



Dear employee,

This survey measures how attractive you and your colleagues experience your workplace.

The purpose is to give your manager/employer an idea of where to invest to make your workplace even better.

The answers are anonymous, so your manager/employer cannot see your answers. He/she receives one total report in which all employees' answers are stated.

The study consists of 29 statements divided into 6 areas: Attraction and recruitment, Training, Development, Retention, Well-being and Exit. You must evaluate each statement by marking how much you agree.

You need to answer honestly based on what you are experiencing. There are no right or wrong answers. If you cannot answer, select 'Do not know/Not applicable'.

Some questions are targeted at relatively newly hired employees. If you have been employed for more than two years, you must answer the questions based on your assessments of how good you and your colleagues are in general at accepting and training new employees. After each of the 6 areas you may write comments.

It will take you approx. 10 minutes to complete the survey.

Enjoy.

Attraction and recruitment of new colleagues

How much do you agree with the following statements?

1. I would recommend others to apply for a job here at my workplace
2. I'm proud to be employed here
3. New colleagues fit well into the job they are being hired for
4. New colleagues fit well into our social community
5. When I was hired, it was clear to me what my manager expected of me in relation to my work assignments
6. When I was hired, there was a thorough introduction to all important matters in the workplace. (e.g. meeting discipline, tidying-up, rules for use of mobile phone, breaks and how we interact and help each other)

	7 - Strongly agree	6	5	4	3	2	1 - Strongly disagree	? Do not know / Not applicable
1. I would recommend others to apply for a job here at my workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I'm proud to be employed here	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. New colleagues fit well into the job they are being hired for	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. New colleagues fit well into our social community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. When I was hired, it was clear to me what my manager expected of me in relation to my work assignments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. When I was hired, there was a thorough introduction to all important matters in the workplace. (e.g. meeting discipline, tidying-up, rules for use of mobile phone, breaks and how we interact and help each other)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have comments or suggestions for improvements regarding how you attract and recruit new employees, please add them here

Start-up and training

How much do you agree with the following statements?

7. On my first day of work, my manager and colleagues welcomed me (Eg. the manager received you, you work clothes were ready or there was an introduction plan ready for your first day at work)

	7 - Strongly agree	6	5	4	3	2	1 - Strongly disagree	? Do not know / Not applicable
7. On my first day of work, my manager and colleagues welcomed me (Eg. the manager received you, you work clothes were ready or there was an introduction plan ready for your first day at work)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. When I started in my current job, I received training ensuring that I could quickly solve my tasks well
9. When I started in my current job, I got an introduction to the ENTIRE company within the first three months (eg. a tour of the farm, presentation of the company's history and strategy, opportunity to greet all colleagues, family, etc.)
10. During the first period of my employment, my manager often followed up on me both in terms of work assignments and socially

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have comments or suggestions for improvements regarding start-up and training of new employees, please add them here

Employee development

How much do you agree with the following statements?

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11. I get professionally challenged in my job to an appropriate degree
12. I have become more proficient in my work over the past year (eg. by creating more or better results than before)
13. I have the opportunity to participate in activities that strengthen my professional and personal development (eg. meetings with advisers / veterinarians, courses, experience exchange groups, professional events, etc.)
14. My manager is good at delegating responsibility to me
15. My manager is confident that I solve my tasks optimally
16. I get constructive feedback in my work

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have comments or suggestions for improvements regarding development, please add them here

Retention of employees

How much do you agree with the following statements?

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17. My working hours are well organized, so I have time for family, hobbies and vacation
18. I experience that there is a focus on ensuring a good physical work environment (eg. by minimizing heavy lifting, repetitions, dangerous situations, etc.)
19. I think that the staff room (or similar rooms for holding breaks / meetings), toilets and changing facilities work well
20. I experience that there is a focus on ensuring a good mental work environment (eg. by working actively to increase trust and well-being and to prevent stress, bullying and conflicts)
21. I am part of the social community in the workplace
22. We have a good social community

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have comments or suggestions for improvements regarding your workplace's retention of employees, please add them here

Well-being

How much do you agree with the following statements?

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23. I feel motivated and engaged in my work
24. I find most of my work assignments interesting

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. I feel respected as an employee by my colleagues

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26. My colleagues and I are good at collaborating, for example, on common production goals or when problems arise

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27. I am not bullied in the workplace

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If you have comments or suggestions for improvements regarding increase of well-being, please add them here

Exit

How much do you agree with the following statements?



28. We ensure that employees who stop pass on knowledge to colleagues about ongoing tasks

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29. We say goodbye in a nice and proper way to employees who stop in the company (eg. with coffee together or similar)

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If you have comments or suggestions for improvements regarding how to say goodbye to employees, please add them here



Your manager / employer will receive one total report stating all employees' answers