

Humming Corporate Culture Questionnaire

[Please note this questionnaire is designed to be printed in a landscape format]

Introduction

This questionnaire has been designed to provide incumbent Management Groups with a view of the organisation that enlightens on the subject of Corporate Culture.

The components of Culture are Business Focus, Discipline, Values, Behaviours, Communications and Workplace Harmony/Socialisation. These will vary from organisation to organisation.

This questionnaire is a 'litmus test' and provides a reflective view of your Business Culture.

We suggest you complete the questionnaire and then review your answers the next day. Taking time to revisit your answers will add accuracy to the scores.

The questionnaire can be answered by an Individual – or a Management group. Issue only the questionnaire - if a group is participating in the survey response. Allow only a few days for the response.

Humming Corporate Culture 'Litmus' test
Management Corporate Culture Questionnaire

Questions	Tick the relevant answer	Strongly Agree	Agree	Neither Agree/Disagree	Disagree	Strongly Disagree
1 The organisation has clear business and operational objectives that are understood by all employees						
2 Employees understand how their individual efforts contribute to business success						
3 Management shares business strategies with all employees						
4 Management shares business results with employees on a regular basis						
5 Management has put in place a clear set of values that underpin business performance						
6 Management measures business performance against objectives						
7 Management actively seeks feedback from clients and customers with a view to improving service						
8 Management is constantly looking for ways to improve products and services						
9 Management is disciplined with employee performance feedback and appraisals						
10 Management puts a great deal of effort into hiring new employees who will fit into the organisation						

		Strongly Agree	Agree	Neither Agree/ Disagree	Disagree	Strongly Disagree
11	Management does an excellent job of communicating with employees on a host of issues					
12	Management encourages and rewards specific behaviours					
13	Management is quick to deal with problem employees/performance					
14	Management rewards employees for business success					
15	Management encourages all employees to challenge how well things are done					
16	Employee morale is generally high - most of the time					
17	Employee tenure is generally strong					
18	Employees engage in a host of socialisation activities in and out of the workplace					
19	Employees feel comfortable talking about personal issues with other employees and management					
20	Most employees would speak very positively about the company					
21	Employees feel confident and certain about the organisation's future					
22	Employees encourage friends and relatives into employment opportunities with the organisation.					

How to score your results!

Strongly agree = 5

Agree =4

Neither agree or disagree =3

Disagree = 2

Strongly disagree =1

Apply these scores to each question.

If a group is participating - create a master totaling all responses and divide by the number of participants. This will provide a mean score.

We recommend you study the response to each question by the individual respondents – as the differences will provide additional insight.

Using the above - the total score that can be achieved is 110 per respondent.

Questions: 1, 2 & 10 relate to Business Focus. A score of > 10 would indicate you have some work to do focusing the organisation.

Questions: 3, 4, 9 & 11 relate to Internal Communications. A score of > 15 would indicate you are missing a vital opportunity to build your Culture.

Questions: 5 & 21 relate to Values. A score of > 8 indicates that the foundations of a strong Culture are absent.

Questions: 6, 7, 8 & 13 relate to Discipline in the business. A score of > 15 would be poor. Discipline is a vital element in building employee commitment and positive workplace Behaviours.

Questions: 12, 14, 15 & 22 relate to workplace Behaviours. A score of > 15 would be poor. Workplace Behaviours stimulate consistency that leads to productivity and profitability.

Questions : 16,17,18,19,& 20 relate to Workplace Harmony. A score of > 20 would be poor. Workplace Harmony is often a silent measure of Business Focus, Communications, Values, Discipline and Behaviours. It is rare for an organisation to score well on this measure if the other scores are poor. Workplace Harmony delivers high levels of productivity and stronger commitment to organisation success.

Poor scores demonstrate that your organisation has unexploited potential. That means lost productivity and profit opportunities.

Want to more about your scores?

If you want to know how your organisation has performed against the Humming averages forward your scores and an email contact address and we will send you the results. If you would like more detail about your scores - contact Humming. For an in depth report or assessment on your results we will charge a nominal fee which we will discuss with you when we agree a response scope.

We are building a database of industry averages and would appreciate copies of all your responses. Please fax these to Humming - 03 9 6907074.