Typical Industries Employee Survey

The vice-president for human resources of Typical Industries, a diversified manufacturer of consumer products, wants to develop a profile of its managerial, technical, and sales staff that will measure job satisfaction, longevity, and attitudes. The following questionnaire was developed with the assistance of a survey research firm, and a random sample of 122 members of the managerial, technical, and sales staff were randomly selected and surveyed.

Your task is to write a report that summarizes the characteristics of these employees. You want to make sure to study the longevity of the employees in the organization and their attitudes and experiences on the job. You will need to report appropriate descriptive statistics for the employees' responses, using both text and graphics. Discuss the managerial implications of your findings. You should also examine important relationships between the variables.

Because this report is intended for upper management, it is not appropriate to include pages of data or statistical analysis. Rather, present your findings in the clearest and most frugal way possible, making use of appropriate graphical techniques. Tables and descriptive statistical information obtained from the survey results, if included, ought to be appended to the end of your report.

The response data from 122 employees can be found in the file **empsat.txt.**

Limit yourselves to no more than four pages (single-sided) of 12 point type, including all appropriate graphics.

Employee Satisfaction Survey

1. What is your age (as of last birthday )? \_\_\_\_\_\_\_
2. What is your gender?

|  |  |  |  |
| --- | --- | --- | --- |
| 1 | Male | 2 | Female |

1. On the whole, how satisfied arc you with your job?

|  |  |  |  |
| --- | --- | --- | --- |
| 1 | Very Satisfied | 2 | Moderately Satisfied |
| 3 | A Little Dissatisfied | 4 | Very Dissatisfied |

1. Which one of the following job characteristics is most important to you?

|  |  |  |  |
| --- | --- | --- | --- |
| 1 | High Income | 2 | No Danger of Being Fired |
| 3 | Flexible Hours | 4 | Opportunities for Advancement |
| 5 | Enjoying the Work |  |  |

1. How many years altogether have you worked for your present employer? \_\_\_\_\_\_\_\_\_
2. In the next five years, how likely are you to he promoted'?

|  |  |  |  |
| --- | --- | --- | --- |
| 1 | Very Likely | 2 | Likely |
| 3 | Not Sure | 4 | Unlikely |
| 5 | Very Unlikely |  |  |

1. Does your job allow you to take part in making decisions that affect your work?

|  |  |  |  |
| --- | --- | --- | --- |
| 1 | Always | 2 | Much of the Time |
| 3 | Sometimes | 4 | Never |

1. As part of your job, do you participate in budgetary decisions?

|  |  |  |  |
| --- | --- | --- | --- |
| 1 | Yes | 2 | No |

1. How proud are you to be working for this organization?

|  |  |  |  |
| --- | --- | --- | --- |
| 1 | Very Proud | 2 | Somewhat Proud |
| 3 | Indifferent | 4 | Not At All Proud |

1. Would you turn down another job for more pay in order to stay with this organization?

|  |  |  |  |
| --- | --- | --- | --- |
| 1 | Very Likely | 2 | Likely |
| 3 | Not Sure | 4 | Unlikely |
| 5 | Very Unlikely |  |  |

1. In general, how would you describe relations in your workplace between coworkers and colleagues?

|  |  |  |  |
| --- | --- | --- | --- |
| 1 | Very Good | 2 | Good |
| 3 | So So | 4 | Bad |
| 5 | Very Bad |  |  |