

The Mackay 33 For Employees

Company Attitudes Towards Employee

Every human institution has its own value system. If it's a company, you won't find it published in the employee's handbook. Wherever you're working, or thinking of working, you will be subject to strange whims and traditions of half-remembered origin. Here's an exercise to put you in touch with them. You probably don't want to hand in this questionnaire after you fill it out.

In fact, file your copy under the heading "Draft Report on Discontinued Canadian Operations," or better yet, keep it at home.

1. How is the company's overall treatment of its employees? (Fair? Unfair? Better in some areas than others? Erratic?)

2. How do the company's salaries and benefits compare with similar companies?

3. Working conditions? (Hours? Expect uncompensated overtime? Stress level? Pleasant, clean, modern offices and surroundings?)

4. How much opportunity is there for advancement? How much encouragement?

5. What is the company's attitude toward education? (Pays tuition? Maintains employee library? Basis for promotion?)

6. What is the company's attitude toward minorities? Toward women? Are they in supervisory positions?

7. What kinds of performance does the company value most highly? (Sales? Cost-cutting? Leadership in community affairs?)

8. What is the company's attitude toward outside activities? (Encouraging? Discouraging? Indifferent? Selective?)

9. What kinds of personal behavior and attitudes does the company value most highly? (Volunteer work? Family? Male bonding? Expensive clothes and cars? Conventional lifestyles? Partisan political activity?)

10. What kinds of personal behavior and attitudes does the company value least highly? (Labor unions? Sexist behavior? Unconventional political/personal values?)

11. What is the company's turnover ratio? (High for the industry? Low? Normal?)

Self Awareness And Relationships

12. What is the company's reputation in the community?

13. How does the company's self-image match its reputation in the community?

14. What is the company's supervisory style? (Expects you to know what you're doing? Heavy-handed?)

15. What is the company's style when critiquing and reviewing an employee? (Fair? Unfair? Seldom? Frequent? Consistent?)

16. How does the company react to criticism from its employees? (Tolerant? Intolerant? Responsive? Unresponsive?)

17. How does the company react to criticism from others? (Press? Shareholders? Customers? Labor unions?)

18. How does the company regard its competition?

19. How is the company regarded by the competition?

20. How much do "office politics" affect the way decisions are made?

21. How does the company communicate important policies to its employees? (Through supervisors? Group meetings? Written communications from top officers? Grapevine? Read about it in the paper?)

22. Does the company communicate important policies to the public? Is it effective? What techniques are used? (Advertising and PR? Secretive, purposely maintains low visibility? Executives hungry for personal publicity?)

Goals and Aspirations

23. What are the company's long-range goals? (Industry leadership? Merger? Provide a living for members of the owner's family?)

24. What is the company doing to achieve these goals? Is it effective?

25. What is the company doing to communicate these goals? Is it effective? (Employee recognition? Compensation? Displays? Company publications?)

26. What individuals/other companies does the company hold up as role models? Why?

27. What is the most effective means of securing advancement? (Merit? Other?)

28. What are the company's greatest strengths?

29. What does the company do to capitalize on those strengths?

30. What are the company's greatest weaknesses?

31. What is the company doing to correct those weaknesses?

32. What is the company most proud of? (High profitability? Innovative products? Customer service? Paying big dividends? High salaries? Ego trip for top executives?)

33. Are you proud to be working for the company? Would you rather be working somewhere else? Why?
