

# PEOPLE MATTER SURVEY

## CHANGE MANAGEMENT MODULE



In addition to the core People Matter Survey, your organisation has chosen to include a question module this year which relates to **change management**. The module will assist your organisation to understand staff perceptions on how change is managed, and gauge the effectiveness of change management processes.

	Yes	No
1. In the past 12 months, has your current workgroup been directly affected by significant workplace change?	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub> <i>[Please exit module]</i>
2. What were the main changes that affected your workgroup in the last 12 months? <b>[Please select all that apply]</b>		
Substantial change in your work priorities		<input type="checkbox"/> <sub>1</sub>
Substantial change in your type of work		<input type="checkbox"/> <sub>2</sub>
Organisational restructure		<input type="checkbox"/> <sub>3</sub>
Change in management above your direct line manager		<input type="checkbox"/> <sub>4</sub>
Change in direct line manager		<input type="checkbox"/> <sub>5</sub>
Increase in employee numbers		<input type="checkbox"/> <sub>6</sub>
Decrease in employee numbers		<input type="checkbox"/> <sub>7</sub>
Change in physical workplace (e.g. moved to a new building, existing workplace renovated)		<input type="checkbox"/> <sub>8</sub>
<i>[VPS employees only]</i> Machinery of government change (Machinery of Government refers to the allocation of functions and responsibilities between departments and ministers)		<input type="checkbox"/> <sub>9</sub>
Other [Please specify].....		<input type="checkbox"/> <sub>10</sub>

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

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neither Agree nor Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
a. My workgroup was provided with sufficient information on how the change would impact on the team	<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. My workgroup was provided with adequate support during the change process	<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. My workgroup was kept well informed throughout the change process	<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. People in my workgroup generally coped well with the change	<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. The change was managed well in my workgroup	<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. My organisation's leadership supports staff to work in an environment of change	<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>