

All Multiple Choice Question Summary

		Dept. 1	Dept. 2	Dept. 3	Dept. 4	Dept. 5	Dept. 6	Dept. 7	Dept. 8	Dept. 9	Dept. 10	Dept. 11	Dept. 12	Dept. 13	Dept. 14	Dept. 15	Overall Mean
Benefits 福利																	
Q.1	How do you rate our total employee benefit program?	3.29	3.00	3.26	2.86	3.27	3.14	3.46	3.70	2.80	3.08	3.53	3.35	3.17	2.93	3.11	3.14
Q.2	Considering the skills and responsibilities required for your job, how satisfied are you with your pay?	2.57	2.33	2.50	2.46	2.93	2.81	3.00	2.70	2.10	2.67	3.18	3.00	2.71	2.52	2.68	2.67
	Group Mean	3.29	2.97	3.02	2.82	3.19	3.06	3.43	3.33	2.67	3.06	3.69	3.32	3.08	2.93	3.11	3.07
Management 管理層																	
Q.3	Which statement best describes how DataCap is managed?	3.86	3.67	3.60	3.26	3.78	3.54	3.79	3.50	3.40	3.25	3.41	3.61	3.42	3.22	3.63	3.53
Q.4	General Manager/Manager Director is competent and does a good job.	3.71	4.00	4.07	3.78	4.00	4.00	4.04	3.70	4.20	3.50	3.82	4.02	4.14	3.76	4.00	3.92
Q.5	To what extent is DataCap management interested in its employees?	3.71	3.33	3.20	2.99	3.49	3.26	3.71	3.50	3.30	3.17	4.18	3.57	3.21	3.33	3.53	3.36
Q.6	When management tells us something, we believe it.	4.00	4.25	4.19	3.90	4.27	4.24	4.21	4.10	4.20	3.83	4.35	4.19	3.96	4.16	4.53	4.13
Q.7	I have confidence in the fairness of management.	4.00	3.33	3.26	3.12	3.83	3.29	3.68	3.33	3.30	3.58	3.94	3.54	3.21	3.54	3.74	3.46
Q.8	Management is committed to improving the performance of this plant.	3.43	3.42	3.39	3.28	3.81	3.42	3.82	3.60	3.60	3.42	3.71	3.65	3.54	3.52	3.68	3.54
Q.9	The current management at DataCap tries to balance the needs of employees with the financial goals of the company.	3.86	3.08	3.02	2.89	3.34	3.05	3.57	3.30	3.20	3.17	3.53	3.47	3.13	3.19	3.26	3.23
Q.10	Current management recognizes the contribution the employees make to the performance of the plant.	3.86	3.67	3.60	3.26	3.78	3.54	3.79	3.50	3.40	3.25	3.41	3.61	3.42	3.22	3.63	3.53
Q.11	Management's actions to make DataCap a more cost-effective plant are necessary.	3.71	4.00	4.07	3.78	4.00	4.00	4.04	3.70	4.20	3.50	3.82	4.02	4.14	3.76	4.00	3.92
Q.12	In this organization we set very high standards of performance.	3.71	3.33	3.20	2.99	3.49	3.26	3.71	3.50	3.30	3.17	4.18	3.57	3.21	3.33	3.53	3.36
Q.13	To what extent do you feel free to go to a higher authority if you feel your supervisor has not handled your problem?	4.00	4.25	4.19	3.90	4.27	4.24	4.21	4.10	4.20	3.83	4.35	4.19	3.96	4.16	4.53	4.13
	Group Mean	3.80	3.58	3.53	3.32	3.79	3.54	3.83	3.58	3.60	3.42	3.85	3.72	3.51	3.53	3.77	3.59
Human Resources 人力資源部																	
Q.14	Do you feel free to approach Human Resources Department if you have a question, problem or complaint which your supervisor has not helped you with?	3.86	2.33	2.83	2.74	2.63	2.76	2.82	2.70	2.11	2.83	3.77	2.98	3.04	2.96	3.05	2.80
Q.15	How do you rate the Human Resources Department?	4.29	3.50	3.60	3.42	3.66	3.50	3.57	3.90	3.50	3.25	4.18	3.61	3.46	3.15	3.79	3.56
	Group Mean	4.07	2.92	3.21	3.08	3.15	3.13	3.20	3.30	2.81	3.04	3.97	3.29	3.25	3.06	3.42	3.18
Supervision 監督																	
Q.16	All in all, do you feel your supervisor is doing a good job?	4.14	3.73	3.52	2.92	3.73	3.71	3.82	3.90	3.90	4.17	3.71	3.65	3.54	3.82	3.68	3.63
Q.17	Do you feel your supervisor plays favorites in your department / work group?	4.14	3.42	2.83	2.62	3.59	3.00	3.57	3.00	3.80	3.92	3.35	3.30	3.13	3.62	3.79	3.26
Q.18	To what extent does your supervisor tell you when you have done a good job?	3.43	3.46	3.15	2.72	3.08	2.69	2.96	3.00	2.80	3.75	3.18	3.23	3.13	3.44	3.53	3.11
Q.19	Do you feel free to go to your supervisor and discuss things at work that bother you?	3.00	3.58	2.95	2.52	3.10	2.78	3.54	3.60	2.60	4.00	3.29	3.21	2.96	3.11	3.21	3.08
Q.20	My supervisor is available when I need to talk or meet about work-related matters.	4.00	4.08	3.43	3.26	3.56	3.71	4.25	4.00	3.70	4.58	3.82	3.93	4.00	4.00	4.11	3.81
Q.21	My supervisor gives me recognition when I do a good job.	4.00	3.83	3.10	2.86	3.33	3.17	3.36	3.30	3.20	4.25	3.41	3.40	3.33	3.56	3.84	3.37
Q.22	My supervisor gives me the kind of feedback I need to help me perform my job well.	3.71	3.75	3.24	2.79	3.38	3.49	3.68	3.80	3.50	4.17	3.35	3.56	3.46	3.69	3.47	3.44
Q.23	My supervisor clearly explains tasks and job assignments so that employees know what is expected of them.	4.29	4.00	3.43	3.18	3.74	3.81	4.11	3.80	3.90	4.17	3.53	3.74	3.71	4.04	3.95	3.71
	Group Mean	3.84	3.73	3.21	2.86	3.44	3.29	3.66	3.55	3.43	4.13	3.46	3.50	3.41	3.66	3.70	3.43
Department-work group 部門及工作小組																	
Q.24	How do you rate the cooperation and teamwork at DataCap?	3.86	3.33	3.57	3.63	4.05	3.69	3.96	3.90	3.80	3.08	4.00	3.84	3.54	3.59	3.95	3.74
Q.25	Most members of my department help each other to get the job done.	4.00	4.25	4.05	4.19	4.44	4.07	4.25	3.90	4.30	4.00	4.12	4.02	3.88	4.11	4.32	4.13
Q.26	Our department (manager or supervisor) does a good job of coordinating the work of our group.	4.29	4.00	3.76	3.14	3.83	3.79	3.79	4.10	3.80	4.33	3.82	3.88	3.42	4.07	3.74	3.74
	Group Mean	4.14	4.18	4.13	3.99	4.34	4.13	4.26	4.07	4.30	4.12	4.22	4.14	3.92	4.15	4.24	4.14
Communication 溝通																	
Q.27	All in all, how do you rate communication from management?	3.57	3.42	3.27	3.04	3.45	3.41	3.68	3.30	3.30	3.25	3.71	3.42	3.13	3.41	3.74	3.37
Q.28	Do you feel that results of this survey will be carefully studied, and action taken where practical?	4.00	3.50	3.39	3.28	3.63	3.29	3.67	3.60	3.00	3.08	3.88	3.63	3.46	3.19	3.63	3.45
Q.29	We are kept informed by management about decisions and policies that affect us.	4.14	3.83	3.54	3.56	4.02	3.76	3.89	3.60	3.50	3.08	4.12	4.07	3.83	4.00	3.90	3.80
Q.30	Management has done an effective job keeping us informed about the conditions in our industry that affect our jobs.	3.71	3.33	3.02	3.01	3.42	3.17	3.52	2.90	2.60	3.25	4.18	3.48	3.46	3.67	3.56	3.34
	Group Mean	3.83	3.50	3.29	3.10	3.56	3.38	3.64	3.35	3.22	3.32	3.88	3.64	3.45	3.52	3.61	3.45
Business Ethics 商業道德計畫																	
Q.31	I have a good understanding of the company's ethics program.	4.71	4.58	4.31	4.22	4.63	4.21	4.57	4.20	4.60	4.50	4.71	4.61	4.29	4.33	4.42	4.40
Q.32	I know whom to contact in the event I need to discuss or report an ethics issue.	4.71	4.17	3.98	3.87	4.17	3.91	4.39	4.10	3.80	4.00	4.65	4.21	4.08	3.74	3.90	4.01
	Group Mean	4.71	4.38	4.14	4.05	4.40	4.06	4.48	4.15	4.20	4.25	4.68	4.41	4.19	4.04	4.16	4.20
Safety & Health 安全和健康																	
Q.33	Safety information is communicated in simple ways and is easy to understand.	4.00	4.25	4.19	3.90	4.27	4.24	4.21	4.10	4.20	3.83	4.35	4.19	3.96	4.16	4.53	4.13
Q.34	Injuries/accidents are reported to management and are shown in the safety numbers for this facility.	4.00	3.33	3.26	3.12	3.83	3.29	3.68	3.33	3.30	3.58	3.94	3.54	3.21	3.54	3.74	3.46
Q.35	When accidents and near misses occur, the company communicates findings to employees to prevent future accidents.	3.43	3.42	3.39	3.28	3.81	3.42	3.82	3.60	3.60	3.42	3.71	3.65	3.54	3.52	3.68	3.54
Q.36	Management leads by example by following safety rules and procedures.	3.71	4.00	4.07	3.78	4.00	4.00	4.04	3.70	4.20	3.50	3.82	4.02	4.14	3.76	4.00	3.92
Q.37	Employees feel free to raise safety concerns.	2.14	1.91	1.95	2.41	2.66	2.43	2.11	2.70	1.78	2.17	2.59	2.49	2.21	2.22	2.42	2.30
	Group Mean	2.93	2.83	2.81	3.01	3.23	3.08	2.91	3.24	2.33	2.54	3.15	3.22	2.88	2.87	3.21	2.99
Economic Issues 經濟問題																	
Q.38	Over the next few years, growth in our industry is likely to be:	3.71	3.33	3.02	3.01	3.42	3.17	3.52	2.90	2.60	3.25	4.18	3.48	3.46	3.67	3.56	3.34
	Group Mean	3.71	3.33	3.02	3.01	3.42	3.17	3.52	2.90	2.60	3.25	4.18	3.48	3.46	3.67	3.56	3.34
Job & Working Conditions 工作和工作條件																	
Q.39	If you were starting over, would you go to work at DataCap again?	3.57	3.50	3.34	3.41	3.44	3.57	3.50	3.60	3.00	3.08	3.94	3.54	3.58	3.12	3.63	3.48
Q.40	How do you rate DataCap as a place to work?	4.00	3.50	3.69	3.41	3.68	3.60	3.61	3.60	3.20	3.08	3.82	3.79	3.54	3.37	3.68	3.59
Q.41	All things considered, how satisfied are you with your job at DataCap.	3.57	3.42	3.38	3.34	3.76	3.45	3.43	3.50	3.50	3.25	3.82	3.49	3.50	3.26	3.58	3.47
Q.42	For my kind of job, the working conditions are okay. For my kind of job, the working conditions are okay.	3.57	3.92	3.60	3.21	3.54	3.43	3.68	3.60	3.30	3.75	3.82	3.88	3.83	3.33	4.00	3.58
Q.43	To what extent are promotions at DataCap handled fairly?	3.71	3.50	3.00	2.76	3.56	3.34	3.25	3.22	2.29	3.33	3.41	3.35	2.92	3.33	3.61	3.23
Q.44	Do you feel management makes hiring and promotional decisions based on merit?	3.43	3.08	3.05	2.76	3.54	3.34	3.50	3.30	2.70	3.42	3.77	3.33	3.25	3.40	3.50	3.22
Q.45	I am willing to put in a great deal of effort beyond that normally expected in order to help this organization be successful.	4.00	4.17	3.88	3.95	4.05	3.76	3.96	3.50	4.00	3.83	4.00	3.93	3.83	3.78	4.05	3.93
	Group Mean	3.77	3.67	3.57	3.44	3.78	3.62	3.70	3.54	3.36	3.46	3.95	3.71	3.61	3.44	3.81	3.62
Job Performance 工作業績																	
Q.46	I am committed to improving the quality of my work.	4.00	4.25	4.19	3.90	4.27	4.24	4.21	4.10	4.20	3.83	4.35	4.19	3.96	4.16	4.53	4.13
Q.47	The layout or organization of my work area allows me to perform my job effectively.	4.00	3.33	3.26	3.12	3.83	3.29	3.68	3.33	3.30	3.58	3.94	3.54	3.21	3.54	3.74	3.46
Q.48	I have enough say about how I do my job.	3.71	3.33	3.02	3.01	3.42	3.17	3.52	2.90	2.60	3.25	4.18	3.48	3.46	3.67	3.56	3.34
	Group Mean	2.93	2.83	2.81	3.01	3.23	3.08	2.91	3.24	2.33	2.54	3.15	3.22	2.88	2.87	3.21	2.99
Miscellaneous 其他問題																	
Q.46	When I know that my supervisor is wrong, I don't fear punishment if I confront him or her.	4.43	4.58	4.62	4.66	4.81	4.52	4.61	4.50	4.60	4.58	4.53	4.61	4.46	4.56	4.63	4.61
Q.47	In general, my job consists of doing things that do not go against my conscience.	3.29	3.17	3.52	3.62	3.78	3.26	3.29	3.20	3.90	3.50	4.29	3.44	3.67	3.26	3.74	