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2002 Measurement Canada Organizational Climate Survey

Final Report

Prepared for

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March 1, 2002

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EXECUTIVE SUMMARY

Methodology

This research was based on a Web survey of staff members. All employees were invited to complete the form between January 14 and February 6, 2002. Of the 351 employees of the Agency, 239 participated; this produced a response rate of 68%. *Ex post facto* weights were devised to bring the data back to the known population proportions according to work locations and occupational groups. The maximum sampling error is estimated at ± 3.6 percentage points in the worst, complete-sample case; sampling errors are wider for sub-samples.

The questionnaire focussed on 48 tactical Agency objectives grouped under six themes which also included an opportunity for respondents to indicate a priority for improvement and any other comments they may have had.

Measurement Canada became a full Special Operating Agency in 1999. The Agency considers that its success in delivering and supporting its programs and services depends on the talents, skills and motivations of its employees. Measurement Canada wanted to provide all employees with an opportunity to express their views on working with the Agency. Based on feedback relative to a series of tactical objectives pursued by the Agency, the responses would act as indicators of the level of achievement of its targets by the Agency. This assignment included the collection of satisfaction data from employees and the analysis of the data.

Objectives associated with the work environment and job satisfaction are best achieved (an average of 89% of respondents agreed with objectives statements in the first case and 82% in the second case). Leadership objectives (67%), human resource management practices (69%) and communications (70%) objectives lag behind, as do, to a certain degree, values objectives (73%).

According to these data, the Agency's strengths lie in the following areas (where 85% or more of respondents expressed agreement):

- safe work practices integrated in the workplace (95%);
- equipment contributing to doing the job safely (93%);
- employees who receive the training needed to do the job safely (92%);
- equipment contributing to doing the job effectively (91%);
- a flexible workplace which allows a balance between personal, family and work responsibilities (91%);
- staff who are satisfied with the health and safety programs (89%);
- a workforce satisfied with the working environment (89%);
- supervisors who deal with health and safety issues (89%);
- an appropriate use of official languages (86%);
- a clear understanding of roles and responsibilities (86%);
- an adequate office environment (86%).

The study also uncovered a series of areas where the corporate objectives are not met:

- a clear understanding of the Agency's directions (42%);
- a belief that the strategic direction will help fulfill the mandate (47%);
- managers who deal with problem employees effectively (50%);
- the staffing process (51%);
- promotions being awarded on merit (52%);
- communication between headquarters and the regions (52%);
- fairness in career development assignments (58%).

According to respondents, the Agency's main priorities for improvement should be:

- improving the understanding of the Agency's directions (selected by 35% of respondents);
- improving the work unit team spirit (29%);
- making staff feel valued as employees (28%);
- improving the understanding of everyone's role and responsibilities (28%);
- improving communications between headquarters and the regions (21%).

The priorities chosen by respondents related to the acquisition of a **sense of belonging in the organization** (understanding of the direction for the years to come and understanding of one's role and responsibilities, feeling valued as an employee) and to the development of a **harmonious workplace** (work unit team spirit and good communications between headquarters and the regions).

Patterns observed at the level of the entire organization are, most often, reproduced within the work locations identified in the report: indicators which score high nationally tend to do so, in comparison to other indicators, within work locations and the same is true of low-scoring indicators. Work locations have elements of dynamics of their own, however. For example, headquarter laboratories staff paint a clearly different situation: every tactical objective rates significantly lower in that group than elsewhere.

Chapter 1

INTRODUCTION

Measurement Canada became a full Special Operating Agency in 1999. The Agency considers that its success in delivering and supporting its programs and services depends on the talents, skills and motivations of its employees. The Agency fosters a work culture and environment based on the values and principles at the core of the Public Service and aims to provide stimulating work and to create a positive environment where results are recognized and rewarded; knowledge is actively sought and openly shared and people are treated with respect and fairness.

In 2002, Measurement Canada wanted to provide all employees with an opportunity to express their views on working with the Agency. Based on feedback relative to a series of tactical objectives pursued by the Agency, the responses would act as indicators of the level of achievement of its targets by the Agency. Employee input would show which areas are doing well and need to be preserved and which areas need improvement. Staff responses will also help the Agency manage change.

Assignment

This assignment included the collection of satisfaction data from employees and the analysis of the data. The first task comprised the following steps:

- based on professional expertise, adjusting the draft questionnaire produced by the Agency;
- pre-testing the questionnaire with a sample of Agency employees and adjusting it accordingly;
- hosting the questionnaire on an Internet server and providing regular feedback to the Agency about completion rates;
- building appropriate edit statements to ensure data integrity;
- constructing a complete and fully documented data set and table deck.

We then conducted the analysis based on the following key themes:

- reporting of raw results overall and by staff segment;
- identification of priorities for improvement based on staff input.

Structure of the report

The study methodology is presented in Chapter 2. Observations of raw results are presented in Chapter 3 whereas Chapter 4 reflects priorities for improvement. Appendices present the questionnaire and the complete data tables.

Chapter 2

METHODOLOGY

This research is based on an electronic (Internet) survey of Measurement Canada employee. The following aspects of the methodology are discussed: questionnaire design, sampling strategy, data collection operations, data weighting, data processing, data analysis and limitations of the study.

2.1 Questionnaire Design

The questionnaire was developed by Measurement Canada and revised by **Circum Network Inc.**. It was organized into the following sections:

- an introduction presenting the purpose of the study and logistical guidance to complete the questionnaire;
- six independent sections, presented on separate display pages and dealing with (in order):
 - job satisfaction;
 - the work environment;
 - communications;
 - leadership;
 - values;

- human resource management practices.

Each section was constructed as follows:

- a series of statements were offered, each representing a tactical objective of the Agency; respondents could indicate how much they agreed or disagreed with each;
- respondents were asked to select a single priority for improvement among the tactical objectives;
- an open-ended question offered respondents the opportunity to provide additional comments.
- two factual questions identified the respondent's work location and occupational group.

This questionnaire was pretested between December 13 and December 21, 2001, before the full fledged implementation of the field work. A few small wording changes were made and a few statements which created confusion or appeared to duplicate other statements were dropped. Appendix A presents the questionnaire as it appeared to survey participants on the Web. The pretest changes were minor; hence, the 20 questionnaires completed during this period were maintained in the final data base.

2.2 **Sampling Strategy**

The survey population was defined as all term and permanent Measurement Canada staff across Canada. This population totals 351 individuals.

To extend everyone a chance to provide feedback, no sampling was performed; every employee had an opportunity to complete the questionnaire.

2.3 Data Collection Operations

Every staff member received an e-mail message warning them of the initiation of the survey and explaining the purpose and use of the study. The initial message was sent on January 7, 2002 and announced that the questionnaire would be available over the week of January 14, 2002. A reminder e-mail was sent on January 22, 2002. Responses were recorded between January 14, 2002 and February 6, 2002.

A total of 239 questionnaires were completed — a questionnaire was considered complete if the work location question contained a valid value which means, considering that the software demanded responses to all questions, that all questions had been answered with the possible exception of the occupational group which was an optional question.

This corresponds to a response rate of 68% among all employees. Such a response rate is quite adequate for an employee feedback survey and is high for an electronic survey. Exhibit 2.1 displays response rates for various segments of the employee population. While there are some variations from group to group, they are not cause for alarm.

EXHIBIT 2.1
Response Rate by Segment

Segment	Population	Responses	Response rate
All employees	351	239	68%
Work location			
Atlantic	22	18	82%
Quebec	64	36	56%
Ontario	99	59	60%
Prairies	54	36	67%
Pacific	25	21	84%
Headquarters — laboratories	28	22	79%
Headquarters — others	59	47	80%
Occupational group			
Management	29	16	55%
Technical, operational, professional	267	185	69%
Administrative	55	36	66%
(No answer)	—	2	—

Only two messages were received from individuals who had encountered technical problems filling out the questionnaire; they were both resolved on a one-on-one basis.

2.4 **Data Weighting**

Ex post facto weights were required to compensate for varying response levels by work location and occupational group. Weights were mild, varying from 0.77 to 1.49. The variance of the weight set was 0.025 thereby producing a sample stratification design effect of 1.025.¹ This factor was taken into account in the calculation of the sampling errors.

¹ See Bruce D. Spencer, "An approximate design effect for unequal weighting when measurements may correlate with selection probabilities", in *Survey Methodology*, December 2000, pp.137–138.

2.5 Data Processing

Survey data were managed using VoxCo's StatXP software and SPSS. Data were edited to ensure conformity to the established response categories. The data were weighted according to work location and occupational group.

2.6 Data Analysis

The data analysis was mostly done using basic stubs-and-banners crosstabs developed in StatXP (see Appendix B). Percentage-based differences were tested on a percentage-versus-complement basis using two-tailed binomial distributions. Differences between means were tested using two-tailed t-tests.

Based on the full sample of 239 responses, the maximum sampling error is estimated at ± 3.6 percentage points in the worst, complete-sample case (for a proportion of 50%, at a confidence level of 95% and accounting for a weighting design effect of 1.025, with correction for finite population). Sampling errors are wider for sub-samples.

2.7 Limitations of this Research

The results of this research are based on a sample of 239 Measurement Canada employees to which is attached a response rate of 68%. While this is a very respectable response level for a staff survey, it still leaves a third of the staff territory uncharted. If non-respondents share the attitudinal profile of respondents, this response level raises no inconvenience. However, it is not possible to assert the extent of correspondence between respondents and non-respondents. In the absence of evidence otherwise, we have assumed that no particular bias exists in the sample of respondents.

Chapter 3

ACHIEVEMENT OF OBJECTIVES

The questionnaire comprised six sections. Results are organized in the same fashion. In each section, summary data are presented; complete results are available in Appendix B and Appendix C. Since the Agency's goal is to bring the organization to the standards which are implicit in each of the statements used in the questionnaire, the key indicator used in this chapter is the percentage of respondents who indicated that they agreed "mostly" or "totally" with the statements. Once the Agency has achieved high levels of agreement, it may contemplate focussing on "total agreement" instead of "mere agreement".

3.1 Job Satisfaction

Six statements were grouped under the job satisfaction theme. They are reproduced in Exhibit 3.1.

EXHIBIT 3.1
Job Satisfaction Overall Results

Statements	% indicating that they "mostly" or "totally" agree
E I am allowed the flexibility to balance my personal, family and work responsibilities.	91%
A I have a clear understanding of my role and responsibilities.	86%
G In general, I am satisfied with my job.	83%
C In my job, there are usually no unrealistic demands being made on me.	82%
B I do not have to work an excessive number of hours to get the job done.	79%
F There is good team spirit in my immediate work unit.	69%

Note: all percentages are based on 239 responses..
Note: respondents who chose the "Don't know / not applicable" category were included in the percentage calculation.
Note: statement D was deleted after the pretest.

Overall, staff members were comfortable with their ability to balance personal and work life (91%) and they had a good sense of their role in the organization (86%). Job satisfaction rated at 83% which is fairly good but there is still room for improvement.

While large majorities of staff indicated that there are usually no unrealistic demands placed on them (82%) and that they do not have to work excessive hours (79%), there was a group of about one fifth of the organization which thought otherwise. Staff in Atlantic Canada, Ontario and HQ Laboratories tended to fall into that group more frequently than average.

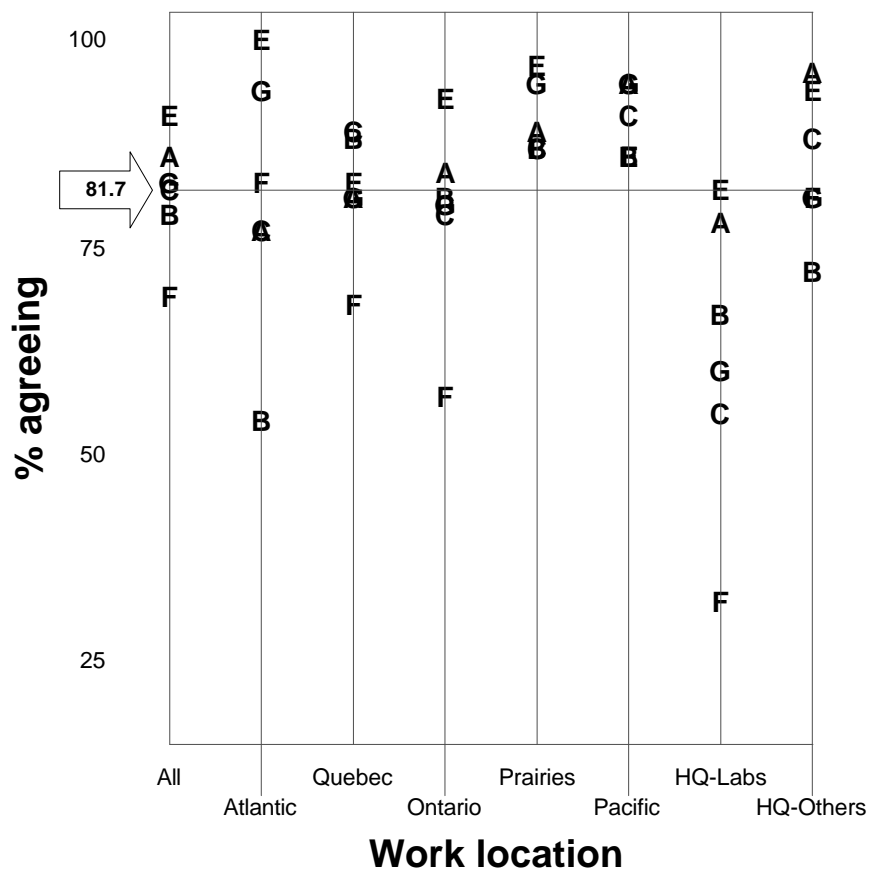
Rating at 69% of satisfied staff members, team spirit was the lowest scored dimension in the job satisfaction theme.

Exhibit 3.2 provides a visual depiction of the percentages of agreement for the six job satisfaction statements. The first vertical set of letters, labelled "All", correspond to the six percentages presented in Exhibit 3.1. The higher position of the life balance statement (statement E) is clear, as is the lower position of the team spirit statement (statement F). The

horizontal line across the chart indicates that the average percentage for the six job satisfaction statements for all staff is about 82% of agreement.

EXHIBIT 3.2

Job Satisfaction Indicators



- A I have a clear understanding of my role and responsibilities
- B I do not have to work an excessive number of hours to get the job done
- C In my job, there are usually no unrealistic demands being made on me
- E I am allowed the flexibility to balance my personal, family and work responsibilities
- F There is good team spirit in my immediate work unit
- G In general, I am satisfied with my job

Note that the spread between the letters E and F in the first vertical set of Exhibit 3.2 corresponds to the difference between 91% and 69%, or 22 percentage points — a significant difference. It is useful to utilize that spread as a gauge to sense the differences between and within work locations presented in Exhibit 3.2 (and similar exhibits which are all calibrated on the same scale).

Exhibit 3.2 presents the levels of agreement achieved in each work location within the job satisfaction theme. The following observations can be made:

- In Atlantic Canada, flexibility to balance the various aspects of one's life (statement E) was higher than elsewhere and overall job satisfaction (statement G) was also significantly higher than in most other locations. This is the case even though long working hours (statement B) appeared to be more frequent in this location than elsewhere.
- Staff in Quebec presented a pattern of responses similar to the national picture.
- Team spirit (statement F) appeared to be an issue in Ontario whereas other aspects of job satisfaction were generally in line with the national profile.
- Staff in the Prairie provinces and in the Pacific region harnessed more positive feelings of job satisfaction than other regions.
- The headquarters laboratories reported a lower level of job satisfaction than all other groups, sometimes by very wide margins. Team spirit (statement F) rated at 32% compared to 69% for all respondents. Overall job satisfaction (statement G) scored 60%, some 23 points lower than all respondents.¹
- Other headquarter divisions scored lowest on the number of hours of work (statement B) and highest on the understanding of their role and responsibilities (statement A). Overall, however, their job satisfaction profile was similar to the national profile in terms of average level of satisfaction and of spread of the various statements around that average.

¹ The figure for all respondents includes the responses from headquarter laboratories. Where HQ-Labs have a lower score than all respondents, the response for all respondents except HQ-Labs would be higher than that for all respondents.

3.2 Work Environment

Eight statements were grouped under the work environment theme. They are reproduced in Exhibit 3.3.

EXHIBIT 3.3
Work Environment Overall Results

Statements	% indicating that they "mostly" or "totally" agree
A Safe work practices form an integral part of my workplace environment.	95%
B I am provided with the right equipment to do my job safely.	93%
C I am provided with the right equipment to do my job effectively.	91%
H Considering everything, I am satisfied with the working environment at Measurement Canada.	89%
G Within Measurement Canada, I can use my preferred official language to carry out my work.	88%
D My office work environment is adequate.	86%
F My workplace is free from harassment.	84%
E My workplace is free from discrimination.	83%

Note: all percentages are based on 239 responses.
Note: respondents who chose the "Don't know / not applicable" category were included in the percentage calculation.

The work environment theme is the most positive of all of the themes covered in this study. Some 89% of Agency staff members indicated that they mostly or totally agreed that they are satisfied with the working environment.

Safety collected the top two ranks with 95% agreeing that safe work practices are built into their work place environment and 93% indicating that they have the right equipment to perform their duties safely. The equipment provided received high marks from the point of view of effectiveness as well (91%).

The use of the official language of the employee's choice was not a major issue for 88% of staff members — leaving 9 % dissatisfied with this aspect of the work environment (25% among respondents who chose to complete the questionnaire in French); 3% did not know or indicated that the question was not applicable to them.

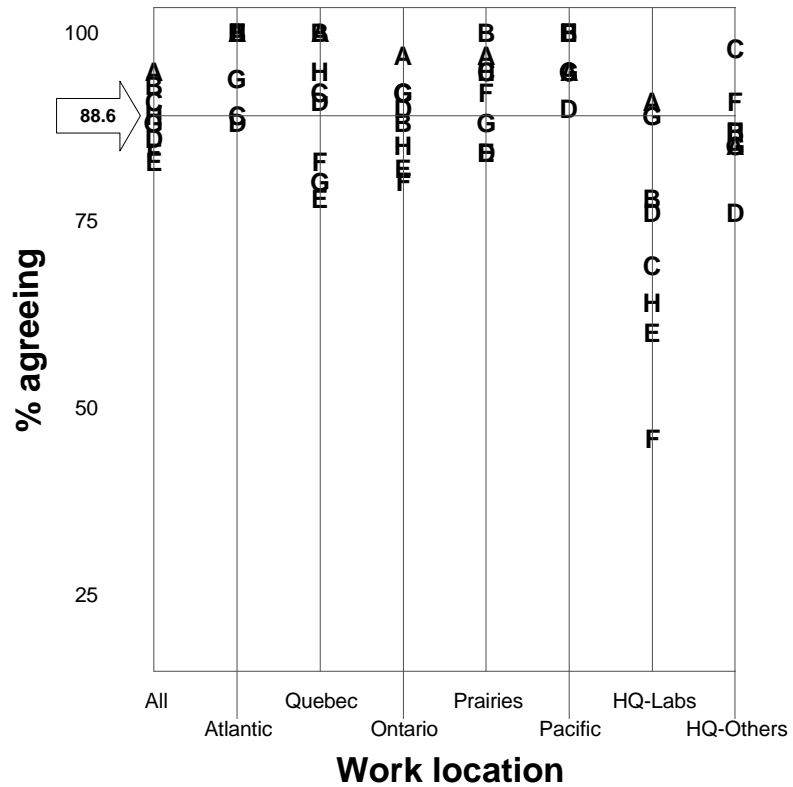
While harassment and discrimination received ratings of 84% and 83% respectively, some 15% of staff indicated that there were causes for concern in these areas.

Exhibit 3.4 shows how work environment indicators vary according to work locations.

- Staff in Atlantic Canada, Pacific region and, to a lesser extent, Prairie provinces indicated higher than average satisfaction with their work environment.
- Staff in Quebec declared an equally high level of satisfaction with their working environment, but showed a somewhat lower than average agreement concerning workplace harassment, use of the preferred official language and workplace discrimination.
- Ontario displayed a pattern of reactions similar to that of the entire Agency.
- Headquarter divisions other than the laboratories shared the Agency overall level of satisfaction except for a high rating on being given the right equipment to do their job effectively (98%) and a lower rating on the adequacy of the work environment (76%).
- While headquarter laboratories' ratings of the safety of work practices and of the use of official languages were similar to the Agency's global ratings, all other ratings were lower — sometimes much lower. In particular, HQ-Lab staff indicated problems with workplace harassment (46% rating) and workplace discrimination (60% rating).

EXHIBIT 3.4

Work Environment Indicators



- A Safe work practices form an integral part of my workplace environment
- B I am provided with the right equipment to do my job safely
- C I am provided with the right equipment to do my job effectively
- D My office work environment is adequate
- E My workplace is free from discrimination
- F My workplace is free from harassment
- G Within Measurement Canada, I can use my preferred official language to carry out my work
- H Considering everything, I am satisfied with the working environment at Measurement Canada

3.3 Communications

Eight statements were grouped under the communications theme. They are reproduced in Exhibit 3.5.

**EXHIBIT 3.5
 Communications Overall Results**

Statements	% indicating that they "mostly" or "totally" agree
H I can bring complaints/problems to the attention of my supervisor/manager without prejudice.	80%
G I am encouraged by my supervisor/manager to express my views openly.	78%
C I am provided with the information I need to do my job effectively.	77%
A My supervisor/manager keeps me informed about the important issues that affect my job.	70%
D There is good communication within my work unit.	69%
I I receive periodic feedback on my job performance.	68%
F Sufficient effort is made by management to get the opinions and ideas of employees on issues that affect their job and workplace environment.	62%
E As far as I can tell, there is good communication between headquarters and the regions.	52%

Note: all percentages are based on 239 responses..

Note: respondents who chose the "Don't know / not applicable" category were included in the percentage calculation.

Note: statement B was deleted after the pretest.

Statements related to the communications theme received lower ratings than work environment or job satisfaction statements. Some 80% of staff indicated that they could bring their complaints to their superior without fear of prejudice, while 78% stated that they were encouraged to express their views. That left about one employee out of five with a communication problem with their immediate supervisor. Moreover, while 62% of

respondents answered that management makes enough efforts to get their views, one third did not.

The information flow from the supervisor to the employees appeared adequate for three quarters of staff members: 77% were provided with the information needed to do their job effectively and 70% considered that their supervisor keeps them informed of issues important to their job.

About two thirds of employees qualified communications within their work unit positively: 69% thought that there is good communication within the work unit and 68% indicated that they receive periodic feedback on their performance.

One out of two staff members believed that there is good communication between headquarters and the regions; however, 11% were unable to make a judgment on this issue and 36% disagreed with this concept.

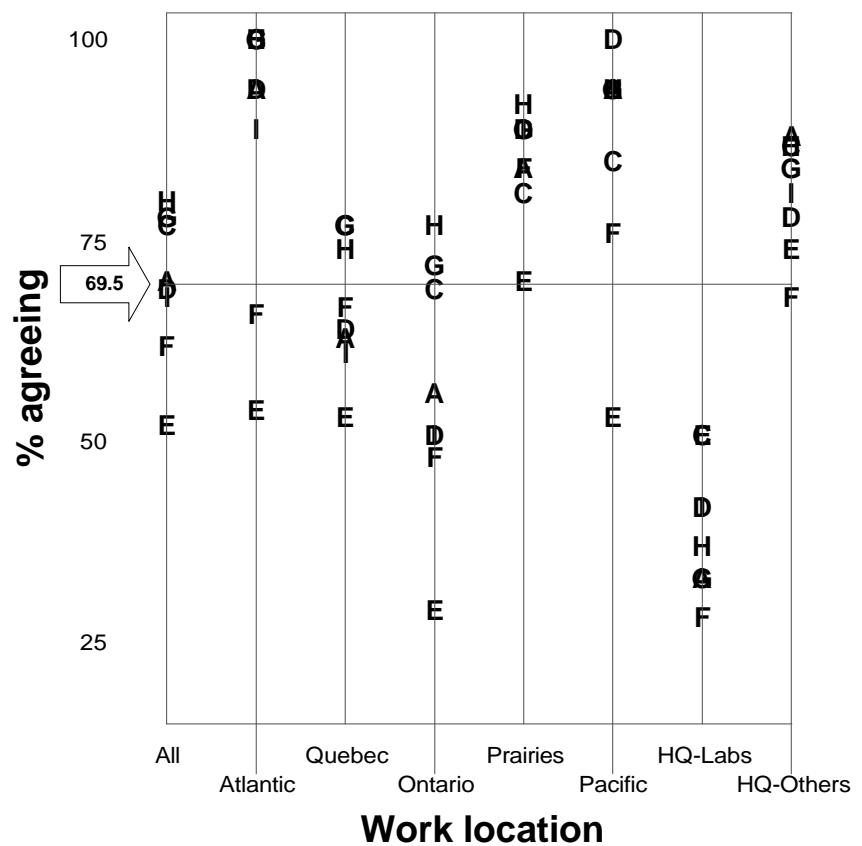
Exhibit 3.6 shows how communications indicators vary according to work locations.

- At the level of the entire Agency, the spread between the lowest rated statements and the highest rated statements is wider than was the case for job satisfaction and work environment; there is less coherence within this theme.
- Perceptions in the Prairies and at headquarters (outside the labs) were more positive than elsewhere in the Agency.
- Quebec displayed a profile very similar to that of the entire Agency.
- Staff from Atlantic Canada and the Pacific region had similar profiles: communications themes were rated more positively than elsewhere in the Agency except for the perceptions of the communication between headquarters and the regions which were similarly low. Pacific region reported better perceptions of management's efforts to tap into employees' views.
- Staff in Ontario indicated significant communications issues. Communications between headquarters and the regions was clearly the sorest point (29%; lowest average rating at 3.8 on a 0 to 10 scale), but workgroup communications and the openness of management to staff views also came out lower than elsewhere in the Agency.

- Employees of headquarter laboratories posed the most critical look at communications. Key internal communications statements rated at about 33% of agreement.

EXHIBIT 3.6

Communications Indicators



- A My supervisor/manager keeps me informed about the important issues that affect my job
- C I am provided with the information I need to do my job effectively
- D There is good communication within my work unit
- E As far as I can tell, there is good communication between headquarters and the regions
- F Sufficient effort is made by management to get the opinions and ideas of employees on issues that affect their job and workplace environment
- G I am encouraged by my supervisor/manager to express my views openly
- H I can bring complaints/problems to the attention of my supervisor/manager without prejudice
- I I receive periodic feedback on my job performance

- Relationships between headquarters and the regions was the lowest rated aspect of communications, by some margin, in all work locations outside of headquarters.

3.4 Leadership

Ten statements were grouped under the leadership theme. They are reproduced in Exhibit 3.7.

EXHIBIT 3.7
Leadership Overall Results

Statements	% indicating that they "mostly" or "totally" agree
J My supervisor/manager deals with health and safety issues effectively.	89%
E My supervisor/manager strives to maintain good employer/employee relations.	82%
G My supervisor/manager follows through on what (s)he says (s)he is going to do.	80%
B I support Measurement Canada's mission, vision, values and strategic objectives.	77%
F My supervisor/manager sets an example that encourages excellence.	72%
H My supervisor/manager sets clear objectives for my work unit.	66%
D I promote Measurement Canada's strategic direction to others including our clients.	64%
I My supervisor/manager deals with problem employees effectively.	50%
C I believe the Agency's strategic direction will allow us to better fulfill our mandate.	47%
A I have a clear understanding of where Measurement Canada is heading over the next few years.	42%

Note: all percentages are based on 239 responses..

Note: respondents who chose the "Don't know / not applicable" category were included in the percentage calculation.

There is a wide range of positions on the leadership issue: the difference between the lowest and the highest rating statements reaches 47 percentage points.

Health and safety issues fared well in this theme (89%), as they did in the work environment theme. Similarly, the statements dealing with the employer/employee relationships (82%) and with following through on promises (80%) paralleled the observations of generally positive internal communications.

The main issues under leadership were macroscopic (Agency-wide) rather than microscopic (manager-level). While the Agency's strategic direction was generally accepted (77%), there was resistance and possible misunderstanding about the practical implications of this direction (42% had a clear understanding of the Agency's direction and 47% believed that the direction will support the mandate; note, in this last case, that 16% were unable to provide an answer thereby indicating a lack of awareness of the connection between the mandate and the strategic decisions made). The consequence is a lukewarm level of promotion of the strategic directions with clients (64%).

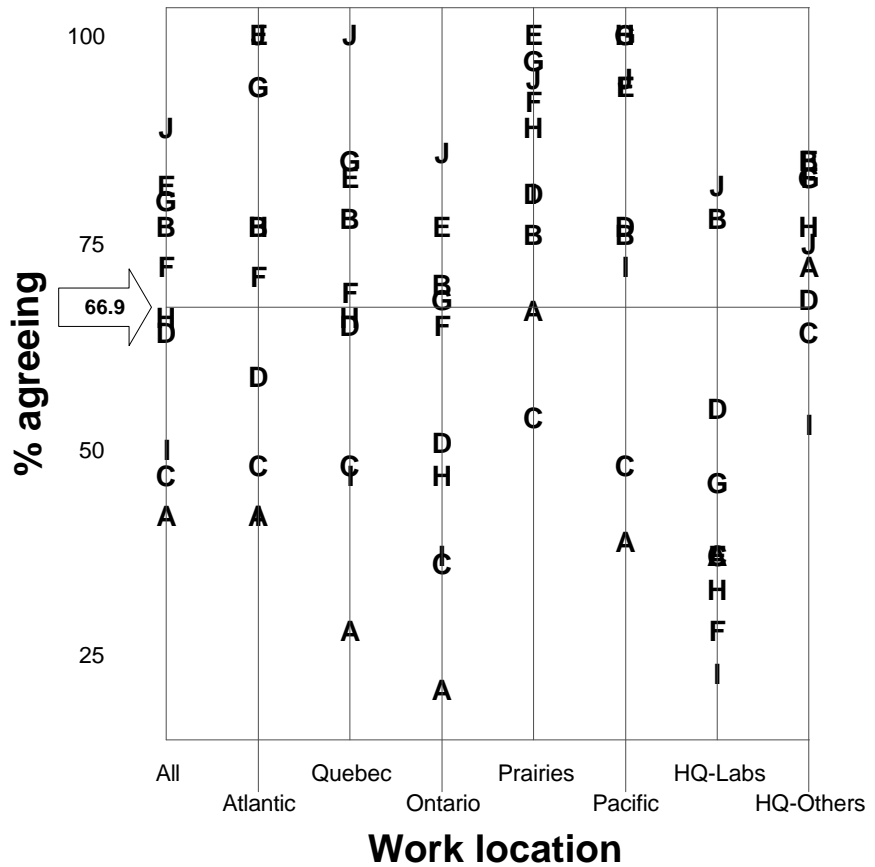
At a more microscopic level, employees were critical of management's ability to deal with problem employees (50%).

Exhibit 3.8 shows how leadership indicators vary according to work locations.

- The spread of results for each location is much larger than in previous themes.
- With the exception of management's dealing with problem employees, headquarter divisions other than labs showed above average results. The proximity of senior management or the nature of employee work may explain this difference.
- Having a clear understanding of the Agency's direction is the lowest ranking leadership indicator in all groups except Prairie provinces and headquarters. Incredulity regarding positive impacts of the strategic directions on the fulfilment of the mission was the second lowest ranking indicator outside of headquarters (except in the Prairies where it took the lowest rank).

EXHIBIT 3.8

Leadership Indicators



- A I have a clear understanding of where Measurement Canada is heading over the next few years
- B I support Measurement Canada's mission, vision, values and strategic objectives
- C I believe the Agency's strategic direction will allow us to better fulfill our mandate
- D I promote Measurement Canada's strategic direction to others including our clients
- E My supervisor/manager strives to maintain good employer/employee relations
- F My supervisor/manager sets an example that encourages excellence
- G My supervisor/manager follows through on what (s)he says (s)he is going to do
- H My supervisor/manager sets clear objectives for my work unit
- I My supervisor/manager deals with problem employees effectively
- J My supervisor/manager deals with health and safety issues effectively

- Quebec and Ontario showed particularly low ratings regarding understanding of the mission, vision, values and strategic objectives of the Agency (28% and 21% respectively).

3.5 Values

Seven statements were grouped under the values theme. They are reproduced in Exhibit 3.9.

EXHIBIT 3.9
Values Overall Results

Statements	% indicating that they "mostly" or "totally" agree
G My supervisor/manager takes responsibility for his/her actions.	84%
A The actions of my supervisor/manager are consistent with the Agency's/Sector's values.	82%
E I am encouraged to make suggestions for improvement.	76%
B The actions of my colleagues are consistent with the Agency's/Sector's values.	74%
D I am encouraged to be innovative in my work.	68%
F I am recognized for a job well done.	67%
C I feel valued as an employee of Measurement Canada.	61%

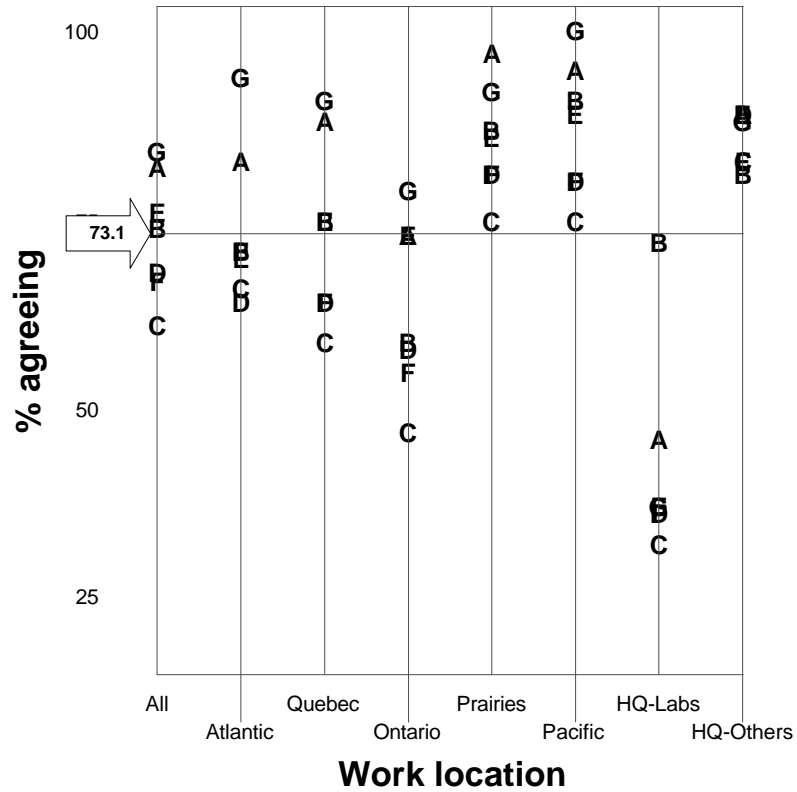
Note: all percentages are based on 239 responses..

Note: respondents who chose the "Don't know / not applicable" category were included in the percentage calculation.

According to staff responses, management appeared to behave in a manner consistent with the Agency's/Sector's values: 82% said so. Values have made their way to colleagues (74%), to a large extent, although more work will be necessary to give values concrete meaning at that level.

EXHIBIT 3.10

Values Indicators



- A The actions of my supervisor/manager are consistent with the Agency's/Sector's values
- B The actions of my colleagues are consistent with the Agency's/Sector's values
- C I feel valued as an employee of Measurement Canada
- D I am encouraged to be innovative in my work
- E I am encouraged to make suggestions for improvement
- F I am recognized for a job well done
- G My supervisor/manager takes responsibility for his/her actions

Among all of the values represented by the statements in this section¹, recognition received the lowest ratings: 67% stated that they were

¹ Teamwork and communications are among the Measurement Canada and the Operations Sector values ; they were treated most directly in the job satisfaction and communications themes, respectively.

recognized for a job well done and 62% felt valued as an employee of the Agency.

Exhibit 3.10 shows how values indicators vary according to work locations.

- Staff at headquarter divisions other than labs, as well as in the Prairies and the Pacific region ranked higher on the values indicators than the overall average for the Agency.
- In almost all work locations, the top value indicator was the fact that managers take responsibility for their actions. This was slightly different in the Prairie region where the top indicator was that managers behave according to stated values. At HQ-Labs, managers taking responsibility ranked among the lowest ratings (37%).
- The lowest rated indicator related to the value of staff as employees in all but one work location (i.e., HQ-other than labs; this indicator is second last, but close, in Atlantic Canada).

3.6 *Human Resource Management Practices*

Nine statements were grouped under the human resource management practices theme. They are reproduced in Exhibit 3.11.

As was the case in other sections, the health and safety related statements in this theme were very favourably rated: 92% indicated that they receive the training needed to do the job safely and 89% were satisfied with the occupational safety and health programs.

Indicators associated with a sense of fairness received lower ratings. Bare majorities stated that they were treated fairly with regard to career development assignments (58%), that promotions are awarded on merit (52%) and that they are satisfied with the staffing process (51%). Slightly higher ratings were achieved with regard to the administration of the Reward and Recognition program (62%) and to the availability of career development opportunities (61%). One final fairness-related statement, dealing with the representation of equity groups, received a rating of 75% — some would say, however, that judgment on this issue should rest with members of the equity groups themselves.

EXHIBIT 3.11
Human Resource Management Practices Overall Results

Statements	% indicating that they "mostly" or "totally" agree
D I receive the training I need to do my job safely.	92%
B I am satisfied with the Agency's occupational safety and health programs.	89%
C I receive the training I need to do my job effectively.	81%
I The Agency encourages representation of equity groups.	75%
A The Agency's Reward and Recognition Program is administered fairly.	62%
E I am satisfied with the career development opportunities available to me.	61%
H I am treated fairly when I request assignments which may help my career development.	58%
G I believe that promotions throughout the Agency are done on the basis of merit.	52%
F I am satisfied with the process used to staff positions within the organization.	51%

Note: all percentages are based on 239 responses..

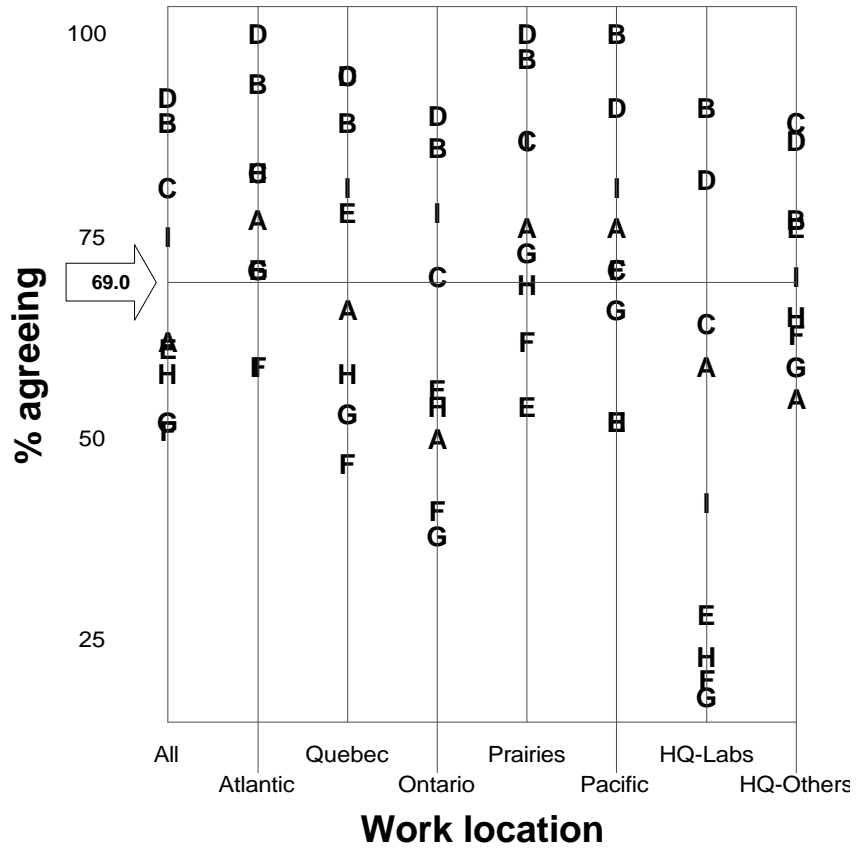
Note: respondents who chose the "Don't know / not applicable" category were included in the percentage calculation.

Exhibit 3.12 shows how human resource practices indicators vary according to work locations.

- There is a wide dispersion of results within the human resource management practices indicators. There is a spread of 41 percentage points for the entire Agency and most work locations also showed similarly dispersed judgments.
- Workplace safety and security rated at the top of every location list, although headquarter divisions other than labs and Quebec respondents identified training for effective work as their top rating (ex aequo in Quebec).
- The staffing and promotion processes were located toward the bottom of every list (except the Prairie region where career development opportunities captured that position).

EXHIBIT 3.12

Management Practices Indicators



- A The Agency's Reward and Recognition Program is administered fairly
- B I am satisfied with the Agency's occupational safety and health programs
- C I receive the training I need to do my job effectively
- D I receive the training I need to do my job safely
- E I am satisfied with the career development opportunities available to me
- F I am satisfied with the process used to staff positions within the organization
- G I believe that promotions throughout the Agency are done on the basis of merit
- H I am treated fairly when I request assignments which may help my career development
- I The Agency encourages representation of equity groups

- Staff from Atlantic Canada, the Prairie region and the Pacific region tended to be more positive about human resource management practices than other segments of the organization.
- Fairness issues were particularly significant at headquarter laboratories.

Chapter 4

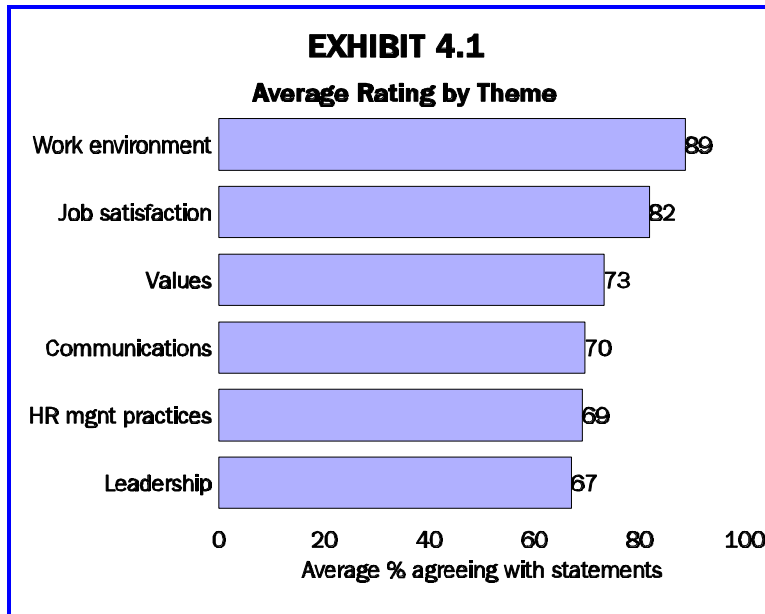
PRIORITIES FOR IMPROVEMENT

Priorities for improvement can be derived from the aspects of organizational performance which received lower ratings from respondents or from the areas which were specifically selected by respondents as number one priorities. These indicators are reviewed in sequence.

4.1 Main Issues

The first source of information on priorities for improvement can be the areas which were rated more critically by respondents in the various sections of the questionnaire. This section summarizes the observations from the previous chapter.

As Exhibit 4.1 depicts, the average level of agreement expressed by respondents regarding the achievement of the Agency's tactical objectives varied significantly according to the theme addressed. Work environment received the highest average rating (89%), followed by job satisfaction (82%).



Areas for improvement are to be found in the other four themes and particularly in the areas of leadership (67%), human resource management practices (69%) and communications (70%).

At a more microscopic level, seven statements received were identified as having noteworthy lower levels of agreement — this group of seven statements is separated from the rest of the pack by a significant gap. The statements are identified in Exhibit 4.2.

The two statements least agreed to relate to the strategic direction adopted by the Agency: they deal with the

respondents' understanding of the strategic direction of the Agency and their acceptance of this direction as a way to better perform.

EXHIBIT 4.2
Statements Least Agreed To

Statements	% indicating that they "mostly" or "totally" agree
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	42%
4C I believe the Agency's strategic direction will allow us to better fulfill our mandate.	47%
4I My supervisor/manager deals with problem employees effectively.	50%
6F I am satisfied with the process used to staff positions within the organization.	51%
6G I believe that promotions throughout the Agency are done on the basis of merit.	52%
3E As far as I can tell, there is good communication between headquarters and the regions.	52%
6H I am treated fairly when I request assignments which may help my career development.	58%

Note: all percentages are based on 239 responses..

Note: respondents who chose the "Don't know / not applicable" category were included in the percentages.

The next three least agreed to statements and the last one deal with human resource management issues: the supervisor's ability to deal with

problem employees and the staffing and promotion process as well as fairness the approval of career development assignments.

The last of these key statements indicating a need for action is related to the quality of the communication between headquarters and the regions. Note that the low level of agreement with the achievement of this tactical objective is due in part to the relatively high proportion of respondents who could not provide an answer to it.

Exhibit 4.3 lists the least agreed to statements by work location. The statements with the lowest percentage of respondents in agreement in each location were selected. The number of statements selected is a function of the pattern of responses in each work location, with a view to selecting a limited number of statements.

EXHIBIT 4.3
Statements Least Agreed To, by Work Location

Statements	% indicating that they "mostly" or "totally" agree
Atlantic Canada	
1B I do not have to work an excessive number of hours to get the job done.	54%
3E As far as I can tell, there is good communication between headquarters and the regions.	54%
4C I believe the Agency's strategic direction will allow us to better fulfill our mandate.	48%
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	42%
4I My supervisor/manager deals with problem employees effectively.	42%
Quebec	
6G I believe that promotions throughout the Agency are done on the basis of merit.	53%
3E As far as I can tell, there is good communication between headquarters and the regions.	53%
4C I believe the Agency's strategic direction will allow us to better fulfill our mandate.	48%
6F I am satisfied with the process used to staff positions within the organization.	47%
4I My supervisor/manager deals with problem employees effectively.	47%
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	28%

Statements	% indicating that they "mostly" or "totally" agree
Ontario	
6F I am satisfied with the process used to staff positions within the organization.	41%
6G I believe that promotions throughout the Agency are done on the basis of merit.	38%
4I My supervisor/manager deals with problem employees effectively.	37%
4C I believe the Agency's strategic direction will allow us to better fulfill our mandate.	36%
3E As far as I can tell, there is good communication between headquarters and the regions.	29%
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	21%
Prairies	
6F I am satisfied with the process used to staff positions within the organization.	62%
6E I am satisfied with the career development opportunities available to me.	54%
4C I believe the Agency's strategic direction will allow us to better fulfill our mandate.	54%
Pacific	
3E As far as I can tell, there is good communication between headquarters and the regions.	53%
6H I am treated fairly when I request assignments which may help my career development.	52%
6E I am satisfied with the career development opportunities available to me.	52%
4C I believe the Agency's strategic direction will allow us to better fulfill our mandate.	48%
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	39%
Headquarters — laboratories	
4F My supervisor/manager sets an example that encourages excellence.	28%
3F Sufficient effort is made by management to get the opinions and ideas of employees on issues that affect their job and workplace environment.	28%
6E I am satisfied with the career development opportunities available to me.	28%
4I My supervisor/manager deals with problem employees effectively.	23%
6H I am treated fairly when I request assignments which may help my career development.	23%
6F I am satisfied with the process used to staff positions within the organization.	20%
6G I believe that promotions throughout the Agency are done on the basis of merit.	18%
Headquarters — others divisions	
6G I believe that promotions throughout the Agency are done on the basis of merit.	59%
6A The Agency's Reward and Recognition Program is administered fairly.	55%
4I My supervisor/manager deals with problem employees effectively.	53%

Note: respondents who chose the "Don't know / not applicable" category were included in the percentages.

Note: the statements with the lowest percentage of respondents in agreement were selected. The number of statements selected is a function of the pattern of responses in each work location, with a view to selecting a limited number of statements.

4.2 **Priorities According to Staff Members**

Another approach to the selection of priorities for improvement is to ask staff members to select one priority for improvement within each of the themes offered to them. This section reports the results of this exercise.

Exhibit 4.4 lists the areas which have been selected most frequently by respondents as number one priorities for improvement. In sync with the judgment posed by respondents and reported in the previous chapter, aspects of the work environment associated with extrinsic motivators (work tools, work location, immediate environment, health and safety, etc.) received less attention in the quest for improvement priorities. The priorities chosen by respondents related to the acquisition of a sense of belonging in the organization (understanding of the direction for the years to come and understanding of one's role and responsibilities, feeling valued as an employee) and to the development of a harmonious workplace (work unit team spirit and good communications between headquarters and the regions).

EXHIBIT 4.4 Respondent Priorities for Improvement

Statements	% selecting the area of the statement as a number one priority
S4A I have a clear understanding of where Measurement Canada is heading over the next few years.	35%
S1F There is good team spirit in my immediate work unit.	29%
S5C I feel valued as an employee of Measurement Canada.	28%
S1A I have a clear understanding of my role and responsibilities.	28%
S3E As far as I can tell, there is good communication between headquarters and the regions.	21%

Note: all percentages are based on 239 responses..

Note: statements selected most frequently by respondents were selected, with a view to provide a workable number of areas for improvement.

These priorities are reflective of the level of quality management already achieved in the day to day operations of the Agency. They also indicate that the next challenge is to bring staff along in the fundamental changes to which the organization is striving to adapt.

Exhibit 4.5 indicates that the main respondent-selected priorities for improvement were in each work location. Statements chosen most frequently by respondents were selected, with a view to provide a workable number of areas for improvement at each location. The list was usually truncated where a significant drop in the percentages occurred or when the percentage plunged below 20%.

EXHIBIT 4.5
Priorities for Improvement by Work Location

Statements	% selecting the area of the statement as a number one priority
Atlantic Canada	
1A I have a clear understanding of my role and responsibilities.	53%
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	46%
2C I am provided with the right equipment to do my job effectively.	46%
Quebec	
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	38%
1A I have a clear understanding of my role and responsibilities.	33%
6F I am satisfied with the process used to staff positions within the organization.	33%
1F There is good team spirit in my immediate work unit.	33%
2E My workplace is free from discrimination.	28%
Ontario	
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	43%
5C I feel valued as an employee of Measurement Canada.	43%
1F There is good team spirit in my immediate work unit.	36%
1A I have a clear understanding of my role and responsibilities.	35%

Statements	% selecting the area of the statement as a number one priority
Prairies	
1A I have a clear understanding of my role and responsibilities.	30%
3E As far as I can tell, there is good communication between headquarters and the regions.	30%
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	28%
5C I feel valued as an employee of Measurement Canada.	27%
6E I am satisfied with the career development opportunities available to me.	25%
1F There is good team spirit in my immediate work unit.	22%
Pacific	
3E As far as I can tell, there is good communication between headquarters and the regions.	42%
6C I receive the training I need to do my job effectively.	39%
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	37%
4C I believe the Agency's strategic direction will allow us to better fulfill our mandate.	27%
2D My office work environment is adequate.	25%
Headquarters — laboratories	
5C I feel valued as an employee of Measurement Canada.	54%
1F There is good team spirit in my immediate work unit.	49%
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	37%
2C I am provided with the right equipment to do my job effectively.	36%
Headquarters — others divisions	
2D My office work environment is adequate.	26%
2H Considering everything, I am satisfied with the working environment at Measurement Canada.	23%
6F I am satisfied with the process used to staff positions within the organization.	21%
4A I have a clear understanding of where Measurement Canada is heading over the next few years.	20%
Note: statements chosen most frequently by respondents were selected, with a view to provide a workable number of areas for improvement. The list was usually truncated where a significant drop in the percentages occurred or when the percentage plunged below 20%.	

APPENDIX A ***Questionnaire***

MEASUREMENT CANADA EMPLOYEE SURVEY 2002

PLEASE DO NOT ENTER THIS SURVEY MORE THAN ONCE TO ENSURE THE INTEGRITY OF THE RESULTS.

IF YOU SIMPLY WANT TO BROWSE THE QUESTIONNAIRE WITHOUT RECORDING YOUR ANSWERS, PLEASE CLICK [HERE](#).

A THIRD-PARTY

This survey is being conducted on behalf of Measurement Canada by *Circum Network Inc.*, an independent consultant firm based in Hull, Québec.

THE TASK

The questionnaire is divided into seven sections and should take approximately 20 minutes to complete. Respond with the first answer that comes to mind. You may not have all the information you need, but you should interpret the questions from your own perspective. The focus of your responses should be on current situations, i.e., within the last 12 months. If you feel unable to answer a question, use the *Don't Know/Not Applicable* category. There is an opportunity for you to write comments at the end of the questionnaire. These will be compiled in text format in the final report.

THE QUESTIONS

For the most part, the questions reflect objectives that Measurement Canada has set for itself. Therefore they are all written in a positive fashion. The senior management team wants to know if, from your perspective, Measurement Canada is achieving these objectives.

REGIONAL EMPLOYEES AND ACTING ASSIGNMENTS

Unless indicated otherwise, you should focus on your region/directorate when answering the questions. Regional employees who are reporting to HQ should select the Headquarters work location. If you are currently in a long term acting assignment (more than six months), please select the work location in which you are acting; if less than six months, select your substantive work location.

MESURES CANADA SONDAGE DES EMPLOYÉS 2002

VEUILLEZ NE PAS ACCÉDER AU QUESTIONNAIRE PLUS D'UNE FOIS POUR ASSURER L'INTÉGRITÉ DES RÉSULTATS.

SI VOUS VOULEZ SIMPLEMENT PARCOURIR LE QUESTIONNAIRE SANS ENREGISTRER VOS RÉPONSES, VEUILLEZ CLIQUER [ICI](#).

UNE TIERCE PARTIE

Ce sondage est mené pour Mesures Canada par le Réseau *Circum inc.*, une firme de consultation en gestion et en recherche située à Hull, Québec.

LA TÂCHE

Le questionnaire se divise en sept parties et prendra environ 20 minutes à compléter. Répondez avec la première réponse qui vous vient à l'esprit. Vous n'aurez peut-être pas toute l'information que vous voudriez avoir, mais vous devriez interpréter les questions selon votre propre perspective. Faites porter vos réponses sur la situation actuelle, c.-à-d., les derniers 12 mois. Si vous n'êtes pas en mesure de répondre, utilisez la catégorie « ne sait pas / ne s'applique pas ». Vous aurez l'occasion d'écrire des commentaires à la fin du questionnaire; ceux-ci seront compilés en format textuel et intégrés au rapport final.

LES QUESTIONS

Toutes les questions reflètent les objectifs que Mesures Canada s'est donnés. C'est pourquoi elles sont toutes écrites de façon positive. L'équipe de gestion voudrait savoir si, selon vous, Mesures Canada atteint ces objectifs.

EMPLOYÉS RÉGIONAUX ET AFFECTATIONS INTÉRIMAIRES

Nous vous demandons de répondre aux questions dans le contexte de votre région/direction, à moins d'indication contraire. Les employés en régions se rapportant à l'administration centrale devraient choisir l'administration centrale comme lieu de travail. Si vous êtes en affectation intérimaire pour une période de plus de six mois, veuillez indiquer le lieu de travail de votre affectation. Si, par contre,

vous êtes en affectation intérimaire pour moins de six mois, indiquez le lieu de travail de votre poste d'attache.

CONFIDENTIALITY

We assure you that your responses will be absolutely confidential. No one other than *Circum Network Inc.* will see the answers you provide. Your responses cannot be traced back to you.

CONFIDENTIALITÉ

Soyez assuré que vos réponses demeureront confidentielles. Seul le *Réseau Circum inc.* y aura accès. Vos réponses ne peuvent pas être rattachées à vous-même.

LOGISTICS

The questionnaire must be completed in one sitting. Please do not use the browser back arrow; instead, if needed, use the back button on the question page.

LOGISTIQUE

Le questionnaire doit être rempli d'un seul coup, sans interruption. Veuillez ne pas utiliser la flèche arrière du fureteur; au besoin, utilisez plutôt celle qui est située sur la page du questionnaire même.

NEED HELP?

If at any time you experience technical difficulties with any aspect of this questionnaire, please contact us at mc@circum.com

BESOIN D'AIDE ?

Pour toutes difficultés ou questions techniques concernant ce questionnaire, veuillez communiquer par courriel avec mc@circum.com

Start the questionnaire

Démarrer le questionnaire

Français

Section 1

The first section deals with JOB SATISFACTION issues. Please indicate how much you disagree or agree with each statement. Note that "disagree" is on the left side of the screen and that "agree" is on the right side.

	Totally disagree --	Mostly disagree -	Mostly agree +	Totally agree ++	Don't know / Not applicable
I have a clear understanding of my role and responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not have to work an excessive number of hours to get the job done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, there are usually no unrealistic demands being made on me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totally disagree --	Mostly disagree -	Mostly agree +	Totally agree ++	Don't know / Not applicable
I am allowed the flexibility to balance my personal, family and work responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is good team spirit in my immediate work unit (i.e., regional office, district, directorate, division, laboratory).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, I am satisfied with my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

- I have a clear understanding of my role and responsibilities.
- I do not have to work an excessive number of hours to get the job done.
- In my job, there are usually no unrealistic demands being made on me.
- I am allowed the flexibility to balance my personal, family and work responsibilities.
- There is good team spirit in my immediate work unit (i.e., regional office, district, directorate, division, laboratory).
- In general, I am satisfied with my job.
- Don't know / No opinion

What actions can Measurement Canada take to improve the situation with regard to this objective?



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Français

Section 2

The second section deals with WORK ENVIRONMENT issues.

	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
Safe work practices form an integral part of my workplace environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am provided with the right equipment to do my job safely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am provided with the right equipment to do my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
My office work environment (i.e., air quality, temperature, space, noise) is adequate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workplace is free from discrimination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workplace is free from harassment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
Within Measurement Canada, I can use my preferred official language to carry out my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Considering everything, I am satisfied with the working environment at Measurement Canada.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

- Safe work practices form an integral part of my workplace environment.
- I am provided with the right equipment to do my job safely.
- I am provided with the right equipment to do my job effectively.

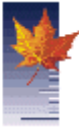
- My office work environment (i.e., air quality, temperature, space, noise) is adequate.
- My workplace is free from discrimination.
- My workplace is free from harassment.
- Within Measurement Canada, I can use my preferred official language to carry out my work.
- Considering everything, I am satisfied with the working environment at Measurement Canada.
- Don't know / No opinion

What actions can Measurement Canada take to improve the situation with regard to this objective?

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Section 3

The third section deals with COMMUNICATIONS issues.

	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
My supervisor/manager keeps me informed about the important issues that affect my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am provided with the information I need to do my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is good communication within my work unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
As far as I can tell, there is good communication between headquarters and the regions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient effort is made by management to get the opinions and ideas of employees on issues that affect their job and workplace environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am encouraged by my supervisor/manager to express my views openly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
I can bring complaints/problems to the attention of my supervisor/manager without prejudice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive periodic feedback on my job performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

- My supervisor/manager keeps me informed about the important issues that affect my job.
- I am provided with the information I need to do my job effectively.

- There is good communication within my work unit.
- As far as I can tell, there is good communication between headquarters and the regions.
- Sufficient effort is made by management to get the opinions and ideas of employees on issues that affect their job and workplace environment.
- I am encouraged by my supervisor/manager to express my views openly.
- I can bring complaints/problems to the attention of my supervisor/manager without prejudice.
- I receive periodic feedback on my job performance.
- Don't know / No opinion

What actions can Measurement Canada take to improve the situation with regard to this objective?

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Section 4

The fourth section deals with LEADERSHIP issues.

	Totally disagree --	Mostly disagree -	Mostly agree +	Totally agree ++	Don't know / Not applicable
I have a clear understanding of where Measurement Canada is heading over the next few years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I support Measurement Canada's mission, vision, values and strategic objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe the Agency's strategic direction will allow us to better fulfill our mandate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totally disagree --	Mostly disagree -	Mostly agree +	Totally agree ++	Don't know / Not applicable
I promote Measurement Canada's strategic direction to others including our clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor/manager strives to maintain good employer/employee relations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor/manager sets an example that encourages excellence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totally disagree --	Mostly disagree -	Mostly agree +	Totally agree ++	Don't know / Not applicable
My supervisor/manager follows through on what (s)he says (s)he is going to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor/manager sets clear objectives for my work unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor/manager deals with problem employees effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totally disagree --	Mostly disagree -	Mostly agree +	Totally agree ++	Don't know / Not applicable
My supervisor/manager deals with health and safety issues effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

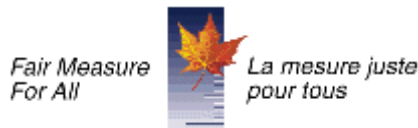
- I have a clear understanding of where Measurement Canada is heading over the next few years.
- I support Measurement Canada's mission, vision, values and strategic objectives.
- I believe the Agency's strategic direction will allow us to better fulfill our mandate.
- I promote Measurement Canada's strategic direction to others including our clients.
- My supervisor/manager strives to maintain good employer/employee relations.
- My supervisor/manager sets an example that encourages excellence.
- My supervisor/manager follows through on what (s)he says (s)he is going to do.
- My supervisor/manager sets clear objectives for my work unit.
- My supervisor/manager deals with problem employees effectively.
- My supervisor/manager deals with health and safety issues effectively.
- Don't know / No opinion

What actions can Measurement Canada take to improve the situation with regard to this objective?

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for assistance

Français

Section 5

The fifth section deals with Measurement Canada and the Operations Sector shared VALUES, i.e., honesty, integrity, respect, fairness, recognition, teamwork, communication, learning, innovation, and taking ownership/responsibility for our actions.

	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
The actions of my supervisor/manager are consistent with the Agency's/Sector's values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The actions of my colleagues are consistent with the Agency's/Sector's values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued as an employee of Measurement Canada.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
I am encouraged to be innovative in my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am encouraged to make suggestions for improvement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am recognized for a job well done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
My supervisor/manager takes responsibility for his/her actions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

- The actions of my supervisor/manager are consistent with the Agency's/Sector's
- The actions of my colleagues are consistent with the Agency's/Sector's values.
- I feel valued as an employee of Measurement Canada.
- I am encouraged to be innovative in my work.

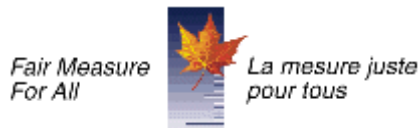
-
- I am encouraged to make suggestions for improvement.
- I am recognized for a job well done.
- My supervisor/manager takes responsibility for his/her actions.
- Don't know / No opinion

What actions can Measurement Canada take to improve the situation with regard to this objective?

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Français

Section 6

The sixth section deals with HUMAN RESOURCE MANAGEMENT PRACTICES.

	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
The Agency's Reward and Recognition Program is administered fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the Agency's occupational safety and health programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive the training I need to do my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
I receive the training I need to do my job safely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the career development opportunities available to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the process used to staff positions within the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totally disagree — —	Mostly disagree —	Mostly agree +	Totally agree + +	Don't know / Not applicable
I believe that promotions throughout the Agency are done on the basis of merit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am treated fairly when I request assignments which may help my career development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Agency encourages representation of equity groups (i.e. women, visible minorities, aboriginals and persons with disabilities).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

- The Agency's Reward and Recognition Program is administered fairly.

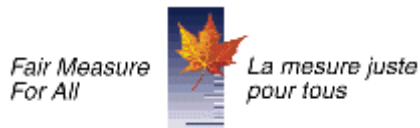
- I am satisfied with the Agency's occupational safety and health programs.
- I receive the training I need to do my job effectively.
- I receive the training I need to do my job safely.
- I am satisfied with the career development opportunities available to me.
- I am satisfied with the process used to staff positions within the organization.
- I believe that promotions throughout the Agency are done on the basis of merit.
- I am treated fairly when I request assignments which may help my career development.
- The Agency encourages representation of equity groups (i.e. women, visible minorities, aboriginals and persons with disabilities).
- Don't know / No opinion

What actions can Measurement Canada take to improve the situation with regard to this objective?

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Français

Section 7

The seventh section collects two pieces of information for statistical purposes and allows you to leave additional comments. Remember that your responses will remain strictly confidential, that they will be handled only by the company retained for this survey and that only data from groups of at least five people will be presented in the final report.

What is your work location?

(Regional employees who are reporting to HQ should select the Headquarters work location. If you are currently in a long term acting assignment (more than six months), please select the work location in which you are acting; if less than six months, select your substantive work location.)

- Atlantic
- Quebec
- Ontario
- Prairies
- Pacific
- Headquarters – Laboratory
- Headquarters – Other

To which occupational group do you belong?

- Management
- Technical/Operational/Professional (TI, MDO, CS, ENG)
- Administrative (DACON, CR, SCY, AS, PG)

If you have additional thoughts on areas where improvements are required, please use the space below. This is a great opportunity for you to let senior management know what needs to be done to improve the climate in the Agency.

(To ensure anonymity, please make sure not to identify yourself or anyone else in any way. Your comments will be included in the final report verbatim and in the official language in which you provide them.)



Thank you for completing this survey. Your feedback is greatly appreciated.

Please click one last time on the "Next page" button to record your answers.

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**MEASUREMENT CANADA
EMPLOYEE SURVEY 2002**

Thank you very much for your collaboration.

Your answers have been faithfully recorded.

**MESURES CANADA
SONDAGE DES EMPLOYÉS 2002**

Merci de votre collaboration.

Vos réponses ont été fidèlement enregistrées.

MEASUREMENT CANADA EMPLOYEE SURVEY 2002

PLEASE DO NOT ENTER THIS SURVEY MORE THAN ONCE TO ENSURE THE INTEGRITY OF THE RESULTS.

IF YOU SIMPLY WANT TO BROWSE THE QUESTIONNAIRE WITHOUT RECORDING YOUR ANSWERS, PLEASE CLICK [HERE](#).

A THIRD-PARTY

This survey is being conducted on behalf of Measurement Canada by *Circum Network Inc.*, an independent consultant firm based in Hull, Québec.

THE TASK

The questionnaire is divided into seven sections and should take approximately 20 minutes to complete. Respond with the first answer that comes to mind. You may not have all the information you need, but you should interpret the questions from your own perspective. The focus of your responses should be on current situations, i.e., within the last 12 months. If you feel unable to answer a question, use the *Don't Know/Not Applicable* category. There is an opportunity for you to write comments at the end of the questionnaire. These will be compiled in text format in the final report.

THE QUESTIONS

For the most part, the questions reflect objectives that Measurement Canada has set for itself. Therefore they are all written in a positive fashion. The senior management team wants to know if, from your perspective, Measurement Canada is achieving these objectives.

REGIONAL EMPLOYEES AND ACTING ASSIGNMENTS

Unless indicated otherwise, you should focus on your region/directorate when answering the questions. Regional employees who are reporting to HQ should select the Headquarters work location. If you are currently in a long term acting assignment (more than six months), please select the work location in which you are acting; if less than six months, select your substantive work location.

MESURES CANADA SONDAGE DES EMPLOYÉS 2002

VEUILLEZ NE PAS ACCÉDER AU QUESTIONNAIRE PLUS D'UNE FOIS POUR ASSURER L'INTÉGRITÉ DES RÉSULTATS.

SI VOUS VOULEZ SIMPLEMENT PARCOURIR LE QUESTIONNAIRE SANS ENREGISTRER VOS RÉPONSES, VEUILLEZ CLIQUER [ICI](#).

UNE TIERCE PARTIE

Ce sondage est mené pour Mesures Canada par le *Réseau Circum inc.*, une firme de consultation en gestion et en recherche située à Hull, Québec.

LA TÂCHE

Le questionnaire se divise en sept parties et prendra environ 20 minutes à compléter. Répondez avec la première réponse qui vous vient à l'esprit. Vous n'aurez peut-être pas toute l'information que vous voudriez avoir, mais vous devriez interpréter les questions selon votre propre perspective. Faites porter vos réponses sur la situation actuelle, c.-à-d., les derniers 12 mois. Si vous n'êtes pas en mesure de répondre, utilisez la catégorie « ne sait pas / ne s'applique pas ». Vous aurez l'occasion d'écrire des commentaires à la fin du questionnaire; ceux-ci seront compilés en format textuel et intégrés au rapport final.

LES QUESTIONS

Toutes les questions reflètent les objectifs que Mesures Canada s'est donnés. C'est pourquoi elles sont toutes écrites de façon positive. L'équipe de gestion voudrait savoir si, selon vous, Mesures Canada atteint ces objectifs.

EMPLOYÉS RÉGIONAUX ET AFFECTATIONS INTÉRIMAIRES

Nous vous demandons de répondre aux questions dans le contexte de votre région/direction, à moins d'indication contraire. Les employés en régions se rapportant à l'administration centrale devraient choisir l'administration centrale comme lieu de travail. Si vous êtes en affectation intérimaire pour une période de plus de six mois, veuillez indiquer le lieu de travail de votre affectation. Si, par contre,

vous êtes en affectation intérimaire pour moins de six mois, indiquez le lieu de travail de votre poste d'attache.

CONFIDENTIALITY

We assure you that your responses will be absolutely confidential. No one other than *Circum Network Inc.* will see the answers you provide. Your responses cannot be traced back to you.

CONFIDENTIALITÉ

Soyez assuré que vos réponses demeureront confidentielles. Seul le *Réseau Circum inc.* y aura accès. Vos réponses ne peuvent pas être rattachées à vous-même.

LOGISTICS

The questionnaire must be completed in one sitting. Please do not use the browser back arrow; instead, if needed, use the back button on the question page.

LOGISTIQUE

Le questionnaire doit être rempli d'un seul coup, sans interruption. Veuillez ne pas utiliser la flèche arrière du fureteur; au besoin, utilisez plutôt celle qui est située sur la page du questionnaire même.

NEED HELP?

If at any time you experience technical difficulties with any aspect of this questionnaire, please contact us at mc@circum.com

BESOIN D'AIDE ?

Pour toutes difficultés ou questions techniques concernant ce questionnaire, veuillez communiquer par courriel avec mc@circum.com

Start the questionnaire

Démarrer le questionnaire



Pour de l'aide,
écrivez à mc@circum.com

English

Section 1

La première section traite des questions de SATISFACTION EN EMPLOI. Veuillez indiquer dans quelle mesure vous êtes en accord ou en désaccord avec chaque énoncé. Notez que le « désaccord » est à gauche de l'écran et que l'« accord » est à droite.

	Totalement en désaccord — —	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord + +	Ne sait pas / Ne s'applique pas
Je comprends clairement mon rôle et mes responsabilités.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Je n'ai pas à travailler un nombre d'heures excessif pour faire mon travail.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dans mon travail, on ne me fait généralement pas de demandes irréalistes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Totalement en désaccord — —	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord + +	Ne sait pas / Ne s'applique pas
On m'accorde la souplesse nécessaire pour équilibrer ma vie personnelle familiale et professionnelle.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Il y a un bon esprit d'équipe dans mon groupe de travail immédiat (c.-à-d., bureau régional, district, direction, division, laboratoire).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
En général, je suis satisfait de mon emploi.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

D'après vous, lequel des objectifs de cette section devrait être LA priorité d'amélioration à Mesures Canada?

- Je comprends clairement mon rôle et mes responsabilités.
- Je n'ai pas à travailler un nombre d'heures excessif pour faire mon travail.

- Dans mon travail, on ne me fait généralement pas de demandes irréalistes.
- On m'accorde la souplesse nécessaire pour équilibrer ma vie personnelle familiale et professionnelle.
- Il y a un bon esprit d'équipe dans mon groupe de travail immédiat (c.-à-d., bureau régional, district, direction, division, laboratoire).
- En général, je suis satisfait de mon emploi.
- Ne sait pas / Pas d'opinion

À votre point de vue, que peut faire Mesures Canada pour améliorer la situation face à cet objectif?



Page suivante

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écrivez à mc@circum.com

English

Section 2

La deuxième section traite des questions reliées au MILIEU DE TRAVAIL.

	Totalement en désaccord --	Généralement en désaccord -	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
Les pratiques de travail sécuritaires font partie intégrante de mon milieu de travail.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On me fournit l'équipement nécessaire pour effectuer mon travail de manière sécuritaire.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On me fournit l'équipement nécessaire pour effectuer mon travail avec efficacité.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totalement en désaccord --	Généralement en désaccord -	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
Mon environnement de travail de bureau (c.-à-d., qualité de l'air, température, espace, bruit) est adéquat.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Il n'y a pas de discrimination dans mon milieu de travail.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Il n'y a pas de harcèlement dans mon milieu de travail.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totalement en désaccord --	Généralement en désaccord -	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
À Mesures Canada, je peux utiliser la langue officielle de mon choix dans le cadre de mon travail.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Dans l'ensemble, je suis satisfait(e) du milieu de travail chez Mesures Canada.

D'après vous, lequel des objectifs de cette section devrait être LA priorité d'amélioration à Mesures Canada?

- Les pratiques de travail sécuritaires font partie intégrante de mon milieu de travail.
- On me fournit l'équipement nécessaire pour effectuer mon travail de manière sécuritaire.
- On me fournit l'équipement nécessaire pour effectuer mon travail avec efficacité.
- Mon environnement de travail de bureau (c.-à-d., qualité de l'air, température, espace, bruit) est adéquat.
- Il n'y a pas de discrimination dans mon milieu de travail.
- Il n'y a pas de harcèlement dans mon milieu de travail.
- À Mesures Canada, je peux utiliser la langue officielle de mon choix dans le cadre de mon travail.
- Dans l'ensemble, je suis satisfait(e) du milieu de travail chez Mesures Canada.
- Ne sait pas / Pas d'opinion

À votre point de vue, que peut faire Mesures Canada pour améliorer la situation face à cet objectif?

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English

Section 3

La troisième section traite des questions reliées aux COMMUNICATIONS.

	Totalement en désaccord --	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
Mon surveillant/gestionnaire m'informe des enjeux importants qui affectent mon travail.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On me fournit l'information dont j'ai besoin pour accomplir mon travail efficacement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Il y a une bonne communication au sein de mon groupe de travail.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totalement en désaccord --	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
À ma connaissance, la communication entre l'administration centrale et les régions est bonne.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
La direction déploie des efforts suffisants pour obtenir l'opinion et les idées des employé(e)s sur les questions qui touchent leur travail et leur milieu de travail.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mon surveillant/gestionnaire m'encourage à exprimer mon point de vue ouvertement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totalement en désaccord --	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
Je peux faire part de mes plaintes et de mes problèmes à mon surveillant/gestionnaire	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

sans risque de préjudice.

Je reçois périodiquement de la rétroaction sur mon travail.



D'après vous, lequel des objectifs de cette section devrait être LA priorité d'amélioration à Mesures Canada?

- Mon surveillant/gestionnaire m'informe des enjeux importants qui affectent mon travail.
- On me fournit l'information dont j'ai besoin pour accomplir mon travail efficacement.
- Il y a une bonne communication au sein de mon groupe de travail.
- À ma connaissance, la communication entre l'administration centrale et les régions est bonne.
- La direction déploie des efforts suffisants pour obtenir l'opinion et les idées des employé(e)s sur les questions qui touchent leur travail et leur milieu de travail.
- Mon surveillant/gestionnaire m'encourage à exprimer mon point de vue ouvertement.
- Je peux faire part de mes plaintes et de mes problèmes à mon surveillant/gestionnaire sans risque de préjudice.
- Je reçois périodiquement de la rétroaction sur mon travail.
- Ne sait pas / Pas d'opinion

À votre point de vue, que peut faire Mesures Canada pour améliorer la situation face à cet objectif?

A large rectangular text input field with a thin black border. On the right side, there is a vertical scrollbar with a grey track and a white slider, indicating that the field is scrollable.

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English

Section 4

La quatrième section traite des questions reliées au LEADERSHIP.

	Totalement en désaccord --	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
Je comprends clairement où Mesures Canada se dirige dans les prochaines années.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
J'appuie la mission, la vision, les valeurs et les objectifs de Mesures Canada.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Je crois que la direction stratégique de l'organisme nous permettra de mieux nous acquitter de notre mandat.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totalement en désaccord --	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
Je fais la promotion de la direction stratégique de Mesures Canada auprès des autres, y compris nos clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mon surveillant/gestionnaire s'efforce de maintenir de bonnes relations employeur/employé(e).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mon surveillant/gestionnaire est un exemple qui encourage l'excellence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totalement en désaccord --	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
Mon surveillant/gestionnaire respecte ses engagements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Mon surveillant/gestionnaire

fixe des objectifs clairs pour mon groupe de travail.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mon surveillant/gestionnaire traite les employé(e)s causant des problèmes avec efficacité	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totalement en désaccord — —	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord + +	Ne sait pas / Ne s'applique pas
Mon surveillant/gestionnaire traite les questions de santé et de sécurité avec efficacité.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

D'après vous, lequel des objectifs de cette section devrait être LA priorité d'amélioration à Mesures Canada?

- Je comprends clairement où Mesures Canada se dirige dans les prochaines années.
- J'appuie la mission, la vision, les valeurs et les objectifs de Mesures Canada.
- Je crois que la direction stratégique de l'organisme nous permettra de mieux nous acquitter de notre mandat.
- Je fais la promotion de la direction stratégique de Mesures Canada auprès des autres, y compris nos clients.
- Mon surveillant/gestionnaire s'efforce de maintenir de bonnes relations employeur/employé(e).
- Mon surveillant/gestionnaire est un exemple qui encourage l'excellence.
- Mon surveillant/gestionnaire respecte ses engagements.
- Mon surveillant/gestionnaire fixe des objectifs clairs pour mon groupe de travail.
- Mon surveillant/gestionnaire traite les employé(e)s causant des problèmes avec efficacité.
- Mon surveillant/gestionnaire traite les questions de santé et de sécurité avec efficacité.
- Ne sait pas / Pas d'opinion

À votre point de vue, que peut faire Mesures Canada pour améliorer la situation face à cet objectif?

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English

Section 5

La cinquième section traite des questions reliées aux VALEURS partagées de Mesures Canada et du Secteur des opérations, soit l'honnêteté, l'intégrité, le respect, l'équité, la reconnaissance, le travail d'équipe, la communication, l'apprentissage, l'innovation, la responsabilisation face à nos actions.

	Totalement en désaccord — —	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord + +	Ne sait pas / Ne s'applique pas
Mon surveillant/gestionnaire agit conformément aux valeurs de l'organisme/du secteur.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mes collègues agissent conformément aux valeurs de l'organisme/du secteur.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Je me sens valorisé(e) en tant qu'employé(e) de Mesures Canada.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totalement en désaccord — —	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord + +	Ne sait pas / Ne s'applique pas
On m'encourage à innover dans mon travail.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On m'encourage à suggérer des améliorations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On reconnaît un travail bien fait.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totalement en désaccord — —	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord + +	Ne sait pas / Ne s'applique pas
Mon surveillant/gestionnaire accepte la responsabilité de ses actions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

D'après vous, lequel des objectifs de cette section devrait être LA priorité d'amélioration à Mesures Canada?

- Mon surveillant/gestionnaire agit conformément aux valeurs de l'organisme/du secteur.
- Mes collègues agissent conformément aux valeurs de l'organisme/du secteur.
- Je me sens valorisé(e) en tant qu'employé(e) de Mesures Canada.
- On m'encourage à innover dans mon travail.
- On m'encourage à suggérer des améliorations.
- On reconnaît un travail bien fait.
- Mon surveillant/gestionnaire accepte la responsabilité de ses actions.
- Ne sait pas / Pas d'opinion

À votre point de vue, que peut faire Mesures Canada pour améliorer la situation face à cet objectif?

Page précédente

Page suivante

Questionnaire géré par le système CallWeb du Réseau Circum inc.



Pour de l'aide,
écrivez à mc@circum.com

English

Section 6

La sixième section traite des PRATIQUES DE GESTION DES RESSOURCES HUMAINES.

	Totalement en désaccord --	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
Le Programme de reconnaissance et de récompense de l'organisme est administré équitablement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Je suis satisfait des programmes de l'organisme en matière de santé et de sécurité au travail.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Je reçois la formation nécessaire pour effectuer mon travail efficacement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totalement en désaccord --	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
Je reçois la formation nécessaire pour effectuer mon travail de manière sécuritaire.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Je suis satisfait(e) des possibilités de perfectionnement professionnel qui me sont disponibles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Je suis satisfait(e) du processus de dotation des postes de l'organisation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Totalement en désaccord --	Généralement en désaccord —	Généralement d'accord +	Totalement d'accord ++	Ne sait pas / Ne s'applique pas
Je crois qu'au sein de l'organisme les promotions sont accordées selon le	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

mérite.

On me traite équitablement lorsque je demande des affectations qui pourraient aider à faire avancer ma carrière.

L'organisme encourage la représentation des groupes cibles de l'équité en matière d'emploi (les femmes, les minorités visibles, les autochtones et les personnes handicapées).

D'après vous, lequel des objectifs de cette section devrait être LA priorité d'amélioration à Mesures Canada?

- Le Programme de reconnaissance et de récompense de l'organisme est administré équitablement.
- Je suis satisfait des programmes de l'organisme en matière de santé et de sécurité au travail.
- Je reçois la formation nécessaire pour effectuer mon travail efficacement.
- Je reçois la formation nécessaire pour effectuer mon travail de manière sécuritaire.
- Je suis satisfait(e) des possibilités de perfectionnement professionnel qui me sont disponibles.
- Je suis satisfait(e) du processus de dotation des postes de l'organisation.
- Je crois qu'au sein de l'organisme les promotions sont accordées selon le mérite.
- On me traite équitablement lorsque je demande des affectations qui pourraient aider à faire avancer ma carrière.
- L'organisme encourage la représentation des groupes cibles de l'équité en matière d'emploi (les femmes, les minorités visibles, les autochtones et les personnes handicapées).
- Ne sait pas / Pas d'opinion

À votre point de vue, que peut faire Mesures Canada pour améliorer la situation face à cet objectif?

Page précédente

Page suivante

Questionnaire géré par le système CallWeb du Réseau Circum inc.



Pour de l'aide,
écrivez à mc@circum.com

English

Section 7

La septième section recueille deux informations pour des fins statistiques et vous permet de laisser des commentaires additionnels. Rappelez-vous que vos réponses demeureront strictement confidentielles, qu'elles ne seront traitées que par la firme engagée pour ce sondage et que seules des données portant sur des groupes d'au moins cinq personnes seront présentées dans le rapport final.

Quel est votre lieu de travail?

(Les employés en régions se rapportant à l'administration centrale devraient choisir l'administration centrale comme lieu de travail. Si vous êtes en affectation intérimaire pour une période de plus de six mois, veuillez indiquer le lieu de travail de votre affectation. Si, par contre, vous êtes en affectation intérimaire pour moins de six mois, indiquez le lieu de travail de votre poste d'attache.)

- Atlantique
- Québec
- Ontario
- Prairies
- Pacifique
- Administration centrale – Laboratoire
- Administration centrale – Autre

À quel est groupe professionnel appartenez-vous?

- Direction
- Technique/Exploitation/Professionnel (TI, MDO, CS, ENG)
- Administration (DACON, CR, SCY, AS, PG)

Si vous désirez faire part d'autres commentaires relatifs aux domaines où des améliorations sont requises, veuillez utiliser l'espace suivant à cet effet. C'est une bonne occasion d'expliquer à la direction comment le climat de travail peut être amélioré au sein de l'organisme.

(À des fins de confidentialité, veuillez vous assurer de ne pas vous identifier et de ne pas identifier quelqu'un d'autre de quelque façon que ce soit. Vos commentaires seront intégrés au rapport final textuellement et dans la langue officielle dans laquelle vous les aurez faits.)



Merci de votre participation. Nous apprécions grandement votre rétroaction.

Veillez cliquer une dernière fois sur le bouton « Page suivante » pour enregistrer vos réponses.

Page précédente

Page suivante

Questionnaire géré par le système **CallWeb** du *Réseau Circum inc.*

**MEASUREMENT CANADA
EMPLOYEE SURVEY 2002**

Thank you very much for your collaboration.

Your answers have been faithfully recorded.

**MESURES CANADA
SONDAGE DES EMPLOYÉS 2002**

Merci de votre collaboration.

Vos réponses ont été fidèlement enregistrées.

APPENDIX B

Detailed tables

The first section deals with JOB SATISFACTION issues. Please indicate how much you disagree or agree with each statement.

	--WORK LOCATION--							--OCCUPATIONAL GROUP--			--SURVEY--		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S1A clear understanding of role and resp. weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	86%	77%	81%	84%	89%	95%	78%	96%	100%	82%	100%	86%	86%
Totally disagree	4%	11%	3%	8%	0%	0%	0%	0%	0%	5%	0%	4%	2%
Mostly disagree	10%	6%	16%	8%	11%	5%	22%	2%	0%	13%	0%	10%	10%
Mostly agree	49%	60%	30%	56%	57%	38%	45%	52%	37%	49%	57%	54%	33%
Totally agree	37%	17%	51%	27%	32%	57%	33%	43%	63%	33%	43%	32%	53%
DK/NA	1%	6%	0%	0%	0%	0%	0%	2%	0%	1%	0%	0%	1%
mean for these data:	7.4	6.3	7.7	6.8	7.4	8.4	7.0	8.1	8.8	7.0	8.1	7.2	8.0
sig. test for means:				*		*		**	**	***	**	*	*

The first section deals with JOB SATISFACTION issues. Please indicate how much you disagree or agree with each statement.

	-----WORK LOCATION-----								-----OCCUPATIONAL GROUP-----			-----SURVEY-----	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S1B No excessive hours to get the job done	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	79%	54%	88%	81%	87%	86%	67%	72%	73%	79%	83%	79%	81%
Totally disagree	6%	11%	3%	11%	0%	5%	0%	9%	22%	5%	6%	6%	6%
Mostly disagree	14%	34%	8%	8%	13%	9%	28%	15%	6%	15%	12%	14%	11%
Mostly agree	50%	43%	55%	48%	58%	57%	49%	44%	61%	53%	34%	51%	48%
Totally agree	29%	11%	33%	33%	28%	29%	18%	29%	12%	26%	49%	27%	33%
DK/NA	1%	0%	0%	0%	0%	0%	4%	4%	0%	1%	0%	1%	1%
mean for these data:	6.8	5.1	7.3	6.8	7.2	7.0	6.3	6.6	5.4	6.8	7.6	6.7	7.0
sig. test for means:		*											

The first section deals with JOB SATISFACTION issues. Please indicate how much you disagree or agree with each statement.

	--WORK LOCATION--							--OCCUPATIONAL GROUP--			--SURVEY--		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S1C No unrealistic demands being made on me	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	82%	77%	89%	79%	87%	91%	55%	88%	86%	79%	97%	80%	89%
Totally disagree	4%	0%	0%	10%	0%	0%	9%	2%	0%	4%	3%	5%	0%
Mostly disagree	13%	23%	11%	9%	13%	9%	36%	6%	14%	15%	0%	13%	10%
Mostly agree	56%	71%	51%	51%	64%	67%	46%	59%	79%	54%	58%	57%	55%
Totally agree	26%	6%	39%	28%	23%	24%	9%	28%	6%	25%	39%	23%	34%
DK/NA	1%	0%	0%	2%	0%	0%	0%	4%	0%	2%	0%	1%	1%
mean for these data:	6.9	6.1	7.6	6.6	7.0	7.2	5.2	7.3	6.4	6.7	7.8	6.7	7.5
sig. test for means:			*				**				*	*	*

The first section deals with JOB SATISFACTION issues. Please indicate how much you disagree or agree with each statement.

	--WORK LOCATION--								--OCCUPATIONAL GROUP--			--SURVEY--	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S1E Balance my personal, family and work resp. weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	91%	100%	83%	93%	97%	86%	82%	94%	85%	91%	95%	93%	84%
Totally disagree	2%	0%	3%	3%	0%	0%	4%	2%	0%	3%	0%	2%	4%
Mostly disagree	7%	0%	14%	4%	3%	14%	13%	2%	15%	6%	5%	5%	11%
Mostly agree	46%	71%	37%	44%	58%	43%	69%	33%	48%	46%	46%	48%	42%
Totally agree	45%	29%	46%	49%	39%	43%	13%	60%	37%	44%	48%	45%	42%
DK/NA	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	1%
mean for these data:	7.8	7.7	7.6	8.0	7.9	7.7	6.4	8.5	7.4	7.8	8.1	7.9	7.5
sig. test for means:							**	*					

The first section deals with JOB SATISFACTION issues. Please indicate how much you disagree or agree with each statement.

	WORK LOCATION								OCCUPATIONAL GROUP			SURVEY LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S1F Good team spirit in my immediate work unit													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	69%	83%	68%	57%	87%	86%	32%	81%	94%	64%	80%	68%	71%
Totally disagree	10%	6%	5%	13%	0%	0%	36%	11%	0%	12%	6%	11%	6%
				+	---					++		+	-
Mostly disagree	20%	11%	27%	28%	13%	14%	33%	6%	6%	24%	11%	20%	22%
			+	++	-			---		+++	--		
Mostly agree	50%	65%	45%	50%	60%	49%	27%	54%	71%	50%	44%	51%	48%
				+									
Totally agree	19%	18%	23%	7%	26%	37%	4%	27%	24%	14%	36%	17%	23%
				---	+			++		---	+++		
DK/NA	1%	0%	0%	2%	0%	0%	0%	2%	0%	0%	3%	1%	1%
										-	++		
mean for these data:	6.0	6.5	6.2	5.0	7.1	7.4	3.3	6.7	7.3	5.6	7.2	5.9	6.3
sig. test for means:				**	**	**	***		**	***	**		

The first section deals with JOB SATISFACTION issues. Please indicate how much you disagree or agree with each statement.

	-----WORK LOCATION-----								-----OCCUPATIONAL GROUP-----			-----SURVEY-----	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S1G In general, I am satisfied with my job	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	83%	94%	81%	80%	95%	95%	60%	81%	95%	79%	95%	83%	83%
Totally disagree	4%	0%	3%	8%	0%	0%	13%	0%	0%	5%	0%	4%	2%
Mostly disagree	13%	6%	16%	12%	5%	5%	27%	17%	5%	15%	5%	13%	13%
Mostly agree	62%	94%	50%	64%	75%	77%	51%	46%	82%	59%	64%	64%	54%
Totally agree	21%	0%	31%	17%	19%	18%	9%	35%	13%	20%	31%	19%	30%
DK/NA	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	1%
mean for these data:	6.7	6.5	7.0	6.3	7.2	7.1	5.2	7.3	6.9	6.5	7.6	6.6	7.1
sig. test for means:							*			**	**		

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

	--WORK LOCATION--							--OCCUPATIONAL GROUP--			--SURVEY--		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S1Y JOB SATISFACTION													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
Good team spirit in my...	29%	17%	33%	36%	22%	19%	49%	17%	7%	31%	28%	28%	30%
Clear understanding of role...	28%	53%	33%	35%	30%	9%	18%	16%	18%	33%	14%	29%	26%
Don't know / No opinion	13%	6%	6%	11%	20%	23%	9%	20%	14%	9%	33%	15%	7%
Satisfied with my job	10%	6%	5%	5%	12%	21%	9%	17%	28%	10%	0%	11%	6%
Balance my personal, family...	8%	6%	12%	7%	3%	14%	4%	13%	8%	8%	10%	7%	12%
No excessive number of hours	7%	6%	9%	3%	8%	5%	6%	13%	13%	6%	9%	5%	15%
No unrealistic demands	3%	0%	0%	4%	3%	9%	4%	5%	13%	3%	0%	4%	2%

The second section deals with WORK ENVIRONMENT issues.

	WORK LOCATION							OCCUPATIONAL GROUP			SURVEY LANGUAGE		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S2A Safe work practices, an integral part...													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	95%	100%	100%	97%	97%	95%	91%	85%	95%	95%	98%	94%	97%
Totally disagree	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Mostly disagree	2%	0%	0%	0%	3%	5%	9%	2%	0%	2%	2%	2%	0%
Mostly agree	45%	54%	28%	53%	41%	43%	63%	43%	31%	44%	58%	47%	38%
Totally agree	50%	46%	72%	44%	56%	52%	28%	42%	63%	51%	39%	47%	60%
DK/NA	3%	0%	0%	3%	0%	0%	0%	13%	5%	4%	0%	3%	3%
mean for these data:	8.3	8.2	9.1	8.2	8.5	8.2	7.3	8.2	8.9	8.4	7.9	8.2	8.7
sig. test for means:			**				*						

The second section deals with WORK ENVIRONMENT issues.

	WORK LOCATION								OCCUPATIONAL GROUP			SURVEY LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S2B Right equipment to do my job safely	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	93%	100%	100%	88%	100%	100%	78%	87%	95%	92%	98%	92%	96%
Totally disagree	0%	0%	0%	2%	0%	0%	0%	0%	0%	1%	0%	1%	0%
Mostly disagree	4%	0%	0%	7%	0%	0%	22%	4%	0%	5%	2%	5%	1%
Mostly agree	38%	48%	22%	48%	38%	47%	54%	26%	25%	40%	35%	42%	27%
Totally agree	54%	52%	78%	41%	62%	53%	24%	61%	70%	51%	63%	50%	69%
DK/NA	2%	0%	0%	3%	0%	0%	0%	9%	5%	3%	0%	2%	3%
mean for these data:	8.4	8.4	9.3	7.7	8.8	8.4	6.7	8.7	9.1	8.2	8.7	8.2	9.0
sig. test for means:			***	*			**			*		**	**

The second section deals with WORK ENVIRONMENT issues.

	--WORK LOCATION--							--OCCUPATIONAL GROUP--			--SURVEY--		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S2C Right equipment to do my job effectively													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	91%	89%	92%	92%	95%	95%	69%	98%	100%	89%	100%	92%	91%
Totally disagree	1%	0%	0%	2%	0%	0%	4%	0%	0%	1%	0%	1%	0%
Mostly disagree	7%	6%	8%	7%	5%	5%	27%	0%	0%	9%	0%	7%	8%
Mostly agree	55%	71%	39%	66%	63%	47%	50%	47%	62%	56%	49%	59%	43%
Totally agree	36%	18%	53%	25%	32%	48%	18%	51%	38%	33%	51%	33%	47%
DK/NA	1%	6%	0%	0%	0%	0%	0%	2%	0%	1%	0%	0%	1%
mean for these data:	7.6	7.1	8.2	7.2	7.6	8.1	6.1	8.4	7.9	7.4	8.4	7.5	8.0
sig. test for means:							**	**		**	**		

The second section deals with WORK ENVIRONMENT issues.

	--WORK LOCATION--								--OCCUPATIONAL GROUP--			--SURVEY--	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S2D My office work environment is adequate	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	86%	88%	91%	90%	84%	90%	76%	76%	82%	87%	82%	86%	85%
Totally disagree	2%	0%	3%	2%	3%	0%	4%	4%	0%	3%	2%	2%	4%
Mostly disagree	12%	12%	6%	8%	13%	10%	19%	17%	18%	10%	15%	12%	10%
Mostly agree	49%	47%	43%	51%	47%	66%	54%	45%	25%	52%	46%	50%	47%
Totally agree	37%	41%	48%	39%	37%	23%	22%	31%	57%	35%	36%	36%	38%
DK/NA	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	1%
mean for these data:	7.4	7.6	7.9	7.6	7.3	7.1	6.5	6.9	8.0	7.3	7.2	7.3	7.4
sig. test for means:													

The second section deals with WORK ENVIRONMENT issues.

	---WORK LOCATION---								---OCCUPATIONAL GROUP---			---SURVEY--- LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S2E My workplace is free from discrimination													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	83%	100%	78%	82%	84%	100%	60%	87%	92%	80%	92%	84%	79%
Totally disagree	6%	0%	3%	10%	3%	0%	18%	4%	0%	8%	0%	7%	4%
Mostly disagree	9%	0%	17%	5%	11%	0%	22%	7%	8%	9%	8%	7%	16%
Mostly agree	44%	35%	55%	38%	44%	30%	45%	53%	29%	42%	64%	40%	57%
Totally agree	39%	65%	23%	44%	39%	70%	15%	35%	63%	38%	27%	44%	22%
DK/NA	2%	0%	3%	3%	3%	0%	0%	2%	0%	3%	0%	2%	1%
mean for these data:	7.3	8.8	6.7	7.3	7.5	9.0	5.2	7.4	8.5	7.1	7.3	7.5	6.6
sig. test for means:		***				***	**		*			*	*

The second section deals with WORK ENVIRONMENT issues.

	WORK LOCATION							OCCUPATIONAL GROUP			SURVEY LANGUAGE		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S2F My workplace is free from harassment	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	84%	100%	83%	80%	92%	100%	46%	91%	92%	81%	94%	86%	81%
Totally disagree	4%	0%	3%	5%	0%	0%	18%	4%	8%	5%	0%	4%	4%
Mostly disagree	8%	0%	8%	8%	5%	0%	36%	2%	0%	9%	6%	7%	10%
Mostly agree	43%	24%	53%	41%	54%	30%	31%	45%	32%	42%	55%	42%	48%
Totally agree	41%	76%	30%	39%	38%	70%	15%	47%	60%	39%	40%	44%	32%
DK/NA	4%	0%	5%	7%	3%	0%	0%	2%	0%	5%	0%	3%	6%
mean for these data:	7.5	9.2	7.2	7.4	7.8	9.0	4.8	7.9	8.2	7.4	7.8	7.6	7.2
sig. test for means:		***				***	***						

The second section deals with WORK ENVIRONMENT issues.

	--WORK LOCATION--								--OCCUPATIONAL GROUP--			--SURVEY--	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S2G Can use my preferred official language	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	88%	94%	80%	92%	88%	95%	89%	85%	73%	89%	92%	93%	71%
Totally disagree	2%	0%	0%	2%	0%	0%	6%	4%	6%	2%	0%	1%	3%
Mostly disagree	7%	6%	18%	7%	0%	0%	5%	6%	15%	7%	2%	2%	22%
Mostly agree	28%	42%	33%	22%	11%	9%	54%	39%	18%	28%	33%	25%	37%
Totally agree	60%	52%	47%	70%	77%	86%	36%	46%	55%	61%	59%	68%	35%
DK/NA	3%	0%	3%	0%	12%	5%	0%	4%	6%	3%	5%	3%	4%
mean for these data:	8.4	8.2	7.7	8.7	9.6	9.7	7.3	7.8	7.7	8.4	8.7	8.9	6.9
sig. test for means:					***	***						***	***

The second section deals with WORK ENVIRONMENT issues.

	WORK LOCATION							OCCUPATIONAL GROUP			SURVEY LANGUAGE		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S2H Satisfied with the working environment	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	89%	100%	95%	85%	95%	100%	64%	87%	100%	87%	95%	88%	91%
Totally disagree	3%	0%	3%	5%	0%	0%	9%	2%	0%	4%	0%	3%	2%
Mostly disagree	8%	0%	3%	10%	5%	0%	27%	9%	0%	9%	5%	9%	5%
Mostly agree	56%	71%	53%	56%	63%	44%	64%	47%	69%	56%	51%	56%	58%
Totally agree	33%	29%	41%	29%	31%	56%	0%	40%	31%	31%	44%	33%	34%
DK/NA	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	1%
mean for these data:	7.3	7.6	7.8	7.0	7.6	8.5	5.2	7.6	7.7	7.1	8.0	7.3	7.5
sig. test for means:						**	***			*	*		

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

	WORK LOCATION								OCCUPATIONAL GROUP			SURVEY LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S2Y WORK ENVIRONMENT													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
Don't know / No opinion	239	18	36	59	36	21	22	47	16	185	36	188	51
	22%	6%	22%	22%	29%	34%	10%	25%	40%	20%	25%	24%	18%
Satisfied with the env...	16%	25%	8%	22%	8%	9%	13%	23%	13%	17%	16%	18%	10%
Right equipment, efficiency...	16%	46%	0%	17%	19%	18%	36%	6%	0%	19%	8%	20%	3%
Office work environment	13%	11%	11%	10%	11%	25%	0%	26%	5%	11%	29%	13%	16%
Free from discrimination	13%	6%	28%	8%	13%	0%	18%	9%	13%	14%	8%	9%	25%
Safe work practices...	7%	6%	3%	11%	11%	5%	9%	2%	14%	8%	0%	8%	2%
Preferred official language	6%	0%	23%	2%	3%	5%	0%	2%	8%	6%	3%	1%	21%
Free from harassment	6%	0%	5%	7%	6%	0%	13%	4%	0%	5%	9%	6%	6%
Right equipment, safety...	1%	0%	0%	2%	0%	5%	0%	2%	7%	1%	0%	2%	0%

The third section deals with COMMUNICATIONS issues.

	---WORK LOCATION---							---OCCUPATIONAL GROUP---			---SURVEY---		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S3A Manager keeps me informed... weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	70%	94%	63%	56%	84%	94%	33%	88%	66%	65%	97%	71%	68%
Totally disagree	7%	0%	6%	13%	0%	0%	22%	4%	8%	9%	0%	8%	6%
Mostly disagree	21%	6%	30%	29%	13%	6%	40%	6%	27%	24%	0%	20%	25%
Mostly agree	44%	77%	35%	41%	44%	53%	24%	52%	47%	43%	49%	44%	44%
Totally agree	26%	17%	28%	15%	40%	42%	9%	35%	18%	23%	48%	27%	24%
DK/NA	2%	0%	0%	2%	3%	0%	4%	2%	0%	1%	3%	2%	1%
mean for these data:	6.4	7.1	6.2	5.3	7.6	7.9	4.0	7.4	5.9	6.0	8.3	6.4	6.2
sig. test for means:				**	**	**	**	**		***	***		

The third section deals with COMMUNICATIONS issues.

	--WORK LOCATION--							--OCCUPATIONAL GROUP--			--SURVEY--		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S3C Provided with the info... effectively	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	77%	100%	77%	69%	81%	85%	51%	87%	60%	76%	92%	77%	78%
Totally disagree	4%	0%	3%	5%	0%	5%	18%	2%	0%	5%	0%	5%	2%
Mostly disagree	18%	0%	20%	24%	19%	10%	31%	7%	34%	19%	5%	17%	19%
Mostly agree	62%	100%	57%	63%	61%	56%	37%	64%	37%	63%	67%	63%	57%
Totally agree	15%	0%	19%	7%	21%	29%	14%	22%	23%	13%	25%	14%	20%
DK/NA	1%	0%	0%	2%	0%	0%	0%	5%	5%	0%	3%	1%	1%
mean for these data:	6.3	6.7	6.5	5.8	6.7	7.0	4.9	7.1	6.3	6.1	7.4	6.3	6.6
sig. test for means:		*		*			*	*		*	***		

The third section deals with COMMUNICATIONS issues.

	--WORK LOCATION--								--OCCUPATIONAL GROUP--			--SURVEY--	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S3D Good communication within my work unit	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	69%	94%	64%	51%	89%	100%	42%	78%	80%	65%	85%	70%	68%
Totally disagree	8%	0%	5%	13%	0%	0%	27%	4%	0%	10%	0%	9%	4%
Mostly disagree	22%	6%	30%	32%	11%	0%	31%	16%	20%	24%	11%	20%	26%
Mostly agree	53%	83%	47%	42%	66%	77%	33%	57%	67%	52%	54%	53%	52%
Totally agree	16%	11%	17%	10%	24%	23%	9%	22%	13%	13%	32%	16%	16%
DK/NA	1%	0%	0%	3%	0%	0%	0%	2%	0%	1%	3%	1%	1%
mean for these data:	6.0	6.9	5.9	5.0	7.1	7.5	4.1	6.6	6.4	5.7	7.4	6.0	6.0
sig. test for means:		*		**	***	***	*			***	***		

The third section deals with COMMUNICATIONS issues.

	--WORK LOCATION--								--OCCUPATIONAL GROUP--			--SURVEY--	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S3E Good comm. b/w headquarters & the regions weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	52%	54%	53%	29%	70%	53%	51%	74%	61%	45%	82%	50%	60%
Totally disagree	11%	0%	19%	19%	5%	9%	4%	4%	7%	14%	0%	10%	14%
Mostly disagree	25%	34%	25%	39%	16%	24%	18%	11%	27%	28%	9%	26%	24%
Mostly agree	45%	48%	39%	27%	62%	53%	40%	65%	49%	42%	61%	44%	48%
Totally agree	7%	6%	14%	2%	9%	0%	11%	9%	12%	4%	21%	6%	12%
DK/NA	11%	11%	3%	13%	8%	14%	27%	11%	5%	12%	9%	14%	1%
mean for these data:	5.2	5.6	5.0	3.8	6.0	5.0	5.9	6.3	5.6	4.7	7.1	5.1	5.3
sig. test for means:				***	*			***		***	***		

The third section deals with COMMUNICATIONS issues.

	--WORK LOCATION--							--OCCUPATIONAL GROUP--			--SURVEY--		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S3F Sufficient effort to get employee ideas													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	62%	66%	67%	48%	84%	76%	28%	68%	73%	56%	83%	62%	62%
Totally disagree	11%	6%	3%	20%	3%	9%	31%	2%	7%	12%	3%	13%	4%
Mostly disagree	25%	23%	30%	30%	11%	15%	40%	23%	20%	30%	6%	23%	31%
Mostly agree	50%	48%	56%	44%	75%	57%	18%	42%	62%	48%	53%	51%	47%
Totally agree	12%	18%	11%	3%	8%	19%	11%	26%	11%	8%	30%	11%	15%
DK/NA	2%	6%	0%	2%	3%	0%	0%	7%	0%	1%	8%	2%	3%
mean for these data:	5.5	6.1	5.9	4.4	6.4	6.2	3.6	6.6	5.9	5.1	7.3	5.4	5.9
sig. test for means:				***	**		**	**		***	***		

The third section deals with COMMUNICATIONS issues.

	--WORK LOCATION--							--OCCUPATIONAL GROUP--			--SURVEY--		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S3G Encouraged to express my views openly	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	78%	100%	77%	72%	89%	94%	33%	84%	74%	75%	92%	78%	76%
Totally disagree	6%	0%	8%	7%	0%	6%	22%	2%	5%	7%	0%	6%	6%
Mostly disagree	15%	0%	15%	20%	11%	0%	45%	11%	21%	17%	5%	15%	17%
Mostly agree	51%	54%	52%	57%	58%	47%	24%	47%	51%	50%	53%	51%	51%
Totally agree	27%	46%	25%	15%	31%	47%	9%	37%	24%	25%	39%	28%	24%
DK/NA	1%	0%	0%	2%	0%	0%	0%	2%	0%	0%	3%	1%	1%
mean for these data:	6.7	8.2	6.5	6.1	7.4	7.8	4.0	7.4	6.4	6.5	7.9	6.7	6.5
sig. test for means:		**		*	*	*	***	*		*	***		

The third section deals with COMMUNICATIONS issues.

	--WORK LOCATION--							--OCCUPATIONAL GROUP--			--SURVEY--		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S3H Can bring complaints to my manager...	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	80%	100%	74%	77%	92%	94%	37%	87%	80%	77%	92%	81%	76%
Totally disagree	6%	0%	5%	12%	0%	0%	18%	4%	0%	8%	0%	7%	4%
Mostly disagree	11%	0%	15%	10%	8%	6%	36%	7%	20%	11%	5%	9%	17%
Mostly agree	46%	59%	43%	54%	52%	42%	24%	39%	42%	49%	38%	46%	48%
Totally agree	34%	41%	31%	23%	39%	52%	14%	48%	38%	29%	54%	35%	28%
DK/NA	3%	0%	5%	2%	0%	0%	9%	2%	0%	3%	3%	2%	4%
mean for these data:	7.0	8.0	6.9	6.3	7.7	8.2	4.6	7.8	7.3	6.7	8.4	7.1	6.8
sig. test for means:		*		*	*	*	**	*		**	***		

The third section deals with COMMUNICATIONS issues.

	-----WORK LOCATION-----								OCCUPATIONAL GROUP			-----SURVEY----- LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S3I Receive periodic feedback on performance													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	68%	89%	61%	51%	89%	94%	42%	81%	66%	63%	94%	70%	64%
Totally disagree				---	+++			+++		---	+++		
	6%	0%	5%	15%	0%	0%	0%	4%	0%	8%	0%	6%	6%
Mostly disagree				+++	--					+++	--		
	24%	6%	33%	33%	11%	6%	58%	13%	34%	28%	2%	23%	29%
Mostly agree				+	++			---		+++	---		
	50%	64%	47%	44%	56%	71%	37%	52%	43%	49%	61%	50%	51%
Totally agree				-							+		
	18%	25%	14%	7%	33%	23%	4%	29%	23%	14%	33%	20%	14%
DK/NA				---	+++			+++		---	+++		
	1%	6%	0%	2%	0%	0%	0%	2%	0%	1%	3%	1%	1%
mean for these data:													
sig. test for means:	6.1	7.4	5.7	4.8	7.4	7.3	4.9	7.0	6.3	5.7	7.8	6.2	5.8
		**		***	***	**	**	*		***	***		

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

	WORK LOCATION							OCCUPATIONAL GROUP			SURVEY LANGUAGE		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S3Y COMMUNICATIONS													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
Good comm b/w HQ & the regions	239	18	36	59	36	21	22	47	16	185	36	188	51
	21%	29%	22%	19%	30%	42%	0%	15%	18%	25%	6%	22%	20%
Don't know / No opinion	19%	23%	11%	15%	18%	30%	11%	33%	29%	12%	47%	20%	16%
Effort to get employee ideas	14%	19%	14%	12%	11%	14%	22%	15%	6%	15%	15%	14%	15%
Manager keeps me informed...	11%	18%	16%	12%	8%	5%	9%	8%	7%	13%	5%	11%	12%
Provided with the info...	10%	0%	8%	12%	16%	5%	18%	5%	13%	11%	5%	11%	8%
Good comm. within my work unit	9%	11%	8%	14%	0%	0%	13%	11%	7%	9%	12%	10%	6%
Per. feedback on performance	7%	0%	3%	8%	8%	5%	13%	6%	0%	8%	2%	7%	6%
Bring complaints to my manager	5%	0%	12%	5%	0%	0%	9%	4%	8%	5%	2%	3%	10%
Encouraged to express my view	4%	0%	6%	3%	9%	0%	0%	2%	14%	2%	6%	3%	7%

The fourth section deals with LEADERSHIP issues.

	-WORK LOCATION-								-OCCUPATIONAL GROUP-			-SURVEY-	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4A Clear understanding of where weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	42%	42%	28%	21%	67%	39%	37%	72%	61%	36%	62%	42%	41%
Totally disagree	26%	6%	33%	46%	13%	27%	31%	4%	14%	31%	10%	27%	23%
Mostly disagree	28%	52%	36%	29%	19%	34%	27%	15%	25%	31%	17%	27%	33%
Mostly agree	34%	36%	23%	16%	59%	30%	33%	55%	61%	27%	55%	33%	36%
Totally agree	8%	6%	5%	5%	8%	9%	4%	17%	0%	9%	7%	9%	6%
DK/NA	4%	0%	3%	5%	0%	0%	4%	9%	0%	3%	12%	4%	3%
mean for these data:	4.1	4.7	3.4	2.6	5.4	4.0	3.7	6.4	4.9	3.8	5.6	4.1	4.2
sig. test for means:				***	**			***		**	**		

The fourth section deals with LEADERSHIP issues.

	-WORK LOCATION-							-OCCUPATIONAL GROUP-			-SURVEY-		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4B Support MC's mission, vision, values... weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	77%	77%	78%	70%	76%	76%	78%	85%	95%	71%	94%	75%	81%
Totally disagree	4%	0%	5%	8%	5%	0%	4%	0%	0%	6%	0%	5%	4%
Mostly disagree	15%	17%	16%	17%	19%	24%	9%	8%	5%	19%	3%	16%	13%
Mostly agree	50%	66%	56%	48%	44%	57%	45%	47%	47%	48%	64%	49%	56%
Totally agree	26%	11%	23%	22%	32%	19%	33%	38%	48%	23%	30%	27%	25%
DK/NA	4%	6%	0%	5%	0%	0%	9%	6%	0%	4%	3%	4%	1%
mean for these data:	6.7	6.5	6.5	6.3	6.8	6.5	7.2	7.7	8.1	6.4	7.6	6.7	6.8
sig. test for means:								**	*	***	**		

The fourth section deals with LEADERSHIP issues.

	-WORK LOCATION-								-OCCUPATIONAL GROUP-			-SURVEY- LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4C MCs direction will... fulfill mandate	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	47%	48%	48%	36%	54%	48%	37%	64%	73%	40%	69%	46%	53%
Totally disagree	12%	6%	22%	16%	8%	14%	4%	4%	0%	16%	0%	10%	20%
Mostly disagree	24%	23%	22%	31%	27%	29%	27%	10%	27%	28%	3%	26%	20%
Mostly agree	37%	41%	37%	33%	36%	43%	32%	41%	39%	33%	53%	35%	41%
Totally agree	11%	7%	11%	3%	18%	5%	6%	23%	35%	7%	17%	10%	12%
DK/NA	16%	23%	8%	17%	11%	10%	31%	22%	0%	16%	27%	19%	7%
mean for these data:	5.2	5.5	4.7	4.3	5.7	4.8	5.2	6.8	6.9	4.6	7.3	5.2	5.0
sig. test for means:				**				***	*	***	***		

The fourth section deals with LEADERSHIP issues.

	-WORK LOCATION-								-OCCUPATIONAL GROUP-			-SURVEY- LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4D Promote MC's strategic direction to others	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	64%	59%	65%	51%	81%	77%	55%	68%	100%	62%	52%	62%	67%
Totally disagree	5%	6%	6%	10%	5%	5%	0%	0%	0%	6%	3%	5%	6%
Mostly disagree	17%	23%	22%	23%	14%	9%	9%	6%	0%	19%	11%	17%	16%
Mostly agree	49%	48%	56%	43%	58%	62%	46%	40%	77%	48%	41%	46%	60%
Totally agree	15%	11%	8%	8%	23%	15%	9%	28%	23%	14%	11%	17%	8%
DK/NA	15%	12%	8%	16%	0%	10%	36%	26%	0%	12%	33%	16%	11%
mean for these data:	6.2	5.8	5.8	5.3	6.6	6.6	6.7	7.7	7.5	6.0	6.3	6.3	5.9
sig. test for means:				**				***	**	*			

The fourth section deals with LEADERSHIP issues.

	-WORK LOCATION-								-OCCUPATIONAL GROUP-			-SURVEY-	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4E Manager strives to maintain good relations	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	82%	100%	83%	77%	100%	94%	37%	85%	80%	79%	100%	83%	81%
Totally disagree	6%	0%	6%	8%	0%	0%	27%	2%	8%	7%	0%	6%	5%
Mostly disagree	11%	0%	11%	15%	0%	6%	36%	6%	12%	13%	0%	10%	12%
Mostly agree	42%	41%	44%	53%	44%	27%	18%	35%	29%	41%	51%	42%	42%
Totally agree	41%	59%	39%	23%	56%	67%	20%	51%	51%	38%	49%	41%	39%
DK/NA	1%	0%	0%	0%	0%	0%	0%	6%	0%	1%	0%	0%	3%
mean for these data:	7.3	8.6	7.2	6.4	8.6	8.7	4.3	8.1	7.5	7.1	8.3	7.3	7.3
sig. test for means:		**		**	***	**	***	*		*	***		

The fourth section deals with LEADERSHIP issues.

	-WORK LOCATION-								-OCCUPATIONAL GROUP-			-SURVEY-	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4F Manager sets an example... excellence	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	72%	71%	69%	65%	92%	94%	28%	83%	73%	68%	91%	73%	69%
Totally disagree	9%	0%	14%	10%	0%	0%	27%	8%	8%	11%	0%	8%	12%
Mostly disagree	15%	17%	14%	22%	5%	6%	45%	2%	20%	17%	6%	15%	14%
Mostly agree	44%	47%	49%	48%	50%	46%	19%	34%	33%	46%	39%	42%	48%
Totally agree	29%	24%	20%	17%	42%	48%	9%	49%	39%	23%	52%	31%	21%
DK/NA	4%	11%	3%	3%	3%	0%	0%	6%	0%	4%	3%	3%	5%
mean for these data:	6.5	7.0	5.9	5.8	7.9	8.1	3.7	7.8	6.8	6.1	8.3	6.7	6.1
sig. test for means:				*	***	**	***	**		***	***		

The fourth section deals with LEADERSHIP issues.

	-WORK LOCATION-								-OCCUPATIONAL GROUP-			-SURVEY- LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4G Manager follows through on what (s)he says													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	80%	94%	85%	68%	97%	100%	46%	83%	78%	77%	98%	80%	82%
Totally disagree	4%	0%	3%	5%	0%	0%	18%	4%	8%	5%	0%	5%	3%
Mostly disagree	13%	6%	12%	22%	0%	0%	31%	9%	15%	14%	2%	12%	13%
Mostly agree	52%	70%	60%	48%	63%	52%	37%	42%	44%	52%	60%	51%	57%
Totally agree	28%	24%	25%	20%	34%	48%	9%	42%	34%	25%	38%	29%	25%
DK/NA	3%	0%	0%	5%	3%	0%	4%	4%	0%	4%	0%	3%	1%
mean for these data:	6.9	7.3	6.9	6.3	7.9	8.3	4.7	7.5	6.8	6.7	7.9	6.9	6.9
sig. test for means:				*	**	**	**			*	**		

The fourth section deals with LEADERSHIP issues.

	-WORK LOCATION-								-OCCUPATIONAL GROUP-			-SURVEY-	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4H Manager sets clear objectives for my unit	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	66%	77%	66%	47%	89%	100%	33%	77%	78%	60%	91%	67%	66%
Totally disagree	7%	0%	5%	12%	0%	0%	27%	4%	0%	9%	0%	8%	6%
Mostly disagree	24%	23%	29%	38%	11%	0%	36%	10%	22%	28%	3%	23%	25%
Mostly agree	50%	60%	52%	36%	66%	72%	19%	55%	60%	46%	63%	49%	51%
Totally agree	17%	17%	14%	10%	23%	28%	14%	22%	18%	14%	28%	18%	15%
DK/NA	3%	0%	0%	3%	0%	0%	4%	9%	0%	2%	6%	3%	3%
mean for these data:	6.0	6.5	5.8	4.9	7.1	7.6	4.0	6.8	6.5	5.6	7.6	6.0	5.9
sig. test for means:				***	***	***	*	*		***	***		

The fourth section deals with LEADERSHIP issues.

	-WORK LOCATION-								-OCCUPATIONAL GROUP-			-SURVEY-	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4I Manager deals w/ problem empl. effectively	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	50%	42%	47%	37%	81%	72%	23%	53%	67%	45%	65%	52%	43%
Totally disagree	11%	6%	11%	18%	0%	0%	27%	6%	0%	14%	0%	10%	11%
Mostly disagree	27%	35%	34%	35%	14%	10%	36%	17%	22%	28%	24%	26%	29%
Mostly agree	35%	31%	22%	32%	58%	63%	18%	34%	50%	33%	39%	40%	22%
Totally agree	14%	11%	25%	5%	23%	9%	5%	18%	17%	12%	26%	12%	20%
DK/NA	13%	17%	8%	10%	5%	19%	15%	24%	11%	13%	10%	11%	17%
mean for these data:	5.4	5.3	5.6	4.2	7.0	6.7	3.4	6.2	6.5	5.0	6.7	5.4	5.4
sig. test for means:				***	***	**	**			***	**		

The fourth section deals with LEADERSHIP issues.

	---WORK LOCATION---								---OCCUPATIONAL GROUP---			---SURVEY--- LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4J Manager deals with H&S issues effectively													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	89%	100%	100%	86%	95%	95%	82%	75%	87%	88%	95%	87%	96%
Totally disagree	2%	0%	0%	2%	0%	0%	13%	4%	0%	3%	0%	2%	1%
Mostly disagree	4%	0%	0%	9%	5%	0%	4%	0%	7%	4%	0%	5%	0%
Mostly agree	39%	42%	37%	34%	42%	47%	73%	28%	52%	39%	34%	37%	47%
Totally agree	50%	58%	63%	52%	53%	48%	9%	47%	36%	49%	60%	50%	49%
DK/NA	5%	0%	0%	3%	0%	5%	0%	21%	5%	5%	5%	6%	3%
mean for these data:	8.1	8.6	8.8	8.1	8.3	8.4	6.0	8.3	7.7	8.1	8.8	8.1	8.3
sig. test for means:			*				***				*		

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

	--WORK LOCATION--								--OCCUPATIONAL GROUP--			--SURVEY--	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4Y LEADERSHIP													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
Understanding of directions	239	18	36	59	36	21	22	47	16	185	36	188	51
Don't know / No opinion	35%	46%	38%	43%	28%	37%	37%	20%	39%	37%	26%	35%	36%
MC's strategic direction	16%	12%	14%	9%	25%	14%	14%	28%	6%	13%	40%	17%	16%
Manager deals w/ problem empl.	13%	17%	15%	12%	16%	27%	0%	10%	8%	16%	3%	13%	14%
Manager maintain good relation	12%	0%	14%	12%	12%	5%	13%	15%	12%	10%	17%	11%	13%
Support MC's mission...	7%	0%	9%	8%	3%	6%	27%	2%	13%	7%	6%	6%	11%
Manager sets clear objectives	6%	13%	5%	7%	5%	6%	0%	4%	11%	6%	2%	6%	4%
Manager follows through	5%	12%	5%	5%	3%	0%	0%	8%	0%	6%	3%	5%	6%
Manager sets an example	2%	0%	0%	2%	3%	0%	4%	4%	7%	1%	2%	3%	0%
Promote MC's directions	2%	0%	0%	2%	0%	0%	4%	7%	5%	2%	0%	3%	0%
Manager deals with H&S issues	1%	0%	0%	2%	5%	0%	0%	0%	0%	2%	0%	2%	0%
	0%	0%	0%	0%	0%	5%	0%	0%	0%	0%	0%	0%	0%

The fifth section deals with Measurement Canada and the Operations Sector shared VALUES, i.e., honesty, integrity, respect, fairness, recognition, teamwork, communication, learning, innovation, and taking ownership/responsibility for our actions.

	-----WORK LOCATION-----							-----OCCUPATIONAL GROUP-----			-----SURVEY-----		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S5A Manager consistent with Agency's values													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	82%	83%	88%	73%	97%	95%	46%	89%	78%	81%	91%	81%	87%
Totally disagree				---	+++			+			++		
	3%	0%	3%	3%	0%	0%	13%	2%	0%	4%	0%	3%	2%
Mostly disagree					-					+	-		
	8%	0%	10%	12%	0%	0%	31%	2%	22%	7%	3%	8%	9%
Mostly agree				+	---			--			-		
	51%	59%	63%	49%	53%	53%	37%	41%	46%	53%	40%	49%	57%
Totally agree			++					--		+	-		
	32%	23%	25%	24%	44%	42%	9%	49%	31%	27%	51%	32%	30%
DK/NA			--	++				+++		---	+++		
	7%	17%	0%	12%	3%	5%	9%	6%	0%	8%	6%	9%	1%
mean for these data:			--	++								++	--
sig. test for means:	7.3	7.6	7.0	6.9	8.2	8.2	4.9	8.2	7.0	7.1	8.4	7.3	7.2
					**	*	***	**		*	**		

The fifth section deals with Measurement Canada and the Operations Sector shared VALUES, i.e., honesty, integrity, respect, fairness, recognition, teamwork, communication, learning, innovation, and taking ownership/responsibility for our actions.

	-----WORK LOCATION-----								OCCUPATIONAL GROUP			-----SURVEY-----	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S5B Colleagues consistent with Agency's values	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	74%	71%	75%	59%	87%	91%	72%	81%	80%	73%	76%	74%	75%
Totally disagree	4%	0%	5%	8%	0%	0%	0%	2%	0%	5%	0%	3%	4%
Mostly disagree	15%	11%	16%	23%	11%	0%	19%	9%	20%	14%	16%	14%	18%
Mostly agree	62%	71%	64%	52%	69%	68%	59%	65%	68%	62%	59%	63%	60%
Totally agree	12%	0%	11%	7%	17%	23%	13%	16%	12%	11%	17%	11%	15%
DK/NA	8%	17%	3%	10%	3%	9%	9%	9%	0%	8%	8%	9%	4%
mean for these data:	6.3	6.2	6.1	5.5	6.9	7.5	6.5	6.8	6.4	6.2	6.7	6.3	6.3
sig. test for means:				**	*	**							

The fifth section deals with Measurement Canada and the Operations Sector shared VALUES, i.e., honesty, integrity, respect, fairness, recognition, teamwork, communication, learning, innovation, and taking ownership/responsibility for our actions.

	-----WORK LOCATION-----								OCCUPATIONAL GROUP			-----SURVEY-----	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S5C Valued as an employee of MC weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	61%	66%	59%	47%	75%	75%	32%	83%	62%	55%	92%	62%	61%
Totally disagree				---	+++			+++		---	+++		
	12%	11%	5%	20%	3%	14%	31%	4%	7%	15%	0%	14%	6%
Mostly disagree				+++	---			---		+++	---	++	--
	25%	23%	30%	33%	22%	6%	37%	9%	25%	28%	5%	23%	30%
Mostly agree				+++				---		+++	---	-	+
	44%	54%	39%	40%	58%	42%	27%	48%	50%	41%	54%	45%	42%
Totally agree				++						--	+		
	17%	11%	20%	7%	18%	33%	4%	35%	13%	14%	38%	17%	19%
DK/NA				---				+++		---	+++		
	2%	0%	5%	0%	0%	5%	0%	5%	5%	2%	2%	2%	4%
mean for these data:			++	-				+					
sig. test for means:	5.6	5.5	5.9	4.4	6.4	6.7	3.5	7.3	5.7	5.2	7.8	5.5	5.9
				***			**	***		***	***		

The fifth section deals with Measurement Canada and the Operations Sector shared VALUES, i.e., honesty, integrity, respect, fairness, recognition, teamwork, communication, learning, innovation, and taking ownership/responsibility for our actions.

	-----WORK LOCATION-----							OCCUPATIONAL GROUP			-----SURVEY-----		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S5D Encouraged to be innovative in my work													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	68%	64%	64%	58%	81%	80%	36%	89%	62%	65%	84%	69%	65%
Totally disagree				---	++			+++		--	+++		
	5%	0%	3%	7%	0%	0%	22%	4%	8%	6%	0%	5%	4%
Mostly disagree				--	--					--	--		
	25%	31%	32%	32%	19%	20%	36%	4%	25%	27%	13%	24%	28%
Mostly agree				+	++			---		++	--		
	49%	58%	47%	46%	57%	66%	27%	48%	38%	51%	45%	50%	45%
Totally agree				--				+++		---	+++		
	19%	6%	17%	12%	24%	14%	9%	41%	25%	15%	39%	19%	20%
DK/NA				--				+++		---	+++		
	2%	6%	0%	3%	0%	0%	6%	2%	6%	2%	3%	2%	3%
mean for these data:	6.1	5.8	5.9	5.5	6.8	6.5	4.1	7.7	6.1	5.9	7.6	6.1	6.1
sig. test for means:				*			**	***		**	***		

The fifth section deals with Measurement Canada and the Operations Sector shared VALUES, i.e., honesty, integrity, respect, fairness, recognition, teamwork, communication, learning, innovation, and taking ownership/responsibility for our actions.

	-----WORK LOCATION-----							OCCUPATIONAL GROUP			-----SURVEY----- LANGUAGE		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S5E Encouraged to make suggestions for imp. weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	76%	70%	75%	73%	86%	89%	37%	89%	75%	74%	90%	77%	73%
Totally disagree	6%	0%	3%	10%	++	0%	18%	4%	15%	6%	0%	6%	4%
				+++	--						--		
Mostly disagree	17%	24%	22%	16%	14%	11%	45%	2%	11%	19%	10%	16%	22%
								---		+	-		
Mostly agree	51%	47%	53%	58%	55%	57%	33%	41%	51%	51%	51%	51%	51%
				+				-					
Totally agree	25%	23%	22%	15%	31%	32%	4%	48%	24%	23%	39%	26%	22%
				---				+++		--	+++		
DK/NA	1%	6%	0%	0%	0%	0%	0%	4%	0%	1%	0%	1%	1%
								+++					
mean for these data:	6.6	6.6	6.5	6.0	7.3	7.4	4.1	8.0	6.1	6.4	7.6	6.6	6.4
sig. test for means:				*			***	***			**		

The fifth section deals with Measurement Canada and the Operations Sector shared VALUES, i.e., honesty, integrity, respect, fairness, recognition, teamwork, communication, learning, innovation, and taking ownership/responsibility for our actions.

	-----WORK LOCATION-----								OCCUPATIONAL GROUP			-----SURVEY-----	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S5F I am recognized for a job well done													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	67%	71%	64%	55%	81%	80%	36%	83%	68%	61%	95%	68%	63%
Totally disagree	9%	0%	3%	13%	0%	5%	31%	8%	8%	10%	0%	10%	4%
				---	+++			+++		---	+++		
Mostly disagree	24%	29%	32%	30%	19%	15%	33%	6%	25%	28%	5%	22%	32%
				+	+			---		+++	---	--	++
Mostly agree	45%	66%	42%	43%	52%	52%	27%	42%	50%	43%	51%	47%	38%
Totally agree	22%	6%	22%	12%	29%	28%	9%	42%	18%	18%	44%	21%	24%
				---				+++		---	+++		
DK/NA	1%	0%	0%	2%	0%	0%	0%	2%	0%	1%	0%	1%	1%
mean for these data:	6.0	5.9	6.1	5.1	7.0	6.8	3.8	7.3	5.9	5.6	8.0	6.0	6.1
sig. test for means:				**	*		**	**		***	***		

The fifth section deals with Measurement Canada and the Operations Sector shared VALUES, i.e., honesty, integrity, respect, fairness, recognition, teamwork, communication, learning, innovation, and taking ownership/responsibility for our actions.

	-----WORK LOCATION-----								OCCUPATIONAL GROUP			-----SURVEY-----	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S5G Manager takes responsibility for actions													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	84%	94%	91%	79%	92%	100%	37%	88%	92%	79%	100%	82%	90%
Totally disagree													
	4%	0%	0%	8%	0%	0%	9%	4%	0%	5%	0%	5%	0%
Mostly disagree													
	7%	6%	6%	7%	0%	0%	40%	0%	8%	8%	0%	7%	5%
Mostly agree													
	44%	60%	44%	56%	38%	39%	22%	32%	45%	44%	41%	43%	45%
Totally agree													
	40%	34%	47%	22%	54%	61%	15%	56%	48%	35%	59%	39%	45%
DK/NA													
	6%	0%	3%	7%	8%	0%	13%	8%	0%	8%	0%	6%	5%
mean for these data:	7.6	7.6	8.1	6.7	8.6	8.7	5.0	8.4	8.0	7.3	8.7	7.5	8.1
sig. test for means:				**	***	**	**	*		***	***		

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

	WORK LOCATION								OCCUPATIONAL GROUP			SURVEY LANGUAGE	
	TOTAL	Atlantic	Quebec	Ontario	Prairies	Pacific	HQ - Labs	HQ - Other	Management	Tech. Oper. Prof.	Admin.	English	French
S5Y VALUES													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
Don't know / No opinion	30%	29%	20%	17%	45%	53%	20%	47%	30%	26%	52%	31%	28%
Feel valued as an employee	28%	23%	19%	43%	27%	15%	54%	11%	18%	35%	2%	31%	19%
			-	+++				---		+++	---	++	-
Recognized for a job well done	11%	11%	19%	7%	11%	9%	4%	13%	0%	11%	17%	9%	16%
			++	-							+	-	+
Colleagues consistent w/ value	10%	11%	16%	10%	5%	5%	0%	13%	0%	10%	12%	8%	16%
			++									--	++
Manager consistent with values	7%	6%	7%	12%	3%	5%	9%	5%	28%	5%	6%	8%	5%
				++	-					---			
Encouraged to be innovative	6%	14%	5%	3%	9%	10%	0%	7%	17%	4%	8%	7%	4%
										--			
Encouraged to make suggestions	4%	6%	11%	4%	0%	0%	9%	2%	7%	4%	3%	3%	8%
			+++	-								--	++
Manager takes responsibility	2%	0%	3%	3%	0%	5%	4%	2%	0%	3%	0%	2%	4%
										+			

The sixth section deals with HUMAN RESOURCE MANAGEMENT PRACTICES.

	--WORK LOCATION--								OCCUPATIONAL GROUP			--SURVEY-- LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6A Reward and Rec. Program adm. weighted # of part.:	fairly 237	15	43	67	36	17	19	40	20	180	37	181	56
	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	62%	77%	66%	50%	76%	76%	59%	55%	72%	60%	68%	62%	61%
Totally disagree	8%	0%	3%	16%	8%	0%	9%	4%	0%	10%	0%	10%	2%
Mostly disagree	11%	17%	14%	5%	11%	15%	13%	15%	15%	12%	7%	10%	17%
Mostly agree	46%	71%	35%	43%	57%	56%	45%	37%	49%	45%	47%	48%	37%
Totally agree	16%	6%	30%	7%	19%	20%	14%	18%	23%	15%	21%	14%	25%
DK/NA	19%	6%	17%	28%	5%	10%	19%	26%	13%	18%	25%	19%	20%
mean for these data:	6.2	6.3	7.1	5.2	6.4	6.9	6.0	6.4	7.0	6.0	7.3	6.1	6.8
sig. test for means:				*						**	**		

The sixth section deals with HUMAN RESOURCE MANAGEMENT PRACTICES.

	-WORK LOCATION-							-OCCUPATIONAL GROUP-			-SURVEY-		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6B Satisfied with MS's OS&H programs													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	239	18	36	59	36	21	22	47	16	185	36	188	51
	89%	94%	89%	86%	97%	100%	91%	77%	93%	88%	93%	89%	87%
Totally disagree	0%	0%	0%	2%	0%	0%	0%	0%	0%	1%	0%	1%	0%
Mostly disagree	5%	6%	8%	7%	3%	0%	9%	2%	0%	7%	0%	5%	6%
Mostly agree	54%	54%	37%	62%	55%	80%	77%	40%	70%	53%	53%	57%	48%
Totally agree	34%	41%	52%	25%	42%	20%	14%	37%	23%	34%	39%	33%	39%
DK/NA	6%	0%	3%	5%	0%	0%	0%	21%	7%	5%	7%	5%	7%
mean for these data:	7.7	7.8	8.2	7.2	8.0	7.3	6.9	8.2	7.5	7.6	8.1	7.6	7.9
sig. test for means:				*			*						

The sixth section deals with HUMAN RESOURCE MANAGEMENT PRACTICES.

	---WORK LOCATION---							---OCCUPATIONAL GROUP---			---SURVEY--- LANGUAGE		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6C Receive the training I need... effectively	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	81%	83%	95%	70%	87%	71%	64%	89%	95%	76%	94%	78%	90%
Totally disagree	6%	0%	0%	15%	0%	9%	9%	0%	0%	7%	3%	7%	0%
Mostly disagree	12%	17%	5%	13%	13%	20%	27%	4%	5%	15%	2%	14%	7%
Mostly agree	56%	66%	56%	57%	58%	58%	60%	46%	83%	53%	53%	54%	61%
Totally agree	25%	17%	39%	13%	28%	14%	4%	44%	12%	23%	41%	24%	29%
DK/NA	2%	0%	0%	2%	0%	0%	0%	6%	0%	2%	0%	1%	3%
mean for these data:	6.7	6.7	7.8	5.7	7.2	5.9	5.3	8.1	6.9	6.5	7.8	6.5	7.4
sig. test for means:			**	**			*	***		**	**	**	**

The sixth section deals with HUMAN RESOURCE MANAGEMENT PRACTICES.

	--WORK LOCATION--							--OCCUPATIONAL GROUP--			--SURVEY--		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6D Receive the training I need... safely	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	92%	100%	95%	90%	100%	91%	82%	87%	95%	90%	98%	92%	91%
Totally disagree	1%	0%	0%	3%	0%	0%	0%	0%	0%	1%	0%	1%	0%
Mostly disagree	5%	0%	5%	5%	0%	9%	18%	2%	0%	6%	0%	5%	4%
Mostly agree	52%	41%	33%	70%	49%	62%	67%	36%	41%	55%	40%	55%	42%
Totally agree	40%	59%	61%	20%	51%	29%	15%	51%	54%	35%	58%	37%	50%
DK/NA	2%	0%	0%	2%	0%	0%	0%	11%	5%	2%	2%	2%	5%
mean for these data:	7.8	8.7	8.5	7.0	8.4	7.4	6.6	8.5	8.6	7.6	8.6	7.7	8.3
sig. test for means:		*	*	***	*		**	*		***	**		

The sixth section deals with HUMAN RESOURCE MANAGEMENT PRACTICES.

	---WORK LOCATION---								---OCCUPATIONAL GROUP---			---SURVEY--- LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6E Satisfied with the career development opp. weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
AGREE (mostly or totally)	61%	71%	78%	56%	54%	52%	28%	76%	68%	58%	76%	57%	77%
Totally disagree	12%	6%	3%	21%	0%	10%	36%	7%	5%	14%	5%	14%	5%
Mostly disagree	21%	23%	17%	19%	41%	27%	31%	2%	22%	23%	12%	24%	11%
Mostly agree	48%	65%	49%	51%	45%	34%	24%	56%	48%	46%	58%	47%	53%
Totally agree	13%	6%	29%	5%	9%	18%	4%	20%	19%	12%	18%	10%	25%
DK/NA	6%	0%	3%	3%	5%	11%	4%	15%	5%	6%	7%	6%	7%
mean for these data:	5.6	5.7	6.9	4.7	5.5	5.6	3.2	6.8	6.2	5.3	6.6	5.2	6.8
sig. test for means:			**	**			**	**		**	*	***	***

The sixth section deals with HUMAN RESOURCE MANAGEMENT PRACTICES.

	---WORK LOCATION---							---OCCUPATIONAL GROUP---			---SURVEY---		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6F Satisfied with the staffing process	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	51%	59%	47%	41%	62%	71%	20%	63%	61%	46%	69%	52%	47%
Totally disagree	20%	0%	25%	28%	8%	10%	49%	13%	0%	25%	11%	20%	22%
Mostly disagree	24%	35%	28%	26%	27%	9%	27%	13%	34%	25%	11%	23%	26%
Mostly agree	42%	53%	36%	41%	41%	62%	20%	50%	42%	38%	63%	43%	41%
Totally agree	8%	6%	11%	0%	21%	9%	0%	12%	19%	8%	6%	9%	6%
DK/NA	5%	6%	0%	5%	3%	10%	4%	11%	5%	4%	10%	5%	5%
mean for these data:	4.7	5.6	4.5	3.8	5.9	6.0	2.3	5.7	6.1	4.3	5.7	4.8	4.4
sig. test for means:				**	*	*	***	*	*	***	*		

The sixth section deals with HUMAN RESOURCE MANAGEMENT PRACTICES.

	---WORK LOCATION---							---OCCUPATIONAL GROUP---			---SURVEY---		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6G Promotions are done on the basis of merit	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	52%	71%	53%	38%	73%	66%	18%	59%	68%	49%	59%	53%	49%
Totally disagree	20%	6%	25%	28%	13%	10%	45%	6%	0%	25%	9%	20%	20%
Mostly disagree	18%	17%	17%	26%	13%	5%	24%	15%	27%	18%	16%	17%	21%
Mostly agree	41%	59%	35%	36%	58%	57%	18%	37%	42%	40%	45%	42%	37%
Totally agree	11%	11%	17%	2%	15%	9%	0%	22%	26%	9%	14%	10%	13%
DK/NA	9%	6%	6%	8%	0%	20%	13%	19%	5%	9%	16%	10%	9%
mean for these data:	4.9	6.1	4.9	3.8	5.8	6.1	2.3	6.4	6.6	4.5	5.9	4.9	4.9
sig. test for means:				**	*		***	**	*	**			

The sixth section deals with HUMAN RESOURCE MANAGEMENT PRACTICES.

	---WORK LOCATION---							---OCCUPATIONAL GROUP---			---SURVEY---		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6H Treated fairly when I request assignments	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	58%	83%	58%	54%	69%	52%	23%	65%	49%	56%	74%	59%	57%
Totally disagree	8%	6%	11%	8%	0%	10%	27%	4%	0%	10%	2%	7%	11%
Mostly disagree	13%	0%	9%	22%	16%	5%	18%	5%	22%	14%	5%	14%	8%
Mostly agree	42%	77%	25%	46%	52%	38%	18%	44%	35%	39%	59%	45%	32%
Totally agree	16%	6%	33%	8%	17%	14%	4%	21%	14%	17%	14%	14%	25%
DK/NA	21%	11%	22%	15%	14%	34%	33%	26%	29%	20%	19%	20%	23%
mean for these data:	6.1	6.5	6.8	5.5	6.7	6.2	3.4	7.1	6.3	6.0	6.9	6.1	6.4
sig. test for means:				*			**	*			*		

The sixth section deals with HUMAN RESOURCE MANAGEMENT PRACTICES.

	--WORK LOCATION--							OCCUPATIONAL GROUP			--SURVEY--		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6I MC encourages repr. of equity groups	237	15	43	67	36	17	19	40	20	180	37	181	56
weighted # of part.:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
AGREE (mostly or totally)	75%	59%	81%	78%	87%	81%	42%	70%	93%	72%	79%	73%	80%
Totally disagree	3%	0%	3%	3%	3%	0%	9%	0%	0%	3%	0%	3%	2%
Mostly disagree	6%	0%	5%	8%	3%	5%	13%	6%	0%	7%	8%	7%	5%
Mostly agree	46%	48%	47%	49%	47%	48%	36%	40%	47%	43%	57%	44%	53%
Totally agree	29%	11%	34%	29%	39%	32%	6%	30%	45%	28%	23%	29%	27%
DK/NA	16%	41%	11%	10%	8%	14%	36%	23%	7%	18%	13%	18%	13%
mean for these data:	7.4	7.3	7.5	7.2	7.8	7.8	5.4	7.7	8.3	7.3	7.2	7.4	7.4
sig. test for means:							*		*				

From your point of view, which of the objectives in this section should be the Agency's number one improvement priority?

	-----WORK LOCATION-----								OCCUPATIONAL GROUP			-----SURVEY----- LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6Y HUMAN RESOURCE MANAGEMENT PRACTICES													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
Don't know / No opinion	239	18	36	59	36	21	22	47	16	185	36	188	51
	22%	17%	20%	16%	26%	23%	10%	41%	33%	19%	32%	22%	23%
Staffing process													
	17%	24%	33%	9%	9%	0%	22%	21%	32%	15%	18%	12%	31%
Sat w/ career development opp.													
	16%	13%	5%	22%	25%	14%	22%	11%	13%	18%	8%	19%	8%
Promotions on merit													
	15%	11%	16%	15%	19%	5%	23%	11%	5%	16%	17%	14%	17%
Training... effectively													
	14%	6%	3%	22%	16%	39%	9%	4%	10%	14%	13%	17%	2%
Repr. of equity groups													
	5%	0%	8%	7%	3%	5%	4%	4%	0%	5%	7%	4%	8%
Treated fairly... assignments													
	4%	6%	8%	4%	0%	5%	4%	0%	7%	4%	0%	2%	8%
Reward and Recognition Program													
	3%	17%	0%	2%	0%	5%	0%	8%	0%	4%	2%	4%	0%
Training... safely													
	2%	0%	5%	3%	3%	0%	0%	0%	0%	2%	3%	2%	4%
MC's OS&H program													
	2%	6%	0%	2%	0%	5%	4%	0%	0%	2%	0%	2%	0%

What is your work location?

		--WORK LOCATION--							OCCUPATIONAL GROUP			--SURVEY-- LANGUAGE		
		TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S7A	weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
	real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
Atlantic		6%	100%	0%	0%	0%	0%	0%	0%	6%	7%	5%	8%	2%
Quebec		18%	0%	100%	0%	0%	0%	0%	0%	15%	19%	17%	1%	72%
Ontario		28%	0%	0%	100%	0%	0%	0%	0%	29%	29%	26%	36%	4%
Prairies		15%	0%	0%	0%	100%	0%	0%	0%	19%	16%	9%	20%	0%
Pacific		7%	0%	0%	0%	0%	100%	0%	0%	10%	7%	7%	9%	0%
Headquarters - Laboratory		8%	0%	0%	0%	0%	0%	100%	0%	6%	9%	2%	9%	5%
Headquarters - Other		17%	0%	0%	0%	0%	0%	0%	100%	16%	13%	34%	17%	17%

To which occupational group do you belong?

	---WORK LOCATION---							---OCCUPATIONAL GROUP---			---SURVEY---		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S7B													
weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
Management	8%	7%	7%	8%	10%	12%	6%	8%	100%	0%	0%	8%	9%
Tech./Operational/Professional	76%	80%	78%	77%	81%	73%	89%	60%	0%	100%	0%	77%	74%
Administrative	16%	13%	15%	14%	9%	15%	5%	32%	0%	0%	100%	15%	17%

Questionnaire language

		-WORK LOCATION-							-OCCUPATIONAL GROUP-			-SURVEY-		
		Atlantic Quebec		Ontario	Prairies	Pacific	HQ - Labs	HQ - Other	Management	Tech. Oper. Prof.	Admin.	LANGUAGE		
		TOTAL										English	French	
LANG	weighted # of part.:	237	15	43	67	36	17	19	40	20	180	37	181	56
		100%	6%	18%	28%	15%	7%	8%	17%	8%	76%	16%	76%	24%
	real # of participants:	239	18	36	59	36	21	22	47	16	185	36	188	51
English		76%	94%	6%	97%	100%	100%	85%	76%	74%	77%	74%	100%	0%
				---	+++	+++							+++	---
French		24%	6%	94%	3%	0%	0%	15%	24%	26%	23%	26%	0%	100%
				+++	---	---							---	+++

The first section deals with JOB SATISFACTION issues. Please indicate how much you disagree or agree with each statement.
% agreeing

	WORK LOCATION								OCCUPATIONAL GROUP			SURVEY LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S1A clear understanding of role and resp. AGREE (mostly or totally)	86%	77%	81%	84%	89%	95%	78%	96% +++	100%	82% ---	100% +++	86%	86%
S1B No excessive hours to get the job done AGREE (mostly or totally)	79%	54%	88% ++	81%	87% +	86%	67%	72% -	73%	79%	83%	79%	81%
S1C No unrealistic demands being made on me AGREE (mostly or totally)	82%	77%	89% +	79%	87%	91%	55%	88%	86%	79% ---	97% +++	80% -	89% +
S1E Balance my personal, family and work resp. AGREE (mostly or totally)	91%	100%	83% ---	93%	97% +	86%	82%	94%	85%	91%	95%	93% +++	84% ---
S1F Good team spirit in my immediate work unit AGREE (mostly or totally)	69%	83%	68%	57% ---	87% +++	86%	32%	81% +++	94%	64% ---	80% ++	68%	71%
S1G In general, I am satisfied with my job AGREE (mostly or totally)	83%	94%	81%	80%	95% +++	95%	60%	81%	95%	79% ---	95% +++	83%	83%

Average rating

	--WORK LOCATION--							--OCCUPATIONAL GROUP--			--SURVEY--		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S1A clear understanding of role and resp.													
mean for these data:	7.4	6.3	7.7	6.8	7.4	8.4	7.0	8.1	8.8	7.0	8.1	7.2	8.0
sig. test for means:				*		*		**	**	***	**	*	*
S1B No excessive hours to get the job done													
mean for these data:	6.8	5.1	7.3	6.8	7.2	7.0	6.3	6.6	5.4	6.8	7.6	6.7	7.0
sig. test for means:		*											
S1C No unrealistic demands being made on me													
mean for these data:	6.9	6.1	7.6	6.6	7.0	7.2	5.2	7.3	6.4	6.7	7.8	6.7	7.5
sig. test for means:			*				**				*	*	*
S1E Balance my personal, family and work resp.													
mean for these data:	7.8	7.7	7.6	8.0	7.9	7.7	6.4	8.5	7.4	7.8	8.1	7.9	7.5
sig. test for means:							**	*					
S1F Good team spirit in my immediate work unit													
mean for these data:	6.0	6.5	6.2	5.0	7.1	7.4	3.3	6.7	7.3	5.6	7.2	5.9	6.3
sig. test for means:				**	**	**	***		**	***	**		
S1G In general, I am satisfied with my job													
mean for these data:	6.7	6.5	7.0	6.3	7.2	7.1	5.2	7.3	6.9	6.5	7.6	6.6	7.1
sig. test for means:							*			**	**		

The second section deals with WORK ENVIRONMENT issues.
% agreeing

	-WORK LOCATION-								OCCUPATIONAL GROUP			-SURVEY-	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S2A Safe work practices, an integral part...													
AGREE (mostly or totally)	95%	100%	100%	97%	97%	95%	91%	85%	95%	95%	98%	94%	97%
			++					---					
S2B Right equipment to do my job safely													
AGREE (mostly or totally)	93%	100%	100%	88%	100%	100%	78%	87%	95%	92%	98%	92%	96%
			++	--	++			--		-	+		
S2C Right equipment to do my job effectively													
AGREE (mostly or totally)	91%	89%	92%	92%	95%	95%	69%	98%	100%	89%	100%	92%	91%
								++		---	+++		
S2D My office work environment is adequate													
AGREE (mostly or totally)	86%	88%	91%	90%	84%	90%	76%	76%	82%	87%	82%	86%	85%
				+				---					
S2E My workplace is free from discrimination													
AGREE (mostly or totally)	83%	100%	78%	82%	84%	100%	60%	87%	92%	80%	92%	84%	79%
										---	++		
S2F My workplace is free from harassment													
AGREE (mostly or totally)	84%	100%	83%	80%	92%	100%	46%	91%	92%	81%	94%	86%	81%
					+			++		---	++		
S2G Can use my preferred official language													
AGREE (mostly or totally)	88%	94%	80%	92%	88%	95%	89%	85%	73%	89%	92%	93%	71%
			--									+++	---
S2H Satisfied with the working environment													
AGREE (mostly or totally)	89%	100%	95%	85%	95%	100%	64%	87%	100%	87%	95%	88%	91%
			+	-	+					---	+		

Average rating

	-WORK LOCATION-								OCCUPATIONAL GROUP			-SURVEY-	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S2A Safe work practices, an integral part...													
mean for these data:	8.3	8.2	9.1	8.2	8.5	8.2	7.3	8.2	8.9	8.4	7.9	8.2	8.7
sig. test for means:			**				*						
S2B Right equipment to do my job safely													
mean for these data:	8.4	8.4	9.3	7.7	8.8	8.4	6.7	8.7	9.1	8.2	8.7	8.2	9.0
sig. test for means:			***	*			**			*		**	**
S2C Right equipment to do my job effectively													
mean for these data:	7.6	7.1	8.2	7.2	7.6	8.1	6.1	8.4	7.9	7.4	8.4	7.5	8.0
sig. test for means:							**	**		**	**		
S2D My office work environment is adequate													
mean for these data:	7.4	7.6	7.9	7.6	7.3	7.1	6.5	6.9	8.0	7.3	7.2	7.3	7.4
sig. test for means:													
S2E My workplace is free from discrimination													
mean for these data:	7.3	8.8	6.7	7.3	7.5	9.0	5.2	7.4	8.5	7.1	7.3	7.5	6.6
sig. test for means:		***				***	**		*			*	*
S2F My workplace is free from harassment													
mean for these data:	7.5	9.2	7.2	7.4	7.8	9.0	4.8	7.9	8.2	7.4	7.8	7.6	7.2
sig. test for means:		***				***	***						
S2G Can use my preferred official language													
mean for these data:	8.4	8.2	7.7	8.7	9.6	9.7	7.3	7.8	7.7	8.4	8.7	8.9	6.9
sig. test for means:					***	***						***	***
S2H Satisfied with the working environment													
mean for these data:	7.3	7.6	7.8	7.0	7.6	8.5	5.2	7.6	7.7	7.1	8.0	7.3	7.5
sig. test for means:						**	***			*	*		

The third section deals with COMMUNICATIONS issues.
% agreeing

	-WORK LOCATION-								OCCUPATIONAL GROUP			-SURVEY-	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S3A Manager keeps me informed... AGREE (mostly or totally)	70%	94%	63%	56%	84%	94%	33%	88%	66%	65%	97%	71%	68%
				---	+++			+++		---	+++		
S3C Provided with the info... effectively AGREE (mostly or totally)	77%	100%	77%	69%	81%	85%	51%	87%	60%	76%	92%	77%	78%
				--				++			+++		
S3D Good communication within my work unit AGREE (mostly or totally)	69%	94%	64%	51%	89%	100%	42%	78%	80%	65%	85%	70%	68%
				---	+++			+		---	+++		
S3E Good comm. b/w headquarters & the regions AGREE (mostly or totally)	52%	54%	53%	29%	70%	53%	51%	74%	61%	45%	82%	50%	60%
				---	+++			+++		---	+++	-	+
S3F Sufficient effort to get employee ideas AGREE (mostly or totally)	62%	66%	67%	48%	84%	76%	28%	68%	73%	56%	83%	62%	62%
				---	+++					---	+++		
S3G Encouraged to express my views openly AGREE (mostly or totally)	78%	100%	77%	72%	89%	94%	33%	84%	74%	75%	92%	78%	76%
				-	++			+		--	+++		
S3H Can bring complaints to my manager... AGREE (mostly or totally)	80%	100%	74%	77%	92%	94%	37%	87%	80%	77%	92%	81%	76%
					+++			+		--	+++		
S3I Receive periodic feedback on performance AGREE (mostly or totally)	68%	89%	61%	51%	89%	94%	42%	81%	66%	63%	94%	70%	64%
				---	+++			+++		---	+++		

Average rating

	-WORK LOCATION-								OCCUPATIONAL GROUP			-SURVEY-	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S3A Manager keeps me informed...													
mean for these data:	6.4	7.1	6.2	5.3	7.6	7.9	4.0	7.4	5.9	6.0	8.3	6.4	6.2
sig. test for means:				**	**	**	**	**		***	***		
S3C Provided with the info... effectively													
mean for these data:	6.3	6.7	6.5	5.8	6.7	7.0	4.9	7.1	6.3	6.1	7.4	6.3	6.6
sig. test for means:		*		*			*	*		*	***		
S3D Good communication within my work unit													
mean for these data:	6.0	6.9	5.9	5.0	7.1	7.5	4.1	6.6	6.4	5.7	7.4	6.0	6.0
sig. test for means:		*		**	***	***	*			***	***		
S3E Good comm. b/w headquarters & the regions													
mean for these data:	5.2	5.6	5.0	3.8	6.0	5.0	5.9	6.3	5.6	4.7	7.1	5.1	5.3
sig. test for means:				***	*			***		***	***		
S3F Sufficient effort to get employee ideas													
mean for these data:	5.5	6.1	5.9	4.4	6.4	6.2	3.6	6.6	5.9	5.1	7.3	5.4	5.9
sig. test for means:				***	**		**	**		***	***		
S3G Encouraged to express my views openly													
mean for these data:	6.7	8.2	6.5	6.1	7.4	7.8	4.0	7.4	6.4	6.5	7.9	6.7	6.5
sig. test for means:		**		*	*	*	***	*		*	***		
S3H Can bring complaints to my manager...													
mean for these data:	7.0	8.0	6.9	6.3	7.7	8.2	4.6	7.8	7.3	6.7	8.4	7.1	6.8
sig. test for means:		*		*	*	*	**	*		**	***		
S3I Receive periodic feedback on performance													
mean for these data:	6.1	7.4	5.7	4.8	7.4	7.3	4.9	7.0	6.3	5.7	7.8	6.2	5.8
sig. test for means:		**		***	***	**	**	*		***	***		

The fourth section deals with LEADERSHIP issues.
% agreeing

	-WORK LOCATION-								-OCCUPATIONAL GROUP-			-SURVEY-	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4A Clear understanding of where MC heading... AGREE (mostly or totally)	42%	42%	28%	21%	67%	39%	37%	72%	61%	36%	62%	42%	41%
S4B Support MC's mission, vision, values... AGREE (mostly or totally)	77%	77%	78%	70%	76%	76%	78%	85%	95%	71%	94%	75%	81%
S4C MCs direction will... fulfill mandate AGREE (mostly or totally)	47%	48%	48%	36%	54%	48%	37%	64%	73%	40%	69%	46%	53%
S4D Promote MC's strategic direction to others AGREE (mostly or totally)	64%	59%	65%	51%	81%	77%	55%	68%	100%	62%	52%	62%	67%
S4E Manager strives to maintain good relations AGREE (mostly or totally)	82%	100%	83%	77%	100%	94%	37%	85%	80%	79%	100%	83%	81%
S4F Manager sets an example... excellence AGREE (mostly or totally)	72%	71%	69%	65%	92%	94%	28%	83%	73%	68%	91%	73%	69%
S4G Manager follows through on what (s)he says AGREE (mostly or totally)	80%	94%	85%	68%	97%	100%	46%	83%	78%	77%	98%	80%	82%
S4H Manager sets clear objectives for my unit AGREE (mostly or totally)	66%	77%	66%	47%	89%	100%	33%	77%	78%	60%	91%	67%	66%
S4I Manager deals w/ problem empl. effectively AGREE (mostly or totally)	50%	42%	47%	37%	81%	72%	23%	53%	67%	45%	65%	52%	43%
S4J Manager deals with H&S issues effectively AGREE (mostly or totally)	89%	100%	100%	86%	95%	95%	82%	75%	87%	88%	95%	87%	96%

The fourth section deals with LEADERSHIP issues.
Average rating

	-WORK LOCATION-							-OCCUPATIONAL GROUP-			-SURVEY-		
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S4A Clear understanding of where MC heading... mean for these data: sig. test for means:	4.1	4.7	3.4	2.6 ***	5.4 **	4.0	3.7	6.4 ***	4.9	3.8 **	5.6 **	4.1	4.2
S4B Support MC's mission, vision, values... mean for these data: sig. test for means:	6.7	6.5	6.5	6.3	6.8	6.5	7.2	7.7 **	8.1 *	6.4 ***	7.6 **	6.7	6.8
S4C MCs direction will... fulfill mandate mean for these data: sig. test for means:	5.2	5.5	4.7	4.3 **	5.7	4.8	5.2	6.8 ***	6.9 *	4.6 ***	7.3 ***	5.2	5.0
S4D Promote MC's strategic direction to others mean for these data: sig. test for means:	6.2	5.8	5.8	5.3 **	6.6	6.6	6.7	7.7 ***	7.5 **	6.0 *	6.3	6.3	5.9
S4E Manager strives to maintain good relations mean for these data: sig. test for means:	7.3	8.6 **	7.2	6.4 **	8.6 ***	8.7 **	4.3 ***	8.1 *	7.5	7.1 *	8.3 ***	7.3	7.3
S4F Manager sets an example... excellence mean for these data: sig. test for means:	6.5	7.0	5.9	5.8 *	7.9 ***	8.1 **	3.7 ***	7.8 **	6.8	6.1 ***	8.3 ***	6.7	6.1
S4G Manager follows through on what (s)he says mean for these data: sig. test for means:	6.9	7.3	6.9	6.3 *	7.9 **	8.3 **	4.7 **	7.5	6.8	6.7 *	7.9 **	6.9	6.9
S4H Manager sets clear objectives for my unit mean for these data: sig. test for means:	6.0	6.5	5.8	4.9 ***	7.1 ***	7.6 ***	4.0 *	6.8 *	6.5	5.6 ***	7.6 ***	6.0	5.9
S4I Manager deals w/ problem empl. effectively mean for these data: sig. test for means:	5.4	5.3	5.6	4.2 ***	7.0 ***	6.7 **	3.4 **	6.2	6.5	5.0 ***	6.7 **	5.4	5.4
S4J Manager deals with H&S issues effectively mean for these data: sig. test for means:	8.1	8.6	8.8 *	8.1	8.3	8.4	6.0 ***	8.3	7.7	8.1	8.8 *	8.1	8.3

The fifth section deals with Measurement Canada and the Operations Sector shared VALUES, i.e., honesty, integrity, respect, fairness, recognition, teamwork, communication, learning, innovation, and taking ownership/responsibility for our actions. % agreeing

	WORK LOCATION							OCCUPATIONAL GROUP			SURVEY LANGUAGE		
	TOTAL	Atlantic	Quebec	Ontario	Prairies	Pacific	HQ - Labs	HQ - Other	Management	Tech. Oper. Prof.	Admin.	English	French
S5A Manager consistent with Agency's values													
AGREE (mostly or totally)	82%	83%	88%	73%	97%	95%	46%	89%	78%	81%	91%	81%	87%
				---	+++			+			++		
S5B Colleagues consistent with Agency's values													
AGREE (mostly or totally)	74%	71%	75%	59%	87%	91%	72%	81%	80%	73%	76%	74%	75%
				---	+++			+					
S5C Valued as an employee of MC													
AGREE (mostly or totally)	61%	66%	59%	47%	75%	75%	32%	83%	62%	55%	92%	62%	61%
				---	+++			+++		---	+++		
S5D Encouraged to be innovative in my work													
AGREE (mostly or totally)	68%	64%	64%	58%	81%	80%	36%	89%	62%	65%	84%	69%	65%
				---	++			+++		--	+++		
S5E Encouraged to make suggestions for imp.													
AGREE (mostly or totally)	76%	70%	75%	73%	86%	89%	37%	89%	75%	74%	90%	77%	73%
					++			+++		--	+++		
S5F I am recognized for a job well done													
AGREE (mostly or totally)	67%	71%	64%	55%	81%	80%	36%	83%	68%	61%	95%	68%	63%
				---	+++			+++		---	+++		
S5G Manager takes responsibility for actions													
AGREE (mostly or totally)	84%	94%	91%	79%	92%	100%	37%	88%	92%	79%	100%	82%	90%
			+	-	++					---	+++	--	++

Average rating

	--WORK LOCATION--							--OCCUPATIONAL GROUP--			--SURVEY--		
	TOTAL	Atlantic	Quebec	Ontario	Prairies	Pacific	HQ - Labs	HQ - Other	Management	Tech. Oper. Prof.	Admin.	English	French
S5A Manager consistent with Agency's values													
mean for these data:	7.3	7.6	7.0	6.9	8.2	8.2	4.9	8.2	7.0	7.1	8.4	7.3	7.2
sig. test for means:					**	*	***	**		*	**		
S5B Colleagues consistent with Agency's values													
mean for these data:	6.3	6.2	6.1	5.5	6.9	7.5	6.5	6.8	6.4	6.2	6.7	6.3	6.3
sig. test for means:				**	*	**							
S5C Valued as an employee of MC													
mean for these data:	5.6	5.5	5.9	4.4	6.4	6.7	3.5	7.3	5.7	5.2	7.8	5.5	5.9
sig. test for means:				***			**	***		***	***		
S5D Encouraged to be innovative in my work													
mean for these data:	6.1	5.8	5.9	5.5	6.8	6.5	4.1	7.7	6.1	5.9	7.6	6.1	6.1
sig. test for means:				*			**	***		**	***		
S5E Encouraged to make suggestions for imp.													
mean for these data:	6.6	6.6	6.5	6.0	7.3	7.4	4.1	8.0	6.1	6.4	7.6	6.6	6.4
sig. test for means:				*			***	***			**		
S5F I am recognized for a job well done													
mean for these data:	6.0	5.9	6.1	5.1	7.0	6.8	3.8	7.3	5.9	5.6	8.0	6.0	6.1
sig. test for means:				**	*		**	**		***	***		
S5G Manager takes responsibility for actions													
mean for these data:	7.6	7.6	8.1	6.7	8.6	8.7	5.0	8.4	8.0	7.3	8.7	7.5	8.1
sig. test for means:				**	***	**	**	*		***	***		

The sixth section deals with HUMAN RESOURCE MANAGEMENT PRACTICES.
% agreeing

	-WORK LOCATION-								-OCCUPATIONAL GROUP-			-SURVEY- LANGUAGE	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6A Reward and Rec. Program adm. fairly AGREE (mostly or totally)	62%	77%	66%	50%	76%	76%	59%	55%	72%	60%	68%	62%	61%
				---	+++					-			
S6B Satisfied with MS's OS&H programs AGREE (mostly or totally)	89%	94%	89%	86%	97%	100%	91%	77%	93%	88%	93%	89%	87%
					++			---					
S6C Receive the training I need... effectively AGREE (mostly or totally)	81%	83%	95%	70%	87%	71%	64%	89%	95%	76%	94%	78%	90%
			+++	---				++		---	+++	---	+++
S6D Receive the training I need... safely AGREE (mostly or totally)	92%	100%	95%	90%	100%	91%	82%	87%	95%	90%	98%	92%	91%
					+++			-		-	+		
S6E Satisfied with the career development opp. AGREE (mostly or totally)	61%	71%	78%	56%	54%	52%	28%	76%	68%	58%	76%	57%	77%
			+++					+++		---	+++	---	+++
S6F Satisfied with the staffing process AGREE (mostly or totally)	51%	59%	47%	41%	62%	71%	20%	63%	61%	46%	69%	52%	47%
				--	++			++		---	+++		
S6G Promotions are done on the basis of merit AGREE (mostly or totally)	52%	71%	53%	38%	73%	66%	18%	59%	68%	49%	59%	53%	49%
				---	+++					--			
S6H Treated fairly when I request assignments AGREE (mostly or totally)	58%	83%	58%	54%	69%	52%	23%	65%	49%	56%	74%	59%	57%
					++					-	+++		
S6I MC encourages repr. of equity groups AGREE (mostly or totally)	75%	59%	81%	78%	87%	81%	42%	70%	93%	72%	79%	73%	80%
					++					--			

Average rating

	-WORK LOCATION-								-OCCUPATIONAL GROUP-			-SURVEY-	
	TOTAL	Atlan- tic	Quebec	Onta- rio	Prai- ries	Paci- fic	HQ - Labs	HQ - Other	Mana- gement	Tech. Oper. Prof.	Admin.	Engl- ish	French
S6A Reward and Rec. Program adm. fairly	6.2	6.3	7.1	5.2	6.4	6.9	6.0	6.4	7.0	6.0	7.3	6.1	6.8
mean for these data:				*						**	**		
sig. test for means:													
S6B Satisfied with MS's OS&H programs	7.7	7.8	8.2	7.2	8.0	7.3	6.9	8.2	7.5	7.6	8.1	7.6	7.9
mean for these data:				*			*						
sig. test for means:													
S6C Receive the training I need... effectively	6.7	6.7	7.8	5.7	7.2	5.9	5.3	8.1	6.9	6.5	7.8	6.5	7.4
mean for these data:			**	**			*	***		**	**	**	**
sig. test for means:													
S6D Receive the training I need... safely	7.8	8.7	8.5	7.0	8.4	7.4	6.6	8.5	8.6	7.6	8.6	7.7	8.3
mean for these data:		*	*	***	*		**	*		***	**		
sig. test for means:													
S6E Satisfied with the career development opp.	5.6	5.7	6.9	4.7	5.5	5.6	3.2	6.8	6.2	5.3	6.6	5.2	6.8
mean for these data:			**	**			**	**		**	*	***	***
sig. test for means:													
S6F Satisfied with the staffing process	4.7	5.6	4.5	3.8	5.9	6.0	2.3	5.7	6.1	4.3	5.7	4.8	4.4
mean for these data:				**	*	*	***	*	*	***	*		
sig. test for means:													
S6G Promotions are done on the basis of merit	4.9	6.1	4.9	3.8	5.8	6.1	2.3	6.4	6.6	4.5	5.9	4.9	4.9
mean for these data:				**	*		***	**	*	**			
sig. test for means:													
S6H Treated fairly when I request assignments	6.1	6.5	6.8	5.5	6.7	6.2	3.4	7.1	6.3	6.0	6.9	6.1	6.4
mean for these data:				*			**	*			*		
sig. test for means:													
S6I MC encourages repr. of equity groups	7.4	7.3	7.5	7.2	7.8	7.8	5.4	7.7	8.3	7.3	7.2	7.4	7.4
mean for these data:							*		*				
sig. test for means:													