Personnel Survey 2009, draft battery of questions

Background variables

- Gender
- Age
- Length of service
- Service/employment contract
- Department
- Level of education
- Supervisory position or not (team leader/unit head/director or department)

Questions:
Please answer the following questions according to your own opinion. Assess the situation during the past 12 months.

- Questions 1 to 10 are from the Ministry of Finance Barometer Survey (may not be edited)
- Questions 11 to 17 are Statistics Finland’s own questions

1 Leadership

How satisfied are you with?

1.1 The support your immediate superior provides in matters related to your work and in creating preconditions for it
1.2 The general organisation or work in your work community
1.3 The availability of feedback on your work performance, command of professional skills and development in your work
1.4 The fairness and humanity of the way you are treated by the supervisors and management of your work community

2 Content and challenges of work

How satisfied are you with?

2.1 The clarity of the targets set on your performance and work in general
2.2 The independence of your work and your ability to influence the contents of your work
2.3 The amount of challenges your work offers
2.4 The stimulation your work offers and the enjoyment you get from your work

3 Remuneration

How satisfied are you with?

3.1 The clarity and intelligibility of the basis on which you are paid
3.2 Your pay relative to the demands of your work
3.3 Changes made to your pay if your work performance changes
3.4 The fairness of your pay

4 Support of development

How satisfied are you with?

4.1 Your progress in your career and support for it in your work community
4.2 Your opportunities to participate in workplace training and other concrete measures offered by your work community for the development of your competence
5 **Work atmosphere and co-operation**
   How satisfied are you with?
   5.1 The internal co-operation and work atmosphere of your work community
   5.2 The fairness and humanity of the way you are treated by your co-workers
   5.3 The appreciation of your competence and work input in your work community
   5.4 The realisation of gender equality in your work community

6 **Working conditions**
   How satisfied are you with?
   6.1 Your possibilities to reconcile your work and private life
   6.2 The certainty of your job now and in the future
   6.3 Your coping ability and energy
   6.4 Your workspace and your working tools

7 **Flow of information**
   How satisfied are you with?
   7.1 The internal communication and flow of information in your work community
   7.2 The openness of your work community in the preparation of matters and in decision-making

8 **Employer image**
   How satisfied are you with?
   8.1 The public image of your employer as a good employer
   8.2 The clarity and intelligibility of your employer’s values
   8.3 The materialisation of the values in practice

9 **Job rotation**
   9.1 Are you willing to embark on job rotation?

10 **Change of jobs**
   10.1 Are you so dissatisfied with your present job that you are considering changing jobs?

11 **Leadership**
   11.1 Difficult conflicts among personnel are tackled promptly at my department
   11.2 Changes are implemented in a systematic manner at Statistics Finland
   11.3 Management is skilled at Statistics Finland
   11.4 Management is interactive at Statistics Finland
   11.5 Projects are well managed at Statistics Finland
   11.6 Systematic and proactive activities are based on a well-functioning planning and monitoring system at Statistics Finland
   11.7 The role of a unit head is clear
   11.8 The role of a team leader is clear

12 **Content and challenges of work**
   12.1 I can use my own abilities diversely in my work
   12.2 I know how my own work is connected with the goals of Statistics Finland and my department
   12.3 I feel I can influence the activities of my work community
   12.4 The processes that are essential in my work function well
   12.5 Project work is of high quality and productive at Statistics Finland
   12.6 My department has clear goals
   12.7 My department has a clear plan for achieving the goals

13 **Support of development**
   13.1 My professional competence is up-to-date and developing
13.2 I co-operate with parties from outside Statistics Finland that are important for my work.
13.3 At my department problems related to job tasks are seen as challenges that can be learned from
13.4 Sharing of knowledge related to job tasks and competence is typical of Statistics Finland’s activity

14 Work atmosphere and co-operation
14.1 I give support and encouragement to my co-workers and supervisor
14.2 I can freely express different and deviating opinions in my work community
14.3 I trust in the support of my work community
14.4 Co-operation between departments functions well

15 Working conditions
15.1 I can usually manage my work within normal working hours

16 Employer image
16.1 The principles of statistical ethics are respected at Statistics Finland
16.2 Statistics Finland is service-oriented
16.3 Activity is continuously being improved at Statistics Finland
16.4 Statistics Finland is innovative
16.5 My department reacts adequately to changes in society and the development needs that arise from them
16.6 Statistics Finland has clear goals
16.7 Statistics Finland has a clear plan for achieving the goals
16.8 The activity of Statistics Finland is efficient and productive
16.9 I do work that is meaningful

Open question
17 Do you still have something else in mind that you would like to mention in this context?