

Appendix C

Example of Reward Survey

Please circle the number that most closely matches your opinion.

	Strongly agree	Agree	Disagree	Strongly disagree
1. My contribution is adequately rewarded	1	2	3	4
2. Pay increases are handled fairly	1	2	3	4
3. I feel that my pay does not reflect my performance	1	2	3	4
4. My pay compares favourably with what I could get elsewhere	1	2	3	4
5. I am not paid fairly in comparison with other people doing similar work in the organization	1	2	3	4
6. I think the organization's pay policy is overdue for a review	1	2	3	4
7. Grading decisions are made fairly	1	2	3	4
8. I am not clear how decisions about my pay are made	1	2	3	4
9. I understand how my job has been graded	1	2	3	4
10. I get good feedback on my performance	1	2	3	4
11. I am clear about what I am expected to achieve	1	2	3	4
12. I like my job	1	2	3	4
13. The performance pay scheme encourages better performance	1	2	3	4
14. I am proud to work for the organization	1	2	3	4
15. I understand how my pay can progress	1	2	3	4
16. The job evaluation scheme works fairly	1	2	3	4
17. The benefits package compares well with those in other organizations	1	2	3	4
18. I would like more choice about the benefits I receive	1	2	3	4
19. I feel motivated after my performance review meeting	1	2	3	4
20. I do not understand the pay policies of the organization	1	2	3	4