

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. | | | | |
| 2. My supervisor set an example for others to follow. | | | | |
| 3. My supervisor treated me with dignity and respect. | | | | |
| 4. My supervisor gave me useful feedback on my performance. | | | | |
| 5. My supervisor gave me timely feedback on my performance. | | | | |

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. | | | | |
| 7. The leadership of this organization sets a high standard of performance. | | | | |
| 8. The leadership of this organization has created an effective organizational structure. | | | | |
| 9. I felt my work efforts contributed to the mission and goals of the agency. | | | | |

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. | | | | |
| 11. Being in this organization was like being part of a family. | | | | |
| 12. People in this organization look out for one another. | | | | |

Compensation/Benefits

- | | <u>Strongly Disagree</u> | <u>Somewhat Disagree</u> | <u>Somewhat Agree</u> | <u>Strongly Agree</u> |
|---|--------------------------|--------------------------|---------------------------------|-----------------------|
| 13. The compensation was commensurate with my level of education and experience. | | | | |
| 14. My pay was in line with the current market rates for people with my skills and experience. | | | | |
| 15. The benefits were an incentive to remain employed by State government. | | | | |
| 16. I compared the value of the State's benefits plan with my new employers plan before making the decision to leave. | <u>Yes</u> | <u>No</u> | <u>Not Leaving State System</u> | |

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. | | | | |
| 18. This organization provided opportunities for promotion and/or advancement. | | | | |
| 19. I was given adequate training to do my job. | | | | |

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. | | | | |
| 21. I enjoyed the type of work I did here. | | | | |
| 22. My workload here was (check one): | | | | |
| | | | 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

Strongly Disagree Somewhat Disagree Somewhat Agree Strongly Agree

- 23. The equipment I had to work with allowed me to perform at a high level.
- 24. I had the resources I need to do my job.

Overall Satisfaction

Strongly Disagree Somewhat Disagree Somewhat Agree Strongly Agree

- 25. What was your overall level of satisfaction with your job?

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 to assist with compiling statistical data related to retention):

a. Date of Birth: _____

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!