

Haven Health Employee Satisfaction Survey 2011

Information regarding your position: (check one)

I am a Hospice Home Health Bella Vida Palm Employee

I am a Full time Part Time Per Visit employee

I am a Field Office Employee

Name of Department: _____ (optional)

Monetary & Non-Monetary Benefits and Compensation

Please rate each statement:

1= Strongly Disagree 2= Disagree 3= Neutral 4= Agree 5= Strongly Agree

I am paid fairly for the work I do.

Compensation is objective and competitive.

I understand how the compensation system works.

Compensation practices are administered consistently for all employees.

Merit increases are based on employee performance.

I understand how merit increases are determined.

Comments/Suggestions (use additional paper if needed):

Please indicate your level of satisfaction with each of the following benefits:

1= Strongly Dissatisfied 2= Dissatisfied 3= Neutral 4 = Satisfied 5 = Very Satisfied

Medical Insurance

Dental Insurance

Retirement Plan

Paid Time Off

Holidays

Flexible Scheduling

Tuition Reimbursement

Employee Activities

Employee Support Programs (Staff Development Program, EAP)

Overall satisfaction with Haven Health's Monetary and Non-Monetary Benefits and Compensation

Comments/Suggestions (use additional paper if needed):

Valuing Diversity

Please indicate your level of agreement with each of the following statements:

1= Strongly Disagree 2= Disagree 3= Neutral 4= Agree 5= Strongly Agree

- _____ The environment at Haven Health is supportive of the expression of different opinions, styles, and perceptions.
- _____ People are treated with respect and appreciation regardless of gender, position, function/department, age, race, disability, etc
- _____ Haven Health makes a genuine effort to involve a diverse group of employees on company initiatives.
- _____ Overall, I am satisfied with Haven Health’s efforts to support and encourage differences

Comments/Suggestions (use additional paper if needed):

Communication and Involvement

Please indicate your level of agreement with each of the following statements

1= Strongly Disagree 2= Disagree 3= Neutral 4= Agree 5= Strongly Agree

- _____ I get the information I need to coordinate my work with others
- _____ The information I receive from management is straightforward and honest
- _____ I am kept informed about what’s going on in the company
- _____ I have the information I need to do my job well
- _____ Management listens and responds to my concerns
- _____ I am involved in making decisions that affect my job
- _____ Communication between departments is well coordinated
- _____ I have a clear understanding of the company’s mission, vision, values and objectives
- _____ I have the opportunity to provide feedback and input for key decisions
- _____ Communication within my department is good
- _____ The right people are involved in company meetings and initiatives
- _____ I receive adequate recognition for good work
- _____ I understand how my efforts contribute to Haven Health’s mission
- _____ I am involved in the goal setting process for my performance appraisal
- _____ I receive adequate feedback on performance
- _____ Company publications (Newsletters, Memorandums etc.) keep me well informed about important company news, events, and activities
- _____ Overall, I am satisfied with communication and involvement

Comments/Suggestions (use additional paper if needed):

Company Culture and Company Image

Please indicate your level of agreement with each of the following statements

1= Strongly Disagree 2= Disagree 3= Neutral 4= Agree 5= Strongly Agree

- _____ Haven Health is an ethical company
- _____ Management has a high degree of honesty
- _____ I trust my co-workers
- _____ I trust management
- _____ People are concerned about what is good for the entire organization instead of what is good for themselves or their group/department
- _____ People are focused on solutions, rather than blame
- _____ Haven Health holds people accountable for results
- _____ Haven Health promotes people based on performance
- _____ Haven Health policies are administered fairly
- _____ I am proud to work at Haven Health
- _____ People are accountable for their performance
- _____ Haven Health focuses on developing people and helping them grow professionally
- _____ Haven Health cares about me
- _____ Overall, I am satisfied with Haven Health's company image and culture

Comments/Suggestions (use additional paper if needed):

Return your survey by mail, give it to your Director, or drop it in the Hospice or Home Health drop box located in front of either building.

Revised 05/25/11