

NEOC Employer of Choice Survey[®]

Sample Questions

A. Compensation & Benefits

My organization...

1. Pays a competitive wage/salary for my position
2. Provides a good health & benefits plan

B. Rewards & Recognition

My organization...

3. Recognizes employees for their contributions
4. Uses positive reinforcement and recognition

C. Management/Employee Relations

My Manager ...

5. Encourages creativity to solve problems
6. Helps me understand the impact my work has on overall objectives
7. Supports a realistic work/life blend

D. Training & Development

My organization ...

8. Provides a thorough orientation process
9. Provides ongoing and relevant training

E. Career Advancement

My organization ...

10. Financially supports continuing education
11. Has clear job descriptions outlining roles and responsibilities

F. Employee Engagement

My organization ...

12. Encourages a supportive team culture
13. Involves employees in decisions that impact them

G. Environment & Facilities

My organization ...

14. Provides a pleasant physical working environment
15. Provides a safe/healthy working environment

H. Leadership

Our executive leaders....

16. Effectively communicate corporate goals and vision
17. Regularly solicit feedback from employees and act on the results

I. Reputation

My organization

18. Is known for providing excellent donor support
19. Is concerned about the environment
20. Is fiscally responsible



J. Personal Enjoyment

21. My organization encourages fun and enjoyment
22. I feel good about our organization's products and services

Demographics

23. Job Title/Function?
24. Number of people in my department?
25. Years experience in the industry?
26. Years employed at the organization?
27. How did you hear about your job opening?
28. Age
29. Education
30. Gender

Open ended question:

- What makes our organization an employer of choice?
- How could our organization improve to be an even better place to work?