

Climate Survey Report

Climate Survey

Organisation:

[HR Profiling](#)

Date:

[03.10.2014](#)



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HR Profiling 03.10.2014

Results by question groups

Open scale

Question Group	Admin	Care	Mgmt	R&D	Project total
Satisfaction	4.04	3.77	3.63	4.03	3.88
Reliability	3.93	3.63	3.37	3.58	3.61
Expertise	3.88	3.70	3.39	3.41	3.56
Communication	3.79	3.75	3.48	3.28	3.54
Interaction	3.79	3.70	3.21	3.21	3.44
Leading	3.91	3.54	3.22	3.26	3.44
Goal Directiveness	3.69	3.45	3.08	3.47	3.42
Efficiency	3.66	3.23	3.09	3.58	3.40
Environment	3.75	3.31	2.96	3.22	3.28
Training & Development	3.39	2.95	2.74	2.88	2.96
Total	3.79	3.52	3.23	3.40	3.46

Question Group: *Expertise*

Question:	Admin	Care	Mgmt	R&D	Project total
1. People I work with are skilled	4.20	4.14	4.00	3.90	4.03
5. Our products / services correspond to the needs of our customers	4.00	4.14	3.86	3.90	3.97
2. We perform our tasks with expertise	4.20	3.86	3.86	3.60	3.83
4. Our customers appreciate our professional skill	3.80	3.71	3.43	3.40	3.55
3. I can use the full weight of my knowledge in my work	3.80	3.57	3.14	3.50	3.48
6. We discuss new ideas and try them out in practice	3.80	3.43	2.86	3.20	3.28
8. There is a belief that mistakes are a way that we learn and grow	3.40	3.43	3.29	2.80	3.17
7. My managers encourage me to learn more in my work	3.80	3.29	2.71	3.00	3.14
Total	3.88	3.70	3.39	3.41	3.56

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Question Group: Reliability

Question:	Admin	Care	Mgmt	R&D	Project total
10. We keep to agreed matters	3.50 	3.71 	2.86 	3.20 	3.30 
11. We are ready to make extra efforts if needed	4.50 	4.14 	4.71 	4.30 	4.40 
12. We are, as individuals, aware of our role and how our role fits within Phosphagenics	4.17 	3.86 	3.57 	3.90 	3.87 
13. We are ready to take responsibility for our mistakes	3.67 	3.86 	3.00 	3.22 	3.41 
14. Dividing responsibilities within the organisation is balanced	3.17 	3.00 	3.00 	3.00 	3.03 
15. We all work towards a joint goal	3.83 	3.71 	3.14 	3.40 	3.50 
9. Every person in my unit aims at the best performance	4.67 	3.14 	3.29 	4.00 	3.77 
Total	3.93 	3.63 	3.37 	3.58 	3.61 

Question Group: Interaction

Question:	Admin	Care	Mgmt	R&D	Project total
16. Our mutual co-operation works well	4.00 	4.00 	3.14 	3.70 	3.70 
17. We show confidence in each other	3.83 	3.71 	3.29 	3.10 	3.43 
18. We talk to each other - not about each other	3.50 	3.14 	2.57 	2.60 	2.90 
19. We help and encourage each other	4.17 	3.57 	3.29 	3.10 	3.47 
20. We concentrate on the essential	3.33 	3.86 	3.00 	3.40 	3.40 
21. We respect each other's use of time	3.83 	3.57 	3.00 	3.60 	3.50 
22. I have the level of authority required to do my job	4.00 	3.71 	3.71 	3.10 	3.57 
23. Management encourages me to provide input and ideas	3.67 	4.00 	3.71 	3.10 	3.57 
Total	3.79 	3.70 	3.21 	3.21 	3.44 

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Question Group: *Communication*

Question:	Admin	Care	Mgmt	R&D	Project total
24. We give enough information to our customers about our actions	3.83	4.17	3.43	3.30	3.62
25. We know what our customers expect from us	3.67	4.43	3.43	3.30	3.67
26. We handle the feedback we get in a business-like manner	3.83	4.29	3.00	3.33	3.59
27. I am well informed about the plans and progress of the business	3.67	3.57	3.71	3.50	3.60
28. I know where to get information when faced with different situations	4.17	3.29	4.29	3.60	3.80
29. Important issues are informed well to the organisation	4.17	3.43	3.43	3.40	3.57
30. Communication between teams is functional	3.00	3.29	2.71	2.80	2.93
31. Management will answer emails without delay	4.00	3.57	3.86	3.00	3.53
Total	3.79	3.75	3.48	3.28	3.54

Question Group: *Leading*

Question:	Admin	Care	Mgmt	R&D	Project total
32. Each of us knows everyone's responsibility and powers	3.00	3.14	3.43	3.64	3.35
33. Decisions concerning my unit are made properly	4.33	3.57	3.00	3.27	3.48
34. There is an appropriate amount of authority and responsibility within people's roles	3.83	3.57	3.57	3.18	3.48
35. We get more positive recognition than negative feedback	3.50	3.71	2.29	3.09	3.13
36. My managers make me feel important to our company	4.00	3.57	3.43	3.00	3.43
37. Managers discuss with us before making decisions	3.67	3.14	3.14	2.55	3.03
38. Work is based on the trust between my manager and I	4.50	3.86	4.00	3.45	3.87
39. We have respect for the board	3.83	3.57	2.71	3.45	3.39
40. We have respect for senior management	4.50	3.71	3.43	3.64	3.77
Total	3.91	3.54	3.22	3.26	3.44

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Question Group: *Goal Directiveness*

Question:	Admin	Care	Mgmt	R&D	Project total
41. Our unit has clear goals	3.67 	4.00 	3.71 	3.55 	3.71 
42. Goals set to us are measured correctly	4.00 	3.29 	2.57 	3.18 	3.23 
43. We have accepted the goals that are set to us	4.17 	3.71 	3.00 	3.82 	3.68 
44. Every one in my unit works purposefully towards their goal	4.50 	3.14 	3.43 	3.73 	3.68 
45. We continuously get information about reaching goals	3.00 	3.14 	2.86 	3.27 	3.10 
46. We discuss goals and reaching them	3.33 	3.43 	3.00 	3.27 	3.26 
47. Our manager follows our work in order to reach goals	3.17 	3.43 	3.00 	3.45 	3.29 
Total	3.69 	3.45 	3.08 	3.47 	3.42 

Question Group: *Efficiency*

Question:	Admin	Care	Mgmt	R&D	Project total
48. We do things in accordance with the agreed schedule	4.00 	3.57 	2.86 	4.00 	3.65 
49. We work effectively	4.20 	3.43 	3.00 	4.09 	3.70 
50. Our result follow-up is very functional	4.00 	3.00 	2.71 	3.64 	3.35 
51. We are encouraged to take effective action	4.17 	3.71 	3.57 	3.73 	3.77 
52. We use our company's means and materials sparingly	3.83 	3.43 	3.29 	3.45 	3.48 
53. Unnecessary bureaucracy is part of Phosphagenics	3.17 	3.00 	2.86 	3.09 	3.03 
54. My manager creates opportunities for effective working	3.67 	3.71 	3.00 	3.55 	3.48 
55. We have too many meetings not enough action	2.33 	2.00 	3.43 	3.09 	2.77 
Total	3.66 	3.23 	3.09 	3.58 	3.40 

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Question Group: Environment

Question:	Admin	Care	Mgmt	R&D	Project total
56. Our working environment promotes work progress	4.00 	3.43 	2.86 	3.27 	3.35 
57. General cleanliness and order is good	4.00 	3.14 	3.00 	3.09 	3.26 
58. Disagreements between work colleagues are rare	3.50 	3.57 	3.14 	3.27 	3.35 
59. We feel safe in our work	3.67 	3.86 	2.71 	3.45 	3.42 
60. We have flexibility in changing situations	3.50 	3.43 	3.29 	3.45 	3.42 
61. We take advantage of modern technology	3.50 	3.43 	3.14 	3.45 	3.39 
62. Decision making is shared between the manager and the person concerned	3.83 	3.17 	3.14 	3.27 	3.33 
63. The physical environment in the office is a place where I feel inspired to be my best	4.00 	2.43 	2.43 	2.45 	2.74 
Total	3.75 	3.31 	2.96 	3.22 	3.28 

Question Group: Satisfaction

Question:	Admin	Care	Mgmt	R&D	Project total
64. In my opinion our company is a good employer	4.33 	3.86 	3.43 	3.73 	3.81 
65. My own work contribution has importance in our company's success	4.00 	4.14 	4.43 	4.45 	4.29 
66. I am happy in my work	4.17 	3.71 	3.29 	4.09 	3.84 
67. I feel that my work is challenging and interesting	3.67 	3.43 	4.14 	4.09 	3.87 
68. I am happy to come to work	4.17 	3.86 	3.14 	4.00 	3.81 
69. The pay rate of my work is competitive	3.67 	3.29 	2.86 	3.55 	3.35 
70. My manager trusts me	4.00 	3.57 	3.57 	3.91 	3.77 
71. I have pride in the work I do and that of the company	4.33 	4.29 	4.14 	4.45 	4.32 
Total	4.04 	3.77 	3.63 	4.03 	3.88 

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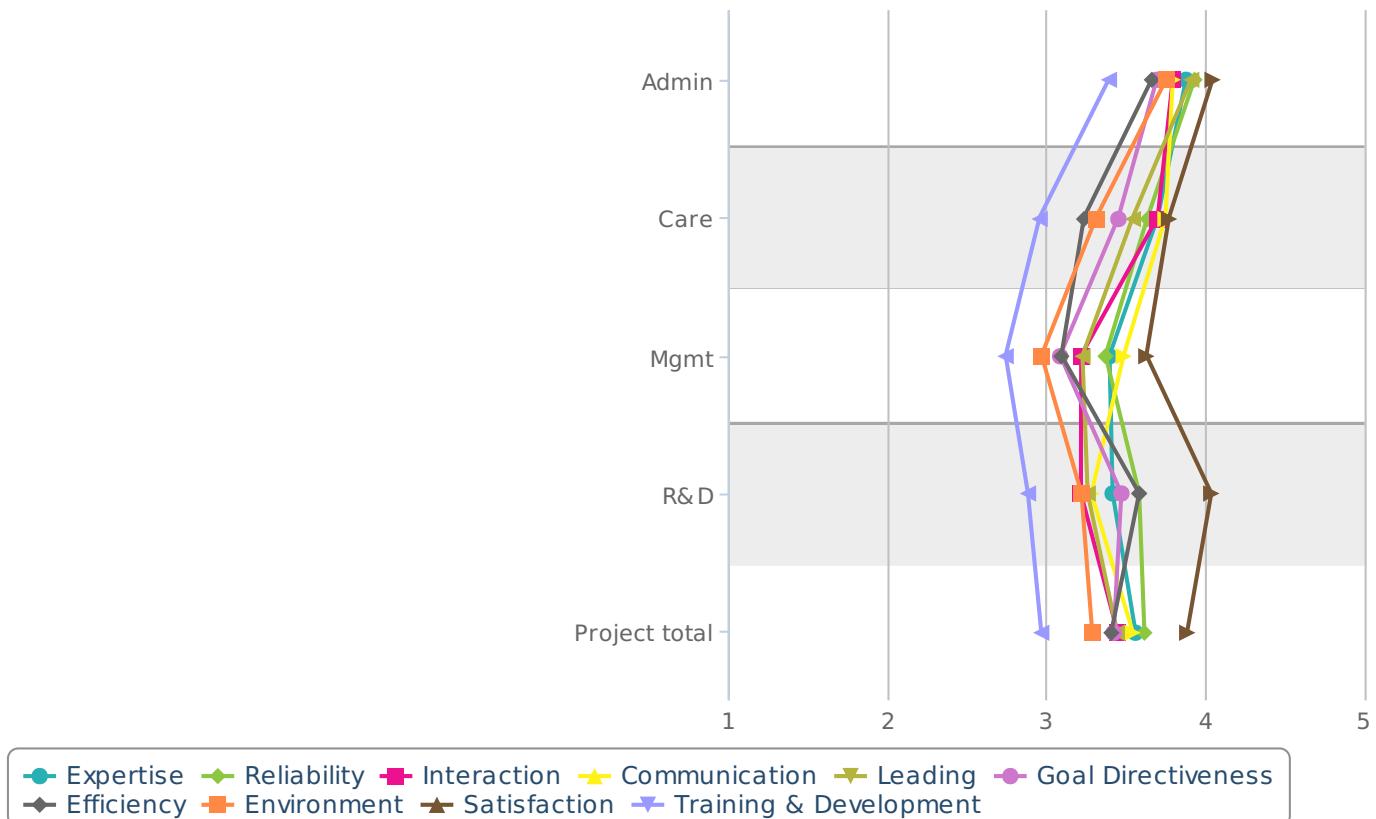
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Question Group: Training & Development

Question:	Admin	Care	Mgmt	R&D	Project total
72. Every one has their own personal development plan	3.00	2.57	2.29	2.00	2.39
73. We are all offered training possibilities	3.00	2.00	2.00	2.09	2.23
74. We have reviews to manage achievement of our agreed goals for my position	3.17	3.29	3.00	3.00	3.10
75. Initiating into tasks are organised well	3.50	2.86	3.00	2.91	3.03
76. We are encouraged to make unprompted improvement suggestions	3.83	3.57	3.00	3.55	3.48
77. Our company is enterprising and developing	3.83	3.43	3.14	3.73	3.55
Total	3.39	2.95	2.74	2.88	2.96

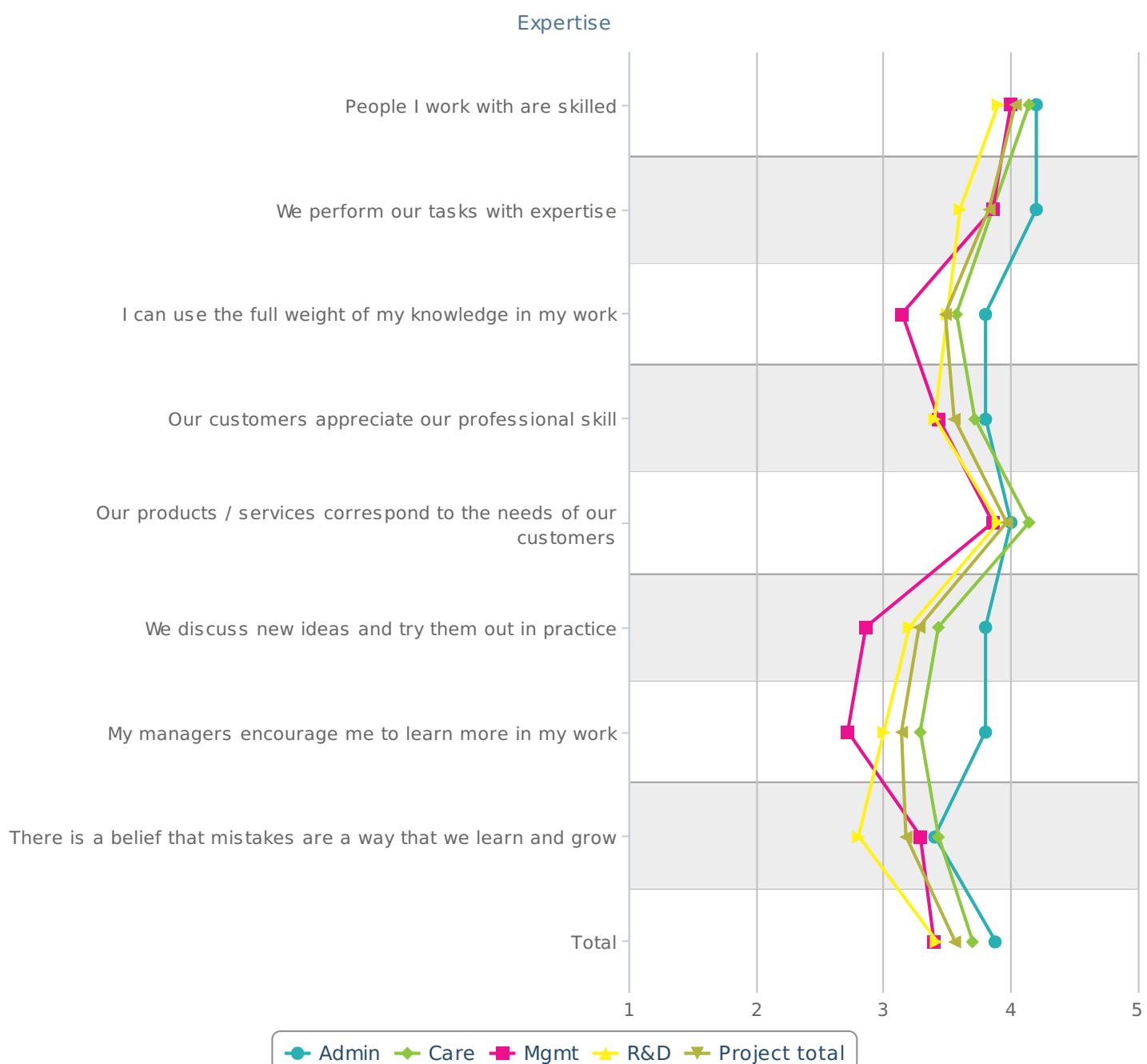
Results by question groups (Line Chart)



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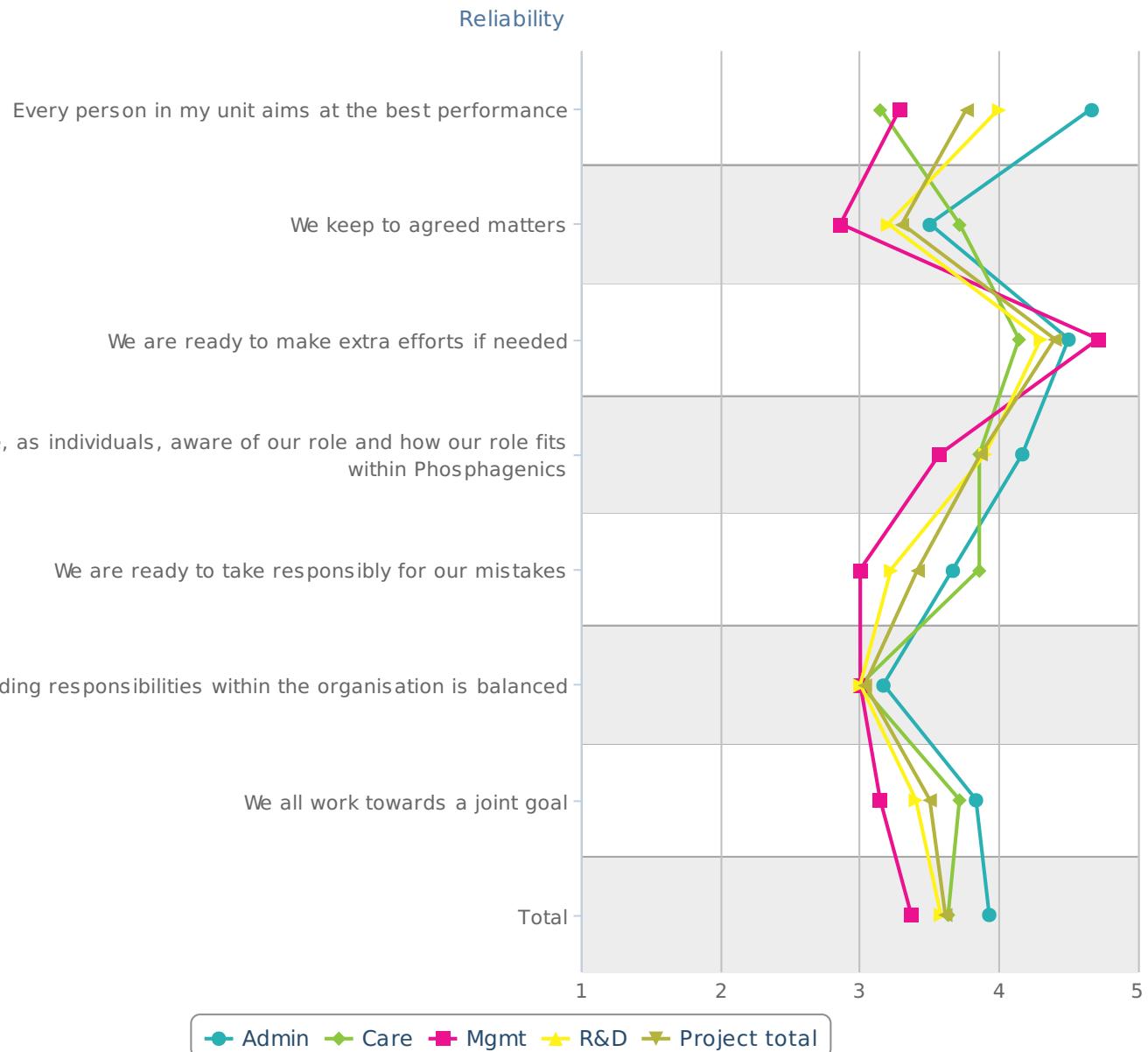
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Communication

We give enough information to our customers about our actions

We know what our customers expect from us

We handle the feedback we get in a business-like manner

I am well informed about the plans and progress of the business

I know where to get information when faced with different situations

Important issues are informed well to the organisation

Communication between teams is functional

Management will answer emails without delay

Total

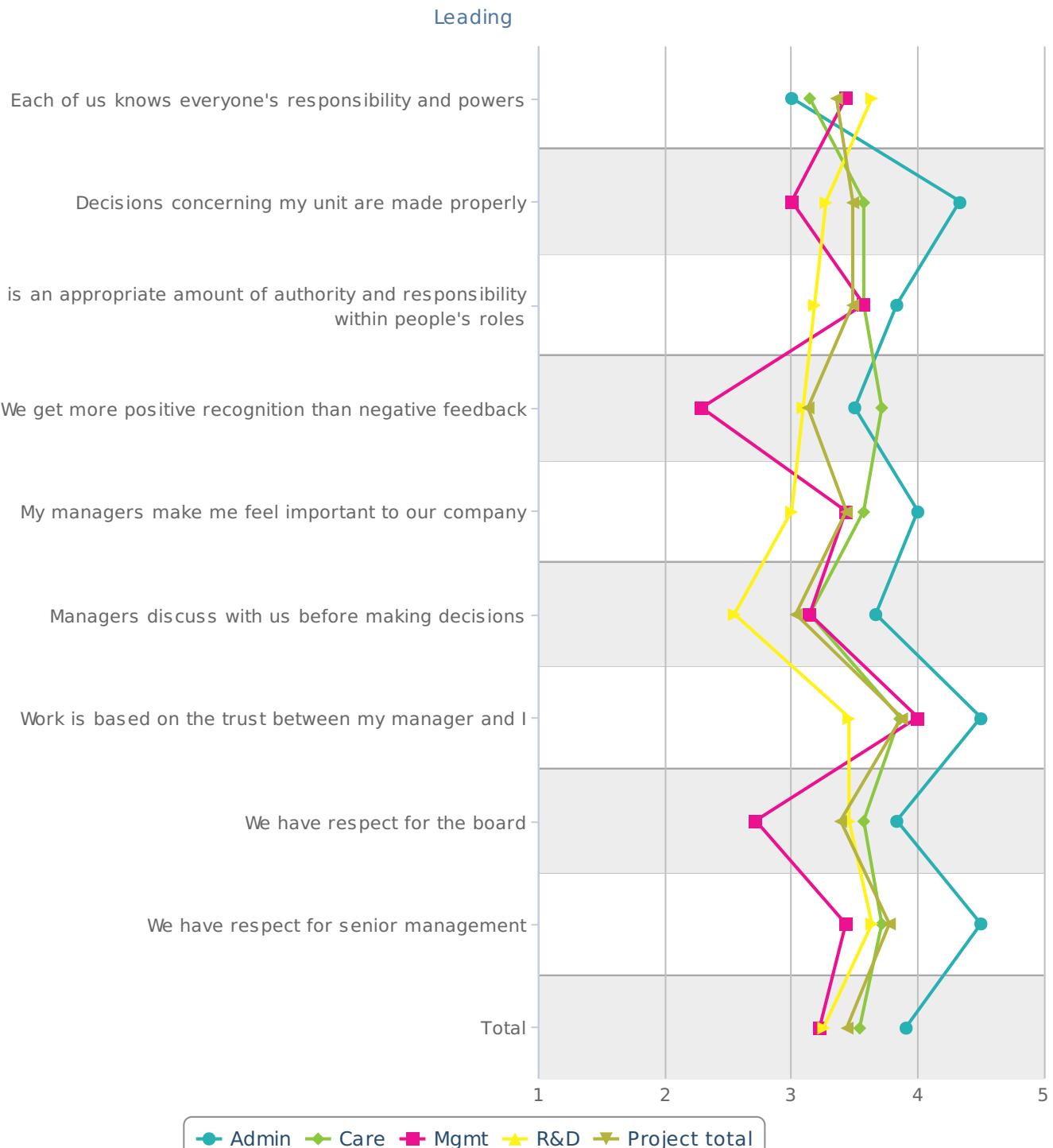
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● Admin ■ Care ▲ Mgmt ▲ R&D ▲ Project total

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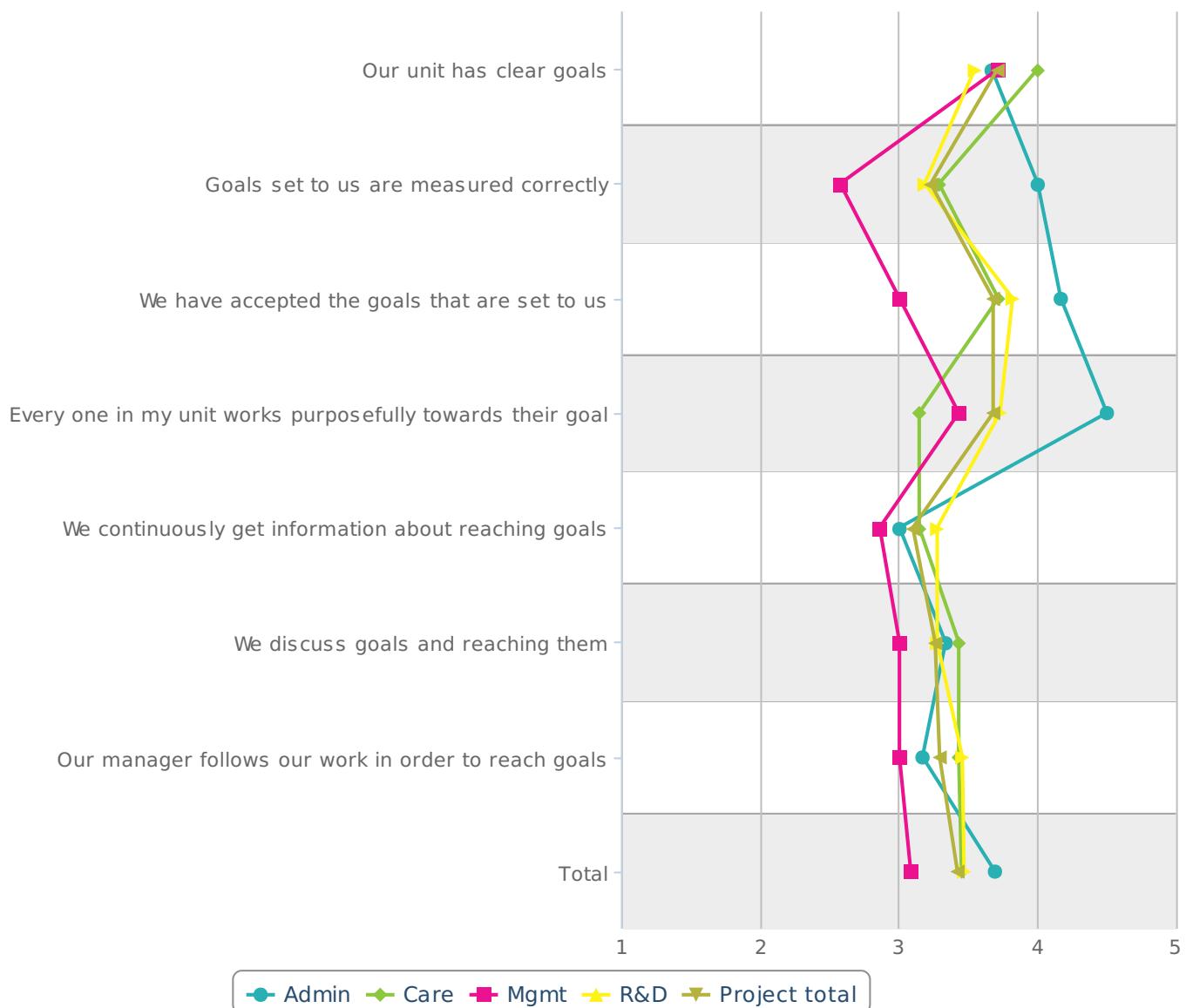


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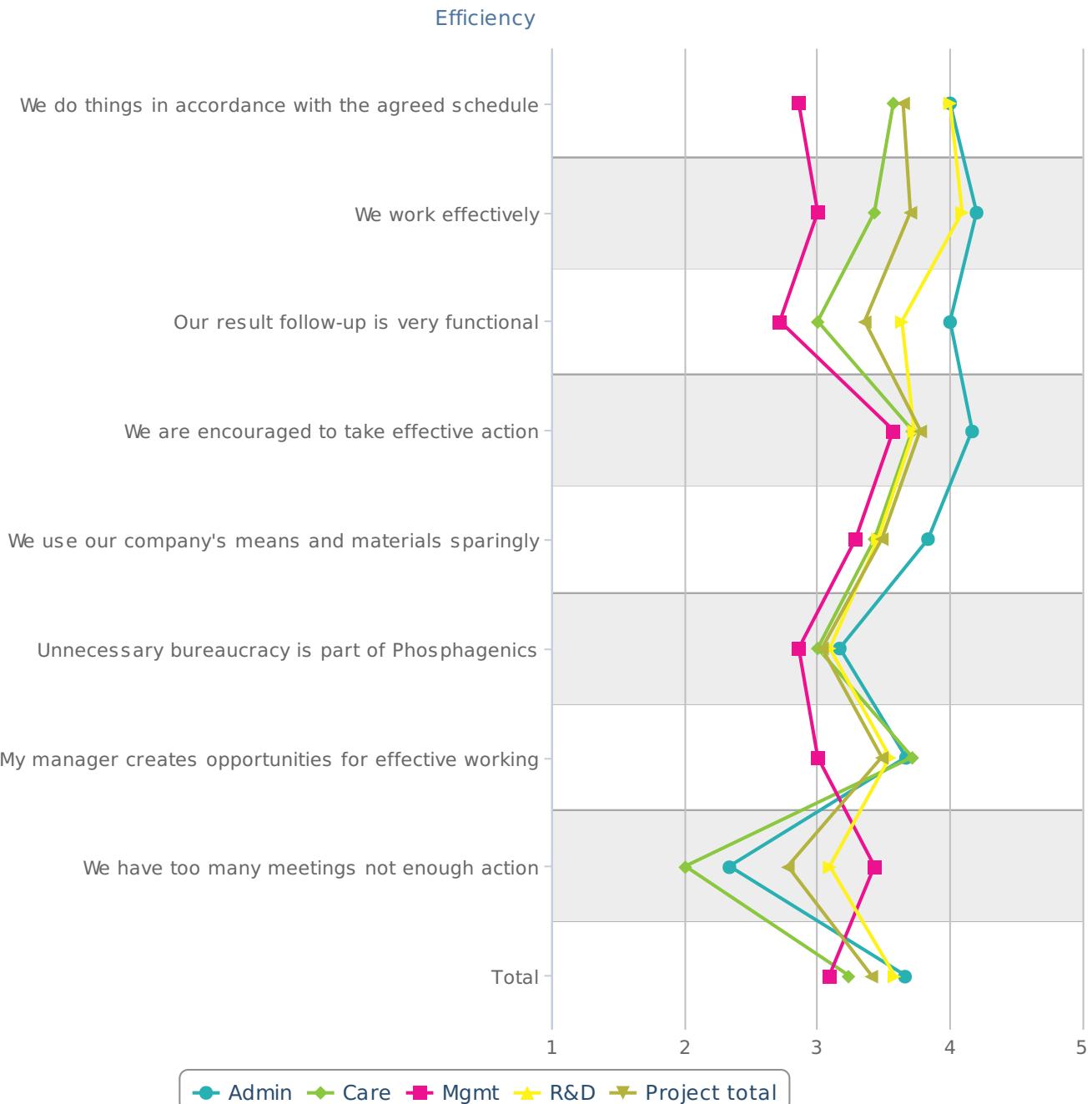
Goal Directiveness



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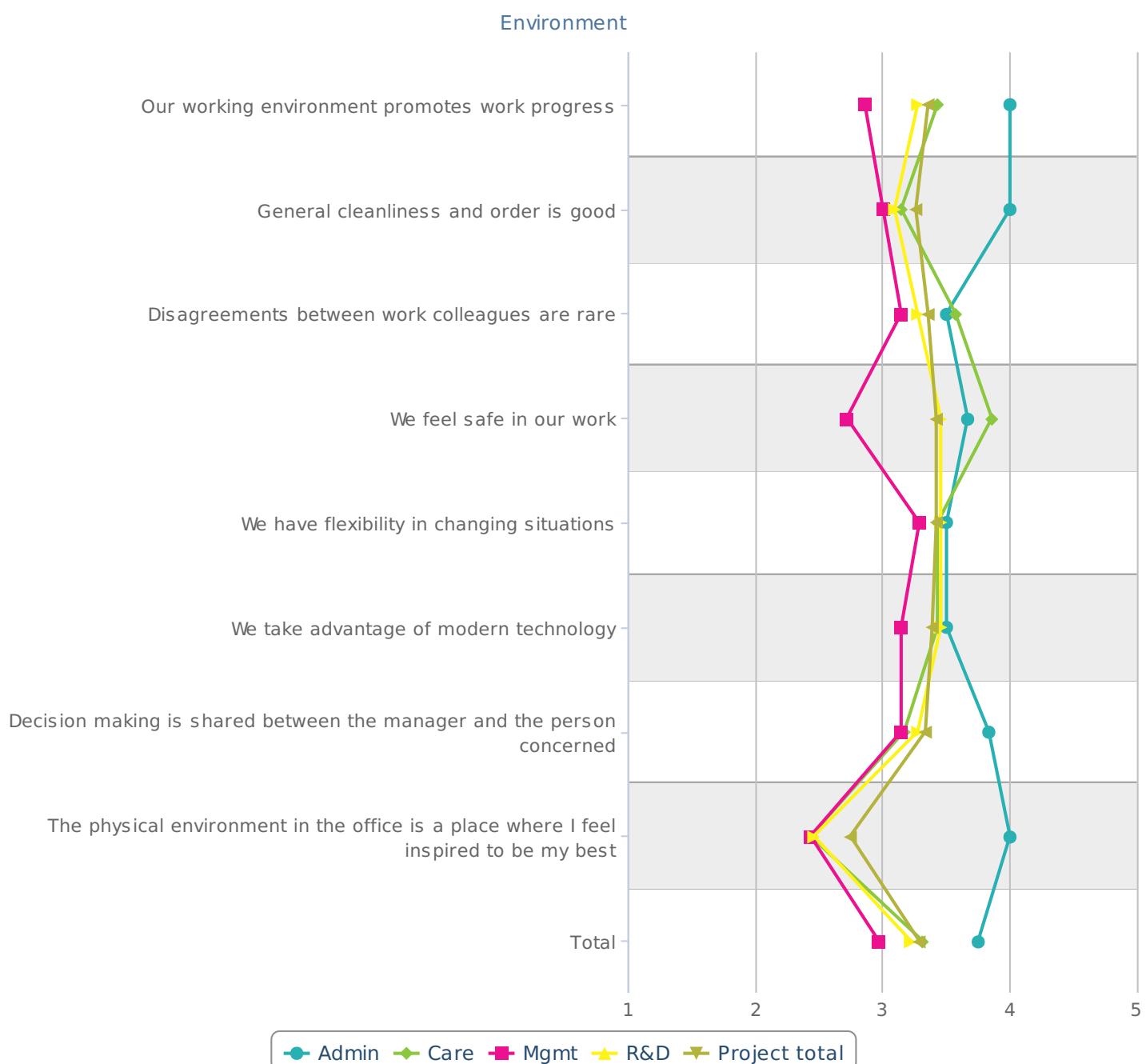
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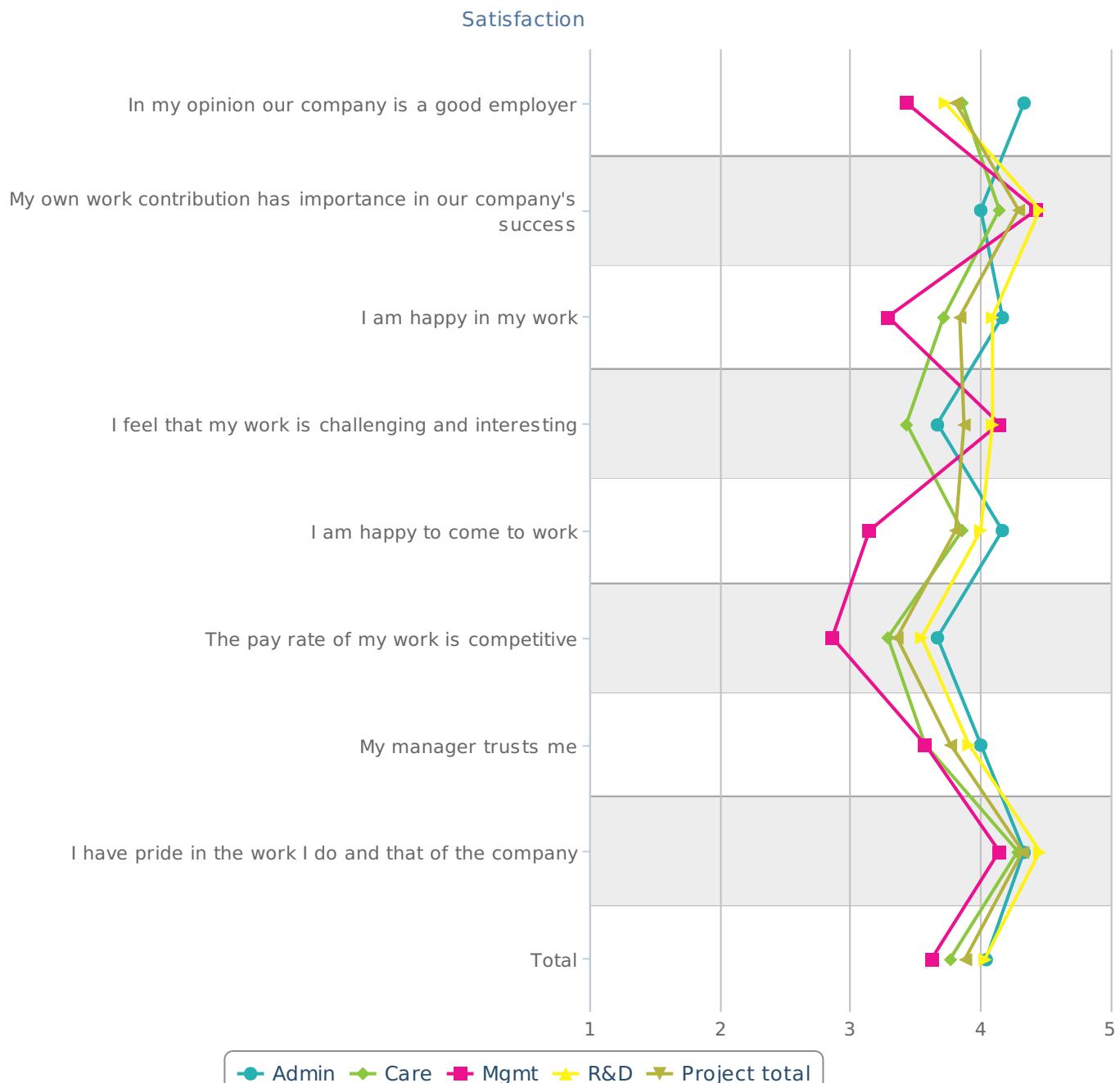
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Training & Development

Every one has their own personal development plan

We are all offered training possibilities

We have reviews to manage achievement of our agreed goals for my position

Initiating into tasks are organised well

We are encouraged to make unprompted improvement suggestions

Our company is enterprising and developing

Total

1 2 3 4 5

● Admin ▲ Care ■ Mgmt △ R&D ▽ Project total