

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"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
b. I have the opportunity to progress my career goals within my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
c. There are adequate opportunities for me to develop skills and experience in my current job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
d. I have the opportunity to develop my skills and experience in the workplace without leaving my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
e. There are tools available that support my career development at my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
f. The best way for me to develop professionally is to stay at my organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

<p>2. What is your likely career plan for the next 2 years?</p> <p>[Please select one option only]</p>	<p><input type="checkbox"/>₁ Continue to work in my current workgroup within my organisation</p> <p><input type="checkbox"/>₂ Work in a different workgroup within my organisation</p> <p><input type="checkbox"/>₃ Stay at my organisation - Other [please specify].....</p> <p><input type="checkbox"/>₄ Leave my organisation for another Victorian public sector organisation</p> <p><input type="checkbox"/>₅ Leave my organisation for another public service organisation</p> <p><input type="checkbox"/>₆ Leave my organisation for a private sector organisation</p> <p><input type="checkbox"/>₇ Leave my organisation to take up full-time or part-time study</p> <p><input type="checkbox"/>₈ Retire</p> <p><input type="checkbox"/>₉ Take a career break</p> <p><input type="checkbox"/>₁₀ Leave my organisation - Other [please specify].....</p> <p><input type="checkbox"/>₁₁ Don't know</p> <p>If an option between 4 and 7 or 9 and 10 are selected, go to Q.3.</p>
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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]

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