



Results of the Survey for Scapa 2009

Data tables by Length of Service

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	Less than 1 year	1 to 5 years	5 to 10 years	More than 10 years
G 81% 13% 6%	1. I understand the aims and objectives of Scapa	G 91% 9% 0%	G 88% 8% 4%	G 83% 15% 2%	G 74% 15% 11%
G 85% 10% 5%	2. I am clear about what I am expected to achieve in my job	G 85% 8% 8%	G 85% 11% 4%	G 90% 7% 3%	G 83% 11% 6%
G 88% 9% 3%	3. I understand how the work I do helps Scapa to achieve its aims	G 81% 12% 7%	G 93% 5% 3%	G 90% 9% 2%	G 86% 11% 4%
A 60% 25% 15%	4. I know how well Scapa is doing against its aims and objectives	G 67% 23% 11%	G 66% 23% 11%	A 55% 29% 16%	A 57% 26% 17%
R 40% 27% 33%	5. Company wide communication is good	A 51% 38% 11%	A 48% 28% 24%	R 37% 29% 35%	R 35% 23% 41%
71% 17% 13%	Section averages	75% 18% 7%	76% 15% 9%	71% 18% 11%	67% 17% 16%

Scapa 2009	Questions in the "Task satisfaction" section	Less than 1 year	1 to 5 years	5 to 10 years	More than 10 years
80% 15% 5%	1. I enjoy my work	88% 9% 4%	82% 15% 3%	75% 19% 6%	81% 13% 6%
64% 19% 17%	2. My job makes the best use of the skills and abilities that I have	75% 14% 11%	59% 24% 17%	59% 17% 23%	68% 18% 14%
81% 15% 4%	3. I am proud of the work I do	79% 12% 9%	79% 18% 3%	79% 15% 6%	83% 13% 4%
68% 22% 10%	4. I find my work challenging	75% 18% 7%	68% 23% 10%	58% 29% 12%	72% 19% 9%
58% 28% 14%	5. I get a sense of achievement from working at Scapa	68% 28% 4%	61% 29% 10%	55% 29% 16%	57% 26% 16%
70% 20% 10%	Section averages	77% 16% 7%	70% 22% 9%	65% 22% 13%	72% 18% 10%



Scapa 2009	Questions in the "Employee involvement" section	Less than 1 year	1 to 5 years	5 to 10 years	More than 10 years
57% 20% 23%	1. My opinion is sought on decisions that affect my work	81% 11% 9%	62% 20% 18%	47% 24% 29%	55% 21% 25%
73% 14% 13%	2. I have responsibility for decisions regarding my work	88% 9% 4%	75% 16% 9%	69% 16% 15%	72% 13% 15%
69% 18% 13%	3. I have the freedom I need to get on with my job	75% 21% 4%	76% 13% 11%	64% 22% 14%	66% 19% 15%
64% 20% 16%	4. I am encouraged to suggest new ideas for improvements	70% 16% 14%	69% 20% 11%	59% 23% 18%	62% 19% 19%
41% 33% 26%	5. I believe action will be taken as a result of this survey	74% 19% 7%	45% 33% 22%	38% 33% 29%	37% 35% 28%
61% 21% 18%	Section averages	78% 15% 7%	65% 20% 14%	55% 23% 21%	58% 21% 20%

Scapa 2009	Questions in the "Teamwork" section	Less than 1 year	1 to 5 years	5 to 10 years	More than 10 years
   		   	   	   	   
 71% 16% 13%	1. Our team has clear aims and objectives	 84% 11% 5%	 75% 15% 10%	 68% 18% 14%	 68% 17% 15%
 72% 17% 11%	2. People in my immediate team work well together	 82% 9% 9%	 79% 14% 7%	 68% 21% 12%	 68% 19% 14%
 50% 26% 24%	3. Morale in my immediate team is generally high	 68% 25% 7%	 56% 27% 17%	 47% 26% 26%	 44% 26% 30%
 59% 25% 15%	4. People I work with deliver what they say they will	 74% 26% 0%	 64% 25% 11%	 57% 26% 17%	 56% 25% 19%
 59% 24% 17%	5. We are good at sharing ideas to make things work better	 68% 26% 5%	 65% 22% 13%	 53% 26% 21%	 58% 23% 19%
62% 22% 16%	Section averages	75% 19% 5%	68% 20% 12%	59% 24% 18%	59% 22% 19%






























Scapa 2009	Questions in the "Learning & development" section	Less than 1 year	1 to 5 years	5 to 10 years	More than 10 years
59% 22% 19%	1. I have received the training and development I need to do my job well	61% 30% 9%	58% 24% 19%	58% 19% 23%	59% 21% 19%
85% 12% 4%	2. I have the knowledge and skills I need to do my job	77% 16% 7%	83% 14% 3%	83% 13% 4%	87% 9% 4%
41% 31% 28%	3. I have received the training and development I need to develop in my career at Scapa	39% 46% 16%	42% 32% 25%	33% 28% 40%	45% 30% 26%
38% 35% 26%	4. My career development aspirations at Scapa are being met	42% 40% 18%	38% 39% 23%	30% 35% 35%	42% 33% 26%
48% 29% 23%	5. I have the right opportunities to learn and grow at work	60% 32% 9%	54% 29% 17%	36% 34% 31%	48% 27% 26%
54% 26% 20%	Section averages	56% 33% 12%	55% 28% 17%	48% 26% 26%	56% 24% 20%














































Scapa 2009	Questions in the "Recognition & reward" section	Less than 1 year	1 to 5 years	5 to 10 years	More than 10 years
37% 21% 42%	1. In the last week, I have received thanks or praise for doing good work	51% 26% 23%	44% 22% 34%	32% 22% 46%	33% 19% 48%
46% 24% 30%	2. I feel valued and recognised for the work that I do	68% 19% 12%	51% 26% 23%	39% 26% 35%	43% 23% 34%
28% 35% 37%	3. I think the remuneration I receive compares favourably with other employers in our industry	42% 39% 19%	25% 37% 37%	29% 32% 40%	26% 35% 39%
26% 26% 48%	4. My pay is linked to my performance and contribution	49% 37% 14%	28% 28% 44%	24% 26% 50%	23% 23% 55%
39% 34% 27%	5. I think the benefits I receive compare favourably with other employers in our industry	51% 30% 19%	36% 38% 26%	39% 34% 27%	39% 33% 29%
35% 28% 37%	Section averages	52% 30% 18%	37% 30% 33%	32% 28% 40%	33% 26% 41%






































Scapa 2009	Questions in the "Management effectiveness" section	Less than 1 year	1 to 5 years	5 to 10 years	More than 10 years
63% 21% 16%	1. My Line manager communicates clearly what is expected of me	72% 18% 11%	70% 19% 11%	62% 20% 18%	59% 23% 18%
58% 23% 19%	2. My Line manager shows appreciation for the work I do	77% 16% 7%	67% 24% 9%	51% 22% 26%	54% 24% 22%
63% 18% 19%	3. My Line manager treats people fairly and with respect	81% 14% 5%	71% 16% 13%	58% 18% 23%	57% 20% 23%
42% 27% 31%	4. My Line manager gives me regular feedback on how I am doing	60% 26% 14%	49% 27% 24%	38% 27% 35%	37% 28% 35%
36% 29% 35%	5. My Line manager takes time to coach me and develop my skills	58% 26% 16%	40% 34% 27%	30% 28% 42%	34% 27% 40%
52% 24% 24%	Section averages	69% 20% 11%	59% 24% 17%	48% 23% 29%	48% 24% 27%

Scapa 2009	Questions in the "Employee support" section	Less than 1 year	1 to 5 years	5 to 10 years	More than 10 years
					
 58% 23% 20%	1. I have the equipment and resources I need to do my work properly	 72% 12% 16%	 62% 22% 16%	 54% 25% 22%	 55% 23% 21%
 63% 22% 15%	2. I am satisfied with the physical environment in which I work	 72% 18% 11%	 67% 23% 11%	 59% 22% 19%	 62% 22% 16%
 64% 20% 16%	3. I am able to strike the right balance between my work and home life	 74% 21% 5%	 74% 16% 10%	 55% 21% 24%	 61% 22% 17%
 64% 19% 18%	4. I am satisfied with the flexibility of my hours	 68% 23% 9%	 73% 15% 11%	 50% 25% 25%	 65% 17% 19%
 58% 23% 19%	5. My workload is reasonable	 65% 30% 5%	 61% 20% 19%	 54% 23% 23%	 58% 24% 18%
61% 21% 17%	Section averages	70% 21% 9%	67% 19% 13%	54% 23% 23%	60% 22% 18%



Scapa 2009	Questions in the "Engagement outcomes" section	Less than 1 year	1 to 5 years	5 to 10 years	More than 10 years
   		   	   	   	   
 67% 28% 6%	1. I am proud to say I work for Scapa	 75% 21% 4%	 69% 27% 4%	 65% 28% 7%	 65% 29% 7%
 78% 16% 5%	2. I would still like to be working at Scapa in two years' time	 77% 19% 4%	 71% 22% 7%	 78% 18% 4%	 83% 12% 5%
 73% 21% 6%	3. Working here makes me want to do the best work I can	 93% 2% 5%	 78% 18% 4%	 67% 26% 7%	 69% 23% 7%
 60% 28% 12%	4. If asked, I would recommend to friends and family that Scapa is a good place to work	 74% 18% 9%	 60% 30% 10%	 58% 26% 16%	 60% 30% 11%
 90% 8% 2%	5. I care about the future of Scapa	 81% 18% 2%	 90% 8% 2%	 88% 10% 2%	 92% 6% 2%
74% 20% 6%	Section averages	80% 15% 5%	74% 21% 5%	71% 21% 7%	74% 20% 6%

Scapa 2009	Questions in the "Vision & values" section	Less than 1 year	1 to 5 years	5 to 10 years	More than 10 years
   		   	   	   	   
 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)	 96% 4% 0%	 87% 9% 4%	 82% 14% 4%	 78% 15% 8%
 76% 17% 6%	2. I know what I am expected to do to support the company to achieve our vision	 70% 28% 2%	 80% 14% 6%	 77% 18% 5%	 74% 18% 8%
 53% 29% 18%	3. I believe that Scapa operates according to the company values of Commitment, Teamwork, Responsibility, Integrity and Excellence	 67% 28% 5%	 57% 25% 18%	 53% 29% 18%	 48% 31% 21%
70% 20% 10%	Section averages	78% 20% 2%	75% 16% 9%	71% 20% 9%	67% 21% 12%



Breakdown of Survey respondents

Length of Service	Total
Less than 1 year	57
1 to 5 years	229
5 to 10 years	192
More than 10 years	412
Total	890