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# Employee Opinion Survey

## Level 3 – Leading The Way

This is a survey to find out what you think about the issues that affect men and women in the workplace, and about your experiences with equal employment opportunity.

People have very different opinions about these issues, ranging from very positive to very negative. Whether you agree or disagree with equal employment opportunity, we would like to know what you think.

Your responses will be kept strictly confidential.

Developed by:

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We would like to know your views about your current work situation.  
For each of the following statements, please put a circle around the number that is closest to your view.

**There are no right or wrong answers, only opinions.**

**If you feel uncomfortable about answering a particular question, there is no need for you to circle a response.**

## General views about the workplace

Circle one number only for each statement

		strongly disagree	disagree	agree	strongly agree	no opinion
1	I am satisfied in my current job	1	2	3	4	0
2	I feel free to express my views openly in this company	1	2	3	4	0
3	I am consistently treated with respect	1	2	3	4	0
4	I feel I am valued as an employee	1	2	3	4	0
5	Most senior managers in this company genuinely support equal employment opportunity for women	1	2	3	4	0
6	My immediate supervisor/manager genuinely supports equal employment opportunity for women	1	2	3	4	0
		Yes	No	Don't Know		

		<b>strongly disagree</b>	<b>disagree</b>	<b>agree</b>	<b>strongly agree</b>	<b>no opinion</b>
7	My company has a program that is designed to ensure women have equal employment opportunity	1	2	0		
8	Managers should be able to employ who they want without having to worry about equal employment opportunity	1	2	3	4	0
9	Women having equal employment opportunities will make a company more productive	1	2	3	4	0
10	Some jobs are inappropriate for women	1	2	3	4	0
11	Women are as good as men in management roles in business	1	2	3	4	0
12	Women have to work harder in order to prove themselves	1	2	3	4	0
13	Companies should provide childcare for their employees	1	2	3	4	0
14	Companies should provide flexible working hours to help people who have responsibilities for children	1	2	3	4	0
15	Companies should offer permanent part-time management positions	1	2	3	4	0



## Recruitment and Selection

		strongly disagree	disagree	agree	strongly agree	no opinion
1	In this company, people are chosen for jobs on the basis of their competency to perform the job	1	2	3	4	0
2	In this company, women and men have the same chances of being appointed to operational or line positions	1	2	3	4	0
3	In this company, selection processes for new recruits are fair	1	2	3	4	0
4	In this company, initial pay or remuneration offers are fair	1	2	3	4	0
5	In this company, both women and men are encouraged to apply for all positions	1	2	3	4	0
6	In this company, job vacancies are advertised widely to attract a diverse applicant pool	1	2	3	4	0
7	In this company, I have been actively encouraged to apply for other positions	1	2	3	4	0
8	In this company, I have been offered a developmental assignment	1	2	3	4	0
9	My company has a succession plan	1	2	3	4	0
10	In this company, I have had a broad range of work experience	1	2	3	4	0



11	In my most recent experience in applying for a position in this company, the interview panel consisted of a diverse group of people	1	2	3	4	0
12	I was attracted to working at this organisation because of its reputation as an Equal Employment Opportunity employer	1	2	3	4	0
13	From what you know at your location, the <u>best person</u> for a position is always selected	1	2	3	4	0
	This is regardless of:					
	a) Gender	1	2	3	4	0
	b) Age	1	2	3	4	0
	c) Pregnancy	1	2	3	4	0
	d) Family responsibilities	1	2	3	4	0
	e) Whether they are employed full or part-time	1	2	3	4	0
	f) Who they know	1	2	3	4	0
		<b>Yes</b>	<b>No</b>	<b>Don't Know</b>		
14	Have you recently applied for a position in your organisation	1	2	0		
15	If Yes:					
	Was this a position that involved a promotion or advancement?	1	2	0		
16	Was this a position in a non-traditional area for people of your gender?	1	2	0		



17	Were you satisfied with the outcome of this selection process?	1	2	0
18	Were you successful in your application for this job?	1	2	0

### Promotion, Transfer and Termination of Employment

		strongly disagree	disagree	agree	strongly agree	no opinion
1	I have (or have had) good opportunities for promotion in this company	1	2	3	4	0
2	I receive a regular review of my work performance	1	2	3	4	0
3	I would need extra qualifications from an education or training institution in order to be promoted	1	2	3	4	0
4	At some time in the future I would like to be promoted to another job in this company	1	2	3	4	0
5	Men and women have the same chance for promotion in this company	1	2	3	4	0
6	In this company, for a woman to be promoted she probably has to be better than a man	1	2	3	4	0
7	People who work part-time or job share have good opportunities for promotion	1	2	3	4	0



8	I have the same opportunities here as anyone else of my ability and experience	1	2	3	4	0
9	The promotion decisions at my organisation are fair	1	2	3	4	0

## Training and development

		strongly disagree	disagree	agree	strongly agree	no opinion
1	If I need training, I can ask for it and get it	1	2	3	4	0
2	This company provides equal access to training for men and women	1	2	3	4	0
3	I am encouraged to participate in training activities that will help my development	1	2	3	4	0
4	I am knowledgeable about my opportunities for growth and development	1	2	3	4	0
5	I have opportunities for growth and development that are consistent with my abilities	1	2	3	4	0
6	My immediate supervisor gives me coaching and helpful guidance	1	2	3	4	0
7	My immediate supervisor gives me honest and candid feedback on my performance	1	2	3	4	0
8	My immediate supervisor recognises me for my contribution	1	2	3	4	0



9	Training and development opportunities are allocated to staff objectively	1	2	3	4	0
10	Our organisation has a culture where learning is seen as an ongoing part of everyone's job	1	2	3	4	0
11	In my organisation I have been encouraged to consider a wide range of career opportunities	1	2	3	4	0
12	I am able to make my own choices about the kind of training programs I go on	1	2	3	4	0
13	My supervisor/manager and I have discussed my career development needs within the past six months	1	2	3	4	0
14	In the last two years, how many performance appraisals have you had?				_____ (number)	
		<b>Yes</b>	<b>No</b>	<b>Don't Know</b>		
15	In the past 12 months have you participated in any of the following training programs or had any developmental opportunities?					
	a) Formal internal course	1	2	0		
	b) Formal external course	1	2	0		
	c) Critical task force or project team	1	2	0		
	d) Mentoring scheme	1	2	0		
	e) Peer support program	1	2	0		
	f) Job rotation	1	2	0		
	g) Multi-skilling	1	2	0		



	h) Secondment	1	2	0
	i) Development assignment	1	2	0
	j) Shadowing assignment	1	2	0
	k) Temporary transfer	1	2	0
	l) An acting role in a more senior position	1	2	0
	m) A multi-disciplinary team	1	2	0
	n) Leadership program	1	2	0
	o) Management or supervisory program	1	2	0
	p) People management course	1	2	0
	q) Technical/skills based course	1	2	0
	r) Business skills based course	1	2	0
16	In total, how many days did you spend in the last 12 months in:			
	Internal training courses		_____	days
	External training courses		_____	days

## Work organisation

strongly disagree
disagree
agree
strongly agree
no opinion

1	I find it difficult to balance my home life and my work demands	1	2	3	4	0
2	I am satisfied with the flexibility of hours in my current work	1	2	3	4	0
3	My job allows me the flexibility I need to balance my work and family/personal life	1	2	3	4	0
4	I am satisfied with the degree of balance I have between my work and family/personal life	1	2	3	4	0
5	Leave arrangements are sufficiently flexible to enable me to handle important family issues	1	2	3	4	0
6	Work and family conflict and stress are dealt with openly in my work area	1	2	3	4	0
7	People in my workgroup or department are flexible when people have family demands that make it difficult for them to do their work effectively	1	2	3	4	0
8	My immediate supervisor is understanding when I have family demands that make it difficult for me to do my work effectively	1	2	3	4	0
9	Flexible work options are available equitably across all levels of my organisation	1	2	3	4	0
10	It is very difficult to work part-time and have a career in my organisation	1	2	3	4	0
11	I have a say in how many hours and when I work	1	2	3	4	0



12	In my work area, it is not practical to hold a management/supervisor position and work part-time	1	2	3	4	0
13	I think my manager/supervisor realises my potential	1	2	3	4	0
14	My organisation actively supports opportunities for the advancement and growth of part-time employees	1	2	3	4	0

## Conditions of service

		<b>strongly disagree</b>	<b>disagree</b>	<b>agree</b>	<b>strongly agree</b>	<b>no opinion</b>
1	I believe that women and men are paid at the same rates for performing similar work within this company	1	2	3	4	0
2	I receive recognition based on my level of performance	1	2	3	4	0
3	I believe I am compensated fairly compared to others doing similar work:	1	2	3	4	0
	a) Inside my organisation	1	2	3	4	0
	b) Outside my organisation	1	2	3	4	0
4	I am paid fairly for the work I do	1	2	3	4	0
5	My salary reflects my experience and skills	1	2	3	4	0



6	Objective criteria and processes are used to allocate allowances and benefits in my organisation	1	2	3	4	0
7	I am fully aware of the conditions of service for my position in my organisation	1	2	3	4	0

### Arrangements for dealing with sex-based harassment

Have you experienced any of the following at your workplace within the last two years?

		Yes	No	Don't Know
1	People you work with displaying pictures of a sexual nature which you find offensive	1	2	0
2	People you work with making repeated and unwelcome remarks, suggestions or jokes to you of a sexual/sexist nature	1	2	0
3	People you work with indicating that you cannot advance in your career because of your caring responsibilities	1	2	0
4	Someone has discriminated against you on the basis of your caring responsibilities	1	2	0
5	Someone has discriminated against you on the basis of your sex	1	2	0
6	If you answered Yes to <b>Question 5</b> above, what was the nature of the discrimination?			0
	(a) Did you know what to do about it, and who to talk to?	1	2	0
	(b) Did you report the incident to someone in your organisation?	1	2	0
	(c) If you reported it, were you happy about how it was dealt with?	1	2	0



## Arrangements for dealing with pregnant or potentially pregnant employees or employees who are breastfeeding

		Yes	No	Don't Know
1	Have you ever taken parental leave from your organisation?	1	2	0
2	If Yes, how long was this for? _____ months			
3	Have you ever continued breastfeeding after you have returned to work from having a baby?	1	2	0
4	In the past 12 months:	1	2	0
	a) Has someone discriminated against you on the basis that you were pregnant?	1	2	0
	b) Has someone discriminated against you on the basis that you were breastfeeding?	1	2	0
5	In my organisation, there is support for a woman's choice to stay at work until a date close to the expected date of birth	1	2	0
6	In my organisation, women who take maternity leave return to equivalent positions	1	2	0
7	In my organisation, it is possible for women to continue to breastfeed when they have returned to work	1	2	0
8	In my organisation, women are not treated less favourably as a result of being pregnant or breastfeeding	1	2	0
9	Managers and supervisors are generally supportive of employees who are pregnant	1	2	0



- 10 Managers and supervisors are generally supportive of employees who continue to breastfeed after returning from parental leave 1 2 0

## Background Information

In order to help us with our analysis, we need the following background information.

Please be assured that your confidentiality will be protected, and this form will only be seen by the research group.

**Please circle the appropriate numbers.**

1. How old are you?

15-24..... 1

25-34..... 2

35-44..... 3

45-54..... 4

55+ ..... 5

2. Are you?

Female ..... 1

Male ..... 2



3. What formal qualifications do you have? **Circle the highest level that applies.**

- No formal qualification..... 1
- Intermediate/School Certificate or equivalent .. 2
- Leaving Certificate/Higher School Certificate ... 3
- Technical/TAFE/Business College Certificate .... 4
- Trade Certificate..... 5
- University Degree or Higher ..... 6
- Other (please specify) ..... 7

4. What is your current position? **Circle only one.**

- Labourer or related worker ..... 1
- Production, distribution or transport worker.....2
- Tradesperson or related worker ..... 3
- Clerical, sales or service worker ..... 4
- Technician.....5
- Professional..... 6
- Academic staff (teaching and/or research) ..... 7
- Manager ..... 8
- Senior executive.....9



5. If you are a manager or you supervise other people in your organisation: Which of the following best describes your position?

Executive manager .... 1

Senior manager..... 2

Middle manager..... 3

Line manager..... 4

Supervisor ..... 5

Team leader ..... 6

6. How many years have you been employed by this company?

Less than 3 years ..... 1

3-4 years..... 2

5-9 years..... 3

10-14 years..... 4

15-19 years..... 5

20 or more years..... 6

7. In your immediate work environment, do you work:

Mainly with women?.....1

Mainly with men?.....2

With about equal numbers of men and women?..... 3



8. Are you employed:

Full-time? ..... 1

Part-time?..... 2

Casual? ..... 3

9. Is your immediate manager/supervisor:

Female ..... 1

Male ..... 2

I have more than one manager/supervisor...

all female ..... 3

all male ..... 4

both male and female..... 5

I do not have a manager/supervisor ..... 6

10. Is your first language English?

Yes.. 1

No... 2

11. Were you born in Australia?

Yes.. 1

No... 2

12. Do you have dependent children living with you?

Yes... 1



No....2

13. Are any of these children in the following age ranges?

	Yes	No
0 to 5 years.....	1.....	2
Between 6 and 12 years..	1.....	2
Between 13 and 18 years	1.....	2

**Thank you for taking the time to complete this survey.**