

EMPLOYEE SURVEY



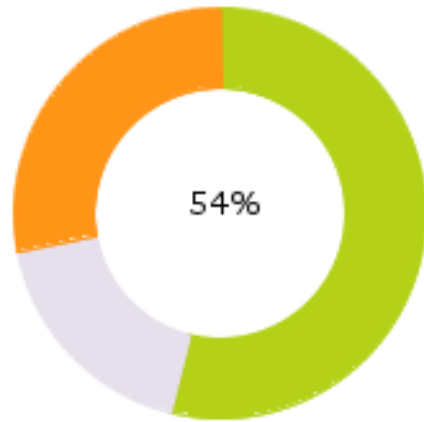
RESULT - IT, 1-5 YEARS

Employee survey - sample questionnaire

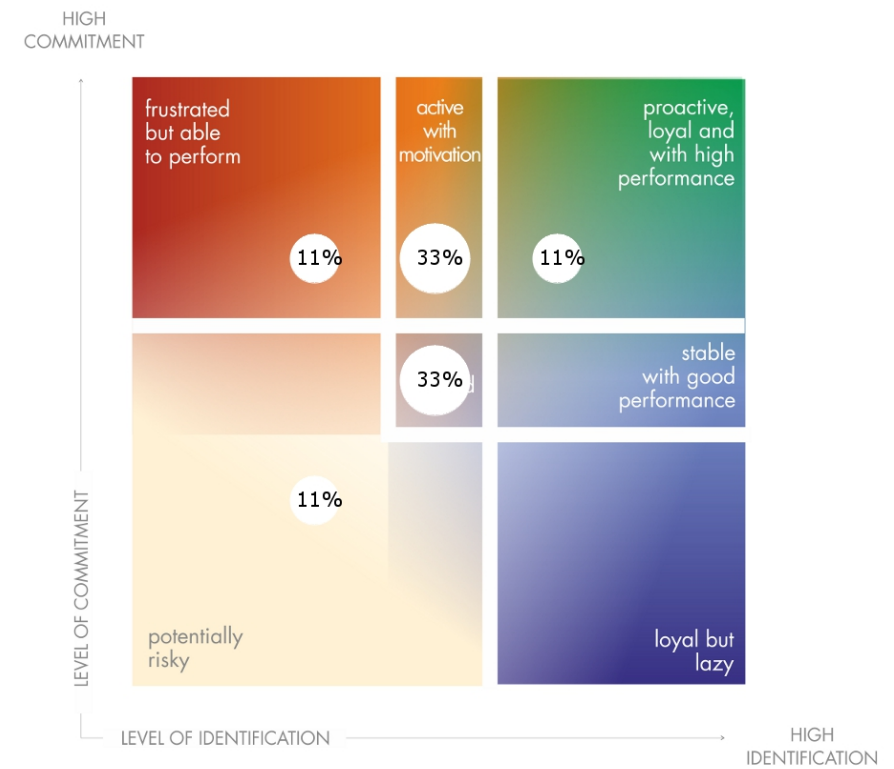
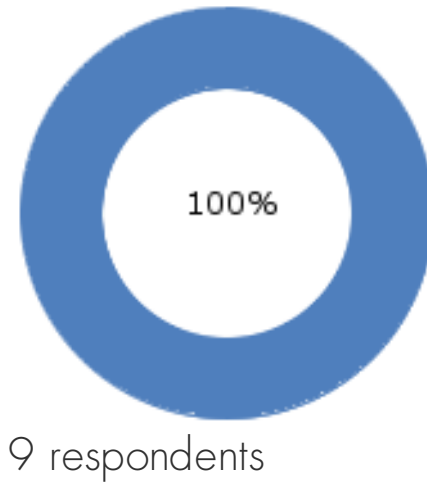


SUMMARY

SATISFACTION



RETURN RATE



TOP QUESTIONS

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



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



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



BOTTOM QUESTIONS

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



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



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



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



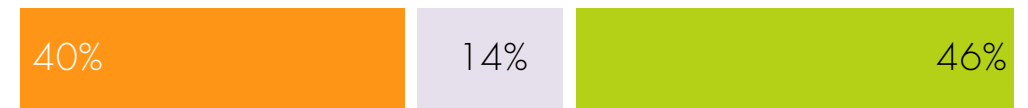
SUMMARY

RESULTS FOR INDIVIDUAL CATEGORIES

SATISFACTION WITH TOP MANAGEMENT



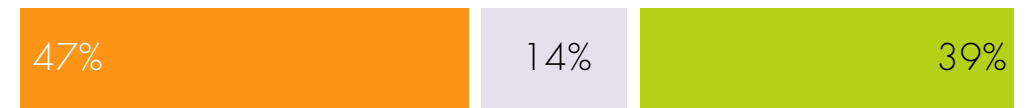
SATISFACTION WITH YOUR SUPERIOR



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

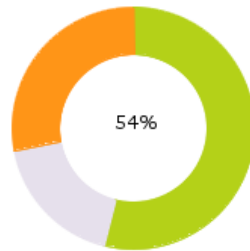


EXPLANATORY NOTES TOTAL OVERALL RESULTS FOR ALL RESPONDENTS:

VARIANTS OF ANSWERS:

- Strongly disagree
- Disagree
- I evaluate this neutrally
- Agree
- Strongly agree

COLOURS IN THE CHART:



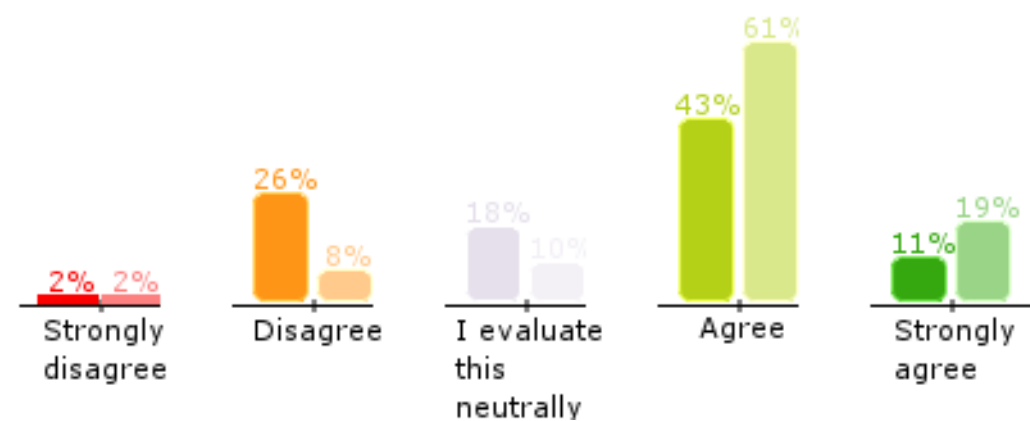
Number in the chart shows the ratio of representation of approving answers in number of total answers. Colours in the chart show overall categories of the answers (all approving, disapproving and all neutral).

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 ANSWERS FOR INDIVIDUAL QUESTIONS:

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



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

CLASSIFICATION CRITERIA OF THE CHOSEN SELECTION

Results for respondents that meet the following classification criteria are included in the report

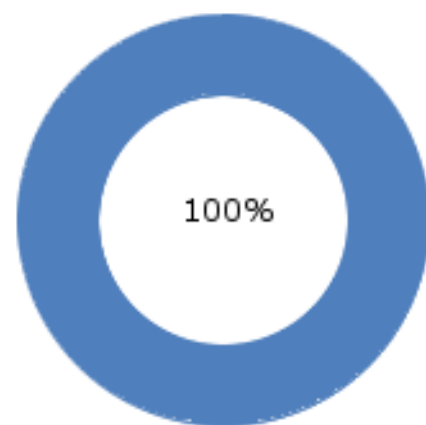
Gender: Man

Area: IT services

Level of organization: Executive position

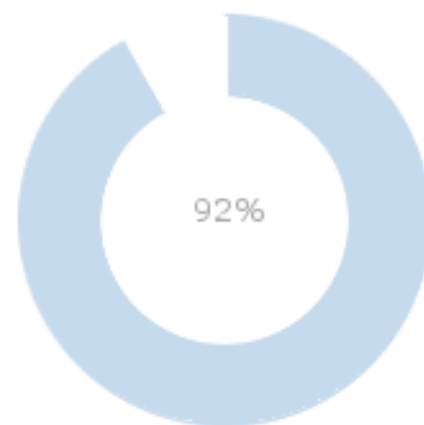
length of employment in the company: 1 - 5 years

RETURN RATE IN THE SELECTION



9 respondents
(2% out of the total 462)

OVERALL RETURN RATE



462 respondents

SURVEY PARTICIPATION RETURN RATE OF INDIVIDUAL QUESTIONS

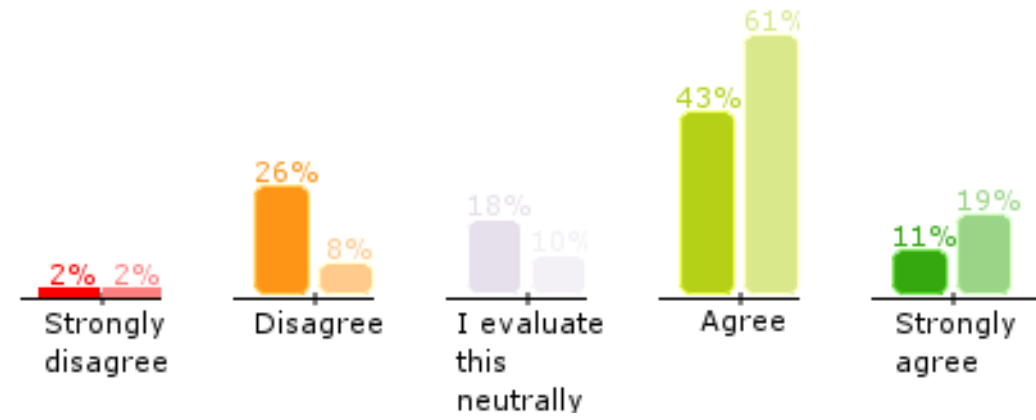
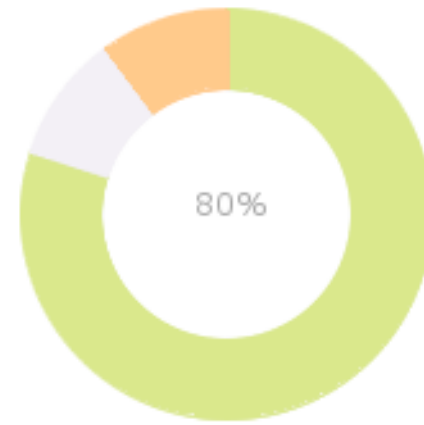
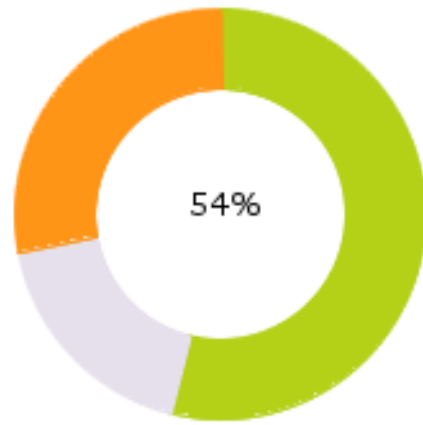




RESULT IN TOTAL

SELECTION

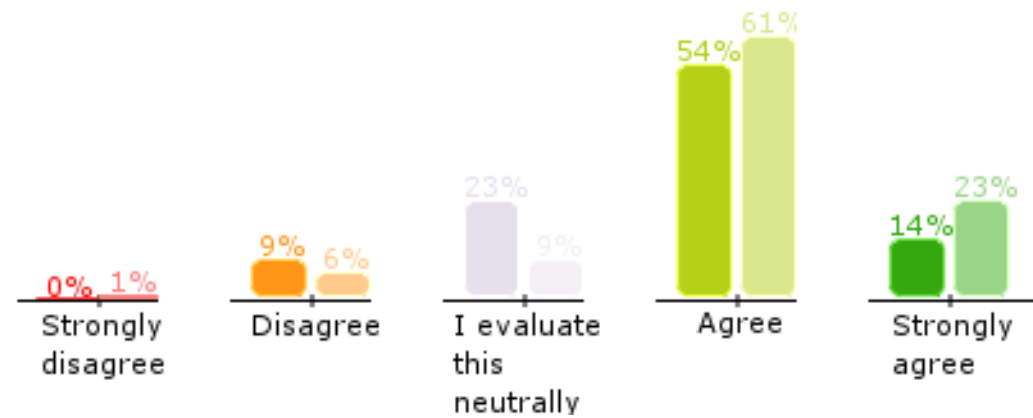
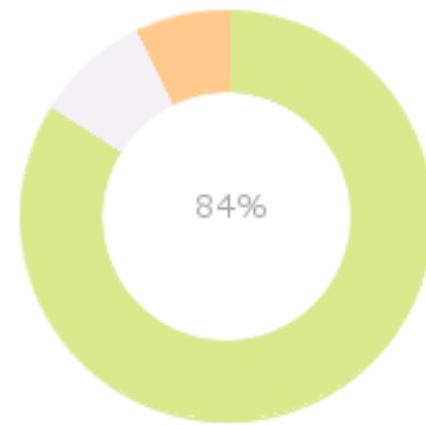
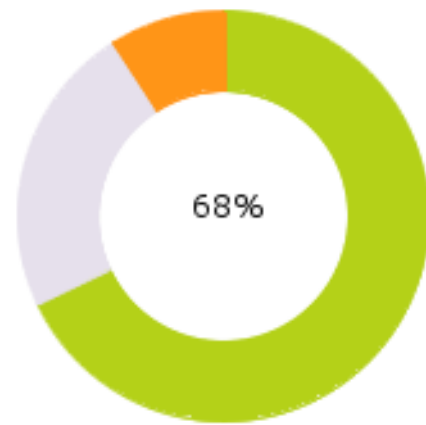
IN TOTAL



RESULT SATISFACTION WITH TOP MANAGEMENT

SELECTION

IN TOTAL



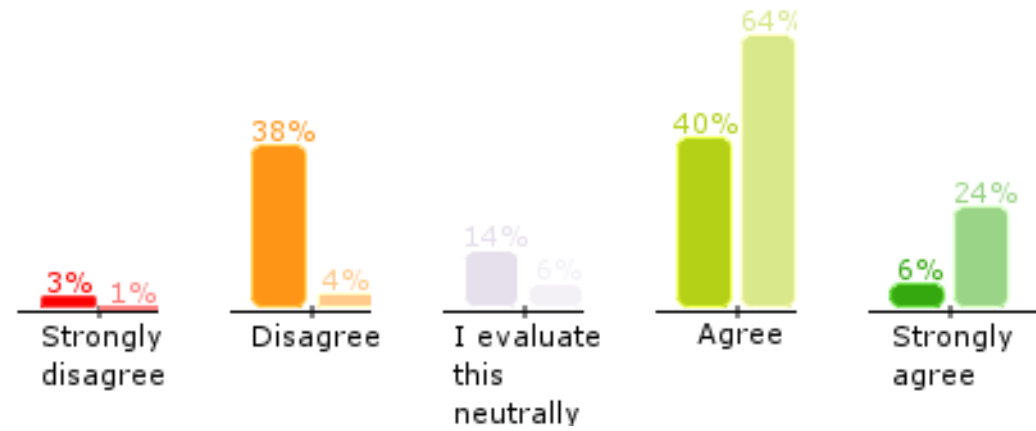
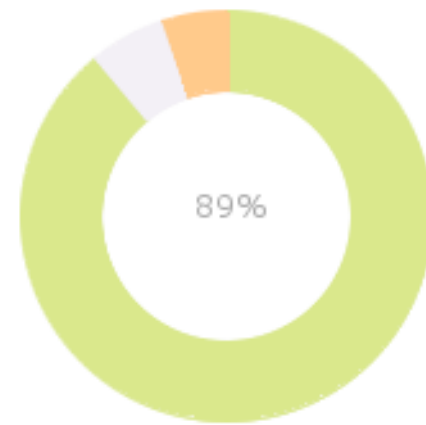
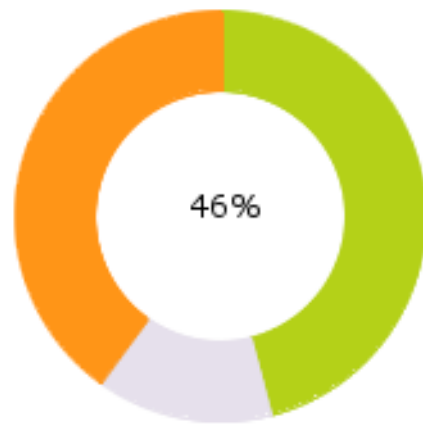
STATEMENTS

	OVERALL DISSATISFACTION	OVERALL SATISFACTION	PRIORITY BY IMPORTANCE
Top management provides timely and effective information about company strategy and key information.	25%	50%	3.6
Members of top management are transparent and trustworthy for me, their actions correspond to what they say.	11%	67%	2.6
I perceive members of top management as true leaders with a clear vision.	11%	89%	2.9
Members of top management act consistently and their decisions are consistent.	33%	67%	3.7

RESULT SATISFACTION WITH YOUR SUPERIOR

SELECTION

IN TOTAL



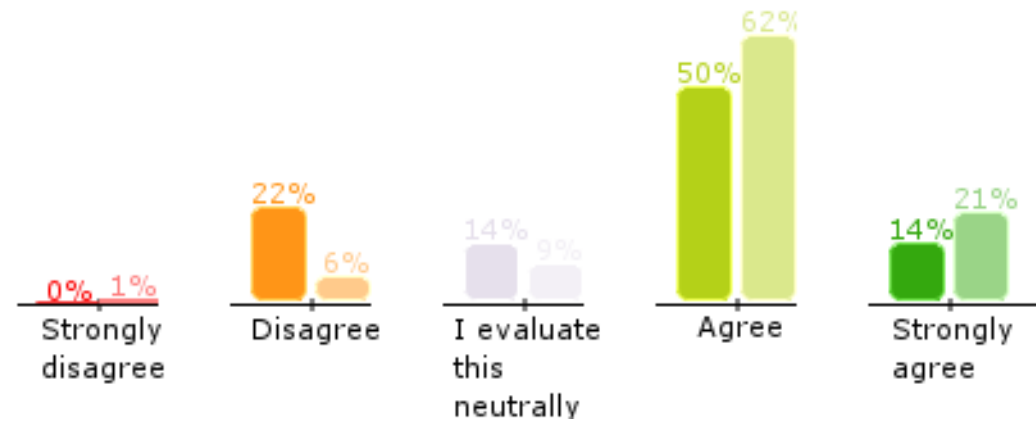
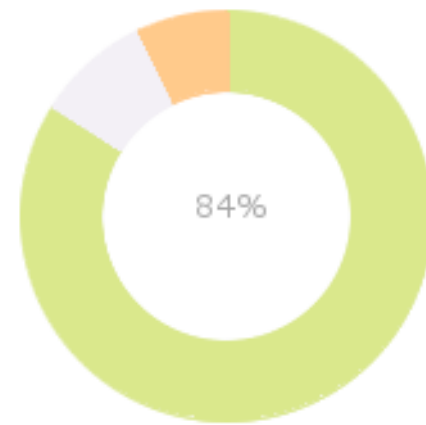
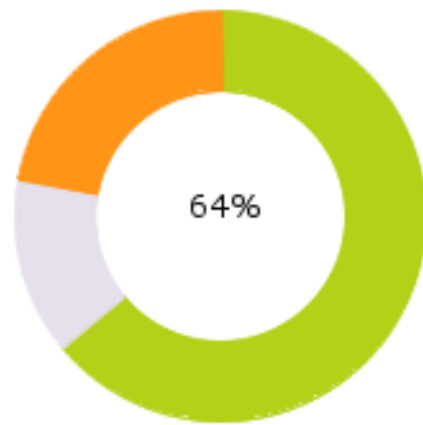
STATEMENTS

	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.	44%	11%	44%	1.8
My superior provides specific feedback, assesses what I was successful/unsuccessful in and tells me what I should improve and how.	50%		50%	1.9
My line manager devotes time to me and is available for me when I need.	33%	22%	44%	1.9
My line manager supports my development. He/she involves me in activities, thanks to which I learn new things.	33%	22%	44%	3.2

RESULT SATISFACTION WITH THE APPROACH TO EMPLOYEES

SELECTION

IN TOTAL



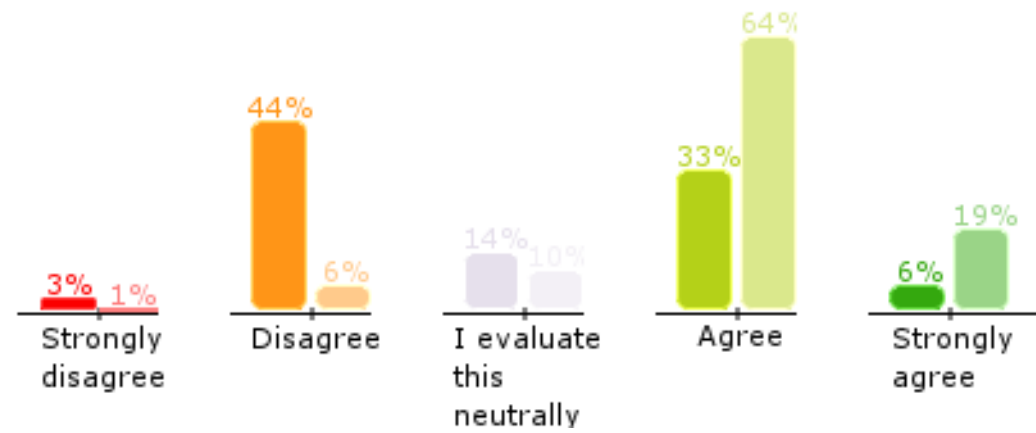
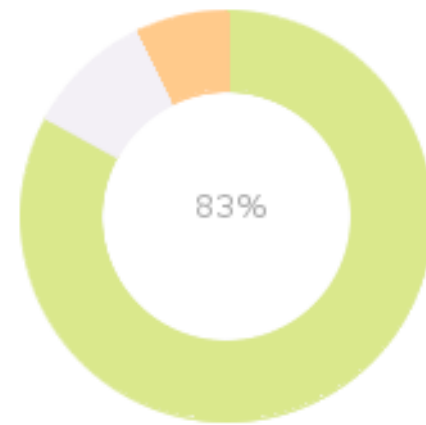
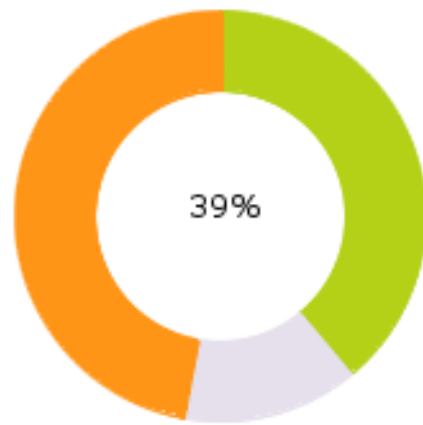
STATEMENTS

	OVERALL DISSATISFACTION	OVERALL SATISFACTION	PRIORITY BY IMPORTANCE
I have the possibility of expressing my opinion. I know that it will be taken seriously.	22%	78%	2
The company cares for its employees and their satisfaction.	33%	44%	2.1
The company offers benefits and rewards for those who deserve them.	11%	67%	3.3
Everybody has equal opportunities in the company. Employees are treated fairly.	22%	67%	2.3

RESULT SATISFACTION WITH COMMUNICATION

SELECTION

IN TOTAL



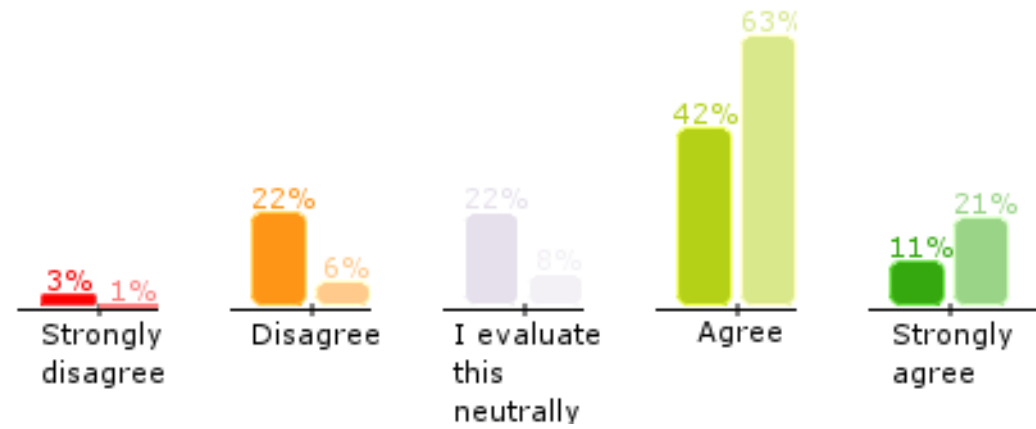
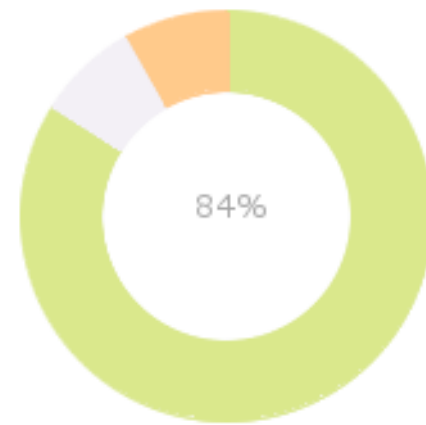
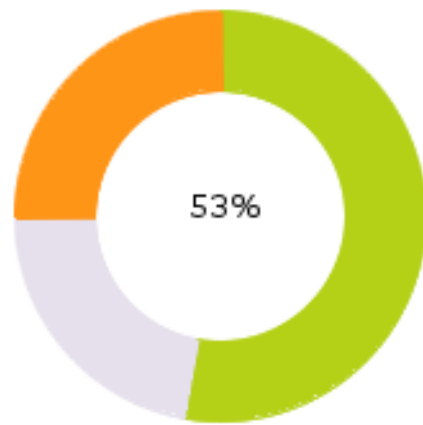
STATEMENTS

	OVERALL DISSATISFACTION	OVERALL SATISFACTION	PRIORITY BY IMPORTANCE
I always have all the information I need from colleagues and cooperating teams.	56%	11% 33%	3
I get fundamental and important information on time.	44%	33% 22%	2.2
The information I receive is clear and I understand it.	44%	11% 44%	2.3
I know who I can turn to if I need specific information.	44%	56%	1.8

RESULT SATISFACTION WITH THE ATMOSPHERE

SELECTION

IN TOTAL



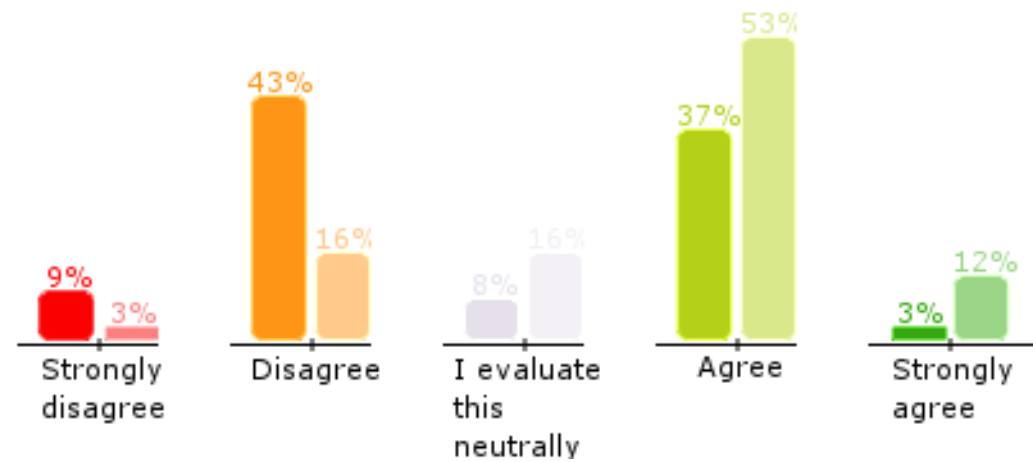
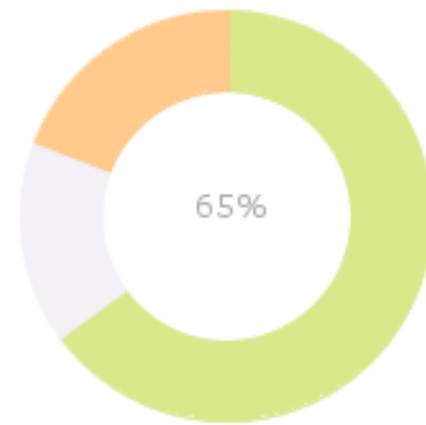
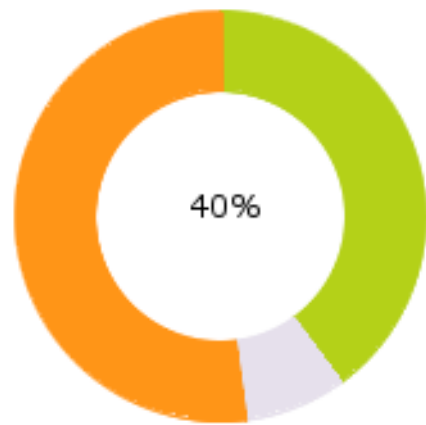
STATEMENTS

	OVERALL DISSATISFACTION	OVERALL SATISFACTION	PRIORITY BY IMPORTANCE
An open and positive atmosphere reigns around me.	33%	56%	3.7
The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.	22%	56%	3.6
There is good cooperation and mutual support between different departments and teams in the company.	33%	44%	1.9
I have good friends among my colleagues.	11%	56%	3.6

RESULT SATISFACTION WITH WORKING CONDITIONS

SELECTION

IN TOTAL



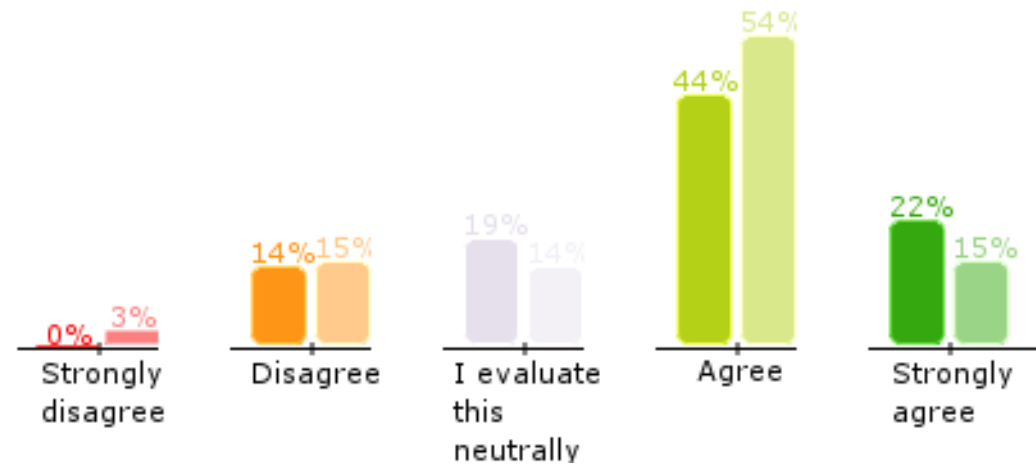
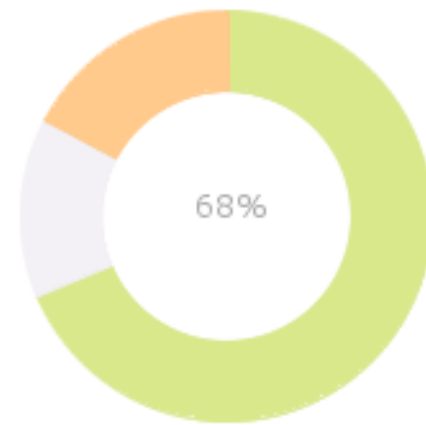
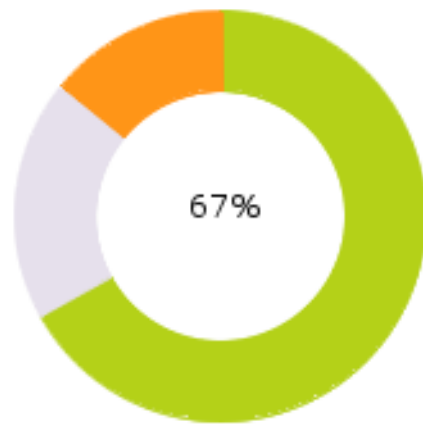
STATEMENTS

	OVERALL DISSATISFACTION	OVERALL SATISFACTION	PRIORITY BY IMPORTANCE
I have the conditions to do what I know best and to provide high quality performance.	56%	11% 33%	2.2
I have the appropriate equipment, aids and tools for my work.	33%	22% 44%	2.3
Working hours and their scheduling suit me.	44%	56%	4.4
The company allows me to coordinate my work and personal life.	75%	25%	3.2

RESULT SATISFACTION WITH YOUR REMUNERATION

SELECTION

IN TOTAL



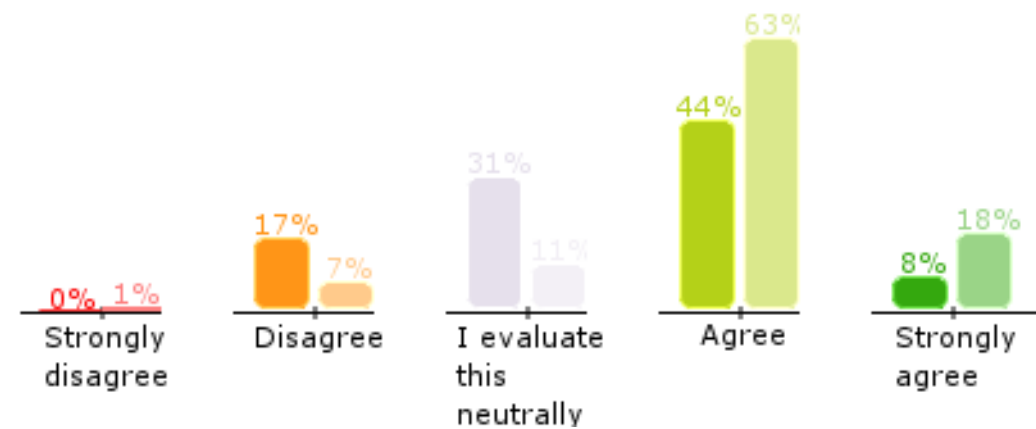
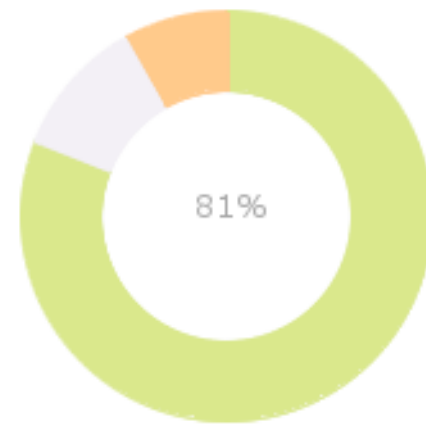
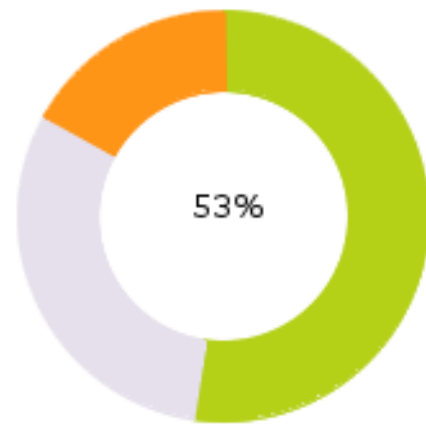
STATEMENTS

	OVERALL DISSATISFACTION	OVERALL SATISFACTION	PRIORITY BY IMPORTANCE
My salary corresponds to my position, the quality and amount of work performed.	11%	78%	2.2
My salary and the structure of bonuses motivates me to provide high quality work and high performance.	11%	67%	2.2
My salary is comparable to others on the market with a view to my qualifications and the sector.	22%	56%	2.4
My salary allows me adequate security and satisfaction of my requirements.	11%	67%	1.9

RESULT SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT

SELECTION

IN TOTAL



STATEMENTS

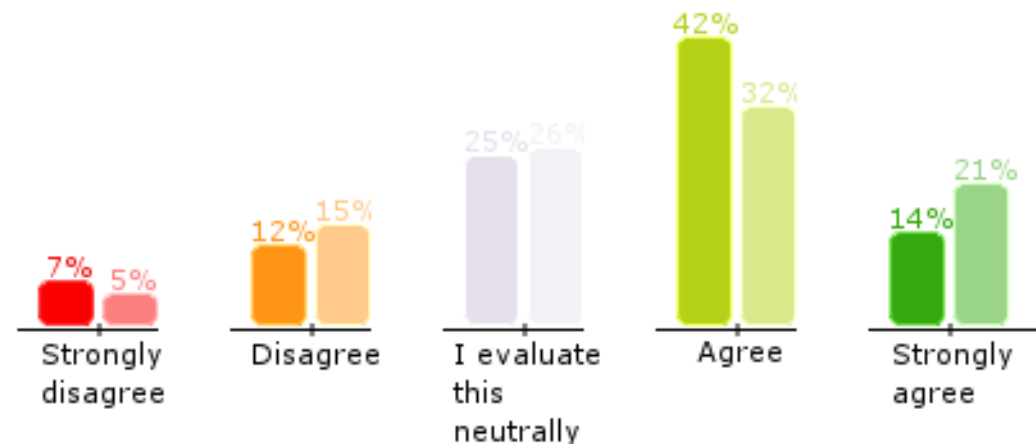
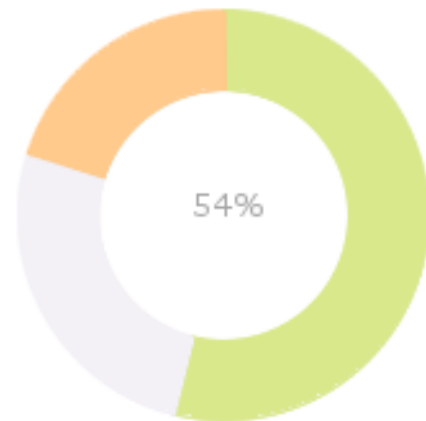
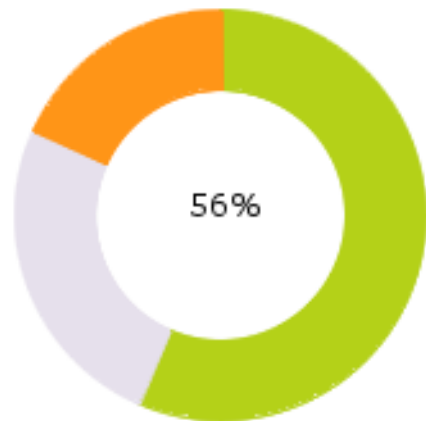
	OVERALL DISSATISFACTION	OVERALL SATISFACTION	PRIORITY BY IMPORTANCE
New employees are provided adequate support in terms of adaptation.	33%	67%	3.4
The offer of education is adequate and covers my requirements.	33%	44%	3.6
I have the possibility of long-term professional growth and self-development.	56%	33%	3.2
I can plan my career and professional direction within the company.	22%	67%	2.9

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.

SELECTION

IN TOTAL



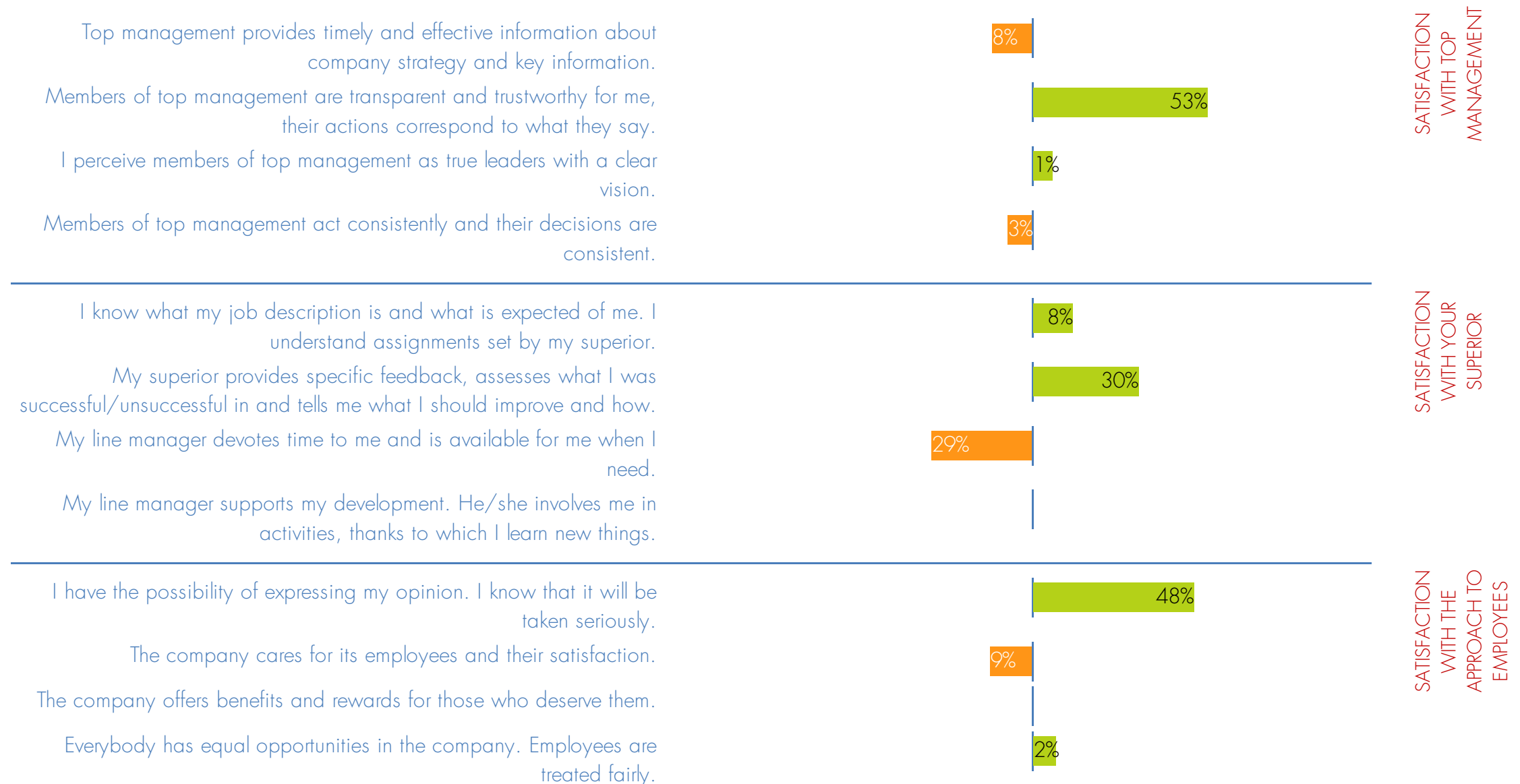
STATEMENTS

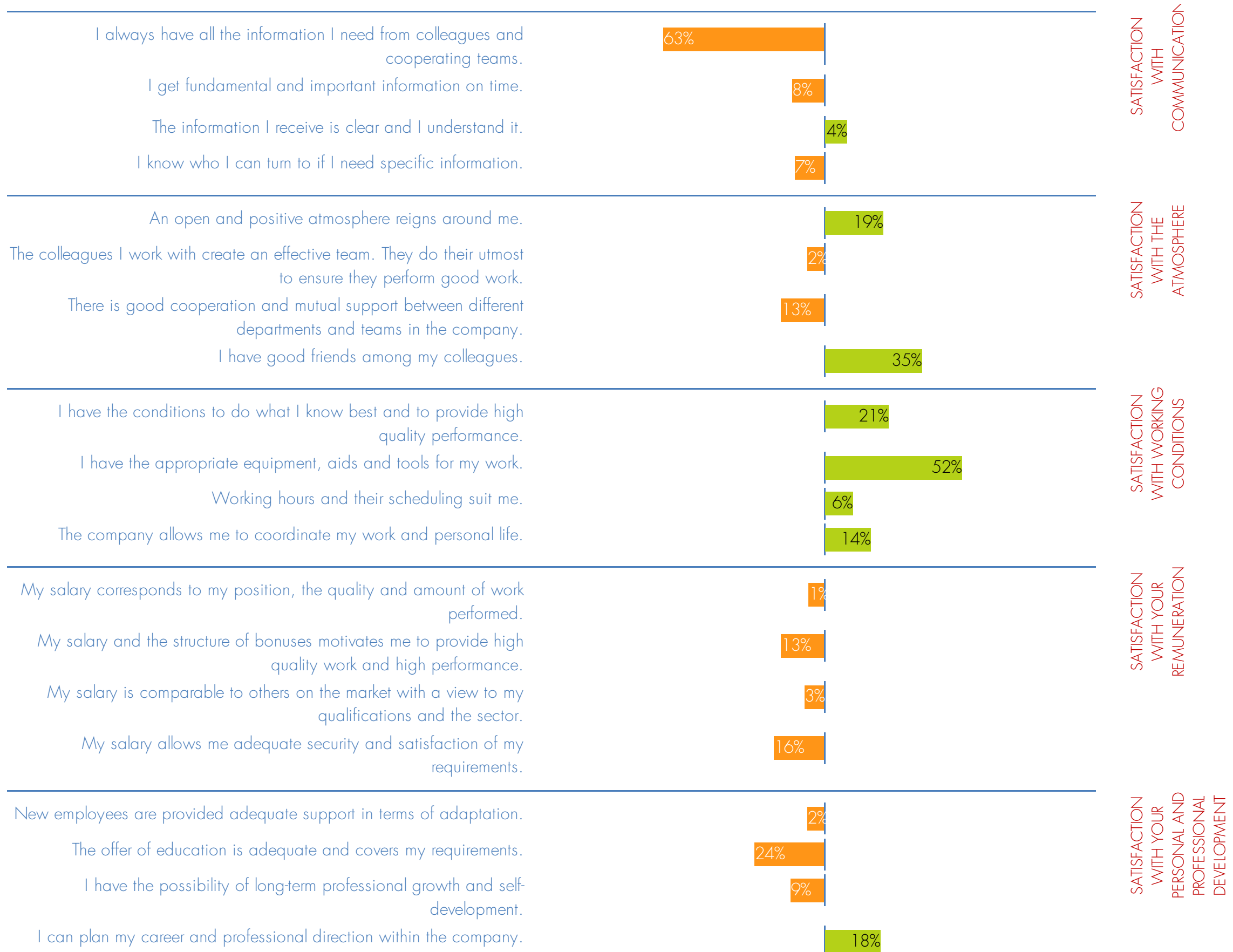


COMMITMENT VS OTHER OBSERVED AREAS

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



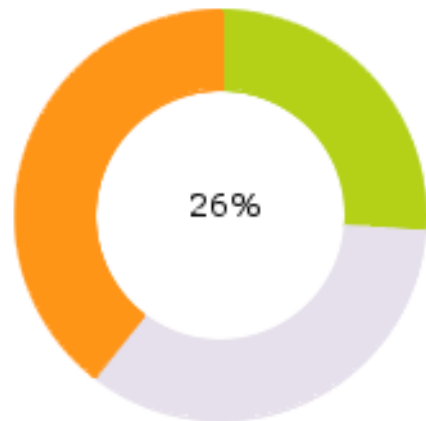


Considering the statistical calculations in this chart, relevant values only appear in case of 50 or more respondents. If there are fewer, the numbers can be very distorted by the low amount of individuals.

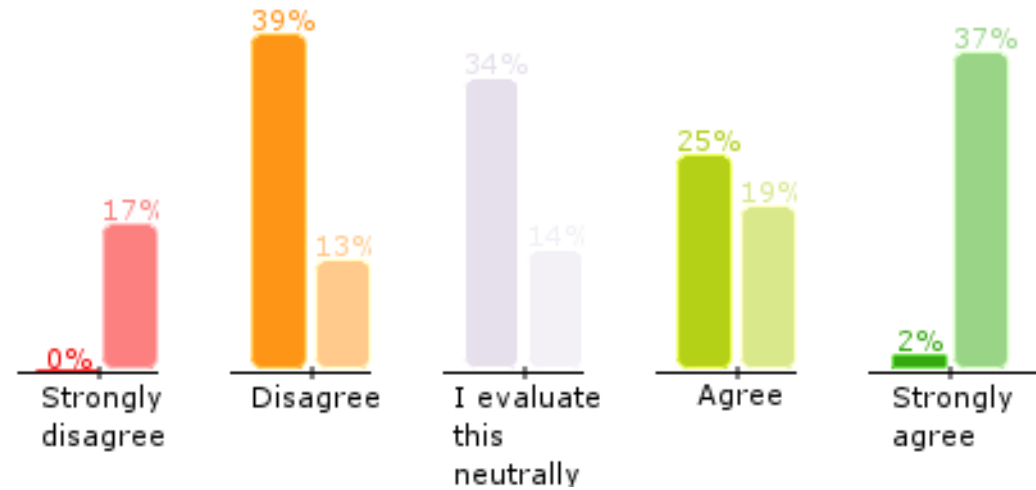
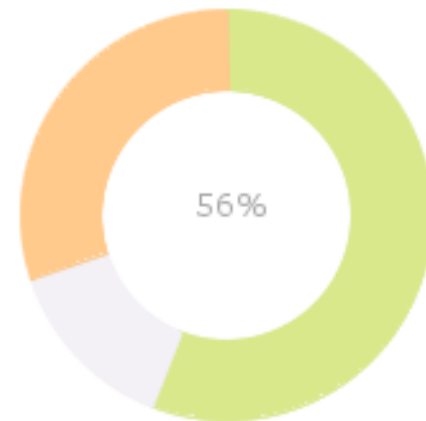
IDENTIFICATION

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.

SELECTION



IN TOTAL



STATEMENTS

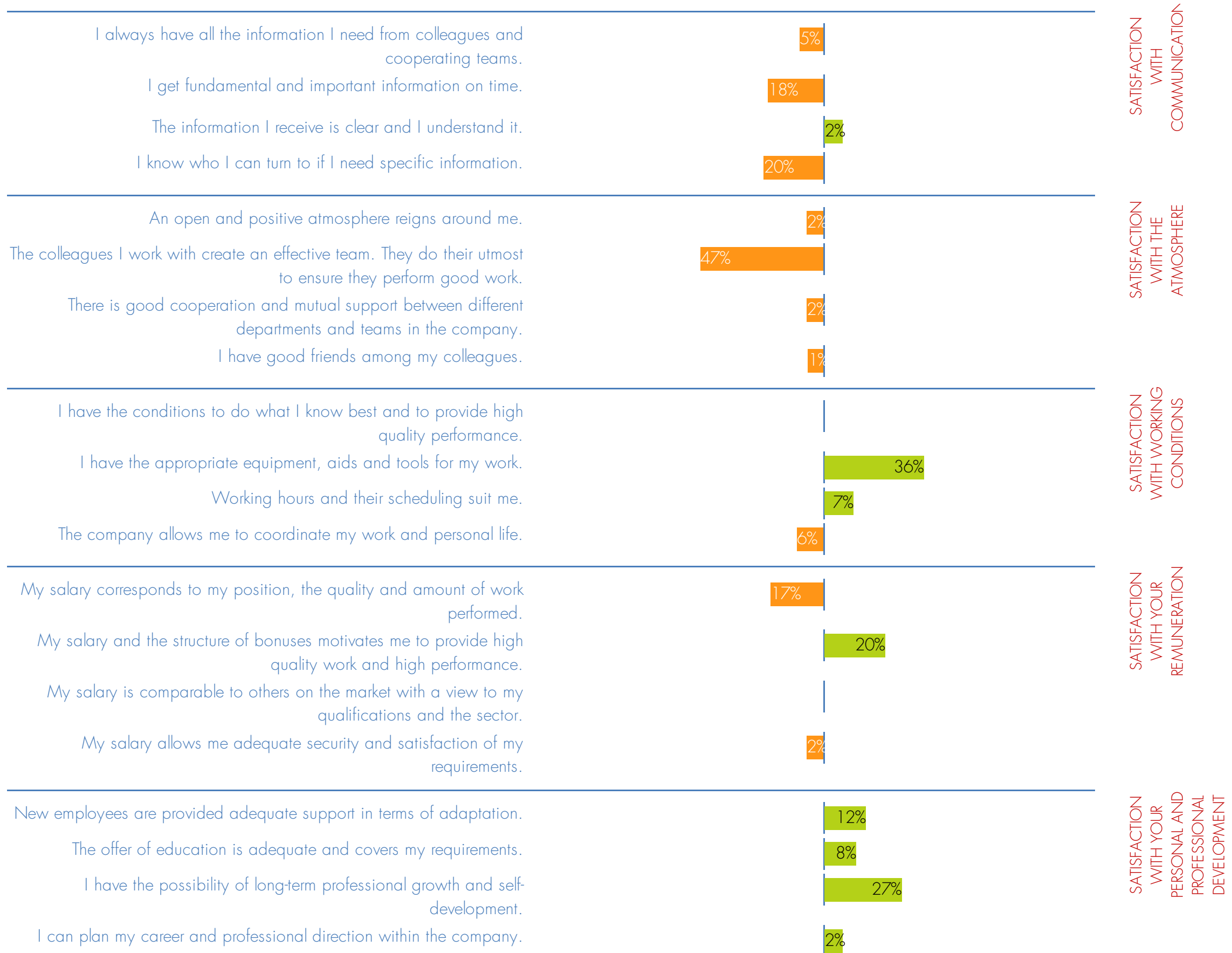
	LOW IDENTIFICATION	HIGH IDENTIFICATION	PRIORITY BY IMPORTANCE
I feel like I am part of the company	33%	22%	44%
When I talk about the company and its services and products, I express myself in a positive and approving manner.	33%	44%	22%
I am proud of the work we do.	33%	44%	22%
I did not consider leaving the company over the last year.	56%	22%	22%
I would recommend a friend/colleague to apply for an open position with the Company.	56%	22%	22%
I would stay with the company even if I received a comparable offer from another company.	25%	50%	25%

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.

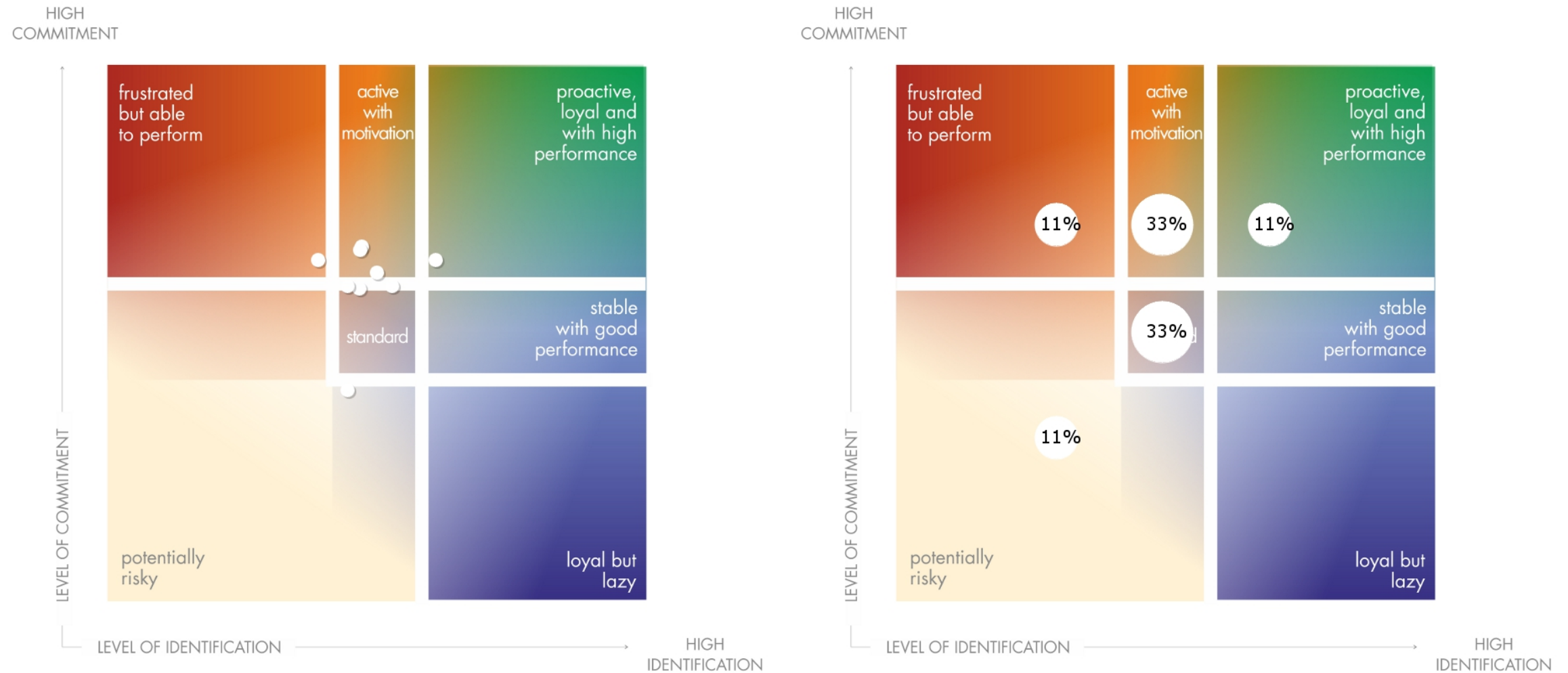
EXPECTED SHIFT IN IDENTIFICATION WITH COMPANY IN DEPENDENCE ON THE SHIFT IN OBSERVED AREAS





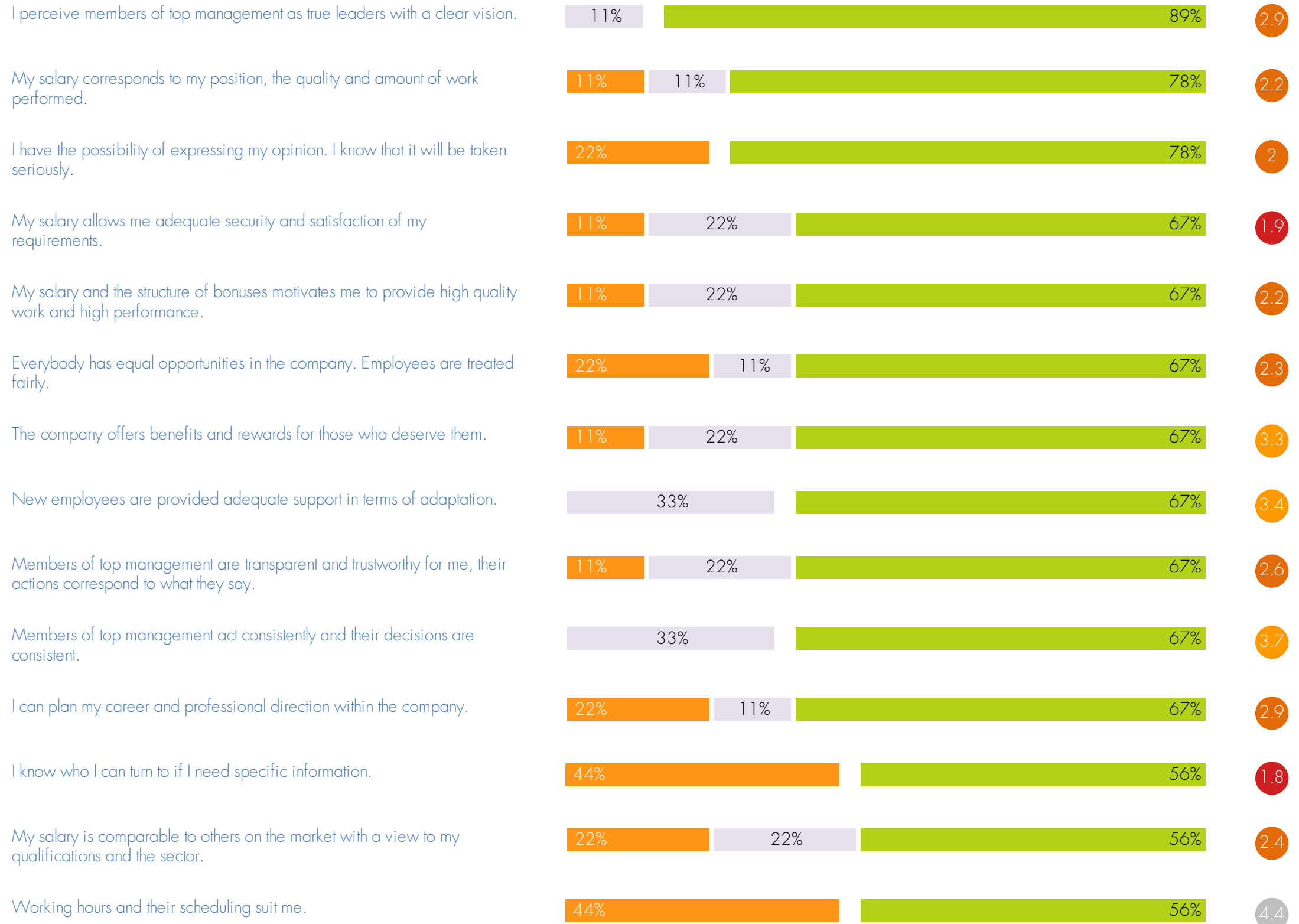
Considering the statistical calculations in this chart, relevant values only appear in case of 50 or more respondents. If there are fewer, the numbers can be very distorted by the low amount of individuals.

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



I have good friends among my colleagues.



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



An open and positive atmosphere reigns around me.



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



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



The company cares for its employees and their satisfaction.



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



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



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.



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.



The offer of education is adequate and covers my requirements.



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



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



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



2.2

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



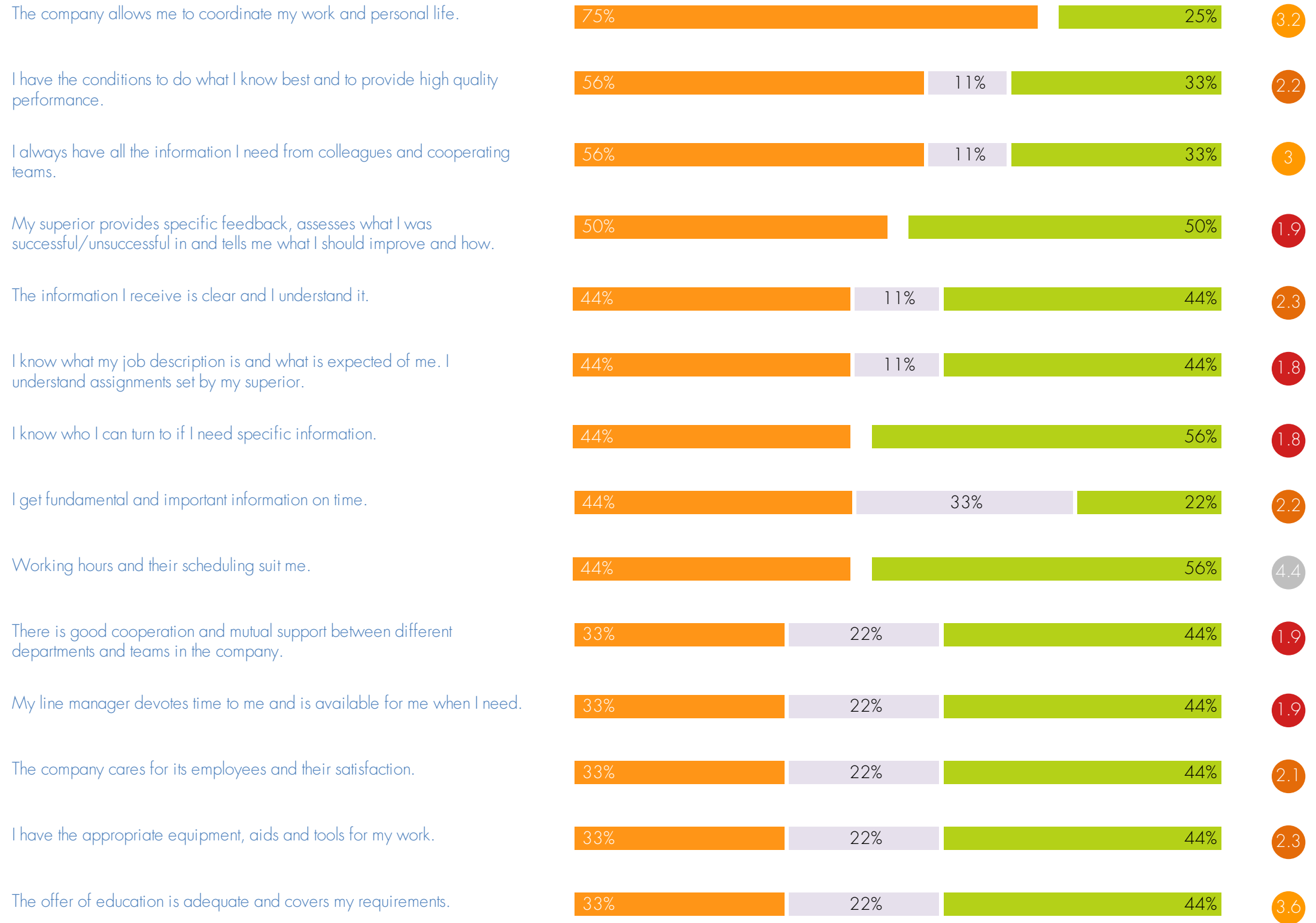
3.2

I get fundamental and important information on time.



2.2

RESULT BY OVERALL DISSATISFACTION RATE



An open and positive atmosphere reigns around me.



3.7

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



3.2

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



3.6

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



2.3

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



2.4

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



2

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



2.9

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



3.6

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



1.9

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



2.2

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



2.2

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



3.2

I have good friends among my colleagues.



3.6

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



3.3

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



2.6

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



2.9

New employees are provided adequate support in terms of adaptation.



3.4

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



3.7

RESULT BY IMPORTANCE

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



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



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



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



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.



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The company cares for its employees and their satisfaction.



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



I get fundamental and important information on time.



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



The information I receive is clear and I understand it.



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2.6

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



2.9

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



2.9

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



3

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



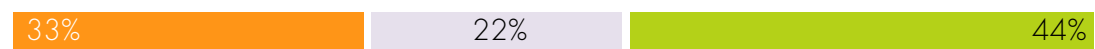
3.2

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



3.2

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



3.2

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



3.3

New employees are provided adequate support in terms of adaptation.



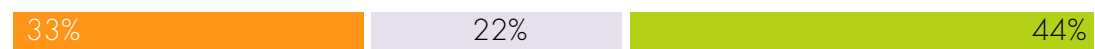
3.4

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



3.6

The offer of education is adequate and covers my requirements.



3.6

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



3.6

I have good friends among my colleagues.



3.6

An open and positive atmosphere reigns around me.



3.7

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



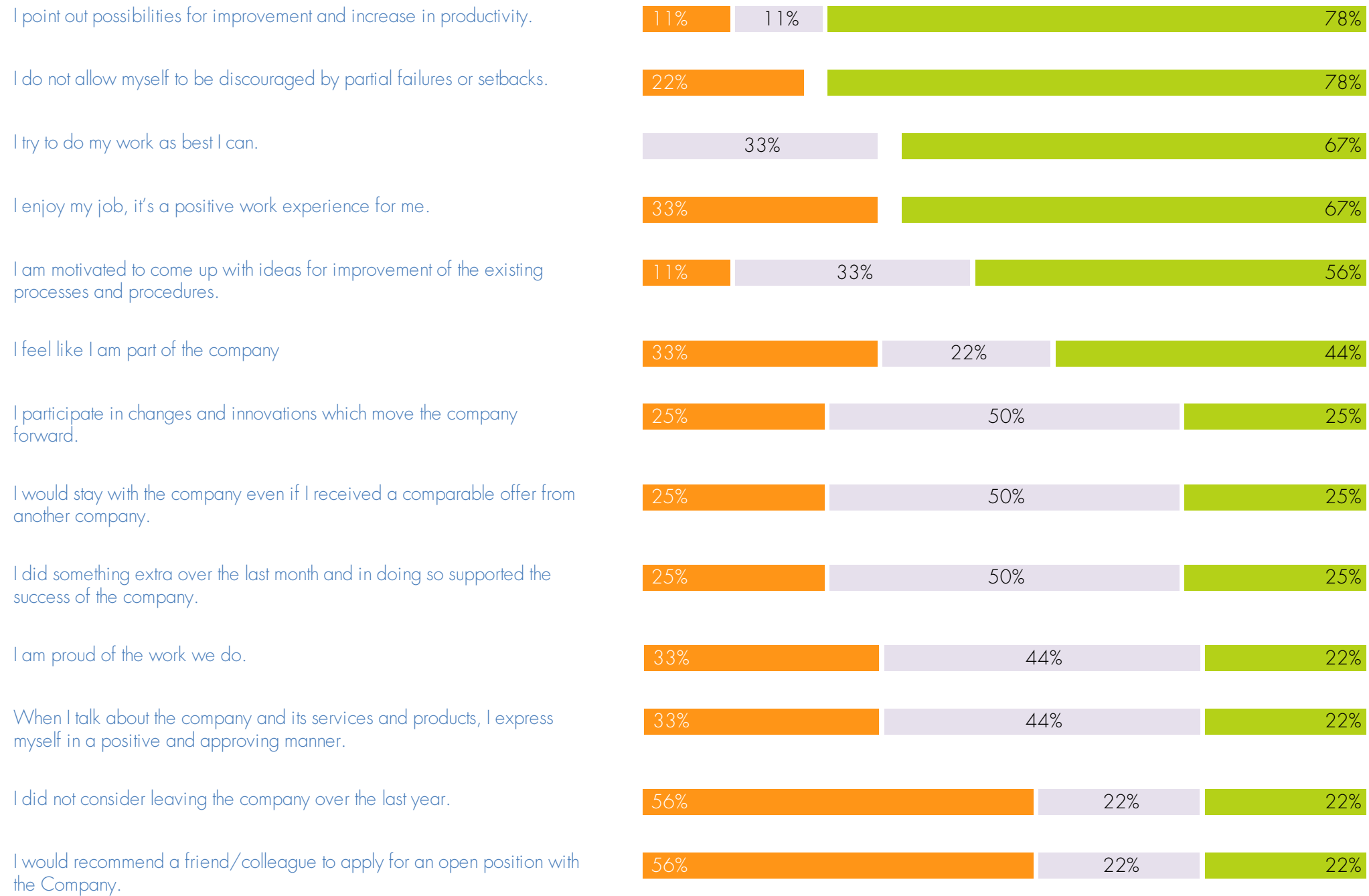
3.7

Working hours and their scheduling suit me.



4.4

COMMITMENT, IDENTIFICATION BY OVERALL SATISFACTION RATE



COMMITMENT, IDENTIFICATION BY OVERALL DISSATISFACTION RATE

