

Employee Job Satisfaction in the New Era of Post-Pandemic across Different Generations

Page 1: Introduction

I am studying for an MSc in Data Science and Artificial Intelligence at the University of London. As part of my coursework, I am collecting data regarding employee satisfaction across different generations and the factors that influence their satisfaction in the new era of post-pandemic crisis.

We aim to understand how different generations have different criteria to be satisfied in their job and the factors that contribute the most to this in the new era of post-pandemic crisis.

This survey can be completed by employees and it is likely to take around five minutes to complete.

Your participation is totally optional and your identity will be kept anonymous but your responses will be an extreme help in our analysis. All data will be deleted after the project has been completed.

Please feel free to contact us for further illustration with any questions.

Page 2: Generations' Preferences

1. How do you prefer to receive feedback and recognition from your supervisor? (Select all that apply) * *Required*

Please select between 1 and 3 answers.

- ☐ In-person meetings or one-on-one discussions
- ☐ Written feedback via email or messaging
- ☐ Formal performance reviews or evaluations
- ☐ Informal check-ins or regular feedback sessions
- ☐ Public recognition in team meetings or company-wide announcements
- ☐ Constructive feedback with specific examples and actionable suggestions
- ☐ Written or digital documentation of accomplishments or milestones
- ☐ Peer recognition or feedback

2. What is the communication method you prefer to discuss stuff related to work? (Select all that apply) * *Required*

Please select between 1 and 2 answers.

- ☐ In-person meetings
- ☐ Phone or voice calls
- ☐ Email
- ☐ Instant messaging or chat platforms
- ☐ Video conferencing
- ☐ Face-to-face discussions
- ☐ Written memos or notes

3. What motivates you the most in your job? (Select all that apply) * *Required*

Please select between 1 and 2 answers.

- ☐ Salary
- ☐ Career advancement
- ☐ Recognition, appreciation and rewards
- ☐ Opportunities for skills development & learning
- ☐ Job stability/security (e.g. low turnover rate)
- ☐ Supportive colleagues and management
- ☐ Autonomy, independence and decision-making authority
- ☐ Positive workplace relationships
- ☐ Competitive compensation and benefits
- ☐ Work-life balance
- ☐ Flexible work arrangements
- ☐ Making a positive impact or difference in people's lives

Page 3: Organization & Work Conditions

4. To what extent do you feel that your current job helps you to achieve a healthy work-life balance (meeting up with friends, playing sports, reading books, doing a hobby, meeting up with family members)? * *Required*

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

5. To what extent do feel that management/supervisor support (such as encouraging personal time off and work breaks, setting reasonable workloads) influences your work-life balance? * *Required*

[+ More info](#)

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

6. What is the work arrangement type you prefer/wish for your current job? * *Required*

[+ More info](#)

- ☐ Fully remote
- ☐ Hybrid (e.g. 2 or 3 days to work from home)
- ☐ Fully office-based
- ☐ No preference

7. What is your current work arrangement type for your job? * *Required*

[+ More info](#)

- ☐ Fully office-based
- ☐ Hybrid (e.g., 2 or 3 days to work from home)
- ☐ Fully remote

8. To what extent do you think that your current work arrangement provides you with the resources and tools needed that help you to fulfill your job effectively? (Example: you were given a MyFi/Mobile Bundle while working from home, while working from the office it's calm and quiet which helps you focus on your daily tasks) * *Required*

[+ More info](#)

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

9. To what extent do you feel that gender diversity within your organization positively affects collaboration, innovation, problem-solving, and overall productivity? * *Required*

[+ More info](#)

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

10. Do you feel your current workplace provides equal pay and benefits rights between genders or it is biased towards a particular gender? * *Required*

+ [More info](#)

- ☐ Yes, I feel my workplace provides equal pay and benefits rights between genders
- ☐ No, I feel my workplace is biased towards a particular gender in terms of pay and benefits
- ☐ Not sure (e.g. don't have enough information)
- ☐ Not applicable in my company

11. What is your overall job satisfaction assessment? * *Required*

+ [More info](#)

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Neutral
- ☐ Dissatisfied
- ☐ Very Dissatisfied

Page 4: Demographics

12. In which industry do you work? * Required

[+ More info](#)

- ☐ Healthcare and Pharmaceuticals Sector
- ☐ IT and Software Development
- ☐ Financial Services and Banking Sector
- ☐ Manufacturing and Engineering Sector
- ☐ Education and Academia Sector
- ☐ Retail and Consumer Goods
- ☐ Hospitality and Tourism
- ☐ Professional Services (Law, Accounting, Consulting)
- ☐ Government and Public Administration
- ☐ Nonprofit and Social Services
- ☐ Media and Entertainment
- ☐ Energy and Utilities
- ☐ Construction and Real Estate
- ☐ Automotive and Transportation

13. What is your age group? * Required

[+ More info](#)

- ☐ 18 - 24
- ☐ 25 - 34
- ☐ 35 - 44
- ☐ 45 - 54
- ☐ 55 - 64
- ☐ 65 - 74
- ☐ 75 - 84
- ☐ 85+

14. What is your gender? * Required

- ☐ Female
- ☐ Male
- ☐ Other
- ☐ Prefer not to say

15. What is your company size? * Required

[+ More info](#)

- ☐ 11 - 50
- ☐ 51 - 200
- ☐ 201 - 500
- ☐ 500 - 1000
- ☐ 1001 - 10.000
- ☐ 10.000+

16. What is your current employment status? * Required

[+ More info](#)

- ☐ Full-time employed
- ☐ Part-time employed
- ☐ Self-employed or freelancer
- ☐ Unemployed
- ☐ Work Student
- ☐ Full-time employed and studying

Page 5: Final Page

Your responses are much appreciated!

Thank you so much for your time.
