



EMPLOYEE EXIT SURVEY

Note: All information is to be kept confidential and will be used for administrative evaluation and planning purposes only. You may complete this survey on-line or in person by contacting the Assistant Director of Human Resources.

Please rate the following statements:

- Strongly Agree:** *If you definitely agree with the statement*
- Inclined to Agree:** *If you are not definite, but think that the statement tends to express your opinion.*
- Neither Agree nor Disagree:** *If you really do not know or have no opinion.*
- Inclined to Disagree:** *If you are not definite but think that the statement does not tend to express your opinion.*
- Strongly Disagree:** *If the statement does not express how you feel about this matter.*

NOTE: For the purpose of this survey a “manager” is defined as your immediate supervisor.

	Strongly Agree	Inclined to Agree	Neither Agree Nor Disagree	Inclined to Disagree	Strongly Disagree
Manager					
My manager did a good job of keeping employees informed about matters that affect them.					
My manager encouraged and listened to suggestions.					
My manager resolved complaints and problems in a timely manner.					
My manager did a good job of building teamwork, within our department.					
My manager did a good job of building teamwork, between our department and other departments.					
My manager had frequent, informative conversations to share information regarding my work.					

	Strongly Agree	Inclined to Agree	Neither Agree Nor Disagree	Inclined to Disagree	Strongly Disagree
<i>Selkirk Vision</i>					
Understanding and living the Selkirk Organization, mission, vision and values is always the right approach.					
I would recommend Selkirk College as a good place to work to my friends and family.					
Selkirk is visible and seen as a community partner.					
	Strongly Agree	Inclined to Agree	Neither Agree Nor Disagree	Inclined to Disagree	Strongly Disagree
<i>Career Development</i>					
I received regular feedback on how well I was doing in my job.					
I felt I would be able to achieve my long-term career objectives within the Selkirk Organization.					
My last performance evaluation was helpful in identifying actions I could take to improve my performance.					
My skills and abilities were utilized.					
My administrator/manager regularly coached me on improving my performance.					
I was given a real opportunity to improve my skills at Selkirk College.					
Opportunities for career development were provided to me to allow me to meet my promotional and advancement goals.					
	Strongly Agree	Inclined to Agree	Neither Agree Nor Disagree	Inclined to Disagree	Strongly Disagree
<i>Rewards and Recognition</i>					
My manager recognized teamwork and cooperation.					
Selkirk Organization does a good job at recognizing their employees.					
I am satisfied with the recognition I received for doing a good job.					
The Compensation is fair in the Selkirk Organization for my position.					
The Benefits are good in the Selkirk Organization.					

	Strongly Agree	Inclined to Agree	Neither Agree Nor Disagree	Inclined to Disagree	Strongly Disagree
<i>Policies and Procedures</i>					
The College policies were clear and effective and assisted me to do my job.					
I received adequate time and training to do my job.					
The College procedures are communicated and assisted me to do my job.					
I was provided the tools to do my job proficiently.					
I received an orientation specific to my job.					

1. What was most satisfying aspect about your job? Please select up to 5 responses.

- Co-workers
- Workplace atmosphere
- Development/advancement opportunities
- Benefit plan
- Flexibility of scheduling/better hours
- Workplace recognition
- Available resources
- Management practices
- Quality of supervision
- Work/Life Balance
- Other, please specify _____

2. What was the least satisfying aspect about your job? Please select up to 5 responses.

- Co-workers
- Workplace atmosphere
- Development/advancement opportunities
- Benefit plan
- Flexibility of scheduling/better hours
- Lack of advancement opportunities
- Workplace recognition
- Available resources
- Management practices
- Quality of supervision
- Work/Life Balance
- Other, please specify _____

3. What does your new company/self employment offer that the College does not?

- Different Industry
- Compensation Package
- Benefit Package
- Management Style
- Job Opportunities
- Location
- Workload
- Other, please specify _____

4. Would you consider working for the College again in the future?

- Yes
- No
- Maybe

If Yes, please state in what capacity you would considering working for the College?

5. Would you like to follow up with a Human Resources Representative?

- Yes
- No
- Maybe

6. What suggestion could you provide to improve and make our workplace better?

7. Please feel free to provide additional comments.

Employee Information

Job Title:	Employee Group:
Position Start Date:	Position End Date:
Manager's Name:	Manager's Title:

1. I have worked for Selkirk College for:

- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- More than 10 years

2. My age category is:

- 18 to 25
- 26 to 35
- 36 to 45
- 46 to 50
- 51 or over

THANK YOU FOR TAKING THE TIME TO PROVIDE YOUR FEEDBACK!
