

# Questionnaire Job Satisfaction

## Section A (Demographics)

1. What is your gender? (Please choice one blank and tick)  
 Male  
 Female
2. What is your age? (Please choice one blank and tick)  
 From 23 to 30 years old  
 From 31 to 40 years old  
 From 41 to 50 years old  
 Above 50 years old
3. How many years have you been worked at the company? (Please choice one blank and tick)  
 Under 5 years  
 From 5 years to 10 years  
 Above 10 years
4. What is your current highest educational level? (Please choice one blank and tick)  
 College and below  
 University Degree  
 Master degree and above
5. What is your job level? (Please choice one blank and tick)  
 Director of Division/Director of the branch  
 Deputy director of Division/Deputy Director of the branch  
 Manager of Department
6. Where is your working location at the company? (Please choice one blank and tick)  
 Director of Division/Director of the branch  
 Deputy director of Division/Deputy Director of the branch

Liên hệ Nhóm MBA ĐH Bách Khoa HCM : Viber/zalo **0903 39 66 88** Chat  
<http://facebook.com/hoidapSPSS/>. Email: [hotrospss@gmail.com](mailto:hotrospss@gmail.com) . Website:  
<http://phantichspss.com/lien-he-gioi-thieu> **Để 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.

No	Questionnaire: Section B	1- Absolutely disagree 5: Absolutely agree					Independent Factor (Nhân tố độc lập)
	Scale	1	2	3	4	5	

1	I am happy with the salary I receive from my company						<b>Payment</b>
2	I am paid fairly if compare to other people doing the similar work in the labor market						
3	I am paid fairly if compare with my peer who doing the similar job in my company						
4	I am satisfied with the chances for salary increases that my company offering to me						
5	My paid appreciates the value of my performance						
6	My company have equitable benefit program						<b>Benefits (Phúc lợi)</b>
7	I am satisfied with the pension plan which my company provide to me						
8	I am satisfied with the healthcare program of my company						
9	I am satisfied with welfare benefits (holiday, lunch, birthday's gift,...) of my company						
10	My job is interesting and I am in pride of doing my job						<b>Nature of work</b>
11	I to work under high working pressure						

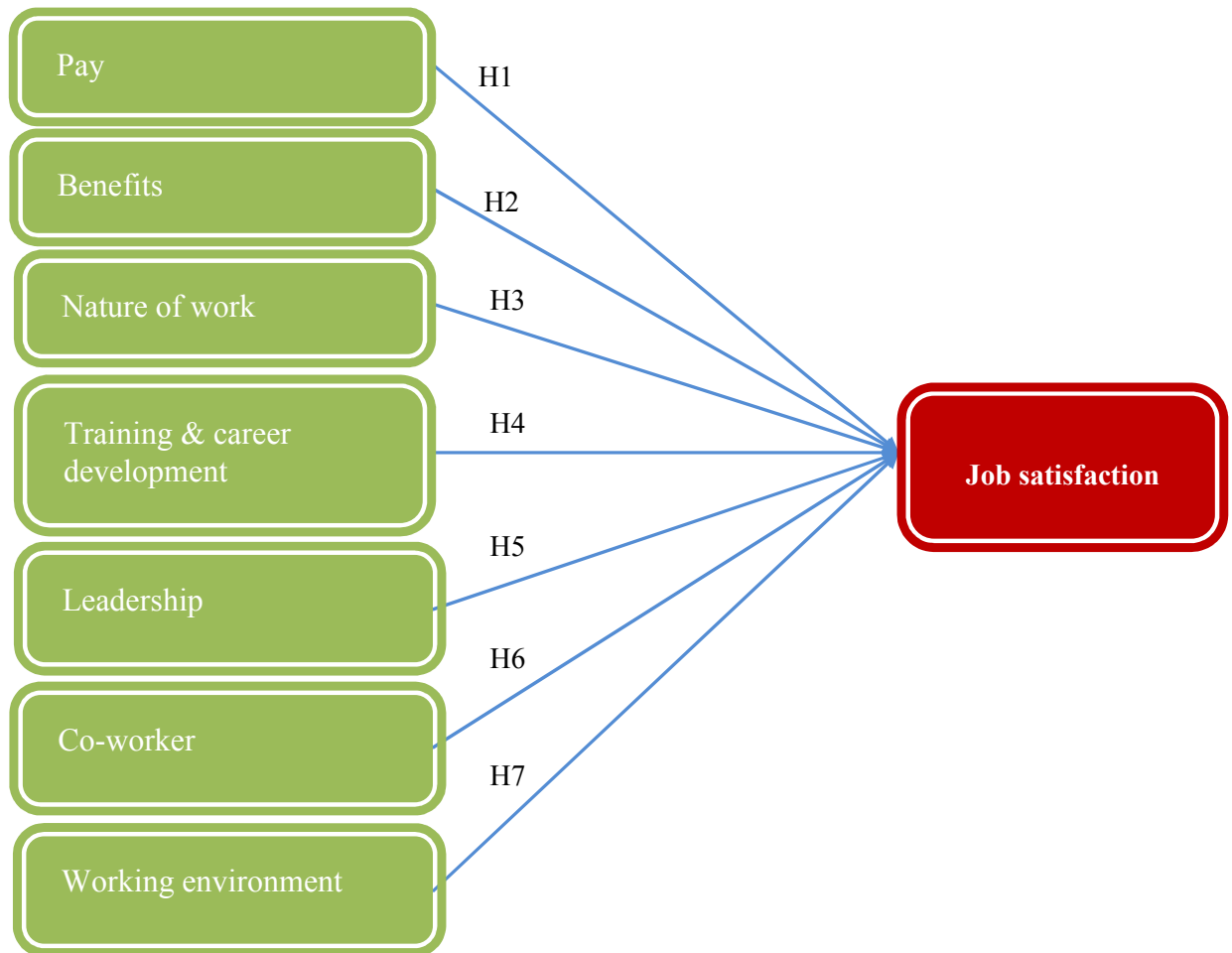
12	My working is challenging, and require creativity to get the job done						<b>(Bản chất công việc)</b>
13	I can apply all my personal capacity in doing my work						
14	I am satisfied with my chances for promotion in the company						<b>Training and career development (Đào tạo và phát triển nghề nghiệp)</b>
15	I am fully attended all training course that I require to improve my job skill						
16	The company offer many opportunities for employees to promote and develop career						
17	The policies of training and advancement within the company are clear and transparent						
18	Leaders always listen, understand and support their subordinate to solve all difficult things in the work						
19	Employees of the company are to be respected and trusted						<b>Leadership (Lãnh đạo)</b>
20	Leaders always treated fairly with all employees						
21	Recognition from the leader when I have good performance						
22	I have good relationship with the co-workers in the company						

23	My colleagues always willing to share, cooperate and support me to complete the job well						<b>Co-worker (Đồng nghiệp)</b>
24	My colleagues are very friendly						
25	The company fully provide working equipment for employees						<b>Working environment (Môi trường làm việc) ng làm việc)</b>
26	Working office is safe and clean						
27	Balance between work and life						

**Overall Job satisfactio: Dependent Factor (Nhân tố phụ thuộc) – Gồm 3 câu hỏi**

28	Work for company for long time						
29	My current company is ideal with good working condition and compatible remuneration package						
30	Your future at the company is very optimistic						

Figure 5. The research model



**Components of Pay**

Item 1. Happy with the current salary

Item 2. The pay is fair if compare with other people doing the similar job in the labor market

Item 3. The pay is fair of compare with co-worker who doing the similar job the company

Item 4. Satisfy with the salary increase opportunities of the company

Item 5. The current salary deserves with my performance

### **Components of Benefit**

Item 6. The benefit program of the company is fair

Item 7. Satisfy with the pension plan of the company

Item 8. Satisfy with the healthcare of the company

Item 9. Satisfy with the welfare benefits of the company (holiday, meal, birthday's gift,...)

### **Components of Nature of work**

Item 10. The job is interesting and I am in pride of doing my job

Item 11. The working pressure is high

Item 12. The job is challenge and creative

Item 13. The job require to use all working capacity

### **Components of Training and career development**

Item 14. Satisfy with the chance to promote

Item 15. The company fully provides the necessary training course to improve the job skill

Item 16. The company offer many opportunities for employees to develop career.

Item 17. The policy of training and advancement of the company is clear and transparent.

### **Components of Leadership**

Item 18. The company's leadership are always listen, understand and support their subordinate to solve all difficult things in the work

Item 19. Employees of the company are to be respected and trusted

Item 20. Leaders are always treated fairly with all employees

Item 21. Leader always recognize the performance of the subordinates

### **Components of co-worker**

Item 22. The colleagues always willing to cooperate and support the others to complete the job well.

Item 23. Have the good relationship with the co-workers in the company

Item 24. The colleague is very friendly.

### **Components of working environment**

Item 25. The company fully provides the working equipment

Item 26. The working office is safe and clean.

Item 27. Balance between work and life.

### **Measures in Job satisfaction**

Work for the current company for long time.

The current company is ideal with good working condition and compatible remuneration package  
Your future at the company is very optimistic