

### Job Satisfaction Survey

For the following statements please indicate if you Agree Strongly (**AS**), Agree (**A**) Neither Agree or Disagree (**N**), Disagree (**D**) or Disagree Strongly (**DS**)

Question	
1. I feel I am being paid a fair amount for the work I do.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
2. There is really too little chance for promotion on my job.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
3. My supervisor is quite competent in doing his/her job.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
4. I am not satisfied with the benefits I receive.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
5. When I do a good job, I receive the recognition I should receive.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
6. Many of our rules and procedures make doing a good job difficult.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
7. I like the people with whom I work.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
8. I sometimes feel my job is meaningless.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
9. Communications seem good within this organization.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
10. Raises are too few and far between.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
11. Those who do well on the job stand a fair chance of being promoted.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
12. My supervisor is unfair to me.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
13. The benefits we receive are as good as most other organizations offer.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
14. I do not feel that the work I do is appreciated.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
15. My efforts to do a good job are seldom blocked by red tape.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
16. I find I have to work harder at my job than I should because of the incompetence of people I work with.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
17. I like doing the things I do at work.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS
18. The goals of the organization are not clear to me.	① <input type="checkbox"/> AS ② <input type="checkbox"/> A ③ <input type="checkbox"/> N ④ <input type="checkbox"/> D ⑤ <input type="checkbox"/> DS

For the following statements please indicate if you Agree Strongly (**AS**), Agree (**A**) Neither Agree or Disagree (**N**), Disagree (**D**) or Disagree Strongly (**DS**)

Question	
19. I feel unappreciated by the organization when I think about what they pay me.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
20. People get ahead as fast here as they do in other places.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
21. My supervisor shows too little interest in the feelings of subordinates.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
22. The benefit package we have is equitable.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
23. There are few rewards for those who work here.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
24. I have too much to do at work.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
25. I enjoy my co-workers.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
26. I often feel that I do not know what is going on in the organization.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
27. I feel a sense of pride in doing my job.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
28. I feel satisfied with my chances for salary increases.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
29. There are benefits we do not have which we should have.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
30. I like my supervisor.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
31. I have too much paperwork.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
32. I don't feel my efforts are rewarded the way they should be.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
33. I am satisfied with my chances for promotion.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
34. There is too much bickering and fighting at work.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
35. My job is enjoyable.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS
36. Work assignments are often not fully explained.	1 <input type="checkbox"/> AS 2 <input type="checkbox"/> A 3 <input type="checkbox"/> N 4 <input type="checkbox"/> D 5 <input type="checkbox"/> DS

37. Do you plan to continue working in Child Welfare Services?

<input checked="" type="radio"/> Yes	<input type="radio"/> No
--------------------------------------	--------------------------

38. **If yes,** for how long? \_\_\_\_\_ years

39. What factors might lead you to decide to leave ACS/DSS?

40. What factors might lead you to decide to remain at ACS/DSS?