FORM/HR/009-11

**RONGO UNIVERSITY**

**HUMAN RESOURCE DEPARTMENT**

**EMPLOYEE SATISFACTION SURVEY QUESTIONNAIRE**

As part of our ongoing commitment to improving the workplace and ensuring that University remains a great place to work, we are excited to invite you to participate in our employee satisfaction survey. Your feedback is invaluable to us, and this survey is a crucial tool for us to gauge your thoughts, opinions, and experiences as employees of the University. Your honest and candid responses will help us identify areas where we are excelling and can make improvements. Your input will directly contribute to our efforts to enhance the employee experience and strengthen our organization.

Thank you in advance for taking the time to complete the employee satisfaction survey. Your contribution is instrumental in our mission to make Rongo University a better place to work.

**Demographic Information:**

Division/Sub Division/Schools/Department/Section/……………………………………………………………

Job Title:…………………………………………………………………………………………………………

**Please Tick the most appropriate response (√)**

**Section 1**

1. What are your terms of employment with the University?

Permanent

 Contract

 Casual

 Part-Time

1. How long have you been in the University?

 Less than 1 year

 1-3 years

 3-5 years

 5 years and above

1. How would you rate the overall work environment in the University

 Excellent

 Good

 Neutral

 Poor

 Very poor

1. Are you satisfied with the physical workspace?

 Excellent

 Good

 Neutral

 Poor

 Very Poor

Briefly explain your satisfaction/dissatisfaction\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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1. Do you feel that the University values a healthy work-life balance?

 Strongly agree

 Agree

 Neutral

 Disagree

 Strongly disagree

1. How would you rate the effectiveness of communication within your Unit?

 Very effective

 Effective

 Neutral

 Ineffective

 Very Ineffective

1. Are you comfortable providing feedback to your immediate supervisor?

 Very comfortable

 Comfortable

 Neutral

 Uncomfortable

 Very Uncomfortable

How often do you provide feedback to your boss on any issue? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. How satisfied are you with the appraisal processes at your work place?

Very satisfied

 Satisfied

 Neutral

 Dissatisfied

**Section 4: Career Development**

1. Do you believe there are sufficient opportunities for career growth within the University?

 Yes, plenty

 Yes, some

 Not sure

 No, not enough

1. Have you had a recent performance review or discussion about your career growth?

Yes

No

1. Do you think it helped you gauge your strength and areas that need improvement?

Yes

No

1. Are you satisfied with the professional development and training opportunities provided?

Very satisfied

Satisfied

Neutral

Dissatisfied

Very dissatisfied

**Section 5: Compensation and Benefits**

1. Are you satisfied with your current compensation package (salary, bonuses, and benefits)?

Very satisfied

Satisfied

Neutral

Dissatisfied

Very dissatisfied

1. Do you feel that the University recognizes and rewards your contributions adequately?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

**Section 6: University Culture**

1. How well do you think the University’s Core values align with your personal values

Very well

Well

Neutral

Poorly

Very poorly

1. Do you feel a sense of belonging and inclusion within the University Culture?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

**Section 7: Overall Satisfaction and Open Feedback**

1. How satisfied are you working at the University?

Very satisfied

Satisfied

Neutral

Dissatisfied

 Very dissatisfied