

SOUTH CAROLINA MILITARY DEPARTMENT

Employee Exit Survey

My Supervisor

	<u>Strongly Disagree</u>	<u>Somewhat Disagree</u>	<u>Somewhat Agree</u>	<u>Strongly Agree</u>
1. My supervisor recognized contributions I made to the organization.	1	2	3	4
2. My supervisor set an example for others to follow.	1	2	3	4
3. My supervisor treated me with dignity and respect.	1	2	3	4
4. My supervisor gave me useful feedback on my performance.	1	2	3	4
5. My supervisor gave me timely feedback on my performance.	1	2	3	4

Leadership

	<u>Strongly Disagree</u>	<u>Somewhat Disagree</u>	<u>Somewhat Agree</u>	<u>Strongly Agree</u>
6. The leadership of this organization cares about people.	1	2	3	4
7. The leadership of this organization sets a high standard of performance.	1	2	3	4
8. The leadership of this organization has created an effective organizational structure.	1	2	3	4
9. I felt my work efforts contributed to the mission and goals of the agency.	1	2	3	4

Organizational Commitment

	<u>Strongly Disagree</u>	<u>Somewhat Disagree</u>	<u>Somewhat Agree</u>	<u>Strongly Agree</u>
10. I value the relationships I have developed with others in the organization.	1	2	3	4
11. Being in this organization was like being part of a family.	1	2	3	4
12. People in this organization look out for one another.	1	2	3	4

Compensation/Benefits

	<u>Strongly Disagree</u>	<u>Somewhat Disagree</u>	<u>Somewhat Agree</u>	<u>Strongly Agree</u>
13. The compensation I received was commensurate with my level of education and experience.	1	2	3	4

	<u>Strongly Disagree</u>	<u>Somewhat Disagree</u>	<u>Somewhat Agree</u>	<u>Strongly Agree</u>
14. My pay was in line with the current market rates for people with my skills and experience.	1	2	3	4
15. The benefits I received were an incentive to remain employed by State government.	1	2	3	4
			Not Leaving State System	
	<u>Yes</u>	<u>No</u>		
16. I compared the value of the State's benefits plan with my new employers plan before making the decision to leave.	1	2	3	

Advancement/Growth

	<u>Strongly Disagree</u>	<u>Somewhat Disagree</u>	<u>Somewhat Agree</u>	<u>Strongly Agree</u>
17. My job provided me with an opportunity to learn and grow professionally.	1	2	3	4
18. This organization provided opportunities for promotion and/or advancement.	1	2	3	4
19. I was given adequate training to do my job.	1	2	3	4

Challenging Work

	<u>Strongly Disagree</u>	<u>Somewhat Disagree</u>	<u>Somewhat Agree</u>	<u>Strongly Agree</u>
20. My job provided me with challenging work to do.	1	2	3	4
21. I enjoyed the type of work I did here.	1	2	3	4
22. My workload here was (check one):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			Too much for one person	
			Occasionally heavy, but about right on most days	
			Just right - not over or under worked	
			Not enough-did not fully use my time	

Support

	<u>Strongly Disagree</u>	<u>Somewhat Disagree</u>	<u>Somewhat Agree</u>	<u>Strongly Agree</u>
23. The equipment that I had to work with allowed me to perform at a high level.	1	2	3	4
24. I had the resources I need to do my job.	1	2	3	4

Overall Satisfaction

	<u>Strongly Disagree</u>	<u>Somewhat Disagree</u>	<u>Somewhat Agree</u>	<u>Strongly Agree</u>
25. What was your overall level of satisfaction with your job?	1	2	3	4

Please explain:

26. My main reason(s) for leaving is/are:

- Higher pay
- Better benefits
- Better chance for advancement
- My relationship with my supervisor
- The agency work environment
- The lack of resources to adequately do my job
- Other, please elaborate:

27. What, if anything, could the organization have done that would have made it more likely for you to stay?

28. Are you going to a new job in:

- Another state agency, but in a similar type of work
- Another state agency, but in a different type of work
- Private sector, but similar type of work
- Private sector, different type of work
- Other, please elaborate:

Demographic Information (Please complete the following questions you to assist with compiling statistical data related to retention):

a. Date of birth: _____
MM/DD/YY

b. Race (check one):

- American Indian/Alaska Native
- Asian
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Other Pacific Islander
- Two or More Races
- White

c. Gender:

- Male
- Female

d. Years of State service:

- 0-5
- 6-10
- 11-20
- More than 20

e. Current job classification: _____

Thank you for your assistance!