

EMPLOYEE SURVEY



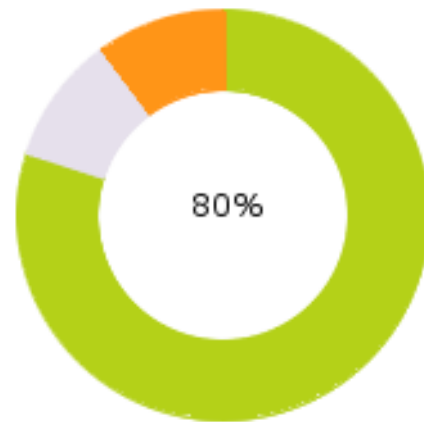
RESULT

Employee survey - sample questionnaire

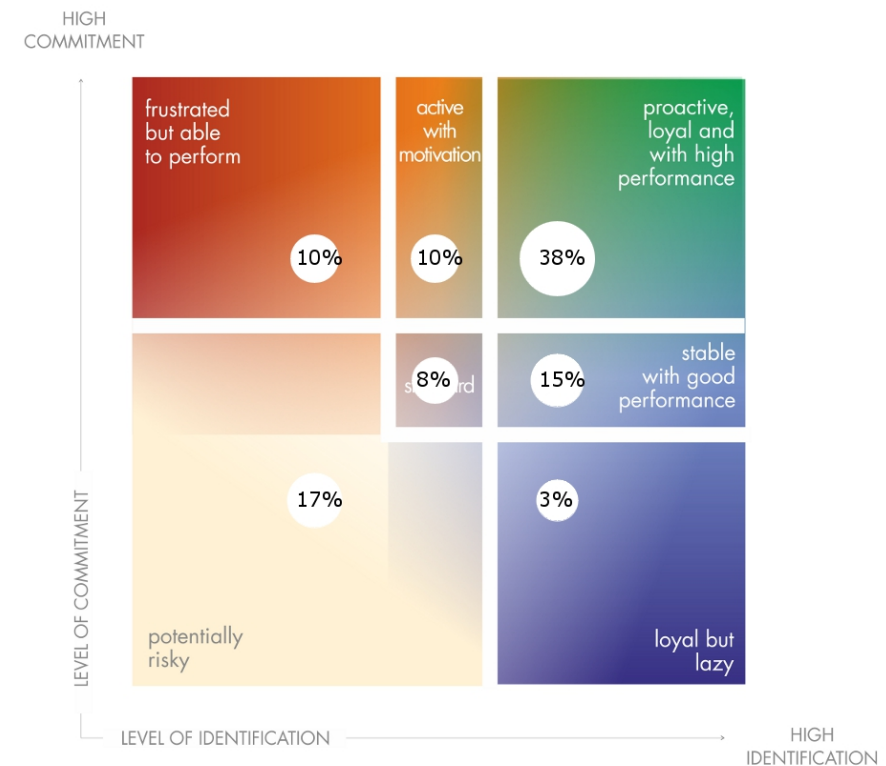
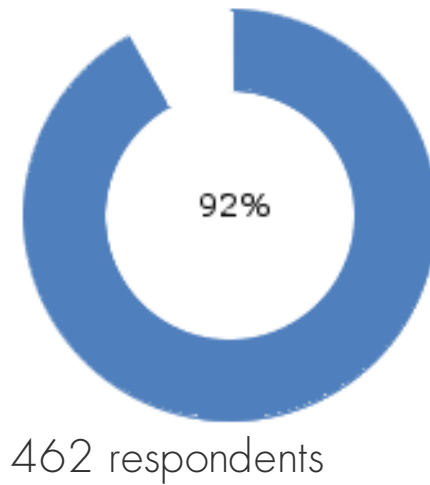


SUMMARY

SATISFACTION



RETURN RATE



TOP QUESTIONS

My line manager devotes time to me and is available for me when I need.



I know what my job description is and what is expected of me. I understand assignments set by my superior.



My superior provides specific feedback, assesses what I was successful/unsuccessful in and tells me what I should improve and how.



My line manager supports my development. He/she involves me in activities, thanks to which I learn new things.



BOTTOM QUESTIONS

Working hours and their scheduling suit me.



The company allows me to coordinate my work and personal life.



My salary and the structure of bonuses motivates me to provide high quality work and high performance.



I have the appropriate equipment, aids and tools for my work.



My salary allows me adequate security and satisfaction of my requirements.



SUMMARY

RESULTS FOR INDIVIDUAL CATEGORIES

SATISFACTION WITH TOP MANAGEMENT



SATISFACTION WITH YOUR SUPERIOR



SATISFACTION WITH THE APPROACH TO EMPLOYEES



SATISFACTION WITH COMMUNICATION



SATISFACTION WITH THE ATMOSPHERE



SATISFACTION WITH WORKING CONDITIONS



SATISFACTION WITH YOUR REMUNERATION



SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT

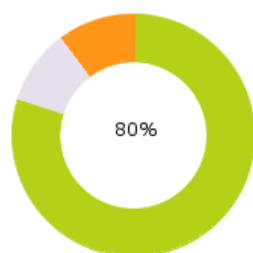


EXPLANATORY NOTES TOTAL OVERALL RESULTS FOR ALL RESPONDENTS:

VARIANTS OF ANSWERS:

Strongly disagree
Disagree
I evaluate this neutrally
Agree
Strongly agree

COLOURS IN THE CHART:



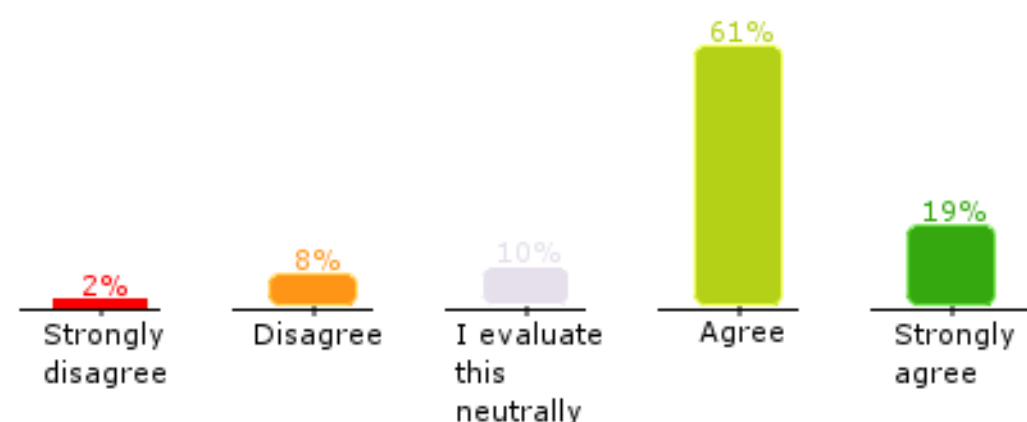
Number in the chart shows the ratio of representation of approving answers in number of total answers. Colours in the chart show overall categories of the answers (all approving, disapproving and all neutral).

EXPLANATORY NOTES TOTAL PARTIAL RESULTS FOR ALL RESPONDENTS:

VARIANTS OF ANSWERS:

Strongly disagree
Disagree
I evaluate this neutrally
Agree
Strongly agree

COLOURS IN THE CHART:



Numbers in the chart show the ratio of representation of individual answers in number of total answers.

EXPLANATORY NOTES

TOTAL OVERALL RESULTS FOR VARIOUS CATEGORIES OF RESPONDENTS:

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	80%	79%	82%	80%

Number in the table show the ration of representation of all approving answers **Agree / Strongly agree** in different categories of respondents.

In the table, instead of a specific value a symbol can be used: <5

This symbol is used where there are fewer than 5 respondents in a given category and therefore by showing a specific value, their anonymity would be endangered.

Some of the fields in the table can be differentiated in colour and point out statistically over-average values.

Significantly high values

Significantly low values

EXPLANATORY NOTES ANSWERS FOR INDIVIDUAL QUESTIONS:

My line manager devotes time to me and is available for me when I need.

5%

6%

89%

1.8

VARIANTS OF ANSWERS:

Strongly disagree
Disagree
I evaluate this neutrally
Agree
Strongly agree

COLOURS IN THE CHART:



Numbers and colours show the ratio of the overall categories of answers (all approving, all disapproving and all neutral).

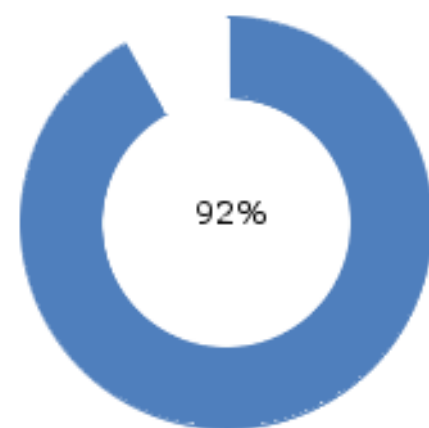
The priority by importance expresses how important the respondents consider the given question to be, on a scale of 1 (highest) to 5 (lowest),

SURVEY PARTICIPATION RETURN RATE AND PARTICIPANT REPRESENTATION

In the chapter about return rate, the percent values show the return rate of the total number of addressed respondents, in:

- total (including supplementary information about the ratio of representation of individual categories in the total)
- by categories of respondents
- by individual questions

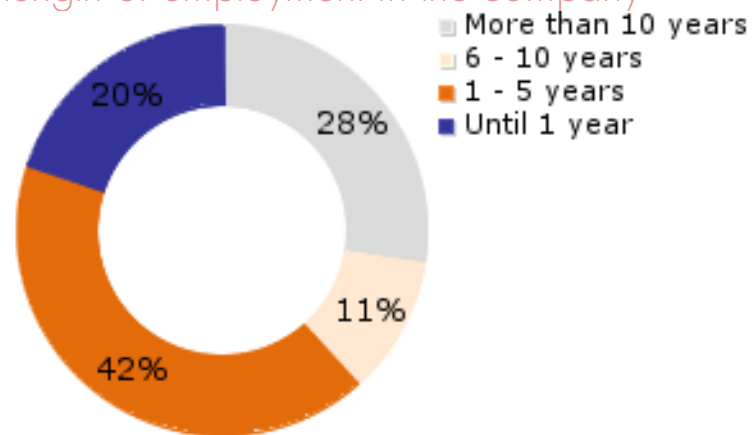
OVERALL RETURN RATE



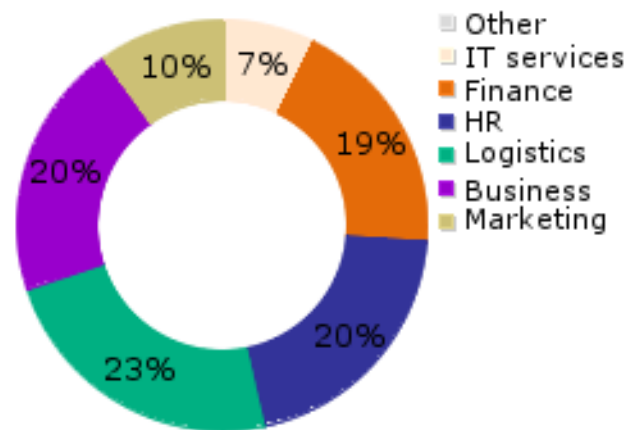
462 respondents

REPRESENTATION BY CATEGORY

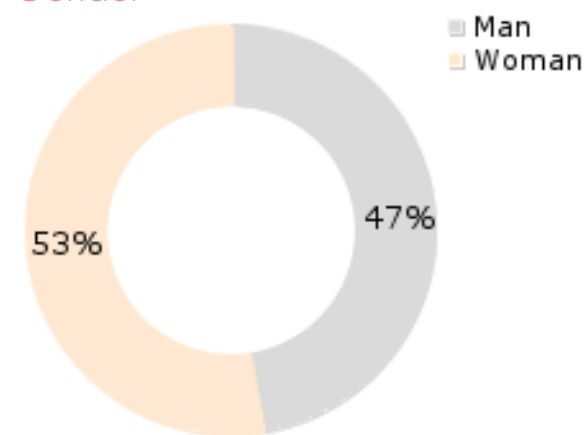
length of employment in the company



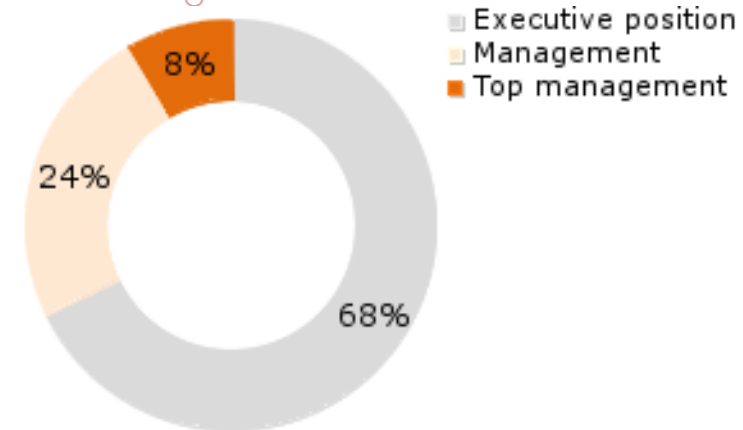
Area



Gender



Level of organization



SURVEY PARTICIPATION RETURN RATE AND PARTICIPANT REPRESENTATION

BY CATEGORY

		Until 1 year	1 - 5 years	6 - 10 years	More than 10 years			
length of employment in the company		94% (91)	92% (192)	98% (50)	89% (127)			
		Woman			Man			
Gender		91% (242)			93% (218)			
		Marketing	Business	Logistics	HR	Finance	IT services	Other
Area		88% (45)	91% (93)	91% (107)	96% (94)	90% (87)	97% (34)	X (0)
		Top management		Management		Executive position		
Level of organization		78% (38)		85% (110)		97% (312)		

Colour distinction in the chart: Significantly high values Significantly low values

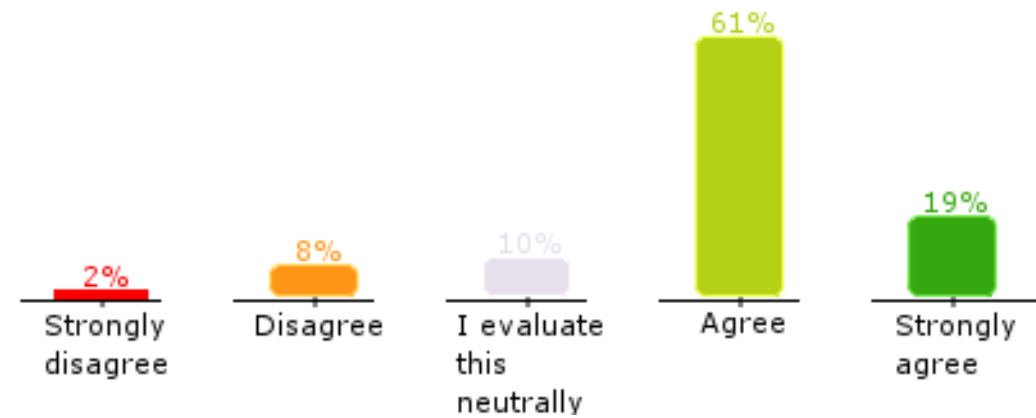
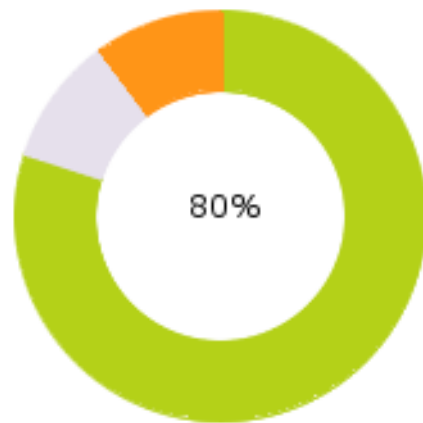
SURVEY PARTICIPATION

RETURN RATE OF INDIVIDUAL QUESTIONS



I have the possibility of expressing my opinion. I know that it will be taken seriously.	97%
The company cares for its employees and their satisfaction.	97%
The company offers benefits and rewards for those who deserve them.	98%
Everybody has equal opportunities in the company. Employees are treated fairly.	98%
I always have all the information I need from colleagues and cooperating teams.	97%
I get fundamental and important information on time.	97%
The information I receive is clear and I understand it.	98%
I know who I can turn to if I need specific information.	98%
An open and positive atmosphere reigns around me.	97%
The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.	97%
There is good cooperation and mutual support between different departments and teams in the company.	98%
I have good friends among my colleagues.	97%
I have the conditions to do what I know best and to provide high quality performance.	97%
I have the appropriate equipment, aids and tools for my work.	98%
Working hours and their scheduling suit me.	98%
The company allows me to coordinate my work and personal life.	97%
My salary corresponds to my position, the quality and amount of work performed.	97%
My salary and the structure of bonuses motivates me to provide high quality work and high performance.	97%
My salary is comparable to others on the market with a view to my qualifications and the sector.	96%
My salary allows me adequate security and satisfaction of my requirements.	97%
New employees are provided adequate support in terms of adaptation.	97%
The offer of education is adequate and covers my requirements.	98%
I have the possibility of long-term professional growth and self-development.	97%
I can plan my career and professional direction within the company.	97%

RESULT IN TOTAL

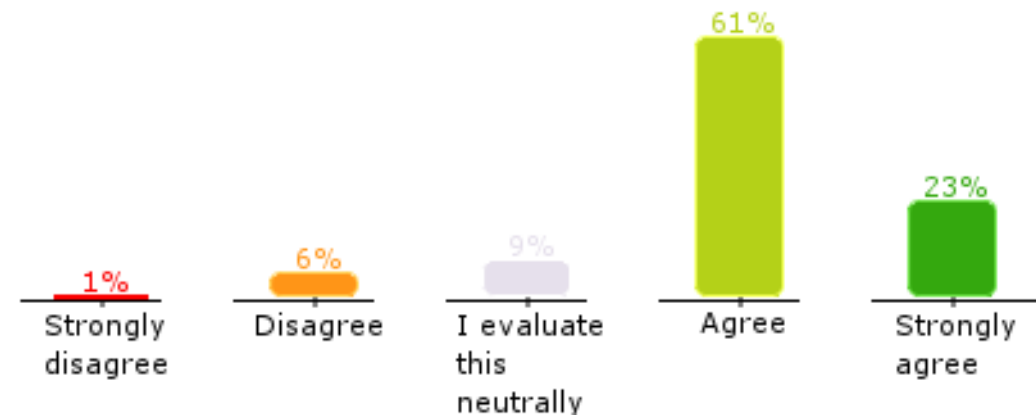
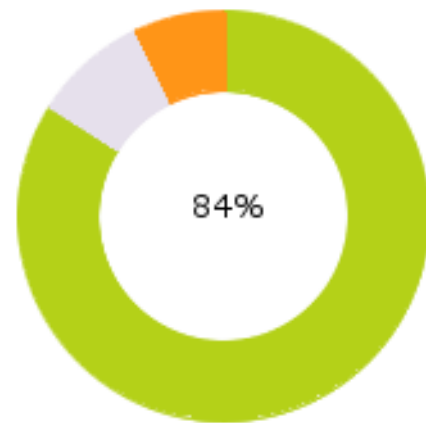


BY CATEGORY

	<div>Until 1 year1 - 5 years6 - 10 yearsMore than 10 years</div>						
length of employment in the company	80%	79%	82%	80%			
	<div>WomanMan</div>						
Gender	80%		79%				
	<div>MarketingBusinessLogisticsHRFinanceIT servicesOther</div>						
Area	81%	80%	79%	81%	80%	75%	<5
	<div>Top managementManagementExecutive position</div>						
Level of organization	81%			80%		80%	

Colour distinction in the chart: Significantly high values Significantly low values

RESULT SATISFACTION WITH TOP MANAGEMENT



BY CATEGORY

	<div>Until 1 year1 - 5 years6 - 10 yearsMore than 10 years</div>						
length of employment in the company	85%	82%	83%	86%			
	<div>WomanMan</div>						
Gender	84%		84%				
	<div>MarketingBusinessLogisticsHRFinanceIT servicesOther</div>						
Area	86%	86%	85%	82%	82%	80%	<5
	<div>Top management</div>			<div>Management</div>		<div>Executive position</div>	
Level of organization	82%			84%		84%	

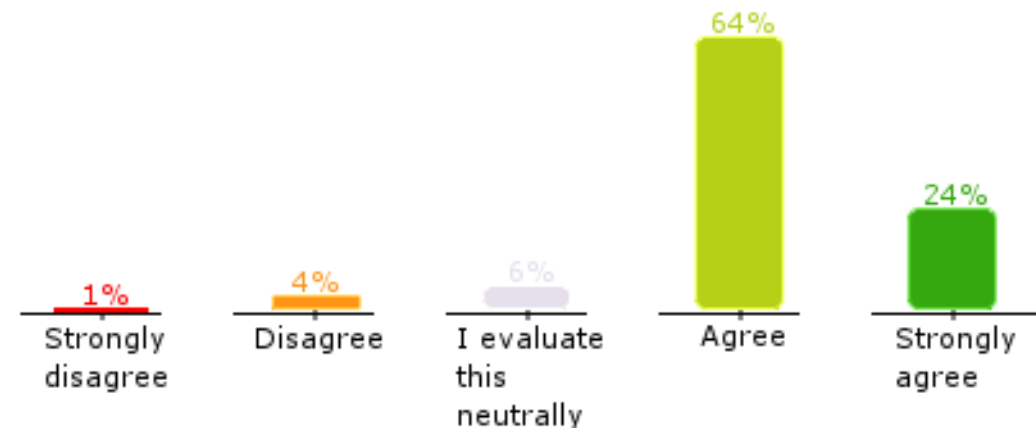
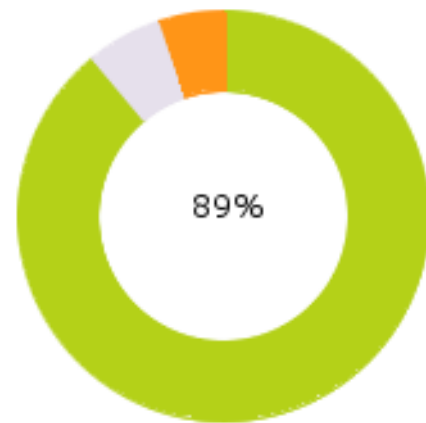
Colour distinction in the chart: Significantly high values Significantly low values

RESULT SATISFACTION WITH TOP MANAGEMENT

STATEMENTS

	OVERALL DISSATISFACTION	OVERALL SATISFACTION	PRIORITY BY IMPORTANCE
Top management provides timely and effective information about company strategy and key information.	7% 10%	83%	3.2
Members of top management are transparent and trustworthy for me, their actions correspond to what they say.	7% 9%	84%	3
I perceive members of top management as true leaders with a clear vision.	6% 9%	84%	3.2
Members of top management act consistently and their decisions are consistent.	7% 9%	84%	3.2

RESULT SATISFACTION WITH YOUR SUPERIOR



BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years			
length of employment in the company	88%	88%	93%	89%			
	Woman		Man				
Gender	90%		87%				
	Marketing	Business	Logistics	HR	Finance	IT services	Other
Area	92%	89%	85%	91%	92%	77%	<5
	Top management		Management		Executive position		
Level of organization	95%		89%		88%		

Colour distinction in the chart: Significantly high values Significantly low values

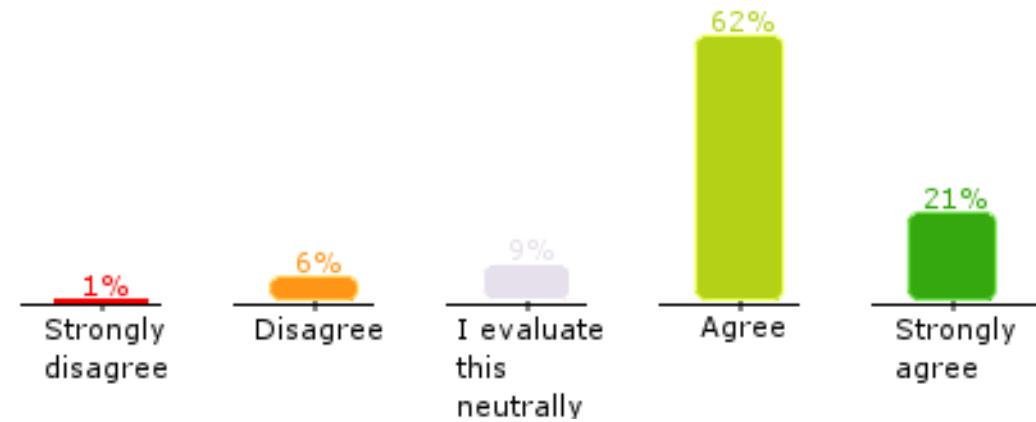
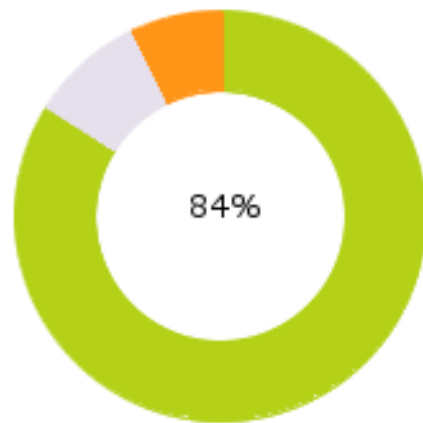
RESULT

SATISFACTION WITH YOUR SUPERIOR

STATEMENTS

	OVERALL DISSATISFACTION	OVERALL SATISFACTION	PRIORITY BY IMPORTANCE
I know what my job description is and what is expected of me. I understand assignments set by my superior.	4% 7%	89%	1.7
My superior provides specific feedback, assesses what I was successful/unsuccessful in and tells me what I should improve and how.	6% 6%	88%	1.8
My line manager devotes time to me and is available for me when I need.	5% 6%	89%	1.8
My line manager supports my development. He/she involves me in activities, thanks to which I learn new things.	5% 6%	88%	2.9

RESULT SATISFACTION WITH THE APPROACH TO EMPLOYEES



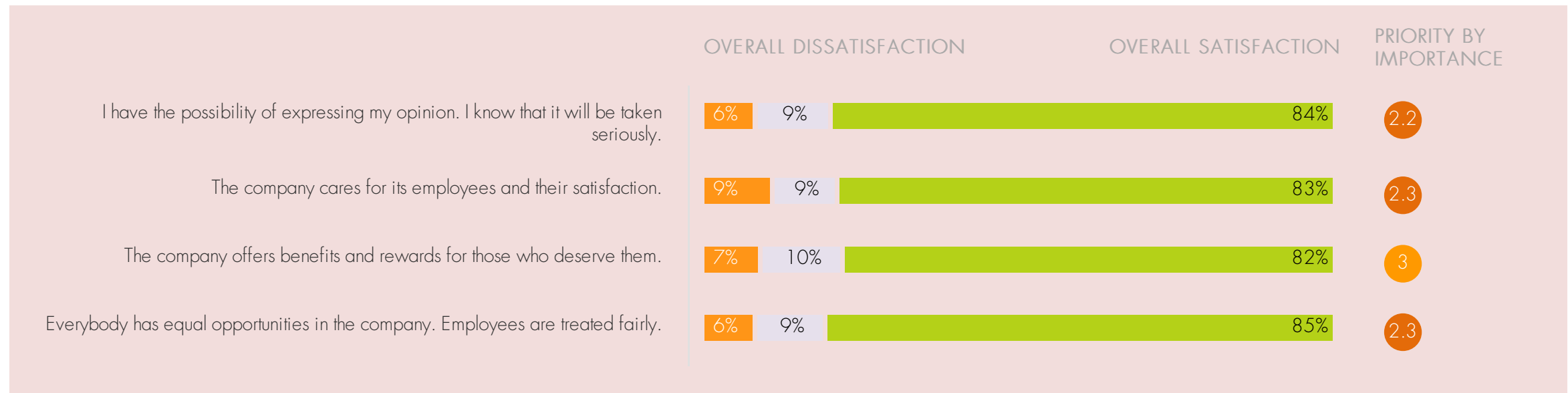
BY CATEGORY

	length of employment in the company						
	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years			
	86%	82%	87%	83%			
	Gender						
	Woman		Man				
	84%		84%				
	Area						
	Marketing	Business	Logistics	HR	Finance	IT services	Other
	90%	83%	83%	84%	82%	82%	<5
	Level of organization						
	Top management		Management		Executive position		
	79%		82%		85%		

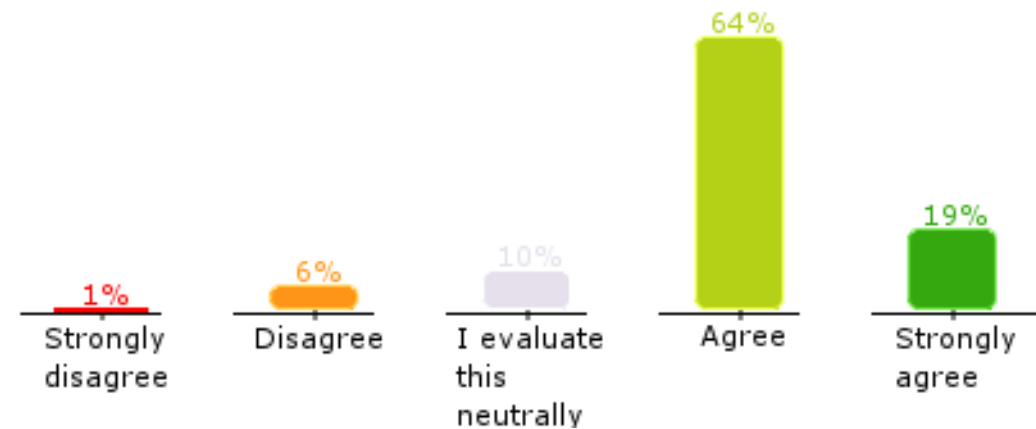
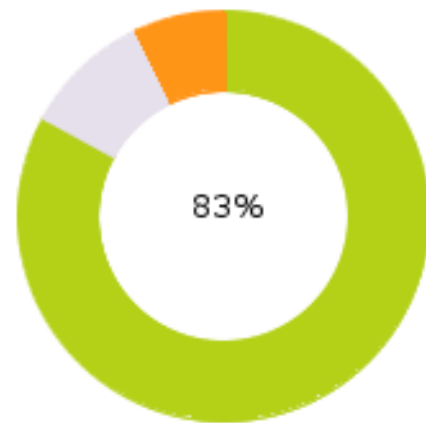
Colour distinction in the chart: Significantly high values Significantly low values

RESULT SATISFACTION WITH THE APPROACH TO EMPLOYEES

STATEMENTS



RESULT SATISFACTION WITH COMMUNICATION



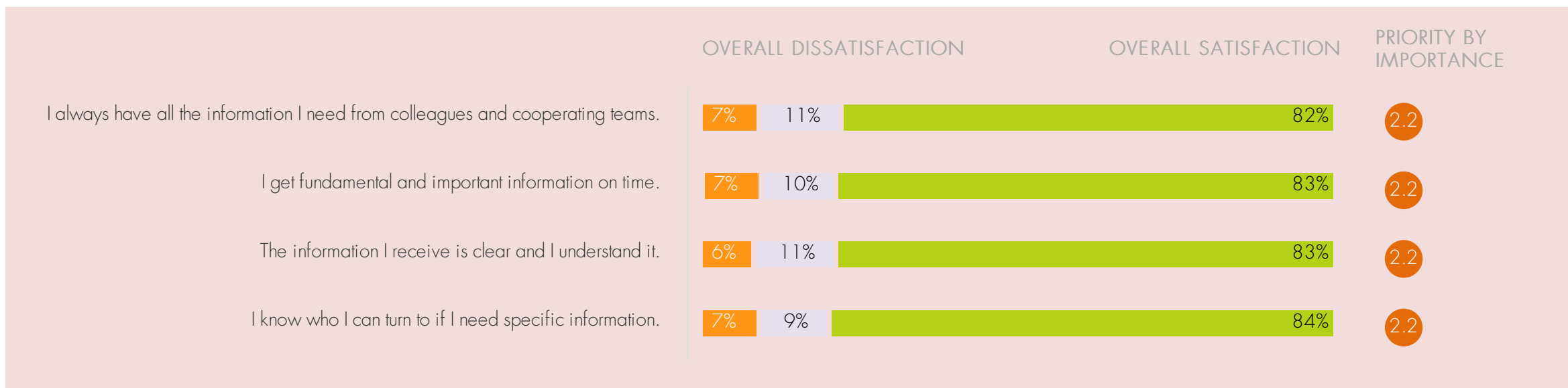
BY CATEGORY

	<div>Until 1 year1 - 5 years6 - 10 yearsMore than 10 years</div>						
length of employment in the company	85%	83%	80%	83%			
	<div>WomanMan</div>						
Gender	83%		83%				
	<div>MarketingBusinessLogisticsHRFinanceIT servicesOther</div>						
Area	85%	85%	78%	85%	87%	77%	<5
	<div>Top managementManagementExecutive position</div>						
Level of organization	90%		81%		83%		

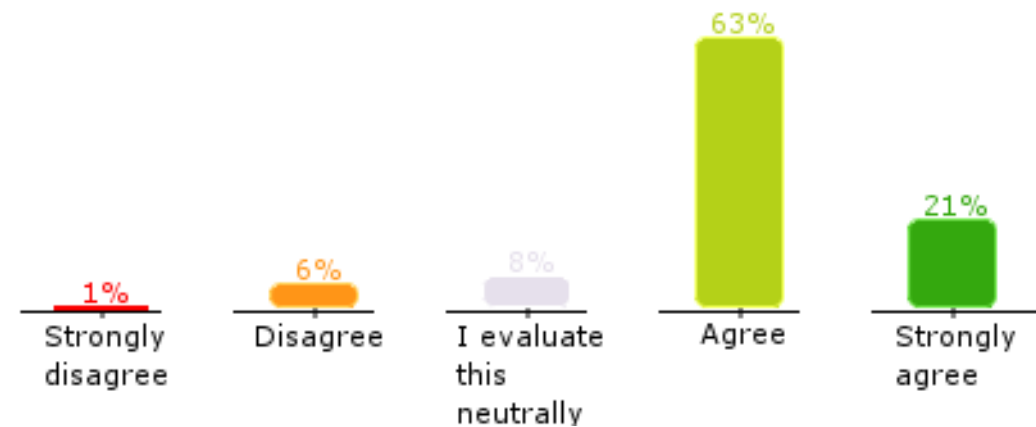
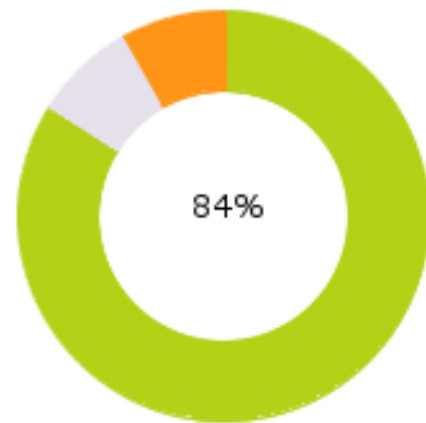
Colour distinction in the chart: Significantly high values Significantly low values

RESULT SATISFACTION WITH COMMUNICATION

STATEMENTS



RESULT SATISFACTION WITH THE ATMOSPHERE



BY CATEGORY

	<div>Until 1 year1 - 5 years6 - 10 yearsMore than 10 years</div>						
length of employment in the company	86%	83%	86%	84%			
	<div>WomanMan</div>						
Gender	86%	82%					
	<div>MarketingBusinessLogisticsHRFinanceIT servicesOther</div>						
Area	83%	84%	83%	88%	85%	76%	<5
	<div>Top managementManagementExecutive position</div>						
Level of organization	88%			86%		83%	

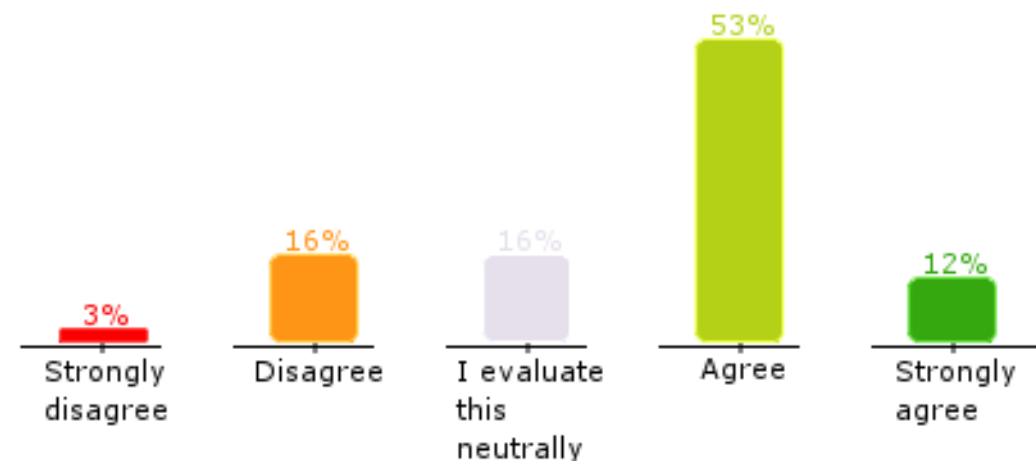
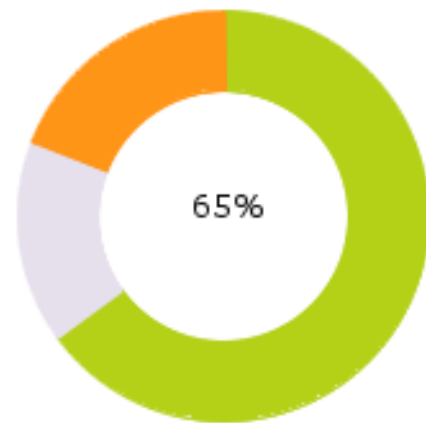
Colour distinction in the chart: Significantly high values Significantly low values

RESULT SATISFACTION WITH THE ATMOSPHERE

STATEMENTS

	OVERALL DISSATISFACTION	OVERALL SATISFACTION	PRIORITY BY IMPORTANCE
An open and positive atmosphere reigns around me.	6% 10%	84%	3.1
The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.	9% 6%	85%	3.1
There is good cooperation and mutual support between different departments and teams in the company.	8% 8%	84%	2.2
I have good friends among my colleagues.	8% 8%	84%	3.1

RESULT SATISFACTION WITH WORKING CONDITIONS



BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	61%	66%	71%	64%

	Woman	Man
Gender	65%	65%

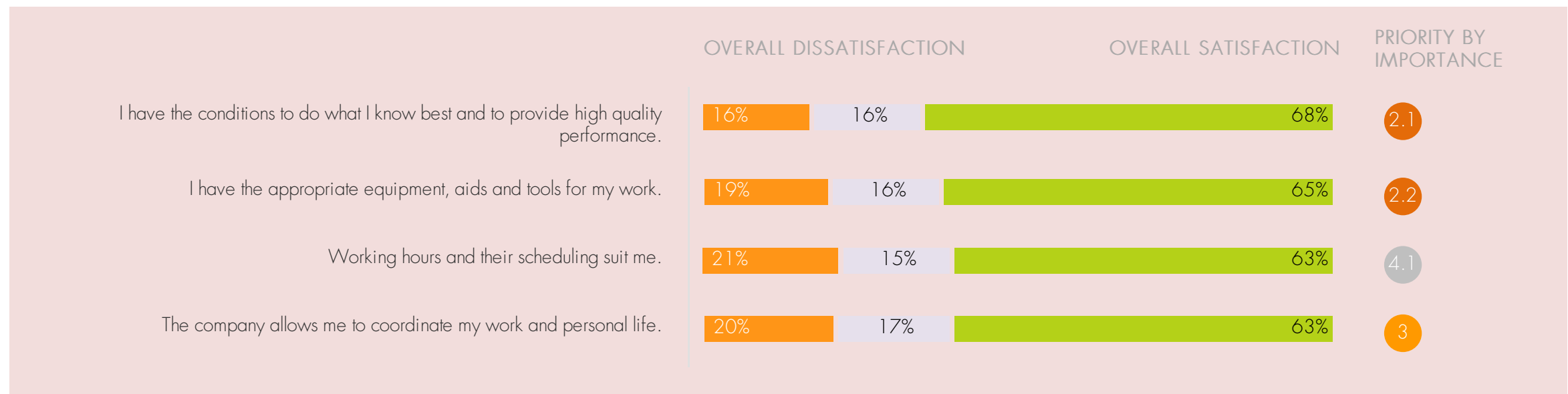
	Marketing	Business	Logistics	HR	Finance	IT services	Other
Area	72%	60%	66%	66%	64%	63%	<5

	Top management	Management	Executive position
Level of organization	65%	70%	63%

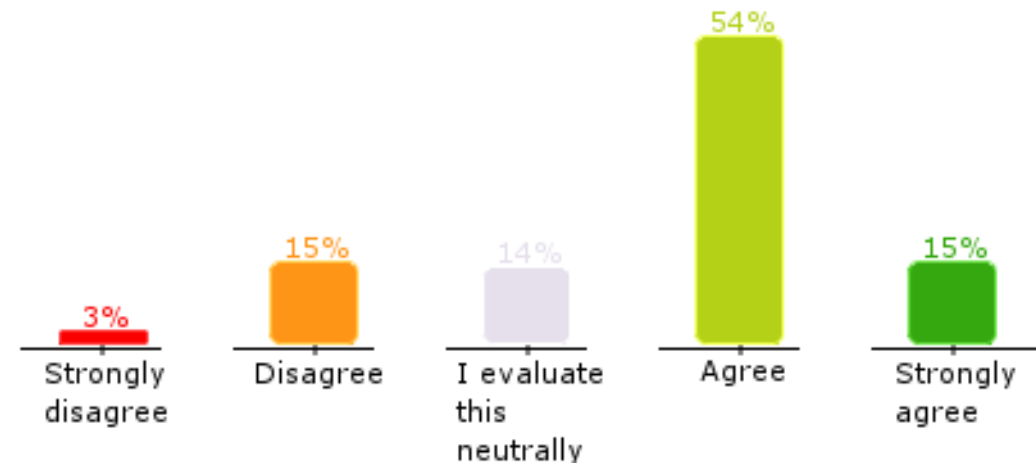
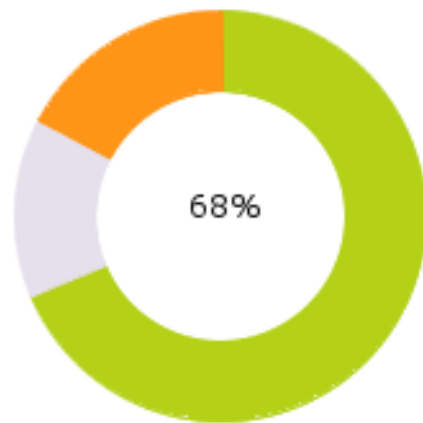
Colour distinction in the chart: Significantly high values Significantly low values

RESULT SATISFACTION WITH WORKING CONDITIONS

STATEMENTS



RESULT SATISFACTION WITH YOUR REMUNERATION



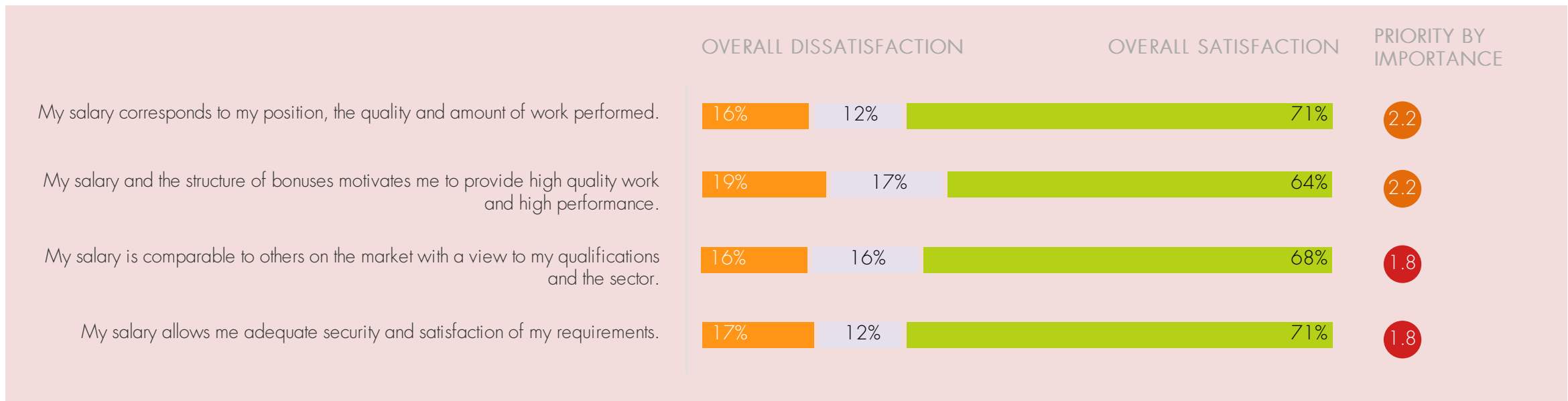
BY CATEGORY

	<div>Until 1 year1 - 5 years6 - 10 yearsMore than 10 years</div>						
length of employment in the company	66%	69%	67%	70%			
	<div>WomanMan</div>						
Gender	69%		67%				
	<div>MarketingBusinessLogisticsHRFinanceIT servicesOther</div>						
Area	67%	68%	70%	66%	69%	69%	<5
	<div>Top managementManagementExecutive position</div>						
Level of organization	66%			67%		69%	

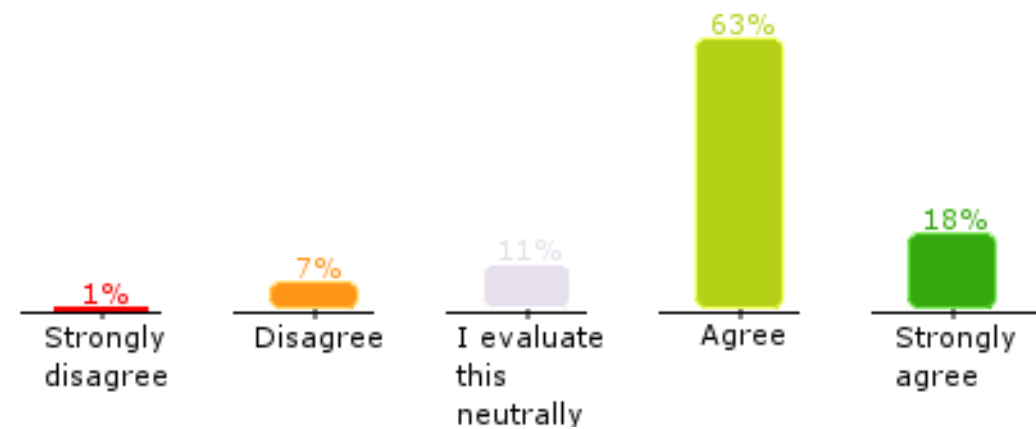
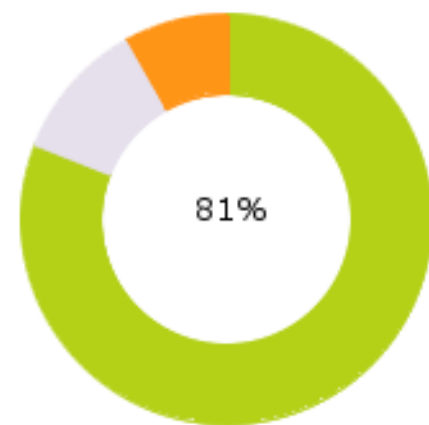
Colour distinction in the chart: Significantly high values Significantly low values

RESULT SATISFACTION WITH YOUR REMUNERATION

STATEMENTS



RESULT SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT



BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	83%	82%	86%	77%

	Woman	Man
Gender	82%	81%

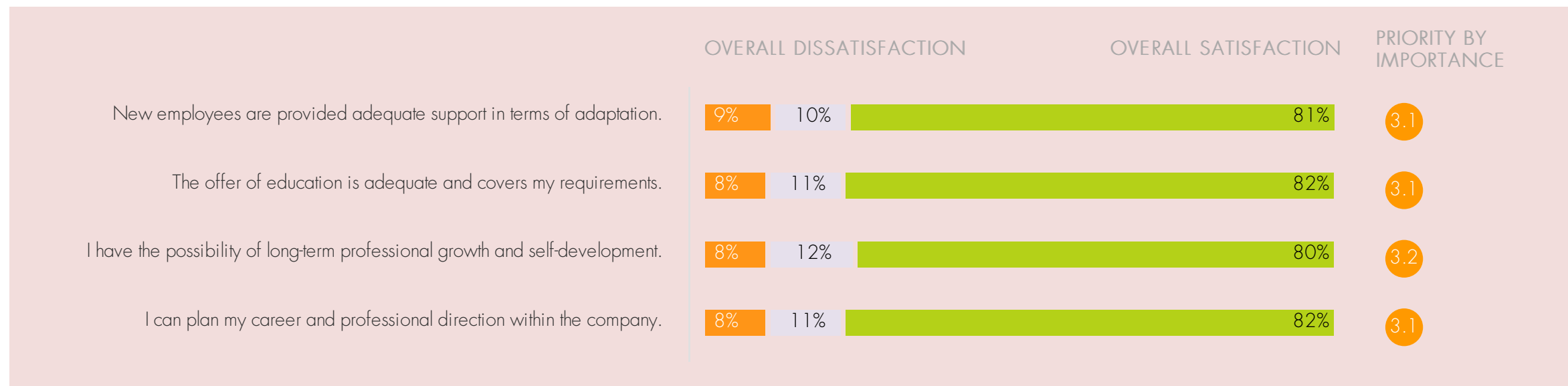
	Marketing	Business	Logistics	HR	Finance	IT services	Other
Area	76%	83%	82%	82%	82%	77%	<5

	Top management	Management	Executive position
Level of organization	79%	80%	82%

Colour distinction in the chart: Significantly high values Significantly low values

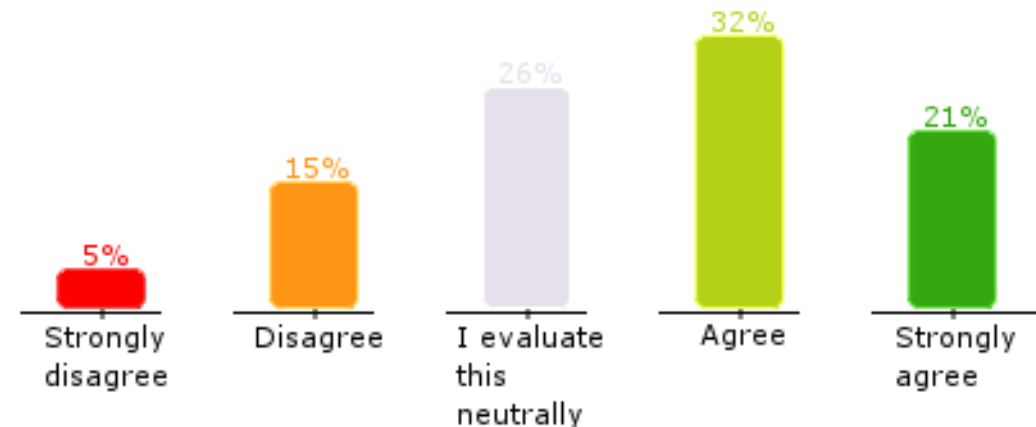
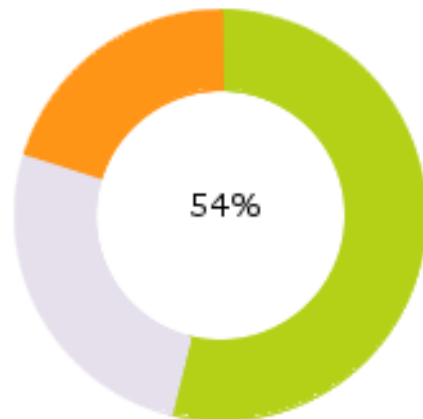
RESULT SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT

STATEMENTS



COMMITMENT

Note. Commitment represents a will and an inner motivation of employees to deliver excellent performance and achieve results even in their supervisor's absence and without his/her active incentive.



BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years			
length of employment in the company	58%	55%	57%	49%			
	Woman		Man				
Gender	54%		54%				
	Marketing	Business	Logistics	HR	Finance	IT services	Other
Area	54%	50%	56%	52%	53%	63%	<5
	Top management		Management		Executive position		
Level of organization	52%		51%		55%		

Colour distinction in the chart: Significantly high values Significantly low values

COMMITMENT

STATEMENTS



COMMITMENT VS OTHER OBSERVED AREAS

Note. The chart shows expected shift in the level of commitment in dependence on the shift of evaluation of individual questions. Values can range from -100% to 100%. Positive values mean that as the degree of agreement with the statement grows, the level of commitment is likely to grow as well. Negative values mean that as the degree of agreement with the statement grows, the level of commitment is rather likely to drop. If statements are formulated positively, negative values are rather rare.

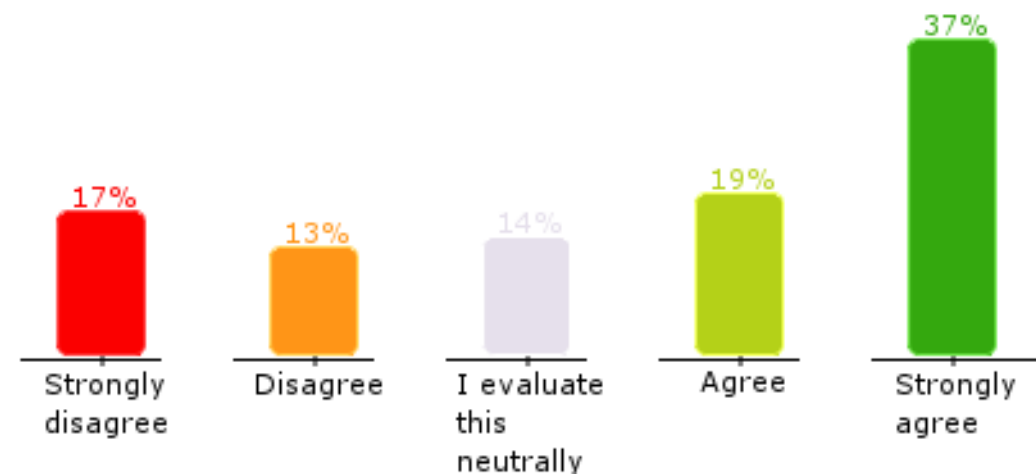
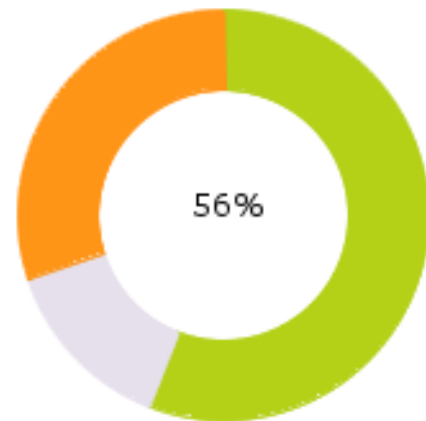
EXPECTED SHIFT IN COMMITMENT IN DEPENDENCE ON THE SHIFT IN
OBSERVED AREAS

Top management provides timely and effective information about company strategy and key information.		SATISFACTION WITH TOP MANAGEMENT
Members of top management are transparent and trustworthy for me, their actions correspond to what they say.		
I perceive members of top management as true leaders with a clear vision.		
Members of top management act consistently and their decisions are consistent.		
I know what my job description is and what is expected of me. I understand assignments set by my superior.		SATISFACTION WITH YOUR SUPERIOR
My superior provides specific feedback, assesses what I was successful/unsuccessful in and tells me what I should improve and how.		
My line manager devotes time to me and is available for me when I need.		
My line manager supports my development. He/she involves me in activities, thanks to which I learn new things.		
I have the possibility of expressing my opinion. I know that it will be taken seriously.	21%	SATISFACTION WITH THE APPROACH TO EMPLOYEES
The company cares for its employees and their satisfaction.		
The company offers benefits and rewards for those who deserve them.		
Everybody has equal opportunities in the company. Employees are treated fairly.		

<p>I always have all the information I need from colleagues and cooperating teams.</p> <p>I get fundamental and important information on time.</p> <p>The information I receive is clear and I understand it.</p> <p>I know who I can turn to if I need specific information.</p>	1%	SATISFACTION WITH COMMUNICATION
	1%	
	1%	
<p>An open and positive atmosphere reigns around me.</p> <p>The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.</p> <p>There is good cooperation and mutual support between different departments and teams in the company.</p> <p>I have good friends among my colleagues.</p>		SATISFACTION WITH THE ATMOSPHERE
	2%	
<p>I have the conditions to do what I know best and to provide high quality performance.</p> <p>I have the appropriate equipment, aids and tools for my work.</p> <p>Working hours and their scheduling suit me.</p> <p>The company allows me to coordinate my work and personal life.</p>	9%	SATISFACTION WITH WORKING CONDITIONS
	9%	
<p>My salary corresponds to my position, the quality and amount of work performed.</p> <p>My salary and the structure of bonuses motivates me to provide high quality work and high performance.</p> <p>My salary is comparable to others on the market with a view to my qualifications and the sector.</p> <p>My salary allows me adequate security and satisfaction of my requirements.</p>		SATISFACTION WITH YOUR REMUNERATION
	1%	
<p>New employees are provided adequate support in terms of adaptation.</p> <p>The offer of education is adequate and covers my requirements.</p> <p>I have the possibility of long-term professional growth and self-development.</p> <p>I can plan my career and professional direction within the company.</p>		SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT
	11%	

IDENTIFICATION

Note. Identification represents employees' sense of belonging and their attitude towards the company, i.e. to what extent they feel to be its integral part. Employees with low rate of identification are in danger of a higher fluctuation.



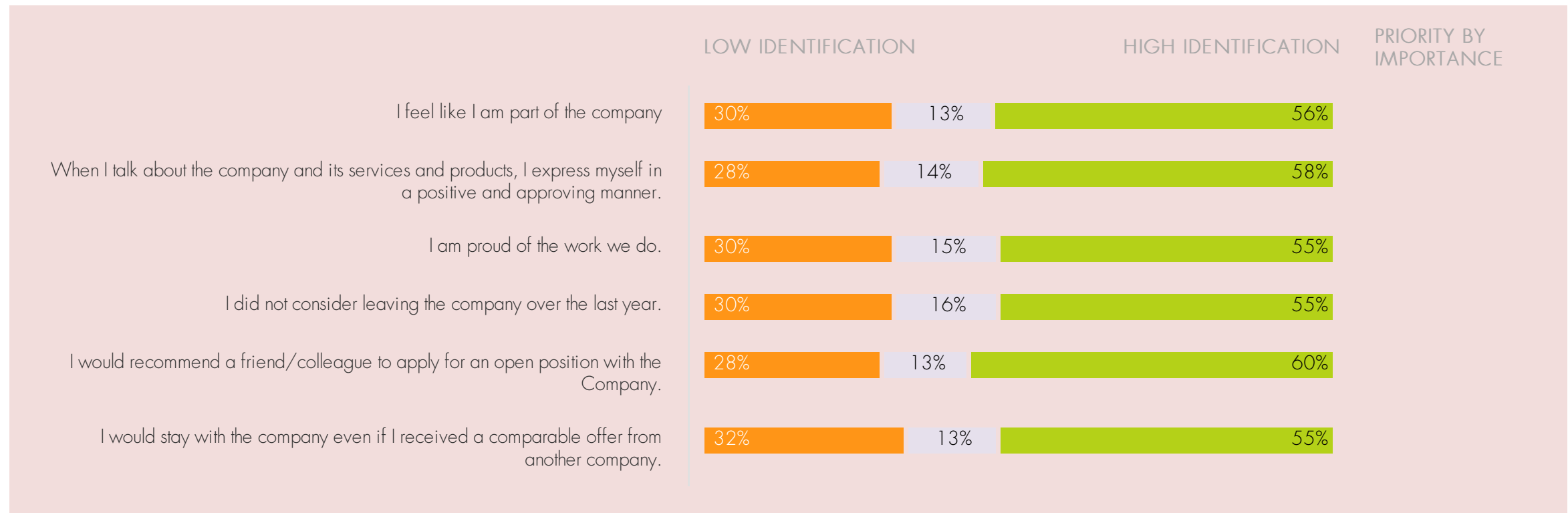
BY CATEGORY

	Until 1 year				1 - 5 years		6 - 10 years		More than 10 years					
length of employment in the company	58%			55%			62%			56%				
Gender	Woman						Man							
	57%						55%							
Area	Marketing		Business		Logistics		HR		Finance		IT services		Other	
	56%		55%		60%		56%		56%		51%		<5	
Level of organization	Top management				Management				Executive position					
	62%				53%				57%					

Colour distinction in the chart: Significantly high values Significantly low values

IDENTIFICATION

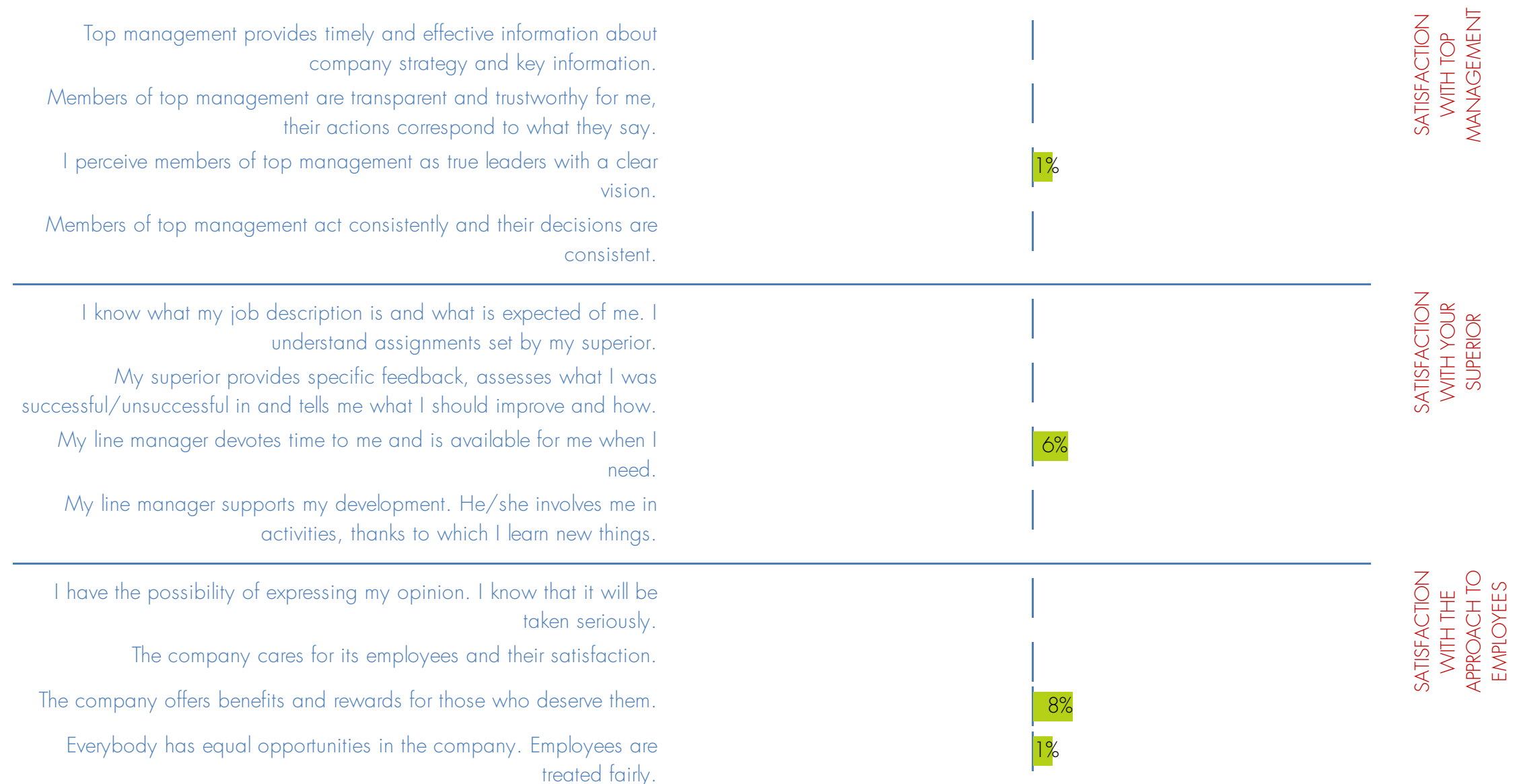
STATEMENTS



IDENTIFICATION VS OTHER OBSERVED AREAS

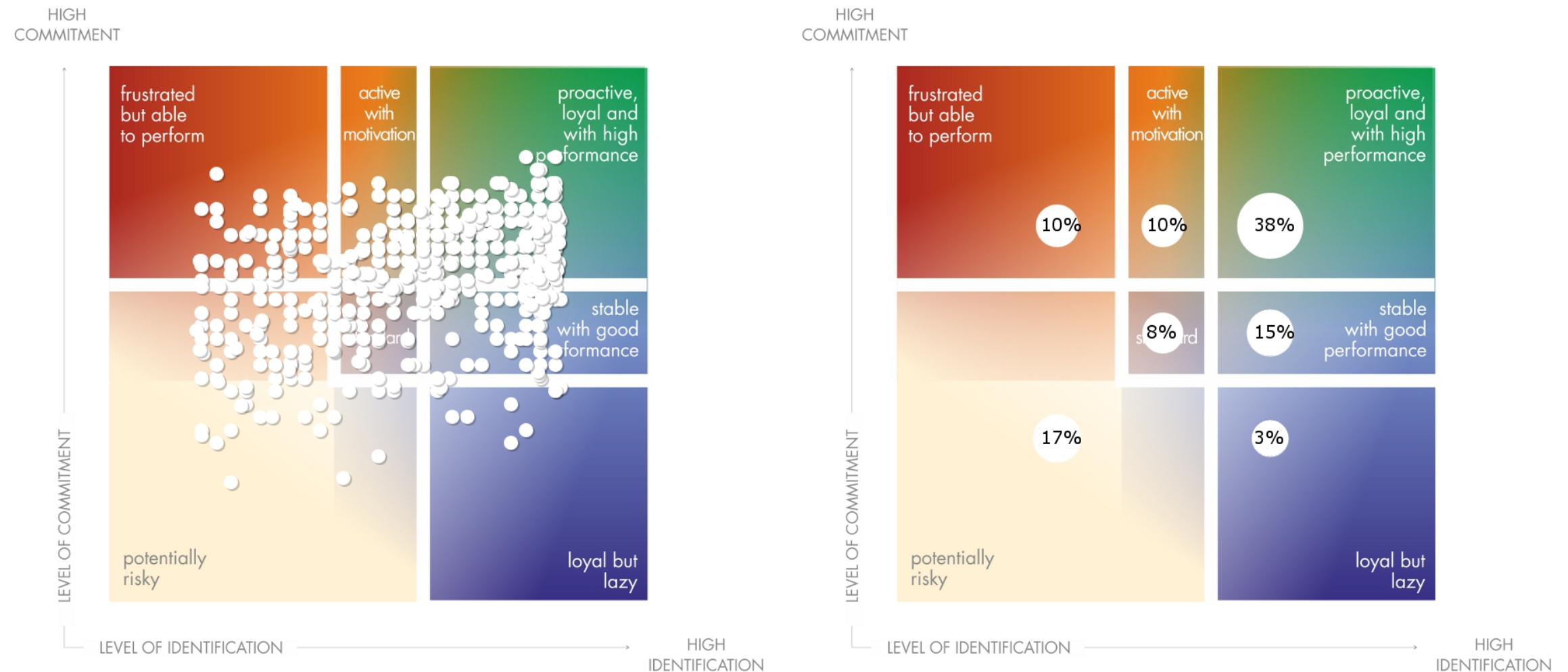
Note. The chart shows expected shift in the level of identification in dependence on the shift of evaluation of individual questions. Values can range from -100% to 100%. Positive values mean that as the degree of agreement with the statement grows, the level of identification is likely to grow as well. Negative values mean that as the degree of agreement with the statement grows, the level of commitment is rather likely to drop. If statements are formulated positively, negative values are rather rare.

EXPECTED SHIFT IN IDENTIFICATION WITH COMPANY IN DEPENDENCE ON
THE SHIFT IN OBSERVED AREAS



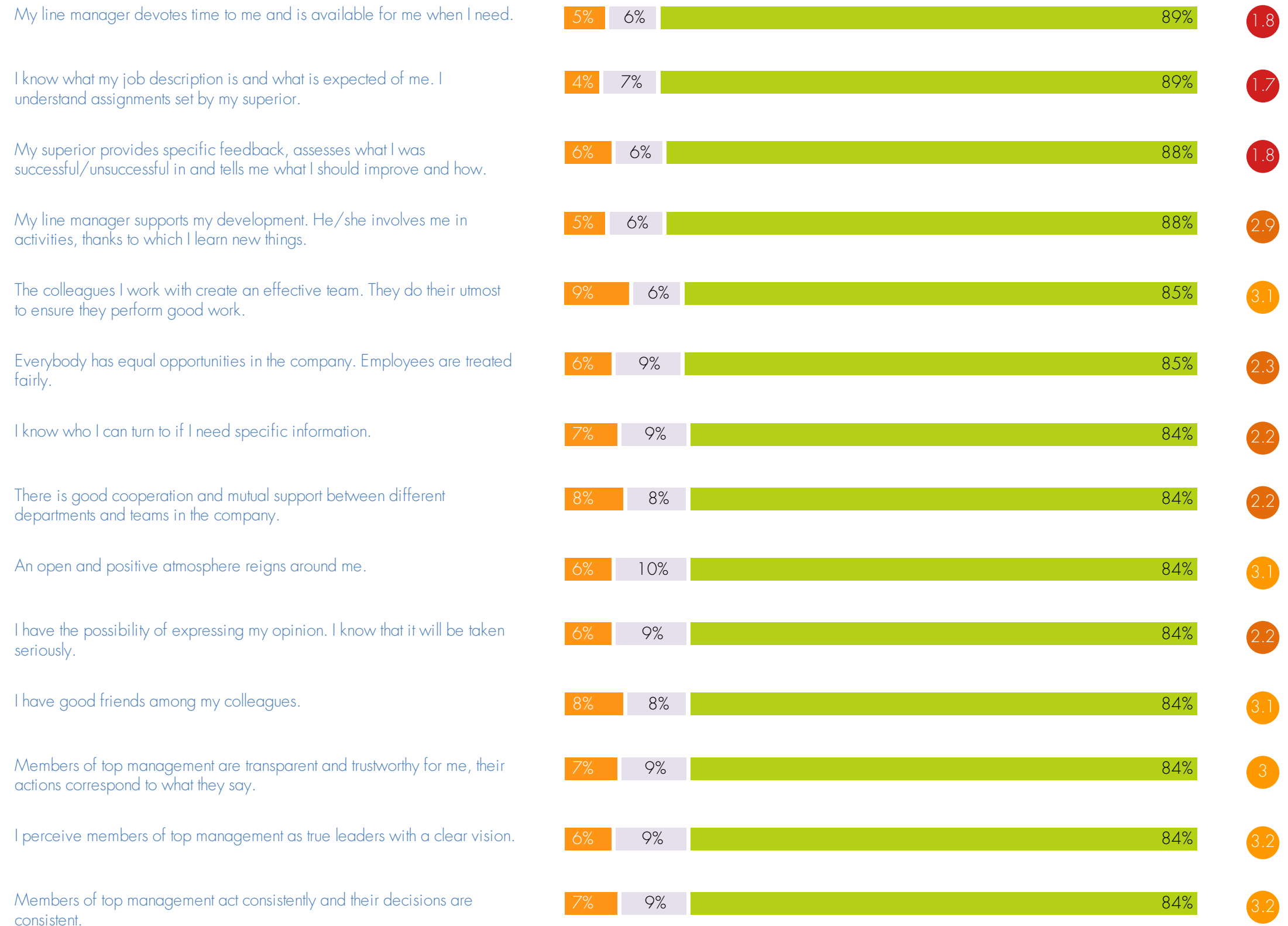
<p>I always have all the information I need from colleagues and cooperating teams.</p> <p>I get fundamental and important information on time.</p> <p>The information I receive is clear and I understand it.</p> <p>I know who I can turn to if I need specific information.</p>		SATISFACTION WITH COMMUNICATION
<p>An open and positive atmosphere reigns around me.</p> <p>The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.</p> <p>There is good cooperation and mutual support between different departments and teams in the company.</p> <p>I have good friends among my colleagues.</p>	1%	SATISFACTION WITH THE ATMOSPHERE
<p>I have the conditions to do what I know best and to provide high quality performance.</p> <p>I have the appropriate equipment, aids and tools for my work.</p> <p>Working hours and their scheduling suit me.</p> <p>The company allows me to coordinate my work and personal life.</p>	1% 1% 2%	SATISFACTION WITH WORKING CONDITIONS
<p>My salary corresponds to my position, the quality and amount of work performed.</p> <p>My salary and the structure of bonuses motivates me to provide high quality work and high performance.</p> <p>My salary is comparable to others on the market with a view to my qualifications and the sector.</p> <p>My salary allows me adequate security and satisfaction of my requirements.</p>	4%	SATISFACTION WITH YOUR REMUNERATION
<p>New employees are provided adequate support in terms of adaptation.</p> <p>The offer of education is adequate and covers my requirements.</p> <p>I have the possibility of long-term professional growth and self-development.</p> <p>I can plan my career and professional direction within the company.</p>	1% 18% 24%	SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT

COMMITMENT *VS* IDENTIFICATION



Note. Charts show distribution of employees by overall degree of commitment and identification. The level of commitment and identification then defines individual categories, which are named after the prevalent attitude in given group. The manner of depiction bases on the presumption that high degree of both commitment and identification are desirable, while low degrees of both areas are not. The left chart shows individual respondents. The right chart reflects the percentual representation of respondents in individual categories.

RESULT BY OVERALL SATISFACTION RATE



The information I receive is clear and I understand it.



2.2

I get fundamental and important information on time.



2.2

Top management provides timely and effective information about company strategy and key information.



3.2

The company cares for its employees and their satisfaction.



2.3

I can plan my career and professional direction within the company.



3.1

The offer of education is adequate and covers my requirements.



3.1

The company offers benefits and rewards for those who deserve them.



3

I always have all the information I need from colleagues and cooperating teams.



2.2

New employees are provided adequate support in terms of adaptation.



3.1

I have the possibility of long-term professional growth and self-development.



3.2

My salary allows me adequate security and satisfaction of my requirements.



1.8

My salary corresponds to my position, the quality and amount of work performed.



2.2

I have the conditions to do what I know best and to provide high quality performance.



2.1

My salary is comparable to others on the market with a view to my qualifications and the sector.



1.8

I have the appropriate equipment, aids and tools for my work.



2.2

My salary and the structure of bonuses motivates me to provide high quality work and high performance.



2.2

The company allows me to coordinate my work and personal life.



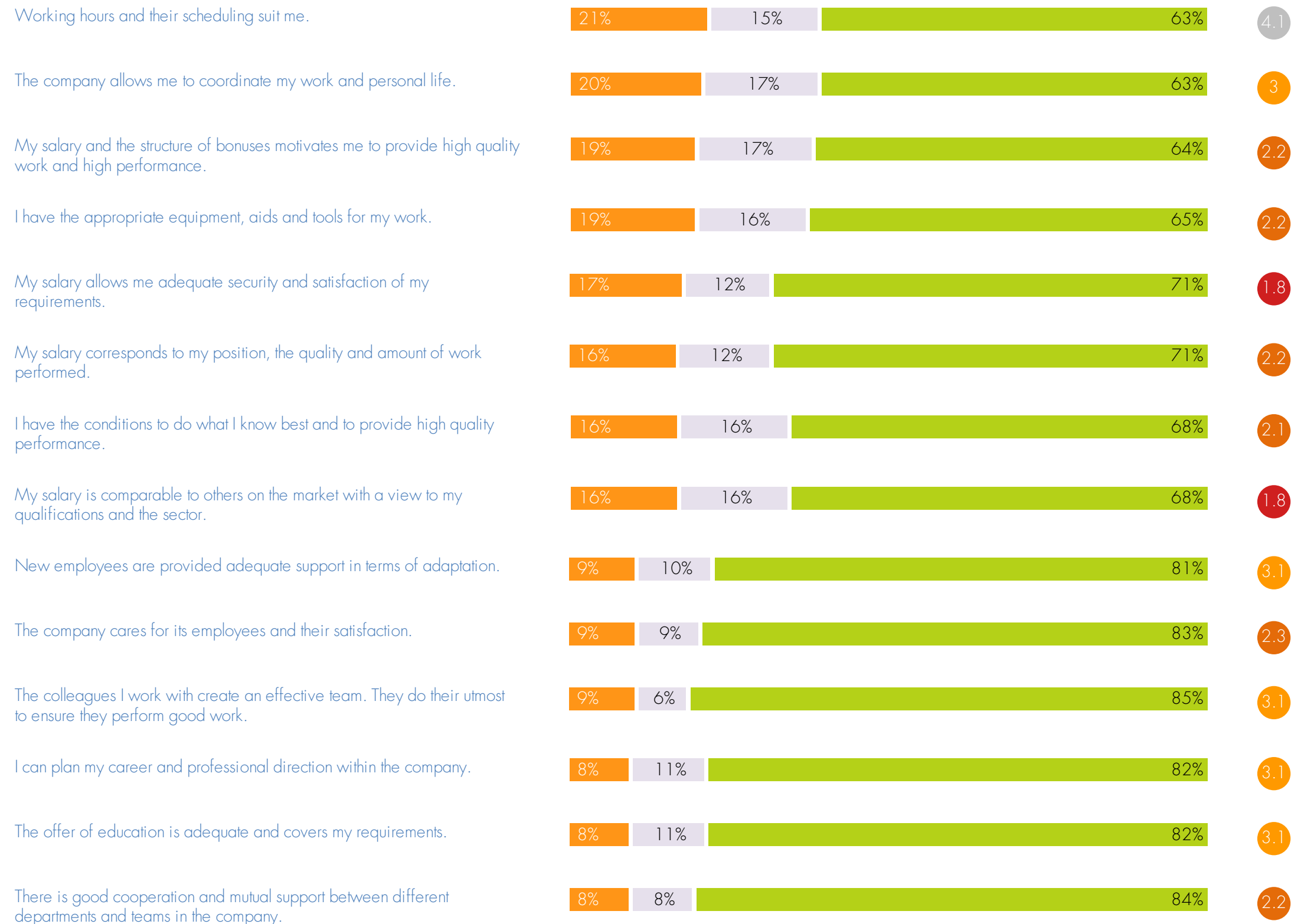
3

Working hours and their scheduling suit me.



4.1

RESULT BY OVERALL DISSATISFACTION RATE



I have the possibility of long-term professional growth and self-development.



3.2

I have good friends among my colleagues.



3.1

I always have all the information I need from colleagues and cooperating teams.



2.2

I get fundamental and important information on time.



2.2

Members of top management are transparent and trustworthy for me, their actions correspond to what they say.



3

I know who I can turn to if I need specific information.



2.2

Top management provides timely and effective information about company strategy and key information.



3.2

The company offers benefits and rewards for those who deserve them.



3

Members of top management act consistently and their decisions are consistent.



3.2

My superior provides specific feedback, assesses what I was successful/unsuccessful in and tells me what I should improve and how.



1.8

An open and positive atmosphere reigns around me.



3.1

The information I receive is clear and I understand it.



2.2

I have the possibility of expressing my opinion. I know that it will be taken seriously.



2.2

I perceive members of top management as true leaders with a clear vision.



3.2

Everybody has equal opportunities in the company. Employees are treated fairly.



2.3

My line manager devotes time to me and is available for me when I need.



1.8

My line manager supports my development. He/she involves me in activities, thanks to which I learn new things.



2.9

I know what my job description is and what is expected of me. I understand assignments set by my superior.



1.7

RESULT BY IMPORTANCE

I know what my job description is and what is expected of me. I understand assignments set by my superior.



My line manager devotes time to me and is available for me when I need.



My superior provides specific feedback, assesses what I was successful/unsuccessful in and tells me what I should improve and how.



My salary allows me adequate security and satisfaction of my requirements.



My salary is comparable to others on the market with a view to my qualifications and the sector.



I have the conditions to do what I know best and to provide high quality performance.



There is good cooperation and mutual support between different departments and teams in the company.



The information I receive is clear and I understand it.



My salary corresponds to my position, the quality and amount of work performed.



I get fundamental and important information on time.



My salary and the structure of bonuses motivates me to provide high quality work and high performance.



I have the appropriate equipment, aids and tools for my work.



I know who I can turn to if I need specific information.



I always have all the information I need from colleagues and cooperating teams.



I have the possibility of expressing my opinion. I know that it will be taken seriously.



2.2

The company cares for its employees and their satisfaction.



2.3

Everybody has equal opportunities in the company. Employees are treated fairly.



2.3

My line manager supports my development. He/she involves me in activities, thanks to which I learn new things.



2.9

Members of top management are transparent and trustworthy for me, their actions correspond to what they say.



3

The company allows me to coordinate my work and personal life.



3

The company offers benefits and rewards for those who deserve them.



3

An open and positive atmosphere reigns around me.



3.1

The offer of education is adequate and covers my requirements.



3.1

I have good friends among my colleagues.



3.1

The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.



3.1

New employees are provided adequate support in terms of adaptation.



3.1

I can plan my career and professional direction within the company.



3.1

I have the possibility of long-term professional growth and self-development.



3.2

Members of top management act consistently and their decisions are consistent.



3.2

Top management provides timely and effective information about company strategy and key information.



3.2

I perceive members of top management as true leaders with a clear vision.



3.2

Working hours and their scheduling suit me.



4.1

COMMITMENT, IDENTIFICATION

BY OVERALL SATISFACTION RATE

I would recommend a friend/colleague to apply for an open position with the Company.



When I talk about the company and its services and products, I express myself in a positive and approving manner.



I feel like I am part of the company



I did something extra over the last month and in doing so supported the success of the company.



I am motivated to come up with ideas for improvement of the existing processes and procedures.



I did not consider leaving the company over the last year.



I am proud of the work we do.



I would stay with the company even if I received a comparable offer from another company.



I participate in changes and innovations which move the company forward.



I try to do my work as best I can.



I point out possibilities for improvement and increase in productivity.



I do not allow myself to be discouraged by partial failures or setbacks.



I enjoy my job, it's a positive work experience for me.



COMMITMENT, IDENTIFICATION BY OVERALL DISSATISFACTION RATE

I would stay with the company even if I received a comparable offer from another company.



I did not consider leaving the company over the last year.



I am proud of the work we do.



I feel like I am part of the company



When I talk about the company and its services and products, I express myself in a positive and approving manner.



I would recommend a friend/colleague to apply for an open position with the Company.



I am motivated to come up with ideas for improvement of the existing processes and procedures.



I do not allow myself to be discouraged by partial failures or setbacks.



I try to do my work as best I can.



I enjoy my job, it's a positive work experience for me.



I point out possibilities for improvement and increase in productivity.



I participate in changes and innovations which move the company forward.



I did something extra over the last month and in doing so supported the success of the company.



