

E-LEARNING

ENTER TO LEARN - LEAVE TO SERVE

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BLOCKAGES TO MOTIVATION

Blockages to Motivation

After you have read each statement, please decide the degree to which the statement accurately describes your own situation and your own feelings, using the following scale:

1. Completely disagree (CD)
2. Mostly disagree (MD)
3. Slightly disagree (SD)
4. Undecided (U)
5. Slightly agree (SA)
6. Mostly agree (MA)
7. Completely agree (CA)

1. The physical arrangements at work are unsatisfactory.	1	2	3	4	5	6	7
2. People are discontented with the wages-and-salary policy.	1	2	3	4	5	6	7
3. I do not feel secure about my job.	1	2	3	4	5	6	7
4. The company has not greatly helped my personal development.	1	2	3	4	5	6	7
5. High-level management is not concerned with my views.	1	2	3	4	5	6	7
6. There is little real interest in my job.	1	2	3	4	5	6	7
7. The work environment is depressing.	1	2	3	4	5	6	7
8. Holiday arrangements are below standard.	1	2	3	4	5	6	7
9. I have doubts about my long-term job security.	1	2	3	4	5	6	7
10. Most people here have little opportunity to gain new experience.	1	2	3	4	5	6	7
11. I would like to be consulted more when decisions are made.	1	2	3	4	5	6	7
12. My job has no clear targets.	1	2	3	4	5	6	7
13. The colour schemes, lighting and general décor are not good.	1	2	3	4	5	6	7
14. The sick-leave and insurance benefits provide unsatisfactory protection.	1	2	3	4	5	6	7
15. A number of people are concerned about redundancy in job functions.	1	2	3	4	5	6	7
16. I would like more feedback about my performance.	1	2	3	4	5	6	7

17. Employees know too little about company aims and plans.	1	2	3	4	5	6	7
18. I would benefit from being more “stretched” in my career.	1	2	3	4	5	6	7
19. The company does not try to develop jobs to fit individual needs.	1	2	3	4	5	6	7
20. The company makes few worthwhile efforts to provide social facilities.	1	2	3	4	5	6	7
21. Bad employee relations cause major upheavals at times.	1	2	3	4	5	6	7
22. My training has rarely been well planned.	1	2	3	4	5	6	7
23. There is no systematic effort to identify employees’ views.	1	2	3	4	5	6	7
24. I am not given new responsibilities, even though I could handle them.	1	2	3	4	5	6	7
25. The work place is poorly cleaned and maintained.	1	2	3	4	5	6	7
26. The wage and salary system generally are thought to be unfair.	1	2	3	4	5	6	7
27. Product competitiveness is poor, affecting the company’s long-term prospects.	1	2	3	4	5	6	7
28. I should like to have a clearer personal development plan.	1	2	3	4	5	6	7
29. Most people feel uninvolved in decision making.	1	2	3	4	5	6	7
30. My job no longer presents a challenge to me.	1	2	3	4	5	6	7
31. Food-service arrangements and facilities are below standard.	1	2	3	4	5	6	7
32. The total remuneration package compare unfavourably with those similar firms.	1	2	3	4	5	6	7
33. If I were to leave, I feel that the company would not miss my contribution.	1	2	3	4	5	6	7
34. Insufficient effort is put into developing people’s skills.	1	2	3	4	5	6	7
35. Managers and workers should have much closer links.	1	2	3	4	5	6	7
36. I am often bored at work.	1	2	3	4	5	6	7

