

## QUESTIONNAIRE

*Dear colleagues,*

Your participation by filling-in this questionnaire will help NSI determine the areas, which need improvement for a more effective use and management of human resources in the National Statistical Institute.

Your answers will remain confidential.

Thank you in advance for your assistance.

**Please mark with a X, respectively in the “YES” or “NO” field.**

Reasons for leaving	YES	NO
Leaving the country		
Leaving the town		
Due to family reasons		
Due to lack of opportunity for career development		
Due to low level of payment		
Due to inability to meet my responsible Head, which I find necessary		
Due to insufficient HR capacity at the work place		
Due to misunderstanding with a colleague in the department/sector in which I work		
Due to inability to receive information important for the execution of my work		
Due to often staying overtime		
Due to doing work under my level of professional competency		
Due to doing work above my professional competency		
Due to bad work organization, connected to assigning tasks with inappropriate deadlines		
I did not have enough opportunities for education		
Due to receiving tasks from two Heads/line managers, which makes execution difficult		
Due to lack of ability for taking more responsibility		
Due to taking responsibility which is not mine		
Due to receiving unclearly formulated purposes and tasks, which I have to execute		
Due to great stress at work		

**Please rate the answers which best describe your opinion, using the following scale:**

- 1 – I agree completely**
- 2 – I agree**
- 3 – I have no opinion**
- 4 – I disagree**
- 5 – I disagree completely**

The work, which I had to do was approximately what I expected	1	2	3	4	5
I would like to have more responsibilities than my job offered me	1	2	3	4	5
The people, with which I worked were competent and stimulated me to work	1	2	3	4	5
My colleagues were friendly and ready to help	1	2	3	4	5
Generally, I am satisfied with my work	1	2	3	4	5
I had freedom to make my own decisions	1	2	3	4	5
I would recommend NSI to my acquaintances as a good place to work	1	2	3	4	5
I felt that my work is interesting and attractive	1	2	3	4	5
I had the opportunity to use my knowledge and skills	1	2	3	4	5
I know that if I achieved good work results, I would develop and make progress in NSI	1	2	3	4	5
The system for assessment of the work performance showed my strong and weak sides	1	2	3	4	5
In NSI the salary raise and promotion represent the level of work performance	1	2	3	4	5
My responsible line managers understood the needs of the workers in the department/sector	1	2	3	4	5
My responsible line manager expressed his/her satisfaction with my work	1	2	3	4	5
My responsible line manager showed adequate behavior in solving conflicts in the department/sector	1	2	3	4	5
Work in NSI is more reliable compared to work in other organizations	1	2	3	4	5
Work in the state administration is prestigious	1	2	3	4	5

Please add anything , which we have not included.....  
 .....  
 .....  
 .....

Date.....