**BSBHRM513: Manage Workforce Planning**

**Task 3 – Organisational Climate Survey - Results**

***Refers to Q 4*** – **Organisational Climate Survey Results**.

Develop a Survey to understand Employee satisfaction levels

Work backwards from the following results so you can understand what questions you should ask in your survey.

Results of JKL Organisational Climate Survey

***Successes***

* 80% of employees and 90% of managers are satisfied with workforce development and personal career prospects with JKL
* 80% of employees are less likely than previously to exit. 20% of employees who had previously intended to quit are currently reconsidering.
* 95% of employees feel that they can progress within their roles or that options are available to them to advance.

***Potential Problems***

* 80% of employees are unaware of privacy, discrimination policy and organisational goals with respect to diversity.
* 50% of employees feel the process of advancement, training policies and unclear or under-promoted
* 50% of mechanics feel they are underpaid with respect to the labour market or not consistently with the award.
* 40% of sales people feel compensation arrangements, rewards and recognition programs are inadequate to keep them at JKL in the long term.