Research Questions

***Questions based on STRONGLY AGREE…STRONGLY DISAGREE***

1. General Satisfaction with the Workplace:
   1. All in all, I am satisfied with my job.
   2. Overall, I am satisfied with the health and safety practices of my employer.
   3. Overall, I am satisfied with the amount of control and involvement I have at work.
   4. Overall, I am satisfied with the work-life balance practices offered by my employer.
   5. Overall, I am satisfied with the employee recognition practices of my employer.
   6. Overall, I am satisfied with the growth and developmental opportunities offered by my employer.
2. Employee Involvement:
   1. Overall, I am satisfied with the amount of control and involvement I have at work.
   2. My employer provides sufficient opportunities for me to be involved in decision making, problem solving, and goal setting at work.
   3. I regularly participate in activities designed to involve employees in decision making, problem solving and goal setting.
3. Employee Recognition
   1. Overall, I am satisfied with the employee recognition practices of my employer
   2. I receive adequate monetary compensation (for example, competitive pay, merit raises or bonuses) for my contributions at work.
   3. I receive non-monetary rewards (for example, awards, praise from supervisors or thank-you cards) for my achievements and contributions at work.
4. Employment Experience(Employee Values):
   1. My values and my employer’s values are very similar
   2. Motivated to do very best for employer
   3. My company makes me feel valued
   4. Intend to seek new employment in next year