



Reading and Responding to the Survey

EmployeeSurveyOnline

05.1

Responding to the Survey

Statements in the survey are posed in the negative and the positive, and staff are requested to consider them in terms of the extent to which they are characteristic of the organisation from their point of view. People generally relate the statements to their immediate working environment, but in some cases may be commenting from a broader perspective.

Staff have the following choices for indicating their view:

True: the statement expresses what you believe is true.

Inclined to be True: the statement tends to be true, but you are not definite about it.

Inclined to be False: the statement tends not to be true, but you are not definite about it.

False: the statement does not express what you believe is true.

05.2

Reading the Survey Graphs

The Employee Survey Graph is a percentile graph which tells the reader where the cumulative score sits against other scores for Australian employees in the database. For example, a cumulative score of 16 on Formal Control places it at the 60th percentile – this means that the score sits in the top 40% of results for people who respond to the questionnaire.

05.3

Raw Scores

These responses will attract a score of 4, 3, 2 or 1 depending upon how the item is stated. The scoring of questionnaires provides a cumulative score for each dimension. The lowest score for a dimension is 6 and the highest is 24. Most people will accumulate a score somewhere between these two points.

05.4

The Graph

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