



## Terms and conditions - consent form

Answers to this survey are completely anonymous and cannot be traced back to the respondent. No personally identifiable information is captured. Additionally, responses are combined with those of many others and summarized in a report to further protect your anonymity. Do you consent to participate on this survey?

- Yes
- No

## Personal Data

Do you work in a multinational company/organization?

- Yes
- No

**Age:** Please select your age group.

- 18 - 24 years old
- 25 - 34 years old
- 35 - 44 years old
- 45 - 54 years old
- 55 - 64 years old

- 65 - 74 years old
- 75 years or above

**Gender:** Please select your gender.

- Male
- Female
- Non-binary
- Prefer not to say

**Marital Status:** What is your marital status?

- Single, never married
- Married or domestic partnership
- Divorced
- Widowed

**Education:** What is the highest degree or level of school you have completed? If currently enrolled, highest degree received.

- High school degree or equivalent
- Bachelor's degree (eg. BA, BS)
- Master's degree (eg. MA, MS, MEd)
- Doctorate (eg. PhD, EdD)
- Other

**Ethnic origin:** Please specify your ethnicity.

- White
- Asian
- Hispanic or Latino
- Black or African American
- American Indian or Alaska Native
- Native Hawaiian or Pacific Islander
- Other

## Workplace data

Within what sector do you work?

- Business, consultancy or management
- Accountancy, banking or finance
- Creative arts or design
- Engineering or manufacturing
- Healthcare
- Hospitality or events
- Computing or IT
- Law
- Leisure, sport or tourism
- Marketing, advertising or PR
- Media or digital
- Property or construction
- Public services or administration
- Recruitment or HR
- Retail
- Sales
- Science or pharmaceuticals
- Social care
- Transport or logistics
- Other

In which country is your company located?

For how long (in years) have you worked for this company?

- 0 - 3 years
- 4 - 8 years
- 9 - 15 years
- 16 - 25 years
- Over 25 years

## Cultural Values

**1/6.** Please read carefully and answer to what extent you agree with each one of the statements below.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Individuals should sacrifice self-interest for the group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals should stick with the group even through difficulties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group welfare is more important than individual rewards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Please select 'neither agree nor disagree' here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group success is more important than individual success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Individuals should only pursue their goals after considering the welfare of the group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group loyalty should be encouraged even if individual goals suffer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**2/6.** Please read carefully and answer to what extent you agree with each one of the statements below.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
People in higher positions should make most decisions without consulting people in lower positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in higher positions should not ask the opinions of people in lower positions too frequently.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in higher positions should avoid social interaction with people in lower positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in lower positions should not disagree with decisions by people in higher positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in higher positions should not delegate important tasks to people in lower positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Job Satisfaction

**3/6. Growth opportunities within the company:** Please answer to what extent you agree with each one of the statements below.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Those who do well on the job stand a fair chance of being promoted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel satisfied with my chances for salary increases.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my chances of promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Please select 'strongly agree' here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**4/6. Achievement recognition:** Please answer to what extent you agree with each one of the statements below.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I feel that the work I do is appreciated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are enough rewards for those who work here.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my efforts are rewarded as they should be	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**5/6. Trust in management:** Please answer to what extent you agree with each one of the statements below.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Management at my firm is sincere in its attempts to meet the employees' point of view.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel quite confident that the firm will always try to treat me fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Our management would be quite prepared to gain an advantage by deceiving the employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**(Lastly) Job Satisfaction:** Please answer to what extent you agree with each one of the statements below.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Overall, I am quite satisfied with my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not intend to work for a different company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are no fundamental things I dislike about my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like my job more than many employees in other companies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Please select 'strongly disagree' here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I consider this employer as first choice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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