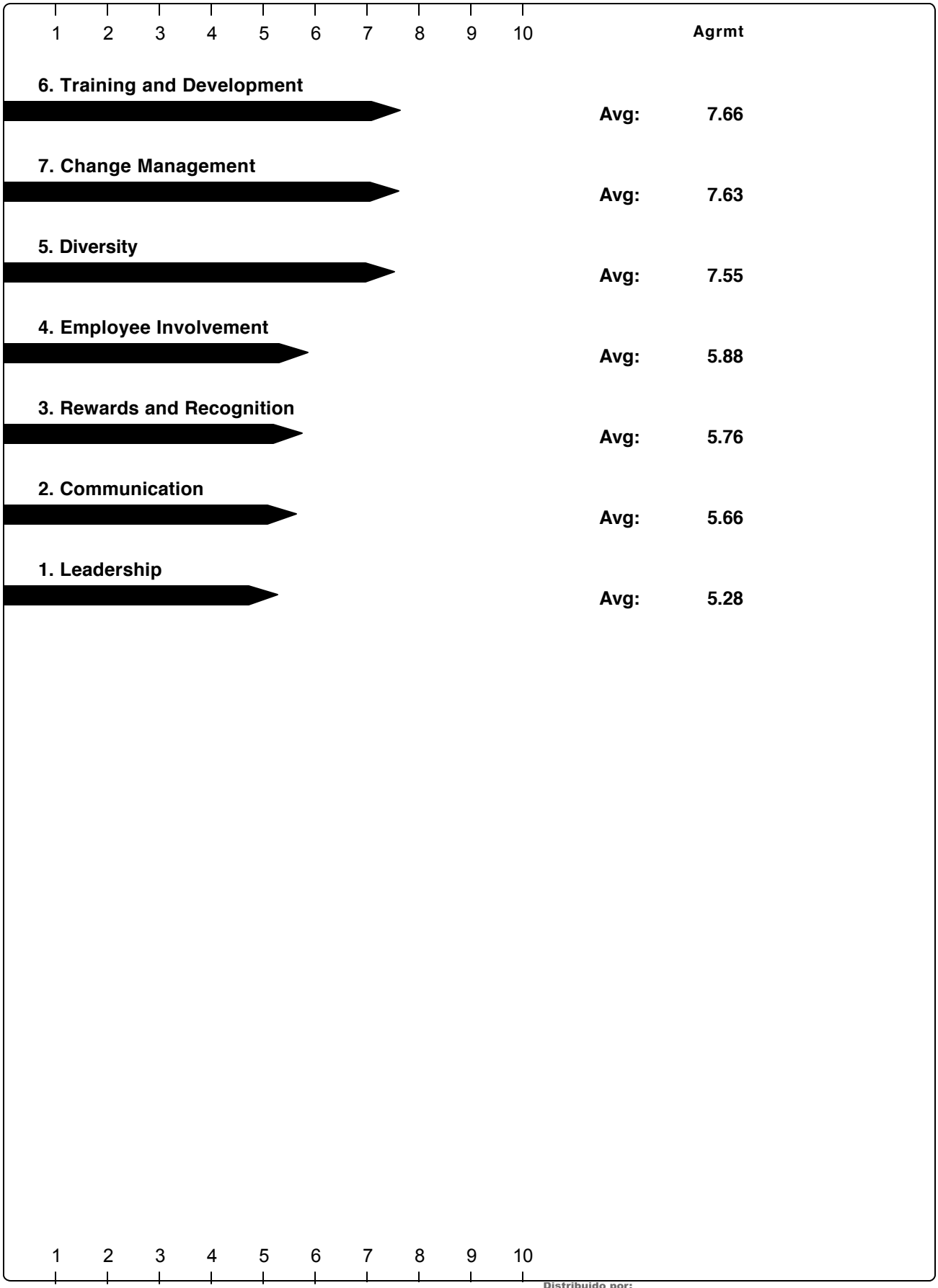
orgsamp

Category Summary

Advanced Technologies



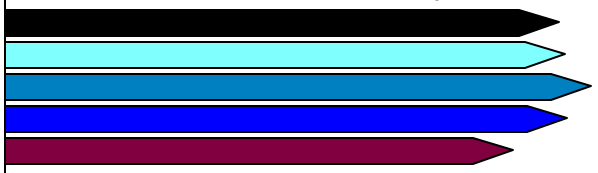
Distribuido por:
HR Tools Center
Tools, Skills and Assessment

1 2 3 4 5 6 7 8 9 10

28. The company provides adequate training opportunities.

(Training and Development)

1 1 3 17 14 12 2



	Agrmt	N
Avg:	**7.72**	**50**
MGR:	7.79	14
SHIPNG:	8.17	12
SALES:	7.83	12
HR:	7.08	12

My suggestion for improvement:
Describe in detail your suggestion.

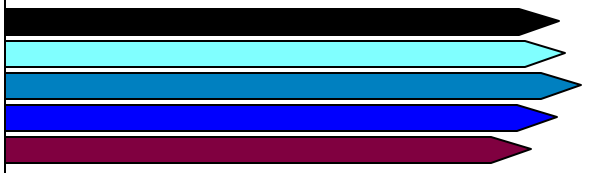
- Focus more on employees specific needs for development and growth

- I liked the class on MS Office, but they should have them more often so that more of us can benefit. I think schedule conflicts kept some people from being able to attend.

29. Job assignments help people grow and develop.

(Training and Development)

1 1 3 16 17 10 2



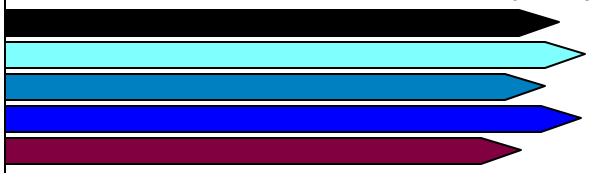
	Agrmt	N
Avg:	**7.70**	**50**
MGR:	7.79	14
SHIPNG:	8.00	12
SALES:	7.67	12
HR:	7.33	12

No Comments

35. I participate in making changes that affect me.

(Change Management)

2 2 10 28 7 1



	Agrmt	N
Avg:	**7.70**	**50**
MGR:	8.07	14
SHIPNG:	7.50	12
SALES:	8.00	12
HR:	7.17	12

My suggestion for improvement:
Describe in detail your suggestion.

- I like having the employee voting box when there is a new policy pending. Keep using this method.

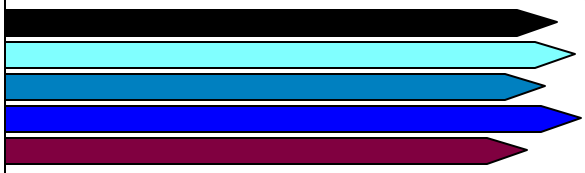
1 2 3 4 5 6 7 8 9 10

1 2 3 4 5 6 7 8 9 10 **Agrmt** **N**

31. This organization views change as positive.

(Change Management)

1 1 1 14 25 7 1



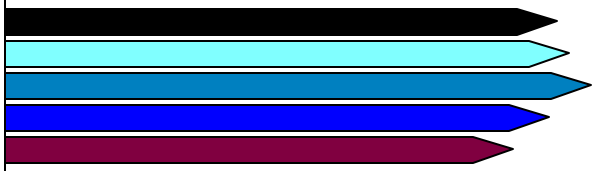
Avg:	**7.68**	**50**
MGR:	7.93	14
SHIPNG:	7.50	12
SALES:	8.00	12
HR:	7.25	12

No Comments

25. This organization makes use of the diverse talents of people.

(Diversity)

1 1 17 22 8 1



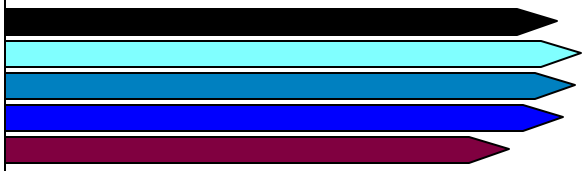
Avg:	**7.68**	**50**
MGR:	7.86	14
SHIPNG:	8.17	12
SALES:	7.58	12
HR:	7.08	12

No Comments

24. People of diverse backgrounds are promoted.

(Diversity)

2 1 16 22 8 1



Avg:	**7.68**	**50**
MGR:	8.00	14
SHIPNG:	7.92	12
SALES:	7.75	12
HR:	7.00	12

My suggestion for improvement:
Describe in detail your suggestion.

- Same as before need to be more aware of who is actually doing what...

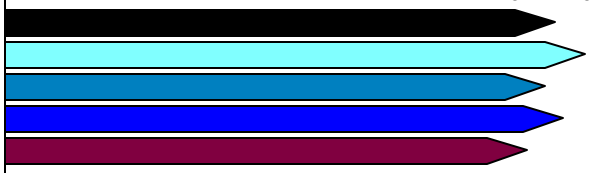
1 2 3 4 5 6 7 8 9 10

1 2 3 4 5 6 7 8 9 10 **Agrmt** **N**

30. The training and development program is effective.

(Training and Development)

2 4 15 15 14



Avg:	**7.66**	**50**
MGR:	8.07	14
SHIPNG:	7.50	12
SALES:	7.75	12
HR:	7.25	12

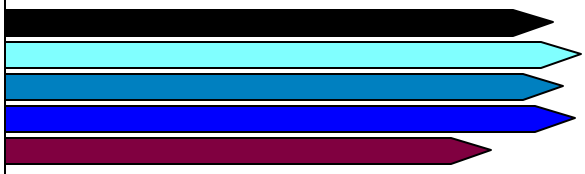
My suggestion for improvement:
Describe in detail your suggestion.

- Yes, the A-Tech training seminars are great for personal growth. The instructors are fun to learn from.

26. I have the skills I need to do my job.

(Training and Development)

1 1 1 17 22 6 2



Avg:	**7.62**	**50**
MGR:	8.00	14
SHIPNG:	7.75	12
SALES:	7.92	12
HR:	6.75	12

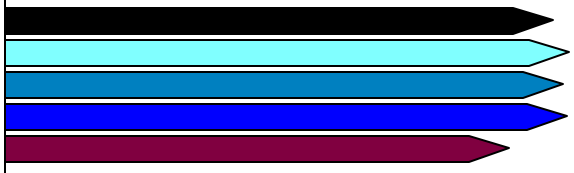
My suggestion for improvement:
Describe in detail your suggestion.

- no comments here

27. People are encouraged to learn new skills.

(Training and Development)

2 3 18 16 9 2



Avg:	**7.62**	**50**
MGR:	7.86	14
SHIPNG:	7.75	12
SALES:	7.83	12
HR:	7.00	12

My suggestion for improvement:
Describe in detail your suggestion.

- Have people cross-train one another as much as possible. This works well in my department.

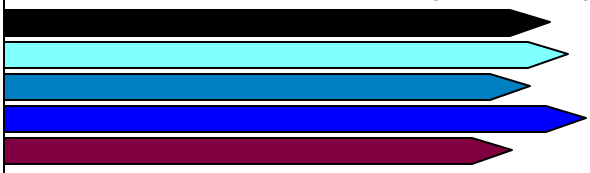
1 2 3 4 5 6 7 8 9 10

1 2 3 4 5 6 7 8 9 10 **Agrmt** **N**

34. Changes are implemented in a constructive way.

(Change Management)

2 1 3 14 19 11



Avg:	**7.60**	**50**
MGR:	7.86	14
SHIPNG:	7.33	12
SALES:	8.08	12
HR:	7.08	12

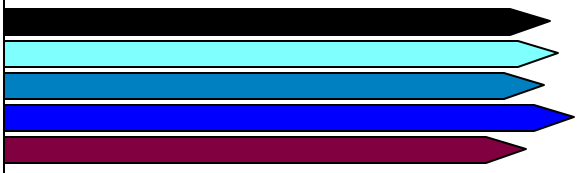
My suggestion for improvement:
Describe in detail your suggestion.

- *Make changes happen in a more timely manner*
- *Just keep doing what we are doing..it seems to be working great*

33. Changes are communicated before they are implemented.

(Change Management)

1 1 2 1 14 22 7 2



Avg:	**7.60**	**50**
MGR:	7.71	14
SHIPNG:	7.50	12
SALES:	7.92	12
HR:	7.25	12

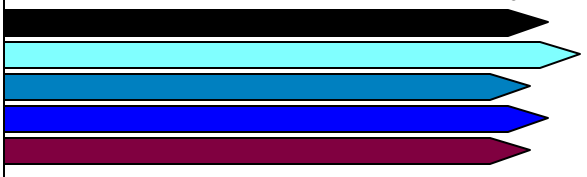
My suggestion for improvement:
Describe in detail your suggestion.

- *Keep it up..*

23. People of diverse backgrounds are given equal opportunity.

(Diversity)

2 1 1 19 17 9 1



Avg:	**7.58**	**50**
MGR:	8.00	14
SHIPNG:	7.33	12
SALES:	7.58	12
HR:	7.33	12

My suggestion for improvement:
Describe in detail your suggestion.

- *Continue in the manner you are currently working*
- *Be more aware of which employees are actually doing the work.*

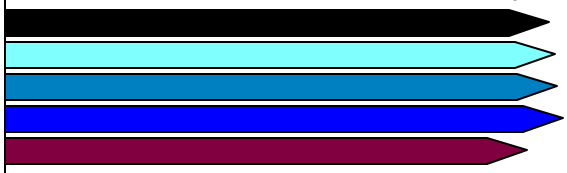
1 2 3 4 5 6 7 8 9 10

1 2 3 4 5 6 7 8 9 10 **Agrmt** **N**

32. Innovation is encouraged in this organization.

(Change Management)

1 1 4 15 21 7 1



Avg:	**7.58**	**50**
MGR:	7.64	14
SHIPNG:	7.67	12
SALES:	7.75	12
HR:	7.25	12

My suggestion for improvement:
Describe in detail your suggestion.

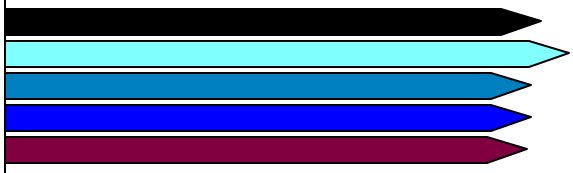
- No room for improvement here

- I was pleasantly surprised when I took an idea to my manager and it was submitted as a possible amendment to a policy. Maybe more of this could be encouraged.

22. Diversity is considered a strength in this organization.

(Diversity)

1 1 8 12 21 6 1



Avg:	**7.46**	**50**
MGR:	7.86	14
SHIPNG:	7.33	12
SALES:	7.33	12
HR:	7.25	12

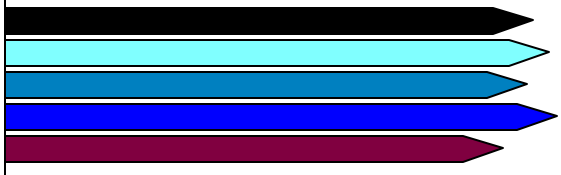
My suggestion for improvement:
Describe in detail your suggestion.

- Again, no room for improvement here

21. Diversity is encouraged in this organization.

(Diversity)

1 1 1 8 12 20 6 1



Avg:	**7.36**	**50**
MGR:	7.57	14
SHIPNG:	7.25	12
SALES:	7.67	12
HR:	6.92	12

My suggestion for improvement:
Describe in detail your suggestion.

- This is a strength.

- NO room for improvement here

1 2 3 4 5 6 7 8 9 10

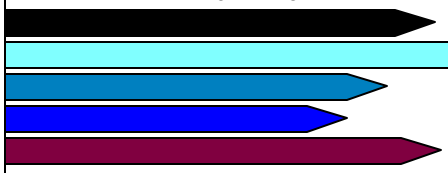
1 2 3 4 5 6 7 8 9 10

	Agrmt	N

18. I am involved in making decisions that affect me.

(Employee Involvement)

5 8 7 11 7 7 4 1



Avg:	**5.98**	**50**
MGR:	7.50	14
SHIPNG:	5.33	12
SALES:	4.75	12
HR:	6.08	12

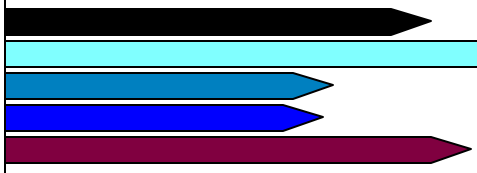
My suggestion for improvement:
Describe in detail your suggestion.

- *Definitely not.*

16. Management encourages employee involvement.

(Employee Involvement)

1 5 9 10 6 4 7 6 2



Avg:	**5.94**	**50**
MGR:	7.93	14
SHIPNG:	4.58	12
SALES:	4.42	12
HR:	6.50	12

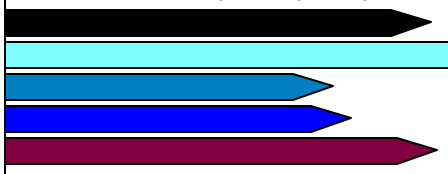
My suggestion for improvement:
Describe in detail your suggestion.

- *No improvement needed*
- *Nothing*
- *Somewhat but not enough.*

17. I am involved in solving problems that affect me.

(Employee Involvement)

5 10 9 7 5 8 5 1



Avg:	**5.92**	**50**
MGR:	7.93	14
SHIPNG:	4.58	12
SALES:	4.83	12
HR:	6.00	12

My suggestion for improvement:
Describe in detail your suggestion.

- *Keep up the good work*
- *Not enough of this either.*

1 2 3 4 5 6 7 8 9 10

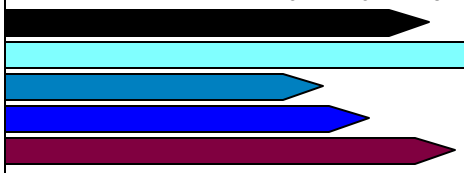
1 2 3 4 5 6 7 8 9 10

	Agrmt	N
Avg:	**5.90**	**50**
MGR:	7.57	14
SHIPNG:	4.42	12
SALES:	5.08	12
HR:	6.25	12

9. There is good bottom-up communication in this organization.

(Communication)

2 4 9 6 8 9 8 2 2



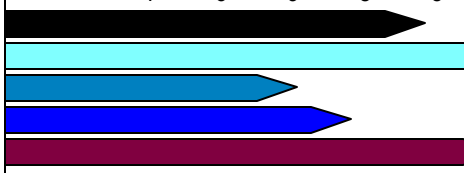
My suggestion for improvement:
Describe in detail your suggestion.

- Better than the top-down communication.

11. I am compensated fairly for my work.

(Rewards and Recognition)

1 6 9 8 5 8 7 5 1



	Agrmt	N
Avg:	**5.86**	**50**
MGR:	7.36	14
SHIPNG:	4.08	12
SALES:	4.83	12
HR:	6.92	12

My suggestion for improvement:
Describe in detail your suggestion.

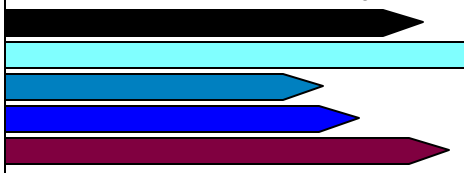
- Have pay only associated to work performance and review this on a quarterly basis.

- Sometimes I go above and beyond, but it's not reflected in my pay.

12. I am generally satisfied with the benefits I receive.

(Rewards and Recognition)

1 4 11 8 4 11 6 5



	Agrmt	N
Avg:	**5.82**	**50**
MGR:	7.50	14
SHIPNG:	4.42	12
SALES:	4.92	12
HR:	6.17	12

My suggestion for improvement:
Describe in detail your suggestion.

- Good benefits program.

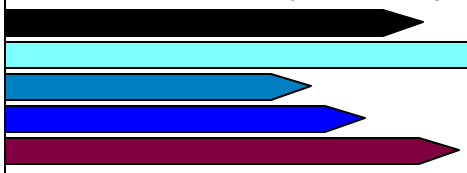
1 2 3 4 5 6 7 8 9 10

1 2 3 4 5 6 7 8 9 10 **Agrmt** **N**

10. I am encouraged to speak up and communicate freely.

(Communication)

1 4 9 11 8 2 11 4



Avg:	**5.82**	**50**
MGR:	7.43	14
SHIPNG:	4.25	12
SALES:	5.00	12
HR:	6.33	12

My suggestion for improvement:
Describe in detail your suggestion.

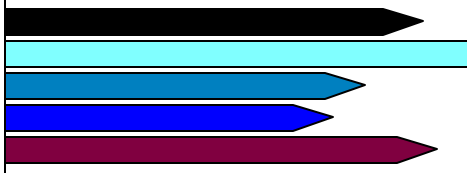
- I am encouraged to do this sometimes, but I can't ever see if I have had an impact.

- Managers should encourage employees to constructively voice opinions.

20. I am encouraged to get more involved in group activities.

(Employee Involvement)

2 1 12 10 8 3 11 1 2



Avg:	**5.82**	**50**
MGR:	7.43	14
SHIPNG:	5.00	12
SALES:	4.58	12
HR:	6.00	12

My suggestion for improvement:
Describe in detail your suggestion.

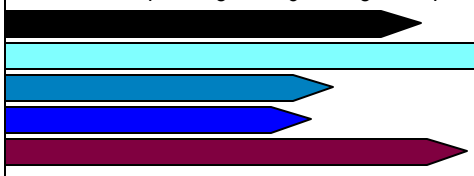
- They have some group activities but too often it's within the department. More cross-departmental functions are needed.

- Love this area, keep it up

13. Rewards are based on performance and results.

(Rewards and Recognition)

1 8 6 8 7 8 8 3 1



Avg:	**5.78**	**50**
MGR:	7.57	14
SHIPNG:	4.58	12
SALES:	4.25	12
HR:	6.42	12

My suggestion for improvement:
Describe in detail your suggestion.

- Sometimes yes, but there is some favoritism as well.

1 2 3 4 5 6 7 8 9 10

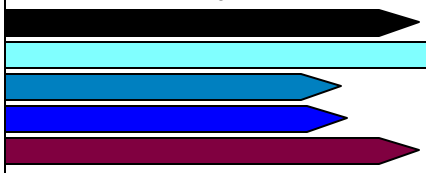
1 2 3 4 5 6 7 8 9 10

	Agrmt	N
Avg:	**5.76**	**50**
MGR:	7.57	14
SHIPNG:	4.67	12
SALES:	4.75	12
HR:	5.75	12

19. I am empowered to solve problems and make decisions.

(Employee Involvement)

1 5 7 12 7 8 5 5

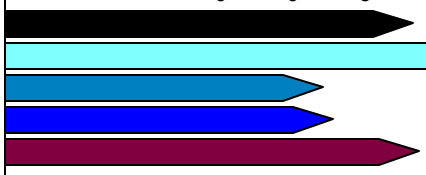


No Comments

15. I have opportunities to advance in this organization.

(Rewards and Recognition)

9 9 8 6 5 8 4 1



	Agrmt	N
Avg:	**5.68**	**50**
MGR:	7.64	14
SHIPNG:	4.42	12
SALES:	4.58	12
HR:	5.75	12

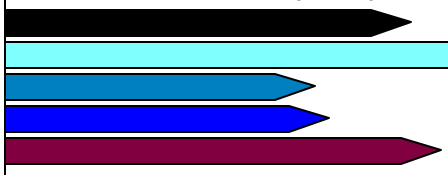
My suggestion for improvement:
Describe in detail your suggestion.

- Yes-- there are always job postings on the bulletin board.

14. The most qualified and competent people are promoted.

(Rewards and Recognition)

2 2 13 10 4 8 9 1 1



	Agrmt	N
Avg:	**5.66**	**50**
MGR:	7.43	14
SHIPNG:	4.33	12
SALES:	4.50	12
HR:	6.08	12

My suggestion for improvement:
Describe in detail your suggestion.

- Not so in all cases.

1 2 3 4 5 6 7 8 9 10

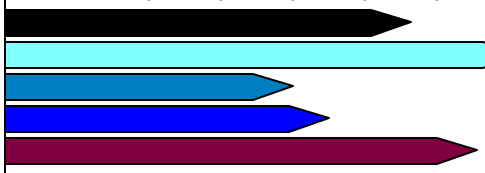
1 2 3 4 5 6 7 8 9 10

	Agrmt	N
Avg:	**5.64**	**50**
MGR:	7.21	14
SHIPNG:	4.00	12
SALES:	4.50	12
HR:	6.58	12

7. I receive news and information in a timely fashion.

(Communication)

3 5 9 9 5 7 8 3 1



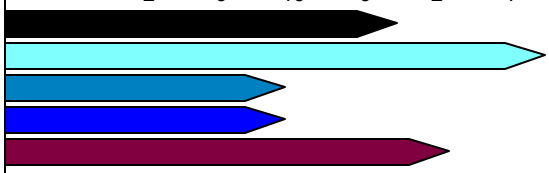
My suggestion for improvement:
Describe in detail your suggestion.

- More interoffice e-mails from management.

6. Communication is open in this organization.

(Communication)

2 6 16 6 2 4 9 5



	Agrmt	N
Avg:	**5.46**	**50**
MGR:	7.50	14
SHIPNG:	3.92	12
SALES:	3.92	12
HR:	6.17	12

My suggestion for improvement:
Describe in detail your suggestion.

- Focus on better listening skills.

- No need for improvement here

- I feel that there is a level at which it stops, and never gets down to us.

- Not really, only amongst certain close knit groups.

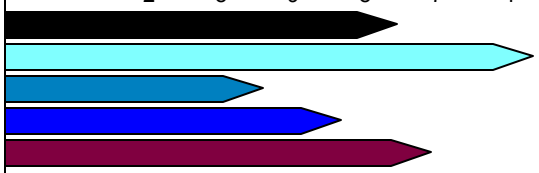
- Keep up the good work

- We need either more staff meetings, a newsletter, or more inter office e-mails to keep in better touch.

8. There is good top-down communication in this organization.

(Communication)

2 8 9 8 7 4 9 3



	Agrmt	N
Avg:	**5.46**	**50**
MGR:	7.36	14
SHIPNG:	3.58	12
SALES:	4.67	12
HR:	5.92	12

1 2 3 4 5 6 7 8 9 10

1 2 3 4 5 6 7 8 9 10 **Agrmt** **N**

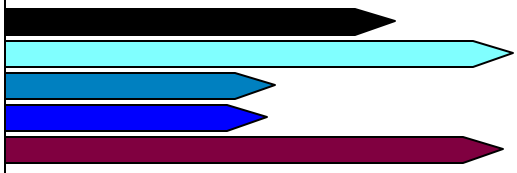
My suggestion for improvement:
Describe in detail your suggestion.

- Need to listen to the employees, I mean really listen.

2. Top management communicates its vision for the future.

(Leadership)

7 20 2 4 6 6 4 1



Avg:	**5.42**	**50**
MGR:	7.07	14
SHIPNG:	3.75	12
SALES:	3.67	12
HR:	6.92	12

My suggestion for improvement:
Describe in detail your suggestion.

- Needs to be done to start with, this is not something employees are asked to be involved in.

- Be more open to others ideas

- Make the visions happen faster…

- Make the action happen

- We are a great company at doing this

- We may want to publish a newsletter that talks about our ongoing plans.

- Again, this is not communicated well to us as employees.

- I really don't know what their vision is.

- They should do better at this.

- Move faster

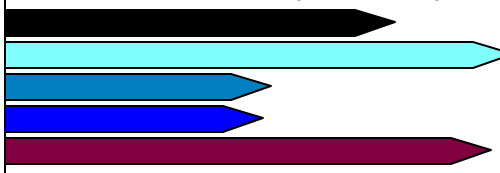
1 2 3 4 5 6 7 8 9 10

1 2 3 4 5 6 7 8 9 10 **Agrmt** **N**

3. We are moving in the right direction as an organization.

(Leadership)

11 15 3 8 6 5



Avg:	**5.42**	**48**
MGR:	7.07	14
SHIPNG:	3.70	10
SALES:	3.58	12
HR:	6.75	12

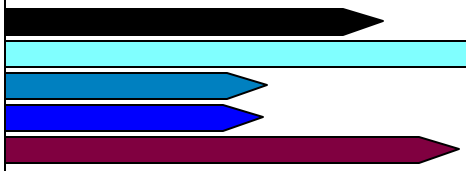
My suggestion for improvement:
Describe in detail your suggestion.

- *May want to think of some new ways to get our name out there*
- *Not sure if we are or not.*
- *Not sure about this. We need more information on this type of thing.*
- *I honestly don't know if we are...better communication is needed.*
- *Keep up the good work*

4. Top management is respected for its leadership.

(Leadership)

2 6 20 1 5 7 5 3 1



Avg:	**5.26**	**50**
MGR:	7.14	14
SHIPNG:	3.67	12
SALES:	3.58	12
HR:	6.33	12

My suggestion for improvement:
Describe in detail your suggestion.

- *No improvement needed*
- *Better listening skills needed here.*
- *I think the management would be respected more if they involved the staff more.*
- *They would be more respected if they would get other staff more involved in processes.*

1 2 3 4 5 6 7 8 9 10

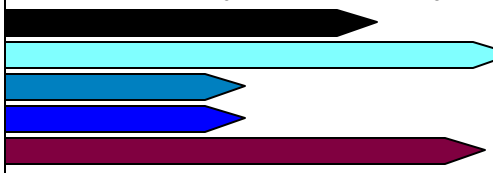
1 2 3 4 5 6 7 8 9 10

	Agrmt	N
Avg:	**5.18**	**50**
MGR:	7.07	14
SHIPNG:	3.33	12
SALES:	3.33	12
HR:	6.67	12

1. Our leaders provide vision and direction for this organization.

(Leadership)

19 7 2 5 7 6 3 1



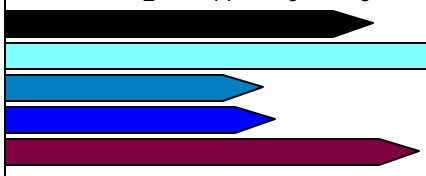
My suggestion for improvement:
Describe in detail your suggestion.

- *No need for improvement*
- *No comment*
- *None needed*
- *This would be something new to try*
- *NO comment*
- *I am not real sure what their vision is.*
- *They seem to be unreachable to me.*
- *Good job here*

5. I have confidence in this organization's leadership.

(Leadership)

2 14 9 5 2 8 6 2 1



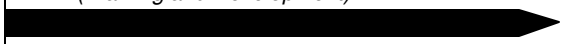
	Agrmt	N
Avg:	**5.12**	**49**
MGR:	7.23	13
SHIPNG:	3.58	12
SALES:	3.75	12
HR:	5.75	12

My suggestion for improvement:
Describe in detail your suggestion.

- *If they could be more communicative, then yes, I would have confidence.*
- *Good job*
- *I don't know really how things are being run.*

1 2 3 4 5 6 7 8 9 10

1 2 3 4 5 6 7 8 9 10 **Agrmt**

28. The company provides adequate training opportunities.
(Training and Development)

Avg: 7.72

29. Job assignments help people grow and develop.
(Training and Development)

Avg: 7.70

35. I participate in making changes that affect me.
(Change Management)

Avg: 7.70

31. This organization views change as positive.
(Change Management)

Avg: 7.68

25. This organization makes use of the diverse talents of people.
(Diversity)

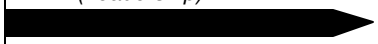
Avg: 7.68

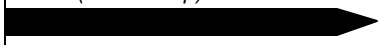
24. People of diverse backgrounds are promoted.
(Diversity)

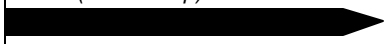
Avg: 7.68

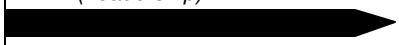
1 2 3 4 5 6 7 8 9 10

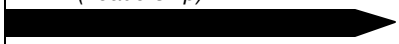
1 2 3 4 5 6 7 8 9 10 **Agrmt**

5. I have confidence in this organization's leadership.
(Leadership)

Avg: 5.12

1. Our leaders provide vision and direction for this organization.
(Leadership)

Avg: 5.18

4. Top management is respected for its leadership.
(Leadership)

Avg: 5.26

3. We are moving in the right direction as an organization.
(Leadership)

Avg: 5.42

2. Top management communicates its vision for the future.
(Leadership)

Avg: 5.42

8. There is good top-down communication in this organization.
(Communication)

Avg: 5.46

1 2 3 4 5 6 7 8 9 10

1. What is Advanced Technologies' greatest strength?

- The great management team and how well they work with all the levels of employees.

- The way management works together to problem solve.

- Their training programs, and the wide variety of different people who work here.

- Their training facility and opportunities for growth. Their openness to all types of people and backgrounds.

- Employee communications...

- Flexibility with employees

- Nothing

- Their diversity and their training programs. Their openness to change (this survey is a good step).

- Allowing employees flexibility in their work areas.

2. What should Advanced Technologies work harder to improve?

- Keep up the great job

- The communication between management and staff.

- Their communication and employee involvement in envisioning and decision making.

- Their communication! I feel quite uninformed about the future of our company.

- Employee relations

- Pay to compensate for work performed

- Give recognition to those who deserve it and not those who appear to deserve it..... Be more aware of who is doing what... I think you may be surprised at what you see!

- Everything

- The communication between management and staff. The benefits and compensation program could be better (i.e. more frequent bonuses).

- Listening skills

3. If you could change one thing about Advanced Technologies, what would it be?

- Increase pay scales to compensate employees more fairly

- I'd have more social activities that included employees from all different levels and departments.

- I'd get the walls down between management and employees.

- I would have more interaction between different departments, staff members, and staff/management.

- Increase management's awareness to employee needs.

- Not much

- Communication between management and employees

- Everything...