

Appendix B

Example of Performance Management Survey

Please indicate how you felt about performance management by recording your reactions to the following statements. State:

- A If you fully agree
- B If you partly agree
- C If you disagree

1. I am quite satisfied that the objectives I agreed were fair.
2. I felt that the meeting to agree objectives and standards of performance helped me to focus on what I should be aiming to achieve.
3. I received good feedback from my manager on how I was doing.
4. My manager was always prepared to provide guidance when I ran into problems at work.
5. The performance review meeting was conducted by my manager in a friendly and helpful way.
6. My manager fully recognized my achievements during the year.
7. If any criticisms were made during the review meeting, they were acceptable because they were based on fact, not opinion.
8. I was given plenty of opportunity by my manager to discuss the reasons for any of my work problems.
9. I felt generally that the comments made by my manager at the meeting were fair.
10. I felt motivated after the meeting.
11. The meeting ended with a clear plan of action for the future with which I agreed.
12. The action I have taken since the meeting has led to a distinct improvement in my performance.