

	TECHNICAL UNIVERSITY OF MOMBASA		
	Document: Form	Ref No.: TUM/Form/HRM/035	
	Title: BASELINE SURVEY ON WORK ENVIRONMENT		
	Department: HUMAN RESOURCE MANAGEMENT		
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PART I: OBJECTIVE

Objective of this survey is to help the university to evaluate satisfaction level of employees. This information you share herein shall be kept confidential, anonymous, and will not be used for any other reason other than to help the University to improve on its strategies. Please take a few minutes to complete this survey

PART II: ASSESSEMENT

In your assessment, you are advised to tick as appropriate.

In Rating Part II (B-F), the following weights apply:

1 - No, 2 - Generally No, 3 - Neutral, 4 - Yes to a certain degree, 5 - Yes

A: About the University						
	Description	YES	NO			
1.	Are you satisfied with your role in the University?					
2.	Do you like the University?					
3.	Do you feel proud to work for this University?					
4.	If you had known how things work within the university would you have accepted the job in the first place?					
5.	Do you feel integrated in the University?					
6.	Do you feel that your work contributes to the overall success of the University?					
7.	Would you stay with the University if you could leave for another with the same wage and benefits?					
B: About your workspace						
	Rating Weights	1	2	3	4	5
8.	You are comfortable with your workspace					
9.	There is enough lighting in your workspace					
10.	The noise-level is bearable.					
11.	The restrooms/toilets are clean					
C: About the office ergonomics						
12.	You have enough space in your work area.					
13.	Your work area is sufficiently comfortable.					
14.	Your computer functions at an adequate speed					
15.	Your computer monitor has a protective filter					



	Rating Weights	1	2	3	4	5
	D: Do you consider that					
16.	You have enough autonomy in your job?					
17.	You have enough possibility for initiative in your job?					
18.	You are treated with courtesy, listened to and can express your thoughts?					
19.	You feel fulfilled with your job?					
	E: About teamwork					
20.	I believe that coworkers work well together					
21.	I feel like I am a part of a team (shared mission .values, efforts and goals)					
22.	I feel accepted and valued by my colleagues.					
23.	The administrative team provides an environment in which honesty and openness are valued.					
	F: About Communication					
24.	My superior routinely gives me feedback on any work assigned to me.					
25.	My superior asks me for feedback on his/her assignments					
26.	I receive constructive feedback in a way that emphasizes positives, rather than negatives.					
27.	The administrative team considers my needs and preferences when making decisions that affect my Work life.					

Thank you for participating.

