

Oak Ridge Operations Exit Survey

Name (Optional) _____

Organization _____

Date _____

As part of our effort to support the Oak Ridge Operations (ORO) mission, this survey serves to gather information about your working experience with ORO. Your candid and constructive feedback will be used to make necessary improvements. Information provided will be kept confidential.

<p>Please identify your reason(s) for initially seeking and accepting a position with ORO.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Compensation <input type="checkbox"/> Career Change <input type="checkbox"/> Family Responsibilities <input type="checkbox"/> Fringe Benefits <input type="checkbox"/> Job Responsibilities <input type="checkbox"/> Job Security <input type="checkbox"/> Location <input type="checkbox"/> Work Schedule <input type="checkbox"/> Reputation of ORO <input type="checkbox"/> Other: (explain) _____ 	<p>What is your primary reason for leaving ORO?</p> <ul style="list-style-type: none"> <input type="checkbox"/> Career Change <input type="checkbox"/> Family Responsibilities <input type="checkbox"/> Fringe Benefits <input type="checkbox"/> Further Education <input type="checkbox"/> Health <input type="checkbox"/> Job Security <input type="checkbox"/> Promotion or Increased Compensation <input type="checkbox"/> Relocation <input type="checkbox"/> Retirement <input type="checkbox"/> Dissatisfaction (explain) _____ <input type="checkbox"/> Other: (explain) _____
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Please rate your supervisor on each of the following:

	Excellent	Very Good	Good	Fair	Poor	No Opinion
Demonstrates fair and equitable treatment						
Recognizes staff accomplishments						
Promotes cooperation and teamwork among staff						
Encourages suggestions and discussion						
Keeps staff informed						
Encourages training and employee development						
Resolves complaints/difficulties in a timely fashion						
Follows regulations and policies						
Provides direct and clear feedback on an ongoing basis about the effectiveness of employee's performance						
Commensurate with grade level, allows independence and discretion in scheduling the work and in determining the procedures to be used in carrying out the tasks.						

Please rate the following aspects of your employment at ORO:

	Excellent	Very Good	Good	Fair	Poor	No Opinion
Cooperation and communication between organizations						
Opportunity for advancement						
Job posting process						
Training and employee development opportunities						
Performance appraisal system						
Commitment to diversity						
Communication from senior management (Asst. Mgrs and above)						
Physical working conditions						
Knowledge and helpfulness of human resources staff						

If you are accepting other employment, how long have you been giving serious consideration to leaving ORO:

- Less than 2 months
- 2 - 4 months
- 5 - 8 months
- 9 - 12 months
- Greater than 12 months
- Employee did not seek other employment, but was approached by another employer

What (if anything) could ORO have done to prevent your leaving? _____

What did you find to be most satisfying about your employment with ORO? _____

What did you find to be least satisfying about your employment with ORO? _____

Please provide any additional constructive feedback you feel would be beneficial toward improving the effectiveness of ORO as an employer: _____

Please provide the following responses to assist ORO in analyzing turnover rates:

<p>Circle Gender:</p> <p>Male</p> <p>Female</p>	<p>The position that I am vacating is considered:</p> <p><input type="checkbox"/> Professional (Occupational title generally includes “Engineer,” “Scientist,” “Attorney,” etc.)</p> <p><input type="checkbox"/> Administrative (Occupational title generally includes “Specialist”)</p> <p><input type="checkbox"/> Technician</p> <p><input type="checkbox"/> Clerical</p> <p><input type="checkbox"/> Other</p> <p><input type="checkbox"/> Blue-Collar (wages paid on hourly basis)</p>
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<p>Select Race:</p> <p><input type="checkbox"/> American Indian/Alaskan Native</p> <p><input type="checkbox"/> Asian or Pacific Islander</p> <p><input type="checkbox"/> Black, Not of Hispanic Origin</p> <p><input type="checkbox"/> Hispanic</p> <p><input type="checkbox"/> White, Not of Hispanic Origin</p>	<p>Select Age Range:</p> <p><input type="checkbox"/> Less than 25</p> <p><input type="checkbox"/> 26 - 35</p> <p><input type="checkbox"/> 36 - 45</p> <p><input type="checkbox"/> 46 - 55</p> <p><input type="checkbox"/> 56 - 65</p> <p><input type="checkbox"/> Greater than 65</p>	<p>Select length of service:</p> <p><input type="checkbox"/> Less than 5 years</p> <p><input type="checkbox"/> 6 - 10 years</p> <p><input type="checkbox"/> 11 - 15 years</p> <p><input type="checkbox"/> 16 - 20 years</p> <p><input type="checkbox"/> 21 - 25 years</p> <p><input type="checkbox"/> 26 - 30 years</p> <p><input type="checkbox"/> 31 - 35 years</p> <p><input type="checkbox"/> Greater than 35 years</p>
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Thank you for taking the time to complete this survey. Your input will be used to enhance overall workplace satisfaction for current and future ORO employees.

Please return this survey to Oak Ridge Operations, Attn: Melanie Kent, Chief, Personnel and Management Analysis Branch, AD-442, P. O. Box 2001, Oak Ridge, Tennessee 37831