Questionnaire: Satisfaction Survey on Performance Evaluation System in New Energy Enterprises

Instructions:

Thank you for participating in this survey. This questionnaire aims to understand your satisfaction with the company's performance evaluation system to optimize and improve related management measures. Your responses will be kept strictly confidential and used only for academic research purposes. We appreciate your support and cooperation!

Basic Information:

1. Your gender:
   - Male
   - Female
2. Your age:
   - 20-30 years old
   - 30-40 years old
   - 40-50 years old
   - Over 50 years old
3. Your education level:
   - Doctorate
   - Master's degree
   - Bachelor's degree
   - Associate's degree
4. Your position:
   - Division leader
   - Department manager
   - Department staff
5. Your level of education:
   - Associate's Degree
   - Bachelor's Degree
   - Master's Degree
   - Doctoral Degree

Survey Content:

I. Satisfaction with the Performance Evaluation System

1. How satisfied are you with the overall performance evaluation system of the company?
    - Very satisfied
    - Satisfied
    - Neutral
    - Dissatisfied
    - Very dissatisfied
2. Do you think the company's performance evaluation system is fair?
    - Very fair
    - Fair
    - Neutral
    - Unfair
    - Very unfair
3. Are the standards of performance evaluation clear and understandable?
    - Very clear
    - Clear
    - Neutral
    - Unclear
    - Very unclear
4. Is the process of performance evaluation transparent and objective?
    - Very transparent
    - Transparent
    - Neutral
    - Opaque
    - Very opaque
5. Are the criteria used in the performance evaluation relevant to your job responsibilities?
    - Very relevant
    - Relevant
    - Neutral
    - Irrelevant

- Very irrelevant

6. Do you receive regular and constructive feedback from your performance evaluations?

- Always
- Often
- Sometimes
- Rarely
- Never

7. How satisfied are you with the feedback mechanism after the performance evaluation?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

8. How well does the performance evaluation system motivate you to improve your performance?

- Very well
- Well
- Neutral
- Poorly
- Very poorly

II. Work–Life Balance

9. Do you think the company does enough in terms of work–life balance?

- Very enough
- Enough
- Neutral
- Not enough
- Very not enough

10. How often do work demands interfere with your personal life?

- Always
- Often

- Sometimes
- Rarely
- Never

11. Are you satisfied with the psychological support and health benefits provided by the company?
- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

12. Does the company provide sufficient support to help you manage work-related stress?
- Very sufficient
- Sufficient
- Neutral
- Insufficient
- Very insufficient

III. Career Development and Skills Improvement

13. Do you think the company provides sufficient career development opportunities?
- Very sufficient
- Sufficient
- Neutral
- Insufficient
- Very insufficient

14. Are the career development opportunities aligned with your personal career goals?
- Very aligned
- Aligned
- Neutral
- Misaligned
- Very misaligned

15. Are you satisfied with the skills training and support provided by the company?
- Very satisfied
- Satisfied

- Neutral
- Dissatisfied
- Very dissatisfied

16. How relevant are the training programs to your job requirements?
- Very relevant
- Relevant
- Neutral
- Irrelevant
- Very irrelevant

IV. Customer and Market Relationships

17. Are you satisfied with the company's work in customer relationship management?
- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

18. How effective do you think the company's strategies are for market expansion and customer acquisition?
- Very effective
- Effective
- Neutral
- Ineffective
- Very ineffective

19. Does your role involve direct interaction with customers, and if so, how would you rate your support in managing these relationships?
- Very well supported
- Well supported
- Neutral
- Poorly supported
- Very poorly supported

20. How well does the company address customer feedback and incorporate it into service improvements?

- Very well
- Well
- Neutral
- Poorly
- Very poorly

V. Organizational Management and Market Background

21. Are you satisfied with the adjustments in the company's organizational management?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

22. Do you think the company's strategies in responding to electricity market reform are effective?

- Very effective
- Effective
- Neutral
- Ineffective
- Very ineffective

23. How well does the company communicate changes and updates related to market reforms and organizational adjustments?

- Very well
- Well
- Neutral
- Poorly
- Very poorly

24. How would you rate the company’s innovation capabilities in adapting to market changes?

- Very high
- High
- Neutral
- Low

- Very low

25. How do you perceive the company's commitment to continuous improvement and employee involvement in organizational changes?

- Very committed
- Committed
- Neutral
- Uncommitted
- Very uncommitted

Conclusion:

Thank you for taking the time to complete this questionnaire. Your feedback is very important to us and will help us improve the performance evaluation system and enhance employee satisfaction. If you have any other suggestions or comments, please leave them below:

_____

(Please fill in your suggestions or comments)

Please be sure to complete all the questions before submitting the questionnaire. Thank you again for your cooperation!