

**MANAGEMENT ADVISORY COUNCIL
SURVEY**

The purpose of this survey is to determine the interests of the Managers as a group. The answers to the survey will show what are the areas of interest to the members and allow the Council to define strategies to address those areas. This means that we can become proactive and address the areas that are of interest to all of us. *Your participation is critical to this new effort!*

Please answer as thoroughly and quickly as possible. Answers should reflect what the actual practice is at your organization. Please be assured that confidentiality will be maintained.

Please return the completed surveys by Interoffice, E-Mail or U.S. Mail to:

Joe Amend – OPM

450 Capitol Ave – MS# 54MGT

Hartford, CT 06106-1308

joseph.amend@po.state.ct.us OR joseph.amend@dmvct.org

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Call me at 860.263-5485 or 860.418-6204 if you have any questions.

1.) How is PARS used in your organization? **NOTE:** Check all that apply

- A. **PARS is not used**
- B. Distribute money available for raises
- C. Distribute money available for bonuses
- D. Rank managers
- E. Motivate the manager through feedback
- F. Monitor the manager's performance
- G. Ensure that the manager's goals match with those of the organization

2.) Of the answers checked in question #1, what do you believe is the most important to the Manager?

3.) Of the answers **NOT** checked in question #1, is there one which you consider very important to the Manager?

4.) Is salary compression (where the pay of the supervised staff is close to or exceeds the supervising manager) perceived as a problem in your organization?

- A. Yes
- B. No

5.) Are you personally affected by salary compression? If so, can you explain or would you like us to contact you?

Contact Info: _____

MAC Survey (con't)

6.) Are you at the top of your salary grade?

- A. Yes
- B. No

7.) How would you rate the *training opportunities* for managers in your organization?

- A. No problems – funds and time available
- B. Slight problem – funds available, but time not always available
- C. Slight problem – time available, but funds not always available
- D. Significant problem – funds and time in short supply
- E. Training is not really available for managers

8.) In what areas is training offered? NOTE: Check all that apply

- A. Computer software packages
- B. Computer programming languages
- C. Career enhancement
- D. Personal betterment
- E. Job specific
- F. Academic, not part of a degree program
- G. Degree/certificate program
- H. Other

9.) A bonus is earned for “Exceeds Expectations”. At your organization, are ratings changed or “directed” to fit the available pool of “bonus” dollars or a targeted number of awardees?

- A. Yes
- B. No

If “YES”, Please describe the overall reaction and why the ratings are directed.

10.) In your opinion, should a performance measurement tool be used to measure an employee: Check one.

- A. Against their peers
- B. Against objectives, projects or milestones

11.) In your organization, is a performance tool used to measure an employee. Check all that apply:

- A. Against their peers
- B. Against objectives, projects or milestones
- C. Not used

MAC Survey (con't)

12.) In your organization, is the use of a performance tool effective?

- A. YES – To motivate the rated manager
- B. NO - To motivate the rated manager
- C. YES – To increase and monitor performance.
- D. NO - To increase and monitor performance

Specify which performance tool is used: _____

COMMENTS: _____

13.) What would be the impact in your organization on morale if “bonuses” for “Exceeding Expectations” were eliminated?

- A. Positive to a significant degree
- B. Negative to a significant degree
- C. Insignificant one way or the other

14.) In your opinion, how much of an incentive is the bonus for “Exceeding Expectations”?

- A. Highly significant in a positive manner, a “driver”
- B. Significant and positive, but not a “driver”
- C. Not significant one way or the other
- D. A disincentive

15.) In your opinion, would it be wise to increase the money allocated to PARS for bonuses?

- A. Yes
- B. No

16.) Would you support the elimination of the minimum and/or the maximum amount of dollars to be awarded to the manager that “Exceeds Expectations”?

- A. Eliminate the maximum
- B. Eliminate the minimum
- C. Eliminate both the maximum and the minimum
- D. Make no changes

17.) In your opinion, what is the value of the annual PARS review?

- A. Insignificant one way or the other
- B. Positive to a significant degree
- C. Negative to a significant degree

18.) Does the organizational level of a manager’s position affect their rating?

- A. Yes
- B. No

Should it? Please explain: _____

MAC Survey (con't)

19.) The following are possible uses of a performance measuring tool; please rank them from most to least important:

- A. Guide the professional development of the employee
- B. Measure the employee against tasks, objectives and goals
- C. Measure the employee against their peers
- D. Measure desirable characteristics such as communication skills, leadership, initiative, etc.
- E. Divide available dollars for raises and/or bonuses

Please rank **A** through **E** in importance: _____

Should any be eliminated? _____

20.) Would you support increasing the maximum salary within a job class by 15%?

A. Yes

B. No

By some other percentage? Which is: _____

21.) Please, explain what your organization does to recognize managers' performance (banquets, luncheons, etc):

Thank you, for your time and attention. If there is another subject that you would like to bring to the Council's attention, please write it in the space below. Add pages or use the back, as appropriate. Once again, Thanks.