

## EMPLOYEE SURVEY ATTRAKTIVER ARBEITGEBER PFLEGE & PSYGA P

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 the following scale:

**1**

completely  
agree

**2**

mostly  
agree

**3**

agree

**4**

slightly  
disagree

**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 the 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 individually supported 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 and support each other.
- 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 The information material provides by our institution is 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.

## PSYGA-P

### CATEGORY I: WORK CONTENT/WORK TASK

- 1 In our facility it is clear who is responsible for which areas.
- 2 I know exactly what work I am responsible for.
- 3 I have influence on how I do my work.
- 4 I can influence the order in which I do my work.
- 5 I can apply my knowledge and skills at work.
- 6 When I am given new tasks, I receive sufficient training.
- 7 I find my work meaningful.
- 8 I can cope with the emotional experiences (e.g. illness, death) that I have in my daily work.
- 9 Company problems do not bother me outside of my working hours.

### CATEGORY II: WORK ORGANISATION

- 10 I receive all the information to be able to do my work well.
- 11 I am informed well in advance about changes in my workplace (important decisions, new concepts, etc.).
- 12 I can carry out certain tasks (e.g. documentation, meetings) without interruptions.
- 13 The schedule is reliable, short-term substitutions due to illness are the exception.
- 14 I usually have enough time to complete my work tasks.
- 15 I only have to work unplanned overtime in exceptional cases.

### CATEGORY III: SOCIAL RELATIONS

- 16 I feel comfortable in the team.
- 17 If there is a conflict in the team, it is resolved within reasonable time.
- 18 I receive support and help from my immediate supervisors when needed.
- 19 I am able to relax in my free time, e.g. through hobbies and socialising.

### CATEGORY IV: WORKING ENVIRONMENT

- 20 My workplace is designed so that I feel comfortable.
- 21 All work equipment is in good working order and regularly maintained.
- 22 I use the available work equipment (e.g. patient lifting-device) as often as possible to maintain my health.
- 23 Training sessions are held at least once a year for staff on how to avoid physical strain (e.g. back-friendly lifting and carrying).

Translated with deepl