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.

1. In the past 12 months, has your current workgroup been directly affected by significant workplace change?	☐₁ Yes	☐₂ No *[Please exit module]*

2. What were the main changes that affected your workgroup in the last 12 months? **[Select all that apply]**	☐₁ Substantial change in your work priorities ☐₂ Substantial change in your type of work ☐₃ Organisational restructure ☐₄ Change in management above your direct line manager ☐₅ Change in direct line manager ☐₆ Increase in employee numbers ☐₇ Decrease in employee numbers ☐₈ Change in physical workplace (e.g. moved to a new building, existing workplace renovated) ☐₉ *[VPS employees only]* Machinery of Government change (Machinery of Government refers to the allocation of functions and responsibilities between departments and ministers) ☐₁₀ Other [please specify]...

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

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
a. My workgroup was provided with sufficient information on how the change would impact on the team	☐₁	☐₂	☐₃	☐₄	☐₅
b. My workgroup was provided with adequate support during the change process	☐₁	☐₂	☐₃	☐₄	☐₅
c. My workgroup was kept well informed throughout the change process	☐₁	☐₂	☐₃	☐₄	☐₅
d. People in my workgroup generally coped well with the change	☐₁	☐₂	☐₃	☐₄	☐₅
e. The change was managed well in my workgroup	☐₁	☐₂	☐₃	☐₄	☐₅
f. My organisation's leadership supports staff to work in an environment of change	☐₁	☐₂	☐₃	☐₄	☐₅