



**EMPLOYEE SURVEY  
ATTRAKTIVER ARBEITGEBER PFLEGE**

Your opinion is important to your employer!

Please take some time to complete this survey.

Please answer spontaneously.

Please cross the box (number), that best matches your opinion. You have 6 options on following scale:

**1**

totally  
agree

**2**

mostly  
agree

**3**

agree

**4**

not  
agree

**5**

disagree

**6**

strongly  
disagree

If for any reason you can't answer a question, do not mark any box.

This survey is completely anonymous.

**Thank you for taking your time to complete the survey!**



### **Topic 1: Quality of working conditions**

- 1 Recruitments and promotions are fair and understandable.
- 2 The training of new employees is structured and goal orientated.
- 3 My salary and social benefits are reasonable compared to other competitors.
- 4 I can understand how the different salary levels are set up.
- 5 I am supplied with the necessary means to be able to complete my tasks.
- 6 I am satisfied with the work environment and facilities.
- 7 The shift organization is fair and understandable.
- 8 My employer actively supports the compatibility of my professional life with my private life (Work-life balance).
- 9 I am supported individually in further training and education.
- 10 My employer supports measures that promote my health.
- 11 I am promptly and extensively informed about company matters (further education, new employees, festivities etc.)

### **Topic 2: Leadership by management**

- 12 Employees help each other and back each other up.
- 13 Employees are treated equally and fairly, regardless of gender, nationality or disability.
- 14 Superiors are approachable and easy to get in contact with.
- 15 My ideas for improvement and opinions are appreciated.
- 16 Superiors trust my work without constantly checking up on it.
- 17 Superiors acknowledge that mistakes can happen while working.
- 18 Superiors appreciate my work.



19 Matters agreed upon are promptly implemented.

20 Our institution celebrates special occasions.

### **Topic 3: External appearance**

21 Our institution's information materials are appealing and well-designed.

22 Our institution's homepage is appealing and well-designed.

23 Job advertisements (displays, flyers etc.) are appealing, well-designed and stand out, for example through eye-catching statements.

24 Job advertisements (displays, flyers etc.) present our company accurately.

25 Our institution uses modern media to look for new employees.

26 Our institution works together closely with schools and/or other educational and training institutions.

27 Job interviews are conducted professionally (scheduled, structured etc.).

### **Topic 4: Profile compared to competition**

28 Our institution represents clear values.

29 Our institution has a good public image and a good reputation.

30 Our institution is a respected employer.

31 Our institution possesses features that distinguish it from other employers.

32 Our institution is the same as it presents itself to the outside world.

33 I believe our institution is economically successful.

34 I would recommend our institution as an employer to friends or family.

35 Our institution is an attractive employer.