

Questionnaire exit interview

This questionnaire is intended for employees who left Statistics Netherlands voluntarily in 2010. Statistics Netherlands wants to know why employees leave the organisation. To help us find out why, you are kindly requested to complete this questionnaire. The information will be treated confidentially. Please fill in or circle the answer that corresponds to your situation.

Statistics Netherlands thanks you in advance for your cooperation.

Personal information

1. Name (optional)

2. Division (the division in which you last worked)

- BES
- SRS
- MSP
- DMK
- ITS
- Staff department

3. Location

- Heerlen
- The Hague
- Fieldworker

4. Sex

- male
- female

5. Age

6. Salary scale

7. Education level

- LBO, MAVO
- MBO, HAVO
- VWO
- HBO, kandidaats
- universitair

8. In which year did you start work at Statistics Netherlands?

Previous employer

9. Was Statistics Netherlands your first employer?

- yes go to question 12
- no go to question 10

10. How many years did you work for your previous employer?

- 0 to 2 years
- 2 to 5 years
- longer than 5 years

11. Why did you leave your previous employer?

1= most important reason, 2= second most important reason.

- .. vision, mission, policy, image of previous employer
- .. leadership and top management in the organisation
- .. relation with immediate supervisor
- .. job contents
- .. scope of own responsibility and autonomy
- .. career and development opportunities
- .. working conditions (pressure of work, place of work, travel time, home/work balance)
- .. salary, terms of employment
- .. atmosphere, contact with colleagues, internal communication
- .. other reason, namely

Statistics Netherlands as an employer

12. How did you find the job vacancy at Statistics Netherlands?

- advertisement in printed media
- advertisement on the internet
- head-hunter, recruitment agency
- open job application
- friends, relatives (network)
- job market
- traineeship
- other, namely

13. How long did you work for Statistics Netherlands?

- 0 to 2 years
- 2 to 5 years
- longer than 5 years

14. Did you work full-time or part-time (when you left)

- full-time
- part-time

15. When you first came to work at Statistics Netherlands, what were the main reasons for working at Statistics Netherlands?

This refers to your expectations when you joined the organisation.

1= most important reason, 2= second most important reason.

- .. vision, mission, policy, image of Statistics Netherlands
- .. leadership and top management in the organisation
- .. job contents
- .. scope of own responsibility and autonomy
- .. career and development opportunities
- .. working conditions (pressure of work, place of work, travel time, home/work balance)
- .. salary, terms of employment
- .. other reason, namely

Departure from Statistics Netherlands

16. Why did you leave Statistics Netherlands?

1= most important reason, 2= second most important reason.

- .. vision, mission, policy, image of Statistics Netherlands
- .. leadership and top management in the organisation
- .. relation with immediate supervisor
- .. job contents
- .. scope of own responsibility and autonomy
- .. career and development opportunities
- .. working conditions (pressure of work, place of work, travel time, home/work balance)
- .. salary, terms of employment
- .. atmosphere, contact with colleagues, internal communication
- .. other reason, namely

New employer

17. what were the main reasons for working at with you new employer?

1= most important reason, 2= second most important reason.

- .. vision, mission, policy, image of new employer
- .. leadership and top management in the organisation
- .. job contents
- .. scope of own responsibility and autonomy
- .. career and development opportunities
- .. working conditions (pressure of work, place of work, travel time, home/work balance)
- .. salary, terms of employment
- .. other reason, namely
- .. not applicable (no new employer)

Your opinion of Statistics Netherlands as an employer

18. Could Statistics Netherlands have kept you? if so, how? If not why not?

- yes
.....
.....
- no
.....
.....

19. Did you enjoy working at Statistics Netherlands? If so, why? If not, why not?

- yes
.....
.....
- no
.....
.....

20. What did you find positive about Statistics Netherlands?

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21. And what did you find negative?

.....
.....

22. Would you consider working for Statistics Netherlands again in the future?

- yes
- perhaps
- no

23. Would you recommend Statistics Netherlands as an employer to relatives, friends and acquaintances? If so, why? If not, why not?

- yes
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.....
- no
.....
.....

24. Is there anything else you would like to say about Statistics Netherlands and/or your departure?

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Thanks you for your cooperation.