

Questionnaire

Q1. What is your current position?

1. Unqualified worker
2. Qualified worker
3. Administrative worker (including sales and marketing)
4. Engineer
5. Supervisor (Lower manager)
6. Middle-Higher manager
7. Other _____

Q2. How long have you been working in the present company?

_____ years

Q3. Are you satisfied with following working conditions?

	Dissatisfied		More or less		Satisfied
a. Self-actualization of your ability at work*	1	2	3	4	5
b. Range of your competence at work*	1	2	3	4	5
c. Labor conditions (e.g. light, heating, noise)	1	2	3	4	5
d. Trust between workers and management	1	2	3	4	5
e. Work load	1	2	3	4	5
f. Length of working time	1	2	3	4	5
g. Payments and bonuses	1	2	3	4	5
h. Competence of management	1	2	3	4	5
i. Promotion possibilities	1	2	3	4	5
j. Training and retraining	1	2	3	4	5
k. Security of employment	1	2	3	4	5
l. Equal opportunities for men and women	1	2	3	4	5
m. Welfare provisions in the firm	1	2	3	4	5
n. Interaction with your boss	1	2	3	4	5
o. Interaction with your colleagues	1	2	3	4	5
p. Access to information about organization	1	2	3	4	5

Q4. What do you think about the meaning of work?

	Entirely disagree		More or less		Completely agree
a. Work gives you status and prestige	1	2	3	4	5
b. Work provides you with income that is needed	1	2	3	4	5
c. Work keeps you absorbed in and excited	1	2	3	4	5
d. Work provides you with social contact with other people	1	2	3	4	5
e. Work is a way for you to serve for society	1	2	3	4	5
f. Work is in itself interesting	1	2	3	4	5

Q5. Choosing ideal job, how do you think important the following factors are?

	Not important	Not very important	More or less	Important	Very important
a. Free time enough for family and personal life	1	2	3	4	5
b. Having good relations with management	1	2	3	4	5
c. Without the fear of losing a job	1	2	3	4	5
d. Having good workmate to cooperate	1	2	3	4	5
e. Have a boss who listens your opinion properly	1	2	3	4	5
f. Have good career possibilities	1	2	3	4	5

Q6. What is the most important for an ideal job? Please choose one from a. to f. above and circle it.

a b c d e f

Q7. If you would have an opportunity to change your job, what would you like to do? Please choose one from the below.

1. Not to work any more.
2. To keep the current job
3. To get promoted to a position with more responsibility
4. To get to the position of a manager
5. To start to run own business

Q8. How about your usual time budget in a working day?*

	o'clock	minutes
<i>(For example) Getting up</i>	06	30
Getting up		
Leaving home		
Arriving at office		
Leaving the office		
Arriving at home		
Going to bed		

Q9. How often do you spend your free time for the following activities?*

	Almost everyday	Once or twice in a week	Once or twice in a month	Very seldom or not at all
a. Company with people working in the same firm	1	2	3	4
b. Company with people not working in the same firm	1	2	3	4
c. Working at home what are necessary for the firm	1	2	3	4
d. Exchange of information and instruction by e-mail or computer for the job	1	2	3	4
e. Self-education for job	1	2	3	4

Q10. If you would have more free time due to education of working time, what would you prefer to do? (choose TWO)

1. Spend time with family, household chores
2. Healthcare
3. Company with friends
4. Self education
5. Participation in social actions
6. Participation in charity activities
7. Side job
8. Hobby

Q11. How does the trade union tackle with following issues inside the firm?*

	Not at all		Unsure		enough
a. Job and employment security	1	2	3	4	5
b. Reduction of working time	1	2	3	4	5
c. Quantity and methods of work	1	2	3	4	5
d. Paid holidays	1	2	3	4	5
e. Salaries rise	1	2	3	4	5
f. Welfare provision	1	2	3	4	5
g. Training and education	1	2	3	4	5
h. Labor accident and disease	1	2	3	4	5
i. Transference and rotation of personnel	1	2	3	4	5
j. Increase in workers' influence at managerial decisions	1	2	3	4	5
k. Liquidation of discrimination for irregular employees	1	2	3	4	5
l. Balancing between working and private life	1	2	3	4	5
m. Improvement of mental health	1	2	3	4	5
n. Gender equalization	1	2	3	4	5
o. Unionization of unorganized workers	1	2	3	4	5
p. Social and political actions	1	2	3	4	5

Q12. What do you think is the most important for the trade union to do? Please choose three from the above a. – p. and write below.*

The most important:

The second:

The third:

Q13. How do you think you are estimated properly at your work?

1. Not at all	2. Less estimated	3. Unsure	4. rather estimated	5. greatly estimated
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Q14. What do you feel toward the firm you are working for?

1. I don't care for the firm
2. I feel almost nothing towards the firm
3. Unsure
4. I would apply as much effort, as much will be rewarded by the firm
5. I would put maximum effort toward the firm's success

Q15. These five years have you attended trainings or seminars organized by the firm inside or outside?

1. Yes, I have	2. No, I haven't	3. It doesn't happen in our firm
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Q16. How much do you think your firm is powerful in competition against rivals concerning different aspects below raised?*

	Powerless at all		Unsure		Powerful enough
a. Image of the firm	1	2	3	4	5
b. Quality of products and service	1	2	3	4	5
c. Cost	1	2	3	4	5
d. Brand	1	2	3	4	5
e. Technology	1	2	3	4	5
f. Marketing	1	2	3	4	5
g. Scale merit	1	2	3	4	5
h. Aftercare service	1	2	3	4	5
i. Quality of human resources	1	2	3	4	5
j. Capability of Top management	1	2	3	4	5

Q17. In your opinion, what is the manger's leadership in your plant (establishment) based on? Please choose three from the below.

1. Politics in the organization.
2. Traditions in the organization.
3. Strong aspiration.
4. Entrepreneurship
5. Personal charisma

Q18. As for the behavior of your firm and management, do you agree the following views?

	disagree		unsure		agree
a. If management promised something, than it will do what promised	1	2	3	4	5
b. Management is sure that it controls activity of all departments	1	2	3	4	5
c. Leaders of organization have long term goals	1	2	3	4	5
d. Management puts clear goals for workers	1	2	3	4	5
e. Leaders & managers follow principles they set for the organization	1	2	3	4	5
f. There is a clear set of principles that are followed by organization in it's activity	1	2	3	4	5

Q19. How do you think of your attitudes toward the firm?

	disagree		unsure		agree
a. I always have ideas that can be approved by management	1	2	3	4	5
b. I would like to take part in company's decision making, because I think my opinion is important	1	2	3	4	5
c. I could take managerial position is situation demanded it	1	2	3	4	5
d. I am ready to take risk if it is approved	1	2	3	4	5
e. It is normal to sacrifice something for organization's sake	1	2	3	4	5
f. Sometimes I feel myself a screw in a large machine	1	2	3	4	5

Q20. How do you perceive the situations of your workplace?

	disagree		unsure		Agree
a. Rules of the firm are occasionally disobeyed when an employee thinks it would be in favor of the firm	1	2	3	4	5
b. Workers of any division have equal perspectives	1	2	3	4	5
c. Customers' interests are often ignored in decision making of organization	1	2	3	4	5
d. Our organization relies more on horizontal control and coordination, rather than strict hierarchy	1	2	3	4	5
e. We constantly improve our methods of work to gain advantages over rivals	1	2	3	4	5
f. Agreement is easily achieved even concerning hard problems in organization	1	2	3	4	5
g. During conflict everybody tries to solve it quickly and mutually profitable	1	2	3	4	5
h. Competition between colleagues usually brings more harm than use	1	2	3	4	5
i. Information is available for everyone. One can get any needed information	1	2	3	4	5
j. It is not accepted to talk about people behind their back	1	2	3	4	5
k. Most capable persons don't commit in decisions to solve an urgent problem	1	2	3	4	5
l. We have informal norms and rules which are to be followed by everyone	1	2	3	4	5
m. Projects are coordinated easily through all functional units	1	2	3	4	5

Q21. How do you perceive the situations of management and policy of your firm?

	disagree		unsure		agree
a. Fresh creative ideas are not actualize on time and become old and obsolete	1	2	3	4	5
b. Management is apt to be behind the time for reacting to changing market	1	2	3	4	5
c. We always try to overcome our rivals	1	2	3	4	5
d. If market demands it, our organization can quickly restructure	1	2	3	4	5
e. Current vision creates stimuli for workers	1	2	3	4	5
f. Goals of organization are clearly set on all organization's levels	1	2	3	4	5
g. In some situations instructions and regulations are obstacles to effective work	1	2	3	4	5
h. It is possible to be a good manager even not knowing answers to all questions of subordinates	1	2	3	4	5
i. In some cases one worker is under two managers	1	2	3	4	5
j. Every process of work is governed in detail by instructions and rules	1	2	3	4	5
k. Company realizes clear mission that gives meaning and sense to work	1	2	3	4	5
l. The order of organization is not hierarchically structured rigidly	1	2	3	4	5
m. Employees qualification is considered to be a very important source of competitive domination	1	2	3	4	5
n. Resources including human resources are not allocated properly nor integrated totally	1	2	3	4	5
o. If department is short on hands, department's leader may hire temporary workers by himself	1	2	3	4	5

p. Reward for success does not go to the department although everyone put an effort	1	2	3	4	5
q. Our organization cares even about temporarily hired workers	1	2	3	4	5
r. We all clearly imagine future of our organization	1	2	3	4	5
s. Failure is considered as a stimulus to learning and development	1	2	3	4	5
t. We realize our input into society and feel our importance	1	2	3	4	5

Q22. How do you think about the following opinions?

	disagree		unsure		agree
a. Rules of the company must not be disobeyed even if employee thinks that he acts in favor of company	1	2	3	4	5
b. In group everyone must put maximum effort to achieve common goal	1	2	3	4	5
c. New ideas must be applied immediately otherwise they become old and obsolete	1	2	3	4	5
d. It is very important to feel market changes to react contemporarily	1	2	3	4	5
e. It must not happen, that one worker had two managers	1	2	3	4	5
f. Instructions and regulations are needed to govern every process of work	1	2	3	4	5
g. Organization must have strict hierarchy	1	2	3	4	5
h. One needs to control spending of resources strictly, or total disorder will happen	1	2	3	4	5
i. Reward for success must go to department, because everyone put an effort	1	2	3	4	5
j. Most competent representative of group must make decisions even if formally he is not a leader of the group	1	2	3	4	5
k. All the employees should be aware of the important role of the their firm in society	1	2	3	4	5

Q23. To which extent does your firm pay effort to perform for the following issues?

	Not at all		More or less		Very actively
a. Compliance with the laws for business activities	1	2	3	4	5
b. Compliance with the laws for worker protection	1	2	3	4	5
c. Care and service for consumers	1	2	3	4	5
d. Environmental protection	1	2	3	4	5
e. Trustful relations with customers	1	2	3	4	5
f. Safety and Security of products and services	1	2	3	4	5
g. Realization of the best quality of products and services	1	2	3	4	5
h. Aftercare for users	1	2	3	4	5
i. Publicity of company information for society	1	2	3	4	5
j. Contribution to science and culture	1	2	3	4	5
k. Public activities for local community	1	2	3	4	5

Q24. How much do you your firm respects the interests of the following agents?*

	Not at all		More or less		Fully
a. Customers	1	2	3	4	5
b. Subsidiary, subcontract firms	1	2	3	4	5
c. Consumers	1	2	3	4	5
d. Stock holders	1	2	3	4	5
e. Employees	1	2	3	4	5
f. Trade union	1	2	3	4	5
g. Public administration	1	2	3	4	5
h. Local community	1	2	3	4	5

F1. The amount of your average salary for month (including tax and the like:

_____Euro (or else)

F2. Your education level:

1. Obligatory level (primary or elementary school with 8-9 years)
2. Middle level (secondary or high school)
3. Upper level (two-three years college or similar professional school)
4. High level (university or the higher school as the level of university)
5. Scientific degree (graduate or post-graduate school with diploma)

F3. Age: _____years old

F4. Sex: 1. Male 2. Female

F5. Marital status: 1. Married 2. Unmarried

F6. Employment status:*

1. Regular employee
2. Irregular employee (contract, dispatched, casual, part-time and the like)

F7. Working pattern:* 1. Daytime 2. Shift 3. Other (specify_ _ _ _ _)

F8. Union membership:*

1. I have never been a member
2. I used to be a member, but not now
3. I am a member at present

. Thank you for your answer!