

## 2015 Seoul Philharmonic Orchestra Internal survey questions

### SPO's organizational culture

NO	contents of evaluation	Very so much	Some what yes	No opinion	Some what no	Not at all
1	Do you feel that the SPO, staff & musicians are working towards the overall improvement of the organization?	①	②	③	④	⑤
2	Do you feel that the SPO is setting a procedures towards spreading a righteous organizational culture?	①	②	③	④	⑤

### SPO's Effective management

NO	contents of evaluation	Very so much	Some what yes	No opinion	Some what no	Not at all
1	How do you feel about the human resource(HR) management of the SPO?	①	②	③	④	⑤
2	Do you feel that the management of the SPO is acting accordingly given its responsibilities and authorities?	①	②	③	④	⑤
3	Do you feel that the SPO is making improvement based on the results of these annual surveys?	①	②	③	④	⑤
4	Are you satisfied with the electronic media relevant to the SPO? ie, website, intranet	①	②	③	④	⑤

### Opinion on job

NO	contents of evaluation	Very so much	Some what yes	No opinion	Some what no	Not at all
1	Do you feel that your current employment requires a lot of knowledge and skills?	①	②	③	④	⑤
2	Do you feel that you have an important job, and that you are making an impact on the institution as a whole?	①	②	③	④	⑤
3	Do you feel self-satisfied for the job that you are doing?	①	②	③	④	⑤
4	Do you feel a strong sense of attachment towards the work that you do?	①	②	③	④	⑤
5	Do you feel proud to work in the SPO?	①	②	③	④	⑤
6	Do you feel a strong sense of attachment towards the SPO?	①	②	③	④	⑤

7 Even given a chance to work else where, I will not change employment.

① ② ③ ④ ⑤

### SPO's performance evaluation methods

NO	contents of evaluation	Very so much	Some what yes	No opinion	Some what no	Not at all
1	Do you feel aware of how the SPO evaluates your performance in the workplace?	①	②	③	④	⑤
2	Do you feel the evaluation process is fairly executed?	①	②	③	④	⑤
3	Do you feel that your annual evaluation helps to improve your performance?	①	②	③	④	⑤

### SPO's support for self development

NO	contents of evaluation	Very so much	Some what yes	No opinion	Some what no	Not at all
1	Do you feel that the SPO supports your personal requests for education and training?	①	②	③	④	⑤
2	Do you satisfied with the current level of support?	①	②	③	④	⑤
3	Do you feel that the education and training you received has helped your workplace performance?	①	②	③	④	⑤

### SPO's salary and Welfare

NO	contents of evaluation	Very so much	Some what yes	No opinion	Some what no	Not at all
1	Do you feel that your wages are adequate for the amount and type of work that you do?	①	②	③	④	⑤
2	Do you feel that your wages are competitive in comparison with other employees in other orchestra of similar caliber?	①	②	③	④	⑤
3	Do you satisfied with your personal wages?	①	②	③	④	⑤
4	Do you satisfied with the current level of benefits, health coverage and policies?	①	②	③	④	⑤
5	Do you satisfied regarding the holidays and non-working days schedule of the SPO?	①	②	③	④	⑤
6	Do you feel that the SPO is equipped with adequate infrastructure and promotes a good working environment for its employees?	①	②	③	④	⑤

### SPO's internal communication

NO	contents of evaluation	Very so much	Some what yes	No opinion	Some what no	Not at all
1	Do you feel that new policies set forth by the SPO are communicated efficiently to its staff and musicians?	①	②	③	④	⑤
2	Do you feel that the SPO creates a comfortable and welcoming environment for new members of the orchestra?	①	②	③	④	⑤
3	Do you feel that the SPO allows members to freely express opinions and suggestions regarding work related issues?	①	②	③	④	⑤
4	Do you feel that any new policies set forth by the SPO reflects the opinions of its staff and musicians?	①	②	③	④	⑤
5	Do you feel that the relationship between the staff & musicians is one of cooperation and understanding?	①	②	③	④	⑤

### Overall Satisfaction

Taking account for all the information above, what is your overall level of satisfaction of the SPO?

Very so much	Some what yes	No opinion	Some what no	Not at all
①	②	③	④	⑤

### Suggestions regarding personnel and service

Please make suggestions towards making improvements on the SPO's human resources management and employee benefits package.

total 32 questions