

SURVEY QUESTIONNAIRE EMPLOYEE RETENTION

Dear all AV members.

You are kindly requested to help GA/HR department to carry out the Survey on Employee motivation and retention.

You do not need to feel your name on the Survey Questionnaire.

This survey is for the purpose of Management reference only.

We hope to have your close cooperation as we have had so far.

Thank you very much.

I. GENERAL PERSONAL INFORMATION

1. Gender

Male

Female

2. Age

18-25 years old

26-35 years old

36-45 years old

> 45 years old

3. Department

HR/GA

Accounting

Service

Sales

4. Position

Manager

Senior Officer/Engineer

Officer/Technician

Driver/Cleaner

5. Year of Engagement with AV

< 1 year

1 year – 3 years

> 3 years

6. Education level

High school

Vocational School

College

Bachelor MBA/MSc

7. Marital status

Single Married

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<http://facebook.com/hoidapSPSS/>. Email: hotrospss@gmail.com . Website:
<http://phantichspss.com/lien-he-gioi-thieu> **Đã được:**

1. Tư vấn mô hình nghiên cứu/bảng câu hỏi/ training trực tiếp về các bước làm luận văn như là: phân tích hồi quy, phân tích nhân tố, Cronbach's Alpha... trong SPSS, và mô hình SEM, CFA, AMOS.
2. Cung cấp/chỉnh sửa số liệu khảo sát phù hợp với bảng câu hỏi của bạn để chạy ra kết quả có ý nghĩa thống kê.

II. FACTORS IMPACTING TO EMPLOYEE MOTIVATION

No	Description	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		1	2	3	4	5
A WORKING ENVIRONMENT/CONDITION						
1.	You are satisfied with your current working conditions (office, facilities...)					
2.	Do you feel the working atmosphere is open & friendly?					
3.	Are you equipped with necessary labor safety wear for your jobs?					
4.	Are your direct managers/supervisors willing to advise or listen to your job-related ideas with respect?					
5.	Do you often receive supports from co-workers?					
6.	Are you authorized to make any level of decisions in your job?					
7.	Does your manager/supervisors always invite your ideas, comments for their reference before they make decisions?					
8.	Is the working time suitable for you?					
B NATURE OF WORK						

9.	Are you interested in your current job?					
10.	Is your current job challenging?					
11.	Are you willing to take more responsibilities in the future?					
12.	Are you satisfied with the current working schedule?					
13.	Do you have chance for job rotation?					
14.	Do you think your current work load is too hard?					
15.	Do you have chances or flexibility to arrange your work schedule to meet your personal/family responsibilities?					
C REMUNERATION POLICY						
16.	Are you satisfied with the current company policies on payroll?					
17.	Are you happy with other compensation and benefit policies of the company? (Company tour, service awards, baby gift, hospitalization, condolence wreath, wedding, medical awards, etc..)					
18.	Is periodical performance appraisal is equitable?					
19.	Do you think AV is applying fair and clear appraisal result on salary and benefits?					
20.	Are you happy with annual health check program?					
21.	Is the current Medical and Personal Accident Insurance program provided by AV useful for you?					
D CAREER DEVELOPMENT POLICY						
22.	Do you have chances to join training programs to upgrade your professional skills?					
23.	Do you receive sponsor for training fee from AV?					
24.	Do the current tasks give you opportunities to learn and upgrade your professional skills for future career development?					
25.	Your abilities and strength are fully utilized and appreciated in AV?					

26.	Do you think job promotions in the company are fair?					
27.	Do you believe there are opportunities for your future career development at AV?					
E	HUMAN RESOURCE MANAGEMENT POLICY					
28.	Does the company inform you fully about its Human Resource policies?					
29.	Do you understand clearly the company's targets (objectives)?					
30.	Is the recruitment process in AV clear and fair?					
31.	Is Job assignment in AV suitable to your abilities?					
32.	Does AV treat to every employee in pursuant to the company policies?					
33.	Does the company apply good policies to encourage you to commit to work for long time?					
34.	Does the company recognize your good performance?					
F	EMPLOYEE RETENTION					
35.	Do you feel happy with working at AV?					
36.	Will you commit to work for AV for long term?					
37.	Do you think AV is better than other Japanese companies?					

Thank you very much for your cooperation.