

	Location	Flag	N	Strongly disagree #	Strongly disagree %	Disagree #	Disagree %	Neutral #	Neutral %	Agree #	Agree %	Strongly agree #	Strongly agree %	Not Applicable #
1. I understand what is expected of me in my job.	Menno Apartments	G	37	0	0.0%	0	0.0%	0	0.0%	11	29.7%	26	70.3%	0
2. I am given enough time to do what is expected of me in my job.	Menno Apartments	G	37	1	2.7%	0	0.0%	4	10.8%	19	51.4%	13	35.1%	0
3. I am consulted about changes affecting my job.	Menno Apartments	G	37	0	0.0%	1	2.7%	8	21.6%	20	54.1%	8	21.6%	0
4. I am able to decide how to do my work.	Menno Apartments	G	37	0	0.0%	1	2.7%	0	0.0%	21	56.8%	15	40.5%	0
5. I am able to make improvements in how my work is done.	Menno Apartments	G	37	0	0.0%	0	0.0%	4	10.8%	15	40.5%	18	48.6%	0
6. My job makes good use of my skills.	Menno Apartments	G	37	0	0.0%	3	8.1%	2	5.4%	15	40.5%	17	45.9%	0
7. I have the materials, supplies, and equipment I need to do my work.	Menno Apartments	G	37	0	0.0%	1	2.7%	4	10.8%	16	43.2%	16	43.2%	0
8. I receive recognition for good work.	Menno Apartments	Y	37	0	0.0%	2	5.4%	8	21.6%	15	40.5%	12	32.4%	0
9. I receive the training I need to do my job well.	Menno Apartments	G	37	0	0.0%	2	5.4%	4	10.8%	18	48.6%	13	35.1%	0
10. I have good opportunities to develop my career.	Menno Apartments	Y	36	0	0.0%	5	13.9%	8	22.2%	12	33.3%	11	30.6%	1
11. The people I work with treat me with respect.	Menno Apartments	G	37	0	0.0%	0	0.0%	6	16.2%	15	40.5%	16	43.2%	0
12. The people I work with help each other out.	Menno Apartments	G	37	0	0.0%	0	0.0%	4	10.8%	10	27.0%	23	62.2%	0
13. I feel I belong to a team.	Menno Apartments	G	37	0	0.0%	1	2.7%	5	13.5%	9	24.3%	22	59.5%	0
14. My supervisor treats me fairly.	Menno Apartments	G	37	0	0.0%	2	5.4%	4	10.8%	11	29.7%	20	54.1%	0
15. My supervisor provides feedback on how well I am doing my job.	Menno Apartments	Y	37	0	0.0%	2	5.4%	10	27.0%	13	35.1%	12	32.4%	0

16. I can count on my supervisor to help me with a difficult task.	Menno Apartments	G	37	0	0.0%	3	8.1%	3	8.1%	12	32.4%	19	51.4%	0
17. Senior managers effectively communicate the organization's goals.	Menno Apartments	Y	36	0	0.0%	8	22.2%	10	27.8%	12	33.3%	6	16.7%	1
18. Senior managers are committed to providing high-quality care.	Menno Apartments	Y	36	0	0.0%	1	2.8%	11	30.6%	17	47.2%	7	19.4%	1
19. Senior managers act on staff feedback.	Menno Apartments	R	36	0	0.0%	3	8.3%	16	44.4%	13	36.1%	4	11.1%	1
20. Senior managers are committed to providing a safe and healthy workplace.	Menno Apartments	G	36	0	0.0%	0	0.0%	5	13.9%	17	47.2%	14	38.9%	1
21. My organization takes effective action to prevent violence in the workplace.	Menno Apartments	G	36	0	0.0%	0	0.0%	1	2.8%	22	61.1%	13	36.1%	1
22. My organization takes effective action to prevent abuse in the workplace.	Menno Apartments	G	36	0	0.0%	0	0.0%	3	8.3%	18	50.0%	15	41.7%	1
23. My workplace is safe.	Menno Apartments	G	37	0	0.0%	0	0.0%	0	0.0%	22	59.5%	15	40.5%	0
24. I am able to balance my family and personal life with work.	Menno Apartments	G	37	1	2.7%	0	0.0%	2	5.4%	19	51.4%	15	40.5%	0
25. In the past 12 months, would you say that most days at work were...	Menno Apartments	G	37	12	32.4%	22	59.5%	3	8.1%	0	0.0%			
26. How often does your work unit / team provide top-quality patient care or other services?	Menno Apartments	G	37	5	13.5%	2	5.4%	11	29.7%	19	51.4%			
28. How frequently do you look forward to going to work?	Menno Apartments	G	37	0	0.0%	1	2.7%	22	59.5%	14	37.8%			
27. Would you recommend this organization to friends and family who require care?	Menno Apartments	G	37	2	5.4%	14	37.8%	21	56.8%					
29. Overall, how satisfied are you with your job?	Menno Apartments	G	37	2	5.4%	0	0.0%	3	8.1%	19	51.4%	13	35.1%	
30. Overall, how would you rate your organization as a place to work?	Menno Apartments	Y	37	0	0.0%	0	0.0%	14	37.8%	12	32.4%	11	29.7%	

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	Location	Flag	N	Strongly disagree #	Strongly disagree %	Disagree #	Disagree %	Neutral #	Neutral %	Agree #	Agree %	Strongly agree #	Strongly agree %	Not Applicable #
1. I understand what is expected of me in my job.	Menno Home	G	91	1	1.1%	2	2.2%	1	1.1%	20	22.0%	67	73.6%	0
2. I am given enough time to do what is expected of me in my job.	Menno Home	Y	91	3	3.3%	24	26.4%	13	14.3%	32	35.2%	19	20.9%	0
3. I am consulted about changes affecting my job.	Menno Home	Y	90	15	16.7%	12	13.3%	17	18.9%	31	34.4%	15	16.7%	1
4. I am able to decide how to do my work.	Menno Home	G	90	2	2.2%	7	7.8%	10	11.1%	37	41.1%	34	37.8%	1
5. I am able to make improvements in how my work is done.	Menno Home	Y	91	2	2.2%	9	9.9%	16	17.6%	32	35.2%	32	35.2%	0
6. My job makes good use of my skills.	Menno Home	G	91	1	1.1%	4	4.4%	10	11.0%	35	38.5%	41	45.1%	0
7. I have the materials, supplies, and equipment I need to do my work.	Menno Home	Y	91	4	4.4%	5	5.5%	16	17.6%	34	37.4%	32	35.2%	0
8. I receive recognition for good work.	Menno Home	Y	91	10	11.0%	9	9.9%	15	16.5%	27	29.7%	30	33.0%	0
9. I receive the training I need to do my job well.	Menno Home	G	91	1	1.1%	5	5.5%	9	9.9%	45	49.5%	31	34.1%	0
10. I have good opportunities to develop my career.	Menno Home	Y	89	3	3.4%	11	12.4%	25	28.1%	31	34.8%	19	21.3%	2
11. The people I work with treat me with respect.	Menno Home	G	91	1	1.1%	1	1.1%	7	7.7%	35	38.5%	47	51.6%	0
12. The people I work with help each other out.	Menno Home	G	91	1	1.1%	1	1.1%	4	4.4%	31	34.1%	54	59.3%	0
13. I feel I belong to a team.	Menno Home	G	91	2	2.2%	3	3.3%	7	7.7%	26	28.6%	53	58.2%	0
14. My supervisor treats me fairly.	Menno Home	G	91	2	2.2%	2	2.2%	10	11.0%	42	46.2%	35	38.5%	0
15. My supervisor provides feedback on how well I am doing my job.	Menno Home	Y	90	2	2.2%	10	11.1%	17	18.9%	36	40.0%	25	27.8%	1

16. I can count on my supervisor to help me with a difficult task.	Menno Home	Y	91	3	3.3%	9	9.9%	14	15.4%	31	34.1%	34	37.4%	0
17. Senior managers effectively communicate the organization's goals.	Menno Home	Y	91	15	16.5%	9	9.9%	16	17.6%	34	37.4%	17	18.7%	0
18. Senior managers are committed to providing high-quality care.	Menno Home	Y	90	12	13.3%	9	10.0%	13	14.4%	34	37.8%	22	24.4%	1
19. Senior managers act on staff feedback.	Menno Home	R	91	21	23.1%	12	13.2%	18	19.8%	25	27.5%	15	16.5%	0
20. Senior managers are committed to providing a safe and healthy workplace.	Menno Home	Y	91	14	15.4%	9	9.9%	10	11.0%	27	29.7%	31	34.1%	0
21. My organization takes effective action to prevent violence in the workplace.	Menno Home	Y	91	4	4.4%	15	16.5%	5	5.5%	40	44.0%	27	29.7%	0
22. My organization takes effective action to prevent abuse in the workplace.	Menno Home	Y	91	4	4.4%	11	12.1%	9	9.9%	37	40.7%	30	33.0%	0
23. My workplace is safe.	Menno Home	Y	91	2	2.2%	14	15.4%	11	12.1%	38	41.8%	26	28.6%	0
24. I am able to balance my family and personal life with work.	Menno Home	G	90	1	1.1%	2	2.2%	11	12.2%	42	46.7%	34	37.8%	1
25. In the past 12 months, would you say that most days at work were...	Menno Home	Y	91	13	14.3%	48	52.7%	23	25.3%	7	7.7%			
26. How often does your work unit / team provide top-quality patient care or other services?	Menno Home	G	91	1	1.1%	7	7.7%	35	38.5%	48	52.7%			
28. How frequently do you look forward to going to work?	Menno Home	G	91	1	1.1%	13	14.3%	45	49.5%	32	35.2%			
27. Would you recommend this organization to friends and family who require care?	Menno Home	G	91	10	11.0%	30	33.0%	51	56.0%					
29. Overall, how satisfied are you with your job?	Menno Home	G	91	4	4.4%	3	3.3%	11	12.1%	47	51.6%	26	28.6%	
30. Overall, how would you rate your organization as a place to work?	Menno Home	Y	91	7	7.7%	9	9.9%	21	23.1%	31	34.1%	23	25.3%	

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1. I understand what is expected of me in my job.	Menno Hospital	G	87	0	0.0%	1	1.1%	3	3.4%	30	34.5%	53	60.9%	0
2. I am given enough time to do what is expected of me in my job.	Menno Hospital	Y	87	3	3.4%	24	27.6%	16	18.4%	27	31.0%	17	19.5%	0
3. I am consulted about changes affecting my job.	Menno Hospital	Y	87	4	4.6%	17	19.5%	15	17.2%	35	40.2%	16	18.4%	0
4. I am able to decide how to do my work.	Menno Hospital	G	86	1	1.2%	8	9.3%	11	12.8%	37	43.0%	29	33.7%	1
5. I am able to make improvements in how my work is done.	Menno Hospital	Y	87	1	1.1%	5	5.7%	16	18.4%	37	42.5%	28	32.2%	0
6. My job makes good use of my skills.	Menno Hospital	G	84	1	1.2%	5	6.0%	9	10.7%	32	38.1%	37	44.0%	3
7. I have the materials, supplies, and equipment I need to do my work.	Menno Hospital	G	86	4	4.7%	10	11.6%	6	7.0%	32	37.2%	34	39.5%	1
8. I receive recognition for good work.	Menno Hospital	Y	87	6	6.9%	13	14.9%	23	26.4%	24	27.6%	21	24.1%	0
9. I receive the training I need to do my job well.	Menno Hospital	G	86	0	0.0%	4	4.7%	10	11.6%	45	52.3%	27	31.4%	1
10. I have good opportunities to develop my career.	Menno Hospital	Y	87	2	2.3%	12	13.8%	24	27.6%	29	33.3%	20	23.0%	0
11. The people I work with treat me with respect.	Menno Hospital	G	87	1	1.1%	4	4.6%	12	13.8%	39	44.8%	31	35.6%	0
12. The people I work with help each other out.	Menno Hospital	G	86	1	1.2%	2	2.3%	13	15.1%	35	40.7%	35	40.7%	1
13. I feel I belong to a team.	Menno Hospital	G	86	1	1.2%	5	5.8%	15	17.4%	36	41.9%	29	33.7%	1
14. My supervisor treats me fairly.	Menno Hospital	Y	86	0	0.0%	5	5.8%	18	20.9%	30	34.9%	33	38.4%	1
15. My supervisor provides feedback on how well I am doing my job.	Menno Hospital	Y	87	0	0.0%	11	12.6%	25	28.7%	32	36.8%	19	21.8%	0

16. I can count on my supervisor to help me with a difficult task.	Menno Hospital	Y	86	2	2.3%	10	11.6%	21	24.4%	30	34.9%	23	26.7%	1
17. Senior managers effectively communicate the organization's goals.	Menno Hospital	Y	86	5	5.8%	15	17.4%	19	22.1%	30	34.9%	17	19.8%	1
18. Senior managers are committed to providing high-quality care.	Menno Hospital	Y	86	4	4.7%	11	12.8%	15	17.4%	28	32.6%	28	32.6%	1
19. Senior managers act on staff feedback.	Menno Hospital	Y	86	8	9.3%	18	20.9%	17	19.8%	26	30.2%	17	19.8%	1
20. Senior managers are committed to providing a safe and healthy workplace.	Menno Hospital	Y	86	3	3.5%	8	9.3%	14	16.3%	32	37.2%	29	33.7%	1
21. My organization takes effective action to prevent violence in the workplace.	Menno Hospital	G	85	3	3.5%	10	11.8%	8	9.4%	31	36.5%	33	38.8%	2
22. My organization takes effective action to prevent abuse in the workplace.	Menno Hospital	G	85	3	3.5%	8	9.4%	10	11.8%	31	36.5%	33	38.8%	2
23. My workplace is safe.	Menno Hospital	G	86	1	1.2%	9	10.5%	9	10.5%	40	46.5%	27	31.4%	1
24. I am able to balance my family and personal life with work.	Menno Hospital	G	86	0	0.0%	4	4.7%	7	8.1%	49	57.0%	26	30.2%	1
25. In the past 12 months, would you say that most days at work were...	Menno Hospital	Y	87	9	10.3%	50	57.5%	22	25.3%	6	6.9%			
26. How often does your work unit / team provide top-quality patient care or other services?	Menno Hospital	G	87	0	0.0%	6	6.9%	39	44.8%	42	48.3%			
28. How frequently do you look forward to going to work?	Menno Hospital	Y	87	3	3.4%	20	23.0%	37	42.5%	27	31.0%			
27. Would you recommend this organization to friends and family who require care?	Menno Hospital	G	87	7	8.0%	40	46.0%	40	46.0%					
29. Overall, how satisfied are you with your job?	Menno Hospital	G	87	0	0.0%	6	6.9%	15	17.2%	44	50.6%	22	25.3%	
30. Overall, how would you rate your organization as a place to work?	Menno Hospital	R	87	3	3.4%	10	11.5%	32	36.8%	18	20.7%	24	27.6%	