

**APPENDIX**

**SURVEY QUESTIONNAIRE**

Dear employee,

Based on the studies done on the Employee Survey Attitude earlier, please fill in the questionnaire based on your impression of your workplace and your experience of working in this company so far. Finding out how you feel is important as to gauge what's the company had done over the period of 1 year after the earlier survey attitude.

Your answer will be kept confidential, and will not be used to see how any one person answered.

Please read each question carefully and tick the appropriate column next to the statement that best describes your opinion.

Example, the column are labelled as agree, may agree and disagree. Please do your best to answer every question.

This questionnaire is used for my MBA studies on organizational climate of the company.

THANKYOU FOR YOUR INVOLVEMENT.

CHIN KEO SAN

Feb 1996.

Card No :

Job No :

questionnaire/96

ITEMS	Disagree	May Agree	Agree
1 I am given full responsibility to do my work well			
2 Management is always cautions in making any decisions			
3 Employees here are encouraged to speak their minds even if it means disagreeing with their superiors			
4 Management prefers to be cautions so as to be safe			
5 This company is willing to take some risks to keep ahead of the competitors.			
6 The best way to make a good impression around here is to steer clear of open argument and disagreements			
7 I am allowed to set my own performance standard			
8 My boss let me make my own decisions regarding my work			
9 Other companies would pay more for the same type of work that I am doing			
10 The pay here is higher than other companies			

3	Disagree	May Agree	Agree
My pay is fair compared to fellow workers doing the same job			
The fringe benefit provided to staff in general is as good as other companies			
The company gives enough recognition to those who work well			
There is a lot of warmth in the relationships between management and workers			
The job objective is set by management			
Our tasks are set by management			
You are a company that cares for our employees			
Employees here are loyal to the company			
I am proud to be associated with the DULUX brand			
This company is really interested in the welfare of its employees			
When I am on a difficult assignment I can usually count on getting assistance from my co-workers			
There is cooperation among employees here			
Overall my immediate boss provides strong, positive leadership			

ITEMS	Disagree	May Agree	Agree
When I am on a difficult assignment I can usually count on getting assistance from my boss			
There is cooperation between employees and their superior			
This company sets high performance standard			
This company has too many rules and regulations that have to be followed			
Formal rules and regulations are given a lot of emphasis by top management			
I am clear as to the policies of the company			
I am told clearly what I should achieve in my job			
Employees here are required to put in their maximum effort			
We often hear rumours before any official announcement			
Our work standards are based on what customers want			
Overall regarding workflow and procedures, this company is very efficient			
We have done a good job in finding and taking care of the weak points in our work process.			
Overall I like the culture within the company and I really feel like I belong here			

ITEMS	Disagree	May Agree	Agree
There is an atmosphere of trust within this company			
In this company, people are treated with respect regardless of their positions			
There is a lack of cooperation between departments, as people are only concerned about their own department			

12

BACKGROUND ABOUT YOURSELF

Gender

Male


What is your age

- More than 24
- 29
- 34
- 40
- 45
- Below 45


How long you been working with their company

- More than 1 year
- 3 years
- to 5 years
- to 10 years
- Below 10 years


What is your level of appointment

- Management
- Non management


Department

Global
