

# PEOPLE MATTER SURVEY

## CAREER INTENTIONS MODULE



In addition to the core People Matter Survey, your organisation has chosen to include a question module this year which relates to **career intentions**. The module will assist your organisation to understand employee views in relation to career progression opportunities within the organisation, and employees' plans for the future.

1. Please indicate the extent of your agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
a. To date, my career progression within my organisation has met my expectations	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
b. I have the opportunity to progress my career goals within my organisation	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
c. There are adequate opportunities for me to develop skills and experience in my current job	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
d. I have the opportunity to develop my skills and experience in the workplace without leaving my organisation	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
e. There are tools available that support my career development at my organisation	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
f. The best way for me to develop professionally is to stay at my organisation	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

2. What is your likely career plan for the next 2 years? **[Please select ONE option only]**

Continue to work in my current workgroup within my organisation	<input type="checkbox"/>	1
Work in a different workgroup within my organisation	<input type="checkbox"/>	2
Stay at my organisation — Other [Please specify].....	<input type="checkbox"/>	3
Leave my organisation for another Victorian public sector organisation	<input type="checkbox"/>	4
		<i>[Please go to q3]</i>
Leave my organisation for another public service organisation	<input type="checkbox"/>	5
		<i>[Please go to q3]</i>
Leave my organisation for a private sector organisation	<input type="checkbox"/>	6
		<i>[Please go to q3]</i>
Leave my organisation to take up full-time or part-time study	<input type="checkbox"/>	7
		<i>[Please go to q3]</i>
Retire	<input type="checkbox"/>	8
Take a career break	<input type="checkbox"/>	9
		<i>[Please go to q3]</i>
Leave my organisation — Other [Please specify].....	<input type="checkbox"/>	10
		<i>[Please go to q3]</i>
Don't know	<input type="checkbox"/>	11

3. If you have plans to leave your organisation in the near future, what major factors are influencing your decision to leave? **[Please select up to three options]**

- |  |                          |    |
|--|--------------------------|----|
| Opportunity to broaden experience  | <input type="checkbox"/> | 1  |
| To seek/take a promotion elsewhere   | <input type="checkbox"/> | 2  |
| Lack of flexible work arrangements for managing (e.g. family/caring commitments) | <input type="checkbox"/> | 3  |
| Desire to relocate interstate or overseas  | <input type="checkbox"/> | 4  |
| Better location / reduce travel time   | <input type="checkbox"/> | 5  |
| Limited opportunities to gain further experience at my organisation              | <input type="checkbox"/> | 6  |
| My interests do not match my job role  | <input type="checkbox"/> | 7  |
| A lack of involvement in decisions affecting my job and career                   | <input type="checkbox"/> | 8  |
| My workload is excessive   | <input type="checkbox"/> | 9  |
| Lack of future career opportunities at my organisation                           | <input type="checkbox"/> | 10 |
| A lack of recognition for doing a good job                                       | <input type="checkbox"/> | 11 |
| For better remuneration  | <input type="checkbox"/> | 12 |
| Poor relationship with my supervisor   | <input type="checkbox"/> | 13 |
| Lack of developmental/educational opportunities                                  | <input type="checkbox"/> | 14 |
| Lack of confidence in senior leadership  | <input type="checkbox"/> | 15 |
| Lack of organisational stability   | <input type="checkbox"/> | 16 |
| End of contract/secondment   | <input type="checkbox"/> | 17 |
| Other [Please specify] .....   | <input type="checkbox"/> | 18 |