

**Employee Exit Interview**

<b><u>ITEM</u></b>		Agree	Disagree	No Opinion
1.	I knew what was expected of me at work.			
2.	I had the materials and equipment I needed to do my work right.			
3.	I had the opportunity to do what I do best each day.			
4.	I received recognition or praise for doing good work.			
5.	My supervisor, or someone at work, seemed to care about me as a person.			
6.	There was someone at work who encouraged my development.			
7.	At work, my opinions seemed to count.			
8.	The mission/purpose of my company made me feel my job was important.			
9.	My fellow employees were committed to doing quality work.			
10.	I had a best friend at work.			
11.	In the last six months, someone at work talked to me about my progress.			
12.	This last year, I had opportunities to learn and grow at work.			

**Nebraska Workforce Development  
Department of Labor**

**Employee Exit Interview Survey**

**My Supervisor**

	<u>Strongly Disagree</u>	<u>Somewhat Disagree</u>	<u>Somewhat Agree</u>	<u>Strongly Agree</u>
1. My supervisor recognized contributions that 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 <u>useful</u> feedback on my performance.	1	2	3	4
5. My supervisor gave me <u>timely</u> 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 that 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 that 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
	<b>Strongly Disagree</b>	<b>Somewhat Disagree</b>	<b>Somewhat Agree</b>	<b>Strongly Agree</b>

**Compensation/Benefits**

13. The compensation I received was commensurate with my level of education and experience.	1	2	3	4
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
16. I compared the value of the state’s benefits plan with that of my new employer before making the decision to leave.	1	2	3	
	Yes	No	Not Leaving State System	

**Strongly Disagree   Somewhat Disagree   Somewhat Agree   Strongly Agree**

**Advancement/Growth**

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

**Strongly Disagree   Somewhat Disagree   Somewhat Agree   Strongly Agree**

**Challenging Work**

20. My job provided me with challenging work to do.	1	2	3	4
21. I enjoyed the type of work that I did here.	1	2	3	4

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**

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

24. The organization saw to it that I had the resources I need to do my job. 1      2      3      4

<u>Strongly Dissatisfied</u>	<u>Somewhat Dissatisfied</u>	<u>Somewhat Satisfied</u>	<u>Strongly Satisfied</u>
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**Overall Satisfaction**

25. What was your overall level of satisfaction with your job? Please explain. 1      2      3      4

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 \_\_\_\_\_

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

Are you going to a new job in:

- another state agency, but in a similar kind of work
- another state agency, but in a different kind of work
- private sector, but similar kind of work
- private sector, different kind of work

Other, please elaborate \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

**a. My date of birth:**

\_\_\_\_\_  
MM/DD/YY

**b. My race is (check one):**

- American Indian/Alaskan Native
- Asian/Pacific Islander
- Black/Non-Hispanic
- Hispanic
- White/Non-Hispanic
- 

**c. My gender is:**

- Male
- Female
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**d. How many years of state service I have:**

- 1-5
- 6-10
- 11-20
- more than 20
- 

**e. My current job classification is:**

\_\_\_\_\_

Thank you for your assistance.