<u>Strongly</u> <u>Disagree</u>
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15. The department is free from "red tape."

1	2	3	4	5
---	---	---	---	---

16. The department values its people.

1	2	3	4	5
---	---	---	---	---

17. Compared to other companies that I know about, _____ is one of the best companies to work for.

1	2	3	4	5
---	---	---	---	---

18. My immediate supervisor respects me as an individual.

1	2	3	4	5
---	---	---	---	---

19. My supervisor is open to constructive criticism.

1	2	3	4	5
---	---	---	---	---

20. My immediate supervisor listens to what I have to say.

1	2	3	4	5
---	---	---	---	---

21. My supervisor deals fairly with me.

1	2	3	4	5
---	---	---	---	---

22. The department deals fairly with everyone--it doesn't play favorites.

1	2	3	4	5
---	---	---	---	---

Circle One Number for Each Statement.

Strongly
Agree

Tend to
Agree

Hard to
Decide

Tend to
Disagree

Strongly
Disagree

23. My immediate supervisor encourages my suggestions for improvement.

1

2

3

4

5

24. My immediate supervisor has effective interpersonal skills.

1

2

3

4

5

25. People trust one another in this company.

1

2

3

4

5

26. Most managers here have effective interpersonal skills.

1

2

3

4

5

27. People work well together in this company.

1

2

3

4

5

28. The department is well respected for dealing fairly with employees.

1

2

3

4

5

29. The current management team is highly respected.

1

2

3

4

5

Circle One Number for Each Statement.

Strongly
Agree

Tend to
Agree

Hard to
Decide

Tend to
Disagree

Strongly
Disagree

30. Everyone knows the goals of the department.

1

2

3

4

5

31. Our supervisors have done a good job of translating the organization's objectives into meaningful assignments and goals for their employees.

1

2

3

4

5

32. Employees are encouraged to take initiative and make decisions on their own.

1

2

3

4

5

33. Employee problems and complaints are effectively handled.

1

2

3

4

5

34. The department is open to suggestions.

1

2

3

4

5

35. I understand the goals and purpose for the continuous improvement project.

1

2

3

4

5

36. I fell there is a need for the continuous improvement project.

1

2

3

4

5

Circle One Number for Each Statement.

Strongly
Agree

Tend to
Agree

Hard to
Decide

Tend to
Disagree

Strongly
Disagree

37. The continuous improvement project will make things better.

1

2

3

4

5

38. I feel that some positive changes may come out of this continuous improvement process.

1

2

3

4

5

Responses to the following questions will help us understand how major employee groups view things. These and all responses will be kept confidential. However, if you feel uncomfortable answering these questions, you don't have to.

1. Please indicate your current classification.
 1. Management
 2. Staff
 3. Other

2. How long have you worked for the company?
 1. 0-2 years
 2. 3-5 years
 3. 6-9 years
 4. 10-14 years
 5. More than 14 years

Thank you for your input. It will contribute tremendously to the success of this project.

Please use the space below to write additional comments about any topic, whether or not it was covered in the questionnaire. For example, you may want to discuss your department's major strengths or major problems or suggest some possible improvements. Or you may have suggestions for improving your work group's procedures, policies and other areas.

Your comments will be typed and edited to protect your identity.
