

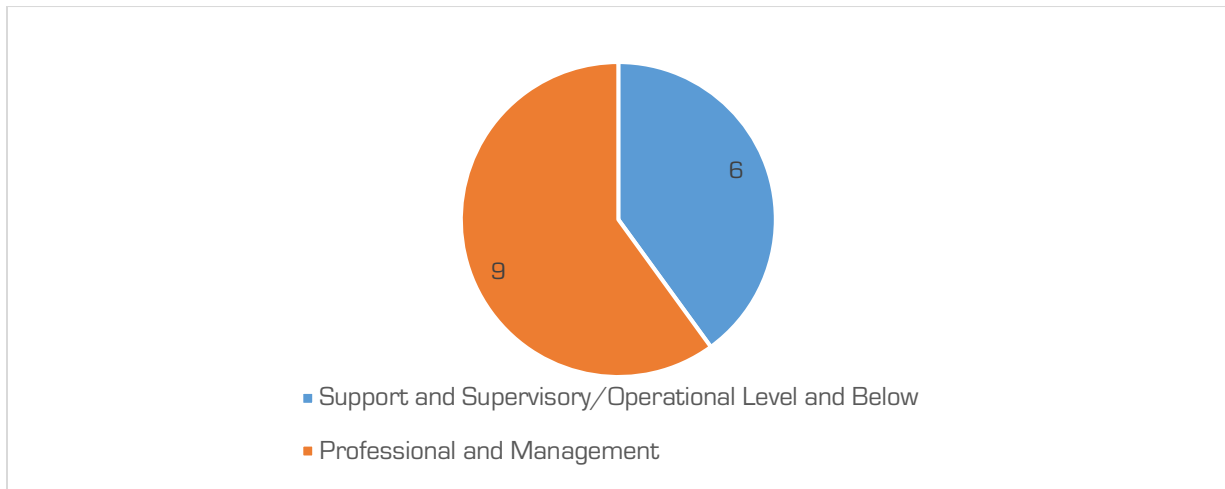
Staff Motivation & Leadership Survey – CCAA

Background:

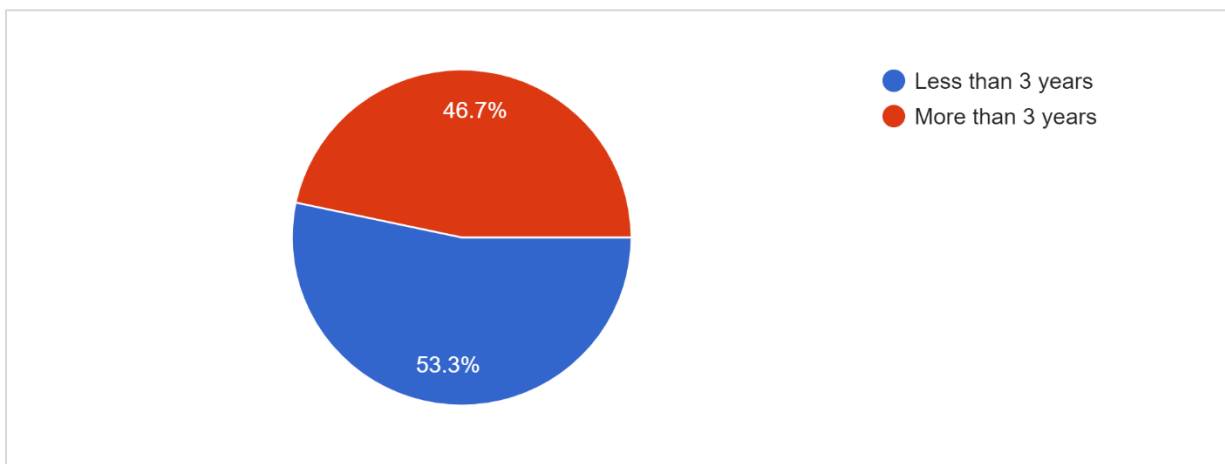
An online survey of employees was conducted in June 2023, to gauge their motivation and the leadership at the CCAA; and seek critical feedback on what needs to be improved/ changed. The responses were anonymous and are reflected as is apart from some grammatical corrections.

Part I: Respondents Profile

1. Your Position Category

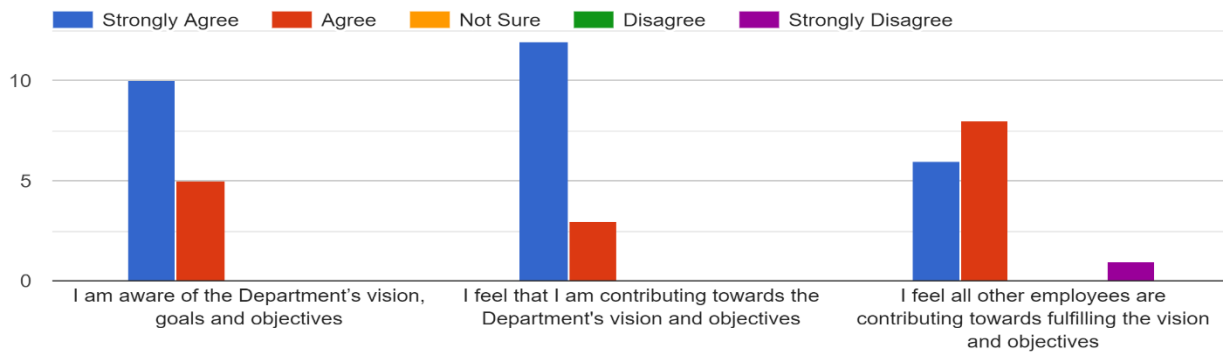


2. How long have you been with CCAA?

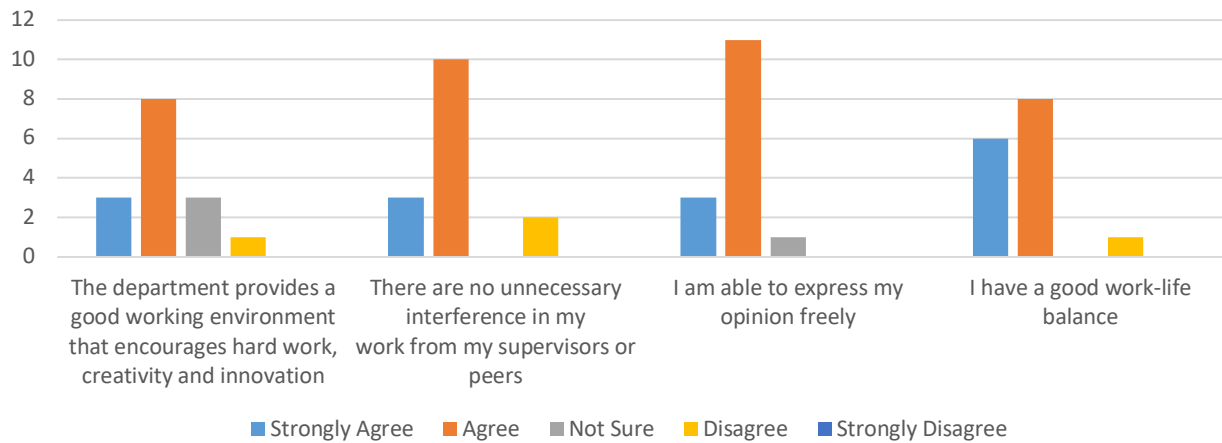


Part II: Self-Assessment of the Departments Organizational Climate

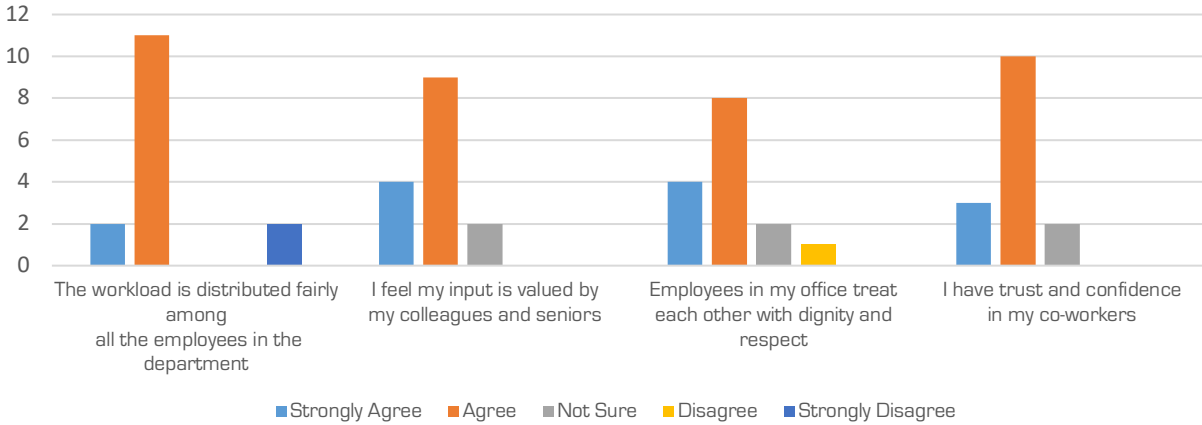
1. Sense of Purpose and Direction



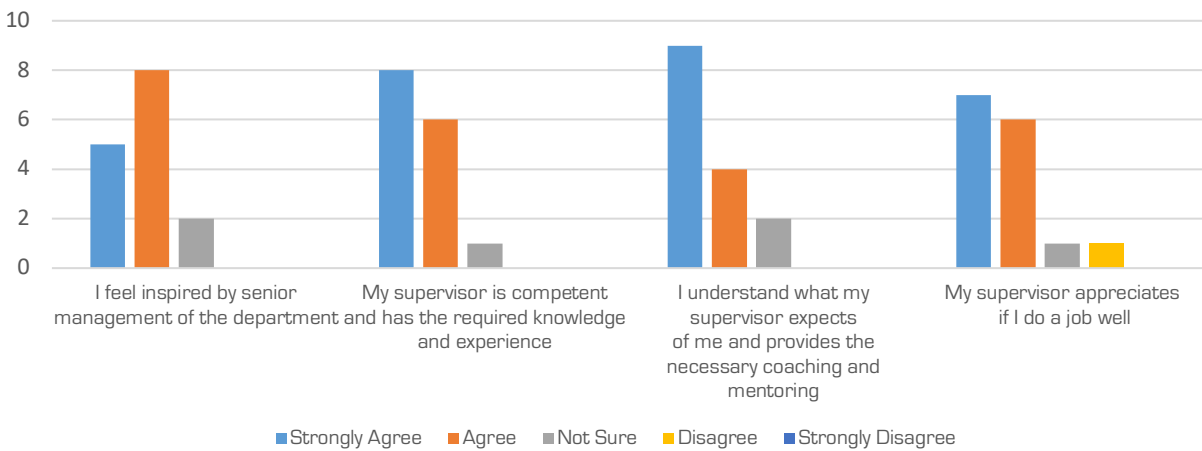
2.1 Working Environment and Employee Relationship



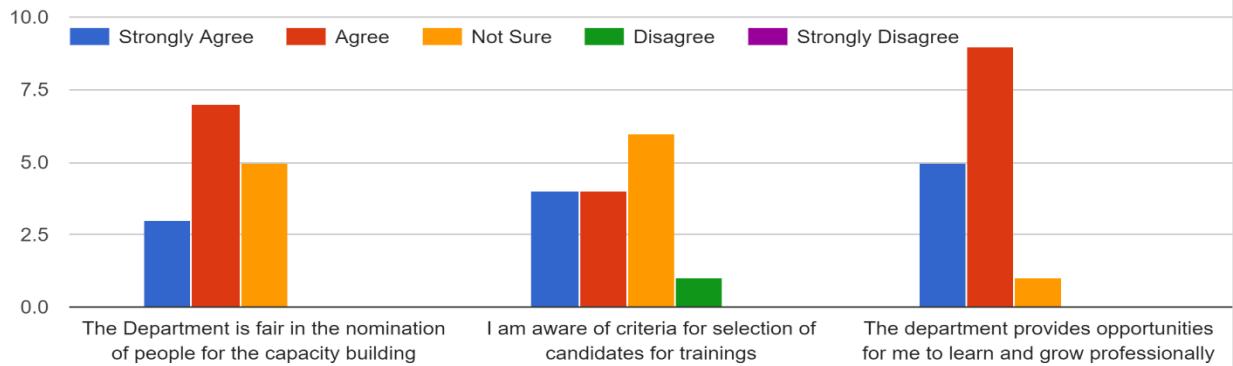
2.2 Working Environment and Employee Relationship



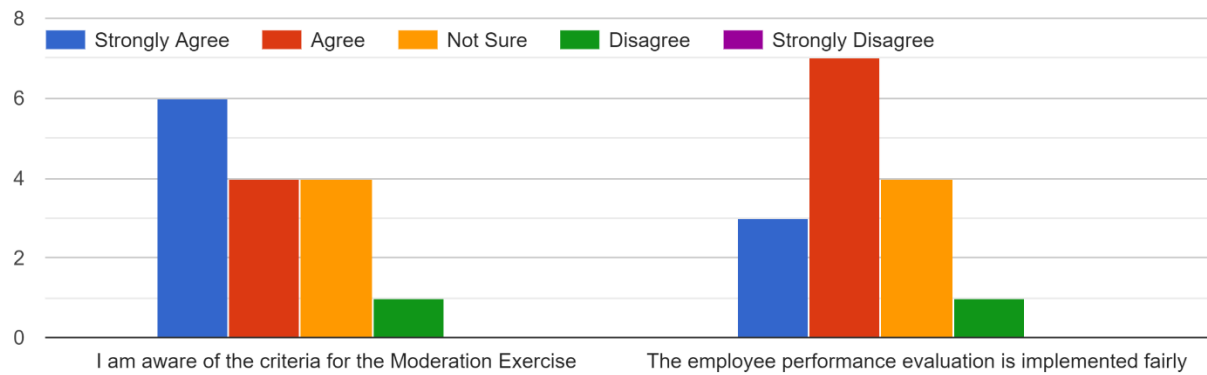
3. Leadership



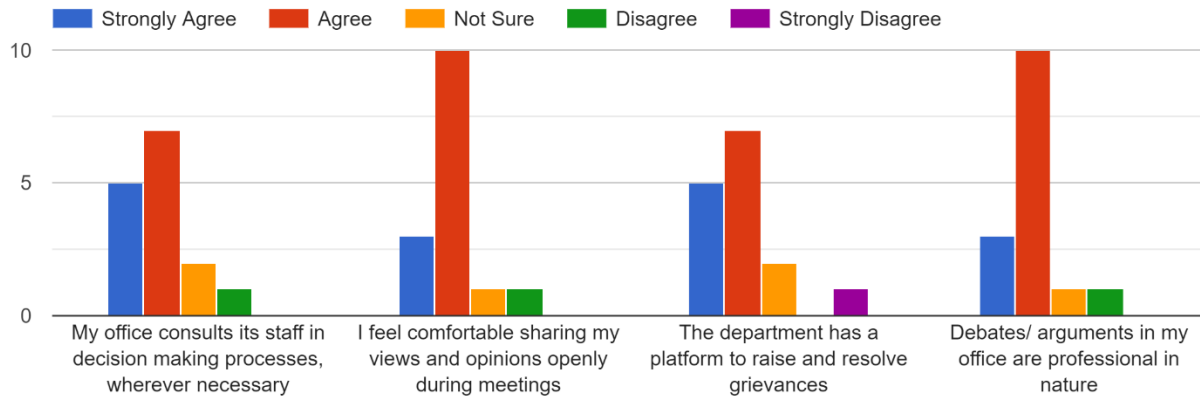
4. Training, Career Development and Benefits



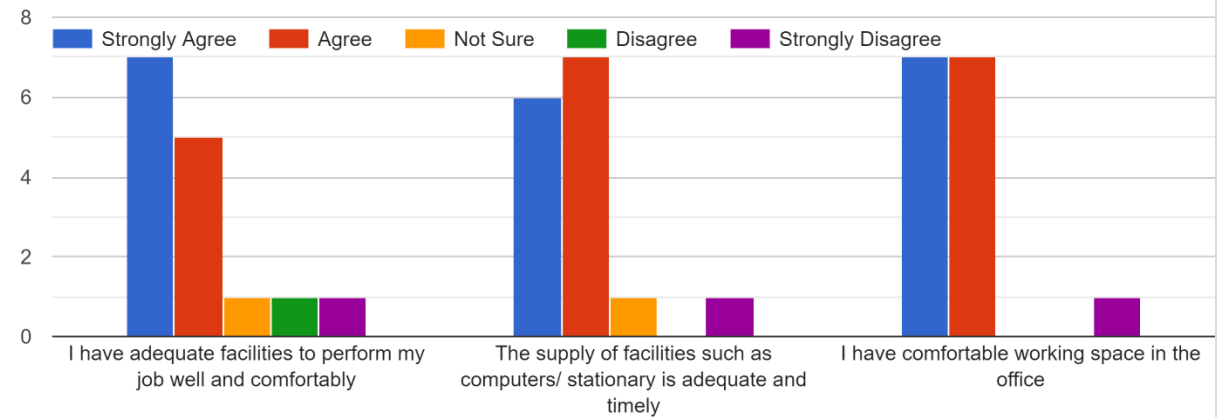
5. Performance Appraisal System



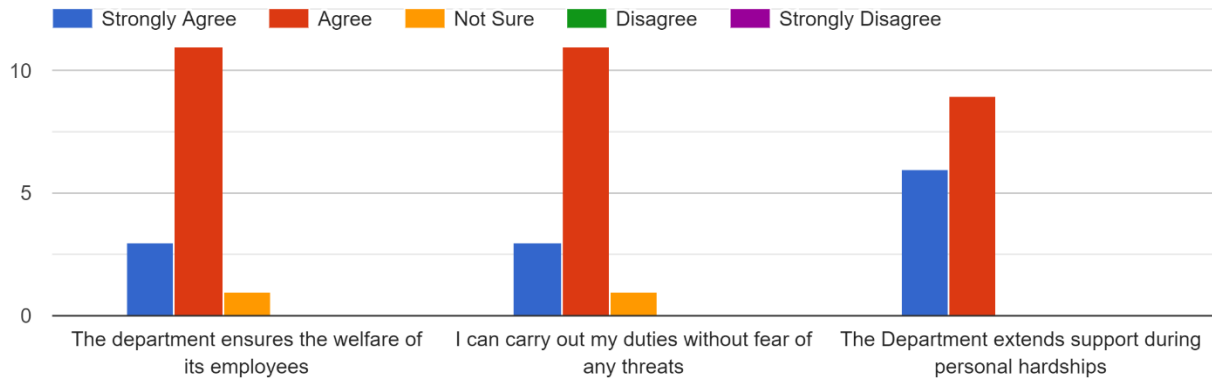
6. Decision Making and Conflict Resolution



7. Facilities (laptops/ desktops, office space, furniture, internet, meeting rooms, stationary, recreation room etc)



8. Staff Welfare



9. Kindly provide your valuable comments to bring about improvements in the organization for greater efficiency, innovation and overall job satisfaction. (Please provide answers in bullet form)

NA

- No comments
- Till now every is running good.
- It would be better if the two divisions could do a thorough discussions before carrying out any activities as there were clashes with the tour plans. - The chiefs could do a good discussion among themselves before implementing any plans and activities - Any activities that are new to the department should be discussed, planned and implemented with collaboration from both the divisions - All the APA activities need to be completed before the due and not left at the end of the financial year.
- Must have an informal gathering or coordination meetings
- No difference between those who work and those who don't work at all - lack of monitoring. It is demotivating.
- Thank you
- Avoid nitpickings
- WIFI strength needs to be looked into.
- Poor internet connection
- There is need of proper communication between the two divisions (CEED and CPCED) for any kind of work (There exist lots of communication gaps between these divisions). ii. There is need of collaborative working when the new work is introduced, it should be made known to every employee, not just one or two employees in the office. Any work should be done equally by every employee not just by one or two employees (fair distribution of work). iii. The office supplies seems not adequate and the reason given is always budget shortage. This makes us feel awkward to ask anything even if we need something urgently. Hence, this issue need

some kind of interventions. iv. The internet connection is so horrible; this issue needs top priority and immediate action. Even if we ask for some intervention regarding this issue, the concerned person seems to do nothing. Giving broadband access to all can be one solution for this issue. v. One issue is piling up of work for last minute. This hampers the quality of result as well as gives work pressure as the work has to be done in rush. Hence, proper planning is needed regarding this.

- No comment