



# EMPLOYEE SURVEY 2009

# HR4 and HR7

Question	2009		2008		2007		2006		2005		2004		Neutral
	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree	
1 I am satisfied working for AHL	96	4	98	2	93	7	87	13	90	10	74	8	18
2 The pay and benefits are fair for the job	84	16	86	14	75	25	77	23	78	22	57	25	18
3 I am proud to work for AHL	98	2	99	1	95	5	91	9	93	7	72	3	25
4 I expect to be with AHL in a year's time	94	6	93	7	89	11	89	11	89	11	75	5	20
5 I am optimistic about my future success with AHL	87	13	87	13	81	19	82	18	75	25	58	9	33
6 I am committed to see AHL succeed	99.5	0.5	100	0	99	1	98	2	99	1	95	1	4
7 I would recommend AHL as an excellent employer	94	6	94	6	86	14	83	17	86	14	65	5	30
8 I am optimistic about the future of AHL	93	7	90	10	88	12	91	9	90	10	75	5	20
9 I know where to go for information about issues which impact on me	97	3	96	4	89	11	96	4	95	5	86	5	9
10 My supervisor ensures that I am adequately informed about matters affecting me	91	9	93	7	83	17	87	13	93	7	77	9	14
11 I Value the Zone Newsletter	85	15	86	14	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
12 I find the Core Brief useful and informative	83	17	86	14	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
13 My working environment is good.	94	6	94	6	93	7	88	12	84	16	66	12	22
14 I am provided with the resources and equipment to do my job effectively	94	6	94	6	88	12	84	16	90	10	63	16	21
15 I am doing something I consider satisfying and worthwhile in my job	98	2	98	2	94	6	95	5	97	3	86	4	10
16 I have job security working for AHL	90	10	93	7	85	15	90	10	89	11	69	10	21
17 I am involved in decisions that affect my work	76	24	83	17	69	31	68	32	72	28	53	23	24
18 My working hours suit my domestic arrangements	88	12	90	10	89	11	84	16	88	12	77	11	12
19 I receive the appropriate recognition for my contributions	86	14	91	9	76	24	75	25	77	23	60	14	36
20 I am clear about what I need to do and how my job performance will be evaluated	86.5	13.5	99	1	91	9	95	5	94	6	83	4	13
21 I have the opportunity to expand my capabilities through different work projects	83	17	88	12	77	23	77	23	77	23	62	12	26
22 All people regardless of race, nationality, gender, age, or other individual difference are given a fair opportunity to succeed in the organisation	95	5	99	1	93	7	92	8	96	4	84	8	8
23 The Company demonstrates it is concerned about its employees Health and Safety	95.5	4.5	98	2	93	7	91	9	96	4	82	3	15
24 AHL values its employees	89	11	92	8	79	21	72	28	79	21	55	11	34
25 Employees get ahead because of the merits of their work.	82	18	98	2	78	22	71	29	74	26	58	20	22



	2009		2008		2007		2006		2005		2004		
	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree	% Agree	% Disagree	Neutral
26 The team spirit in my working environment is excellent	86	14	86	14	69	31	69	31	75	25	64	13	23
27 AHL is doing its best to give us good working conditions	93	7	96	4	89	11	89	11	90	10	68	9	23
28 People in the organisation generally trust one another	79	21	80	20	67	33	67	33	72	28	60	16	24
29 Departments and sections all work well together here	79	21	88	12	75	25	72	28	79	21	58	12	30
30 Employees are recognised as individuals	94	6	93	7	84	16	79	21	78	22	59	15	26
31 If I make a mistake at work, I will bring it to my manager's attention	98	2	99	1	96	4	97	3	98	2	88	3	9
32 I support the Company's values in my day to day actions	98	2	99	1	97	3	97	3	99	1	84	1	15
33 I feel that AHL values employee feedback	88	12	89	11	77	23	77	23	80	20	61	11	28
34 AHL eliminates practices that stand in the way of achieving results	92	8	96	4	90	10	92	8	95	5	66	7	27
35 Employees are held accountable for their actions	99	1	97	3	96	4	97	3	94	6	80	3	17
36 I have trust and confidence in the leadership of this organisation	92	8	95	5	87	13	85	15	92	8	67	7	26
37 I feel free to express my opinions and comments openly to my line manager	80	20	87.5	12.5	73	27	67	33	81	19	67	12	21
38 My manager/supervisor helps me improve how I do my job	87	13	92	8	82	18	74	26	86	14	67	9	34
39 responsibilities which have contributed to my long term professional development.	85	15	87.5	12.5	81	19	76	24	84	16	62	13	25
40 AHL has made changes that are positive for the Company	93	7	96	4	93	7	91	9	89	11	77	5	18
41 AHL has made changes that are positive for me	87	13	87	13	80	20	75	25	81	19	61	12	27
42 My immediate supervisor ensures that people who do a good job are recognised and appreciated	85	15	87.5	12.5	77	23	73	27	79	21	64	15	21
43 There are good opportunities for training at Ashfield Homes	93	7	95	5	97	3	93	7	n/a	n/a	n/a	n/a	n/a
44 My Performance and Development Review is a constructive exercise	86	14	89	11	83	17	77	23	n/a	n/a	n/a	n/a	n/a
45 Ashfield Homes is supportive of my individual training and development	90	10	95	5	92	8	87	13	n/a	n/a	n/a	n/a	n/a