



Results of the Survey for Scapa 2009

Data tables by Job Role

Total respondents: 890




Produced by People Insight in September 2009







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Key to the information displayed
in this report

Symbols:











































-  indicates what percentage of the total answers for this question were **positive**
-  indicates what percentage of the total answers for this question were **neutral**
-  indicates what percentage of the total answers for this question were **negative**

A traffic light system is used to indicate:

-  areas of **strength**
-  areas for **development**
-  areas of **weakness**
-  where we are unable to comment due to lack of data or to maintain confidentiality of respondents













































Scapa 2009	Questions in the "Goal clarity" section	Executive Team	Senior Manager	Line Mgr/Supervisor/Team Leader	Team Member (Operations/Production)	Team Member (Support Function)	No employee type stated
81% 13% 6%	1. I understand the aims and objectives of Scapa	89% 11% 0%	93% 5% 2%	87% 9% 4%	76% 15% 9%	81% 13% 5%	68% 23% 9%
85% 10% 5%	2. I am clear about what I am expected to achieve in my job	86% 8% 6%	90% 8% 1%	87% 6% 7%	85% 10% 5%	82% 13% 5%	82% 18% 0%
88% 9% 3%	3. I understand how the work I do helps Scapa to achieve its aims	94% 3% 3%	94% 6% 0%	90% 9% 1%	86% 10% 4%	88% 8% 4%	78% 22% 0%
60% 25% 15%	4. I know how well Scapa is doing against its aims and objectives	78% 14% 8%	71% 18% 11%	63% 26% 11%	57% 25% 18%	55% 30% 15%	62% 29% 10%
40% 27% 33%	5. Company wide communication is good	61% 14% 25%	42% 25% 33%	41% 31% 28%	38% 25% 37%	38% 29% 33%	41% 36% 23%
71% 17% 13%	Section averages	82% 10% 8%	78% 13% 9%	74% 16% 10%	68% 17% 15%	69% 18% 13%	66% 25% 8%

Scapa 2009	Questions in the "Task satisfaction" section	Executive Team	Senior Manager	Line Mgr/Supervisor/Team Leader	Team Member (Operations/Production)	Team Member (Support Function)	No employee type stated
							
 80% 15% 5%	1. I enjoy my work	 89% 8% 3%	 94% 2% 4%	 83% 13% 4%	 74% 19% 7%	 83% 14% 3%	 91% 5% 5%
 64% 19% 17%	2. My job makes the best use of the skills and abilities that I have	 75% 17% 8%	 69% 14% 17%	 60% 27% 13%	 60% 19% 20%	 68% 17% 15%	 76% 19% 5%
 81% 15% 4%	3. I am proud of the work I do	 86% 8% 6%	 92% 7% 1%	 83% 14% 2%	 78% 15% 6%	 80% 17% 3%	 82% 14% 5%
 68% 22% 10%	4. I find my work challenging	 94% 6% 0%	 89% 10% 1%	 73% 25% 2%	 56% 28% 16%	 73% 18% 9%	 82% 14% 5%
 58% 28% 14%	5. I get a sense of achievement from working at Scapa	 78% 11% 11%	 81% 8% 11%	 60% 32% 9%	 53% 29% 18%	 56% 32% 12%	 57% 35% 9%
70% 20% 10%	Section averages	84% 10% 6%	85% 8% 7%	72% 22% 6%	64% 22% 13%	72% 19% 8%	77% 17% 5%


































































Scapa 2009	Questions in the "Employee involvement" section	Executive Team	Senior Manager	Line Mgr/Supervisor/Team Leader	Team Member (Operations/Production)	Team Member (Support Function)	No employee type stated
57% 20% 23%	1. My opinion is sought on decisions that affect my work	86% 8% 6%	80% 10% 11%	69% 15% 16%	44% 25% 31%	58% 21% 21%	68% 18% 14%
73% 14% 13%	2. I have responsibility for decisions regarding my work	92% 6% 3%	94% 2% 4%	82% 13% 6%	65% 16% 19%	72% 17% 11%	73% 14% 14%
69% 18% 13%	3. I have the freedom I need to get on with my job	69% 25% 6%	86% 7% 7%	69% 24% 7%	61% 20% 18%	74% 15% 11%	82% 14% 5%
64% 20% 16%	4. I am encouraged to suggest new ideas for improvements	86% 8% 6%	81% 14% 5%	81% 12% 7%	51% 22% 27%	66% 24% 10%	64% 27% 9%
41% 33% 26%	5. I believe action will be taken as a result of this survey	74% 17% 9%	57% 28% 16%	42% 39% 19%	35% 32% 33%	41% 36% 23%	55% 23% 23%
61% 21% 18%	Section averages	82% 13% 6%	79% 12% 8%	69% 20% 11%	51% 23% 26%	62% 23% 15%	68% 19% 13%

Scapa 2009	Questions in the "Teamwork" section	Executive Team	Senior Manager	Line Mgr/Supervisor/Team Leader	Team Member (Operations/Production)	Team Member (Support Function)	No employee type stated
							
 71% 16% 13%	1. Our team has clear aims and objectives	 83% 11% 6%	 84% 10% 6%	 74% 15% 11%	 64% 19% 17%	 73% 16% 11%	 73% 18% 9%
 72% 17% 11%	2. People in my immediate team work well together	 86% 6% 8%	 86% 12% 2%	 85% 12% 3%	 60% 22% 17%	 77% 15% 8%	 68% 18% 14%
 50% 26% 24%	3. Morale in my immediate team is generally high	 67% 19% 14%	 64% 28% 8%	 50% 34% 16%	 42% 24% 33%	 54% 24% 22%	 45% 41% 14%
 59% 25% 15%	4. People I work with deliver what they say they will	 67% 19% 14%	 60% 28% 12%	 66% 25% 10%	 53% 26% 21%	 64% 25% 11%	 68% 23% 9%
 59% 24% 17%	5. We are good at sharing ideas to make things work better	 72% 11% 17%	 64% 28% 8%	 70% 21% 10%	 49% 25% 26%	 68% 23% 9%	 64% 32% 5%
62% 22% 16%	Section averages	75% 13% 12%	72% 21% 7%	69% 21% 10%	54% 23% 23%	67% 21% 12%	64% 26% 10%













































Scapa 2009	Questions in the "Learning & development" section	Executive Team	Senior Manager	Line Mgr/Supervisor/Team Leader	Team Member (Operations/Production)	Team Member (Support Function)	No employee type stated
59% 22% 19%	1. I have received the training and development I need to do my job well	61% 28% 11%	57% 25% 18%	63% 18% 18%	56% 21% 23%	60% 24% 16%	71% 14% 14%
85% 12% 4%	2. I have the knowledge and skills I need to do my job	89% 8% 3%	88% 8% 4%	87% 10% 2%	84% 11% 4%	82% 14% 4%	82% 14% 5%
41% 31% 28%	3. I have received the training and development I need to develop in my career at Scapa	50% 25% 25%	33% 36% 31%	46% 29% 25%	38% 29% 33%	44% 33% 23%	60% 35% 5%
38% 35% 26%	4. My career development aspirations at Scapa are being met	53% 39% 8%	37% 35% 28%	43% 33% 24%	33% 34% 33%	40% 40% 20%	59% 27% 14%
48% 29% 23%	5. I have the right opportunities to learn and grow at work	69% 22% 8%	58% 24% 18%	53% 26% 21%	40% 30% 30%	50% 32% 18%	57% 33% 10%
54% 26% 20%	Section averages	64% 24% 11%	54% 26% 20%	59% 23% 18%	50% 25% 25%	55% 29% 16%	66% 25% 9%
































































Scapa 2009	Questions in the "Recognition & reward" section	Executive Team	Senior Manager	Line Mgr/Supervisor/Team Leader	Team Member (Operations/Production)	Team Member (Support Function)	No employee type stated
   		   	   	   	   	   	   
 37% 21% 42%	1. In the last week, I have received thanks or praise for doing good work	 53% 28% 19%	 46% 17% 37%	 41% 25% 33%	 27% 19% 55%	 47% 20% 33%	 38% 38% 24%
 46% 24% 30%	2. I feel valued and recognised for the work that I do	 63% 26% 11%	 67% 16% 17%	 54% 25% 21%	 36% 23% 41%	 48% 28% 24%	 52% 33% 14%
 28% 35% 37%	3. I think the remuneration I receive compares favourably with other employers in our industry	 53% 19% 28%	 31% 30% 39%	 27% 32% 41%	 26% 36% 37%	 25% 39% 36%	 18% 41% 41%
 26% 26% 48%	4. My pay is linked to my performance and contribution	 58% 17% 25%	 34% 23% 43%	 27% 27% 46%	 19% 25% 55%	 28% 27% 45%	 33% 33% 33%
 39% 34% 27%	5. I think the benefits I receive compare favourably with other employers in our industry	 51% 23% 26%	 45% 31% 24%	 39% 26% 34%	 38% 34% 28%	 38% 39% 23%	 29% 52% 19%
35% 28% 37%	Section averages	56% 22% 22%	45% 23% 32%	38% 27% 35%	29% 27% 43%	37% 31% 32%	34% 40% 26%































Scapa 2009	Questions in the "Management effectiveness" section	Executive Team	Senior Manager	Line Mgr/Supervisor/Team Leader	Team Member (Operations/Production)	Team Member (Support Function)	No employee type stated
63% 21% 16%	1. My Line manager communicates clearly what is expected of me	86% 11% 3%	71% 23% 6%	73% 16% 11%	54% 22% 24%	65% 24% 11%	77% 18% 5%
58% 23% 19%	2. My Line manager shows appreciation for the work I do	83% 14% 3%	73% 16% 11%	64% 27% 9%	45% 25% 30%	68% 22% 10%	73% 18% 9%
63% 18% 19%	3. My Line manager treats people fairly and with respect	83% 6% 11%	78% 14% 7%	75% 15% 10%	49% 21% 30%	71% 17% 12%	57% 26% 17%
42% 27% 31%	4. My Line manager gives me regular feedback on how I am doing	61% 25% 14%	47% 33% 20%	47% 35% 19%	33% 23% 44%	48% 29% 23%	57% 24% 19%
36% 29% 35%	5. My Line manager takes time to coach me and develop my skills	44% 28% 28%	40% 31% 29%	40% 29% 31%	29% 26% 45%	42% 33% 25%	43% 38% 19%
52% 24% 24%	Section averages	72% 17% 12%	62% 23% 15%	60% 24% 16%	42% 23% 34%	59% 25% 16%	61% 25% 14%

Scapa 2009	Questions in the "Employee support" section	Executive Team	Senior Manager	Line Mgr/Supervisor/Team Leader	Team Member (Operations/Production)	Team Member (Support Function)	No employee type stated
							
 58% 23% 20%	1. I have the equipment and resources I need to do my work properly	 61% 19% 19%	 51% 32% 17%	 54% 29% 18%	 55% 22% 23%	 66% 18% 16%	 68% 23% 9%
 63% 22% 15%	2. I am satisfied with the physical environment in which I work	 83% 6% 11%	 74% 20% 6%	 67% 27% 6%	 53% 24% 23%	 73% 17% 10%	 59% 27% 14%
 64% 20% 16%	3. I am able to strike the right balance between my work and home life	 72% 17% 11%	 41% 34% 24%	 58% 26% 17%	 59% 22% 19%	 81% 11% 9%	 77% 14% 9%
 64% 19% 18%	4. I am satisfied with the flexibility of my hours	 78% 17% 6%	 70% 18% 12%	 63% 26% 10%	 54% 18% 27%	 76% 15% 9%	 65% 22% 13%
 58% 23% 19%	5. My workload is reasonable	 67% 17% 17%	 37% 34% 29%	 49% 28% 23%	 63% 21% 16%	 63% 19% 18%	 50% 36% 14%
61% 21% 17%	Section averages	72% 15% 13%	55% 28% 18%	58% 27% 15%	57% 21% 22%	72% 16% 12%	64% 24% 12%



Scapa 2009	Questions in the "Engagement outcomes" section	Executive Team	Senior Manager	Line Mgr/Supervisor/Team Leader	Team Member (Operations/Production)	Team Member (Support Function)	No employee type stated
   		   	   	   	   	   	   
 67% 28% 6%	1. I am proud to say I work for Scapa	 80% 14% 6%	 82% 13% 5%	 70% 28% 2%	 61% 30% 8%	 66% 29% 5%	 68% 32% 0%
 78% 16% 5%	2. I would still like to be working at Scapa in two years' time	 86% 11% 3%	 86% 13% 1%	 82% 16% 2%	 76% 17% 6%	 76% 17% 6%	 78% 17% 4%
 73% 21% 6%	3. Working here makes me want to do the best work I can	 89% 11% 0%	 77% 20% 2%	 74% 22% 4%	 68% 23% 9%	 77% 17% 6%	 64% 32% 5%
 60% 28% 12%	4. If asked, I would recommend to friends and family that Scapa is a good place to work	 69% 28% 3%	 62% 27% 11%	 65% 23% 12%	 58% 27% 15%	 61% 32% 8%	 55% 41% 5%
 90% 8% 2%	5. I care about the future of Scapa	 94% 3% 3%	 100% 0% 0%	 96% 4% 0%	 86% 11% 3%	 92% 7% 1%	 77% 18% 5%
74% 20% 6%	Section averages	84% 13% 3%	81% 15% 4%	77% 19% 4%	70% 22% 8%	74% 20% 5%	68% 28% 4%

Scapa 2009	Questions in the "Vision & values" section	Executive Team	Senior Manager	Line Mgr/Supervisor/Team Leader	Team Member (Operations/Production)	Team Member (Support Function)	No employee type stated
							
 82% 12% 5%	1. I understand the meaning of the new Scapa Vision (World class, inspired, market driven team, focused on optimising customer & shareholder value through responsible, agile delivery of specialist tape solutions)	 94% 6% 0%	 93% 6% 1%	 90% 7% 3%	 78% 14% 7%	 82% 14% 4%	 61% 26% 13%
 76% 17% 6%	2. I know what I am expected to do to support the company to achieve our vision	 89% 11% 0%	 86% 12% 2%	 80% 15% 5%	 74% 17% 8%	 73% 21% 7%	 64% 32% 5%
 53% 29% 18%	3. I believe that Scapa operates according to the company values of Commitment, Teamwork, Responsibility, Integrity and Excellence	 64% 14% 22%	 40% 37% 23%	 62% 24% 14%	 52% 28% 20%	 52% 32% 16%	 50% 41% 9%
70% 20% 10%	Section averages	82% 10% 7%	73% 18% 9%	77% 16% 7%	68% 20% 12%	69% 22% 9%	58% 33% 9%



Breakdown of Survey respondents

Job Role	Total
Executive Team	36
Senior Manager	83
Line Manager/Supervisor/Team Leader	126
Team Member (Operations/Production)	397
Team Member (Support Function)	225
No employee type stated	23
Total	890