

# **Employee Satisfaction Survey Questions PDF**

## **Job Satisfaction:**

- How satisfied are you with your overall job?
- Does your job align with your career goals?
- How challenging is your workload?
- Do you feel recognized for your work?
- How satisfied are you with your work-life balance?
- Do you feel your skills and abilities are fully utilized in your current role?
- How often do you feel stressed or overwhelmed by your job responsibilities?

## **Work Environment:**

- How supportive is your team?
- Do you feel valued as an employee?
- How effective is communication within your team?
- How satisfied are you with the company culture?
- How accessible is senior management?
- Do you feel respected at work?
- Are you satisfied with the level of flexibility in your work arrangements (e.g., remote work options, flexible hours)?

## Leadership:

- How effective is your immediate supervisor?
- Does your manager listen to your ideas?
- Is credit given where it's due?
- Do you feel supported by your manager?
- Does your manager provide clear expectations?
- How well does your manager communicate?

## Compensation and Benefits:

- Are you satisfied with your compensation?
- How clear is the pay structure?
- Is overtime compensated fairly?
- Are you satisfied with your benefits package?
- Do you feel your compensation is fair compared to others in your role?

## Open-Ended Questions:

- Where do you see yourself in 5 years?
- How can we better support your career goals?
- What do you like most about working here?
- What do you like least about working here?
- What can the company do to improve your job satisfaction?
- What would make you more likely to stay with the company?