

This file includes brief description of tables and measures used in Employee Survey report.

### ➤ Relationship among tables

Table 1	Table 2	Relationship	Joined on Column (Table 1)	Joined on Column (Table 2)
Survey Data	Common Departments	Many to One	Department	Common Departments
Survey Data	Department 2019	Many to One	Department	Department
Survey Data	Department 2018	Many to One	Department	Department

### ➤ Table Description

Ratings are labelled as below given format:

Rating	Labelled as
0	Unanswered
1	Highly Unsatisfied
2	Unsatisfied
3	Neither Satisfied nor Unsatisfied
4	Satisfied
5	Highly Satisfied

1. **Survey Data**- This table contains survey response of year 2018 and 2019 in above mentioned response format.
  - a) **Survey Year** – Contains year of Survey
  - b) **Designation** – Contains designation of employee
  - c) **Department** – Contains employee department
  - d) **Clinic** – Contains clinic information of employee
  - e) Following columns contain response for **Question 1- Working condition**
    - i. **Q1\_a**- Working time
    - ii. **Q1\_b**- Work facilities
    - iii. **Q1\_c**- Working time
    - iv. **Q1\_d**- Working time
  - f) Following columns contain response for **Question 2- Promotional avenues**
    - i. **Q2\_a**- Recognition for work done
    - ii. **Q2\_b**- Opportunity for carrier growth
    - iii. **Q2\_c**- Job security
    - iv. **Q2\_d**- Other benefits

- g) Following columns contain response for **Question 3- Work relationship**
    - i. **Q3\_a**- Leadership of the superior
    - ii. **Q3\_b**- Coworkers attitude
    - iii. **Q3\_c**- Subordinated relationships
    - iv. **Q3\_d**- Other department's cooperation
  - h) Following columns contain response for **Question 4- Use of Skills and Abilities**
    - i. **Q4\_a**- Opportunity to utilize your skills and talents
    - ii. **Q4\_b**- Opportunity to learn new skills
    - iii. **Q4\_c**- Support for additional training and education
    - iv. **Q4\_d**- Career path development
  - i) Following columns contain response for **Question 5- Work Activities**
    - i. **Q5\_a**- Variety of job responsibilities
    - ii. **Q5\_b**- Degree of independence associated with your work roles
    - iii. **Q5\_c**- Adequate opportunity for periodic change in duties
  - j) Following columns contain response for **Question 6- Leave and permission**
    - i. **Q6\_a**- Flexible leave options
    - ii. **Q6\_b**- Flexible permission options
  - k) Following columns contain response for **Question 7- Amenities**
    - i. **Q7\_a**- Drinking water
    - ii. **Q7\_b**- Toilet
    - iii. **Q7\_c**- Rest room
    - iv. **Q7\_d**- Canteen
    - v. **Q7\_e**- Library
  - l) Following columns contain response for **Question 8- HR practices**
    - i. **Q8\_a**- Training activities
    - ii. **Q8\_b**- Grievance Redressal
    - iii. **Q8\_c**- Performance appraisal
    - iv. **Q8\_d**- Counseling and advice
    - v. **Q8\_e**- Recreation
  - m) Following columns contain response for **Question 9- Others**
    - i. **Q9\_a**- Security services
    - ii. **Q9\_b**- Safety at workplace
    - iii. **Q9\_c**- Official communication
    - iv. **Q9\_d**- Periodic meeting
    - v. **Q9\_e**- Chances for participation
- 2. Department 2018** - This table contains list of departments which filled the survey in year 2018.
- a) **Department** – Contains department name
  - b) **Survey Year** – Contains Survey year
- 3. Department 2019** – This table contains list of departments which filled the survey in year 2019.
- a) **Department** – Contains department name
  - b) **Survey Year** - Contains Survey year

**4. Common Departments** – This table contains list of departments for which employees filled the survey in both years i.e. 2018 and 2019.

a) **Common Departments** – Contains department name