



© October 2022

**Stiftung Liebenau**

Siggenweilerstraße 11 · 88074 Meckenbeuren

[www.stiftung-liebenau.de](http://www.stiftung-liebenau.de)

**Stiftung Hospital zum Heiligen Geist**

Emmelhofer Straße 1 · 88353 Kißlegg

[www.stiftung-heilig-geist.de](http://www.stiftung-heilig-geist.de)

## 2022 Employee Survey

# Dear staff members,

At first glance, this is just a questionnaire with lots of questions to be read and answered. But if you take part in this survey, you will be helping us a lot. This is because your responses and your personal opinion can help us to develop further and to improve. It would be a great help if you could dedicate approx. 15 minutes to answering these questions.

The most recent survey was conducted four years ago, because the present survey had to be postponed several times owing to the coronavirus pandemic. With this in mind, it is especially important to us to find out from you how you experienced these challenging times. We want to use the 2022 Employee Survey to better understand how you feel about the Stiftung Liebenau and the Stiftung Hospital zum Heiligen Geist, as well as its subsidiaries, as an employer. What do you like, and what do you dislike, about your employer?

The questionnaires will be evaluated by an external company, so that the anonymity of all participants can be guaranteed. We made especially sure in advance that it will not be possible to identify any individuals.

We hope that you will be able to take part in this Employee Survey and want to thank you in advance for your help.

## The Management Board and management of the Stiftung Liebenau and the Stiftung Hospital zum Heiligen Geist

### Questionnaire five other languages

Questionnaire in english  
Türkçe anket  
Chestionar în limba română  
Upitnik na hrvatskom  
Ankieta w języku polskim

The questionnaire is also available as a PDF in five other languages at [www.stiftung-liebenau.de/umfrage](http://www.stiftung-liebenau.de/umfrage) or via this QR code.



### How to complete the questionnaire:

- Carefully read through each question and all possible responses.
- Please use crosses to evaluate the individual aspects in relation to your current place of work. You can choose one response per aspect. If possible, please answer all questions. If you are unsure, please select the answer that most closely matches your view.
- Insert your completed questionnaire in the enclosed stamped return envelope. Then please either take it to the relevant office or return it by mail (internal mail, if possible).

Please make sure to return your questionnaire **at the latest by 11 November 2022.**

# Employer Evaluation Questionnaire

How do you evaluate your employer in terms of the following characteristics?

	very good	good	satisfactory	adequate	deficient	inadequate	no answer
Image of the Stiftung Liebenau/ the Stiftung Hospital zum Heiligen Geist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Brand recognition of the Stiftung Liebenau/ the Stiftung Hospital zum Heiligen Geist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development and career opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Varied work/task areas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment of the employee representatives or the Works Council	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment of management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Independent work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperation between the departments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regular feedback from the supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work atmosphere	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team cohesion/ mutual support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Line manager's leadership quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being informed of important matters and procedures in your work area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being informed of important matters and procedures in the company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your identification with the Stiftung Liebenau/ the Stiftung Hospital zum Heiligen Geist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workplace safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corporate culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working time models	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perception of social responsibility as a company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for further training and education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary and social benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overlap between your own professional convictions and the reality of your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reconciliation of career and family life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equal opportunities for all genders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of the work materials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opportunity to perform meaningful work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opportunity to swap ideas with colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health offers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



How likely are you to recommend your employer to your friends and acquaintances?  
(0 = very unlikely, 10 = highly probable)

0	1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What do you particularly like about your employer?

What do you particularly dislike about your employer?

What would you like your employer to change?

How did you learn about your employer? (multiple answers possible)

Personal recommendation from friends or acquaintances or from family	<input type="radio"/>
Newspaper advertisement	<input type="radio"/>
Online job advertisement	<input type="radio"/>
Miscellaneous	<input type="radio"/>

How would you describe your general health?

very good	good	not good	bad	no answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often do you suffer from one of the following complaints?

	never	rarely	sometime	often	no answer
Back pain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tense neck	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gastrointestinal issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tiredness, fatigue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cardiovascular issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nervousness, agitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disrupted sleep	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Joint pain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Headaches	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skin problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental illness, psychological impairment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Which health offers would be of interest to you? (multiple answers possible)

fitness, mobility, e.g. running, cycling	<input type="radio"/>	relaxation, mental health	<input type="radio"/>
stronger muscles, e.g. back	<input type="radio"/>	sleep	<input type="radio"/>
healthy eating, weight loss	<input type="radio"/>	how to cope with addictive substances	<input type="radio"/>
Other (own text):	<div></div>		

The coronavirus pandemic impacted us all. We all had to face special challenges. We would love to find out more from you!

What were the impacts (positive/negative) of the coronavirus crisis on your everyday work?  
How did you experience this period?

In your opinion, what did the foundations handle well during the coronavirus crisis and where could they have done better?

What measures did your team take in order to reduce the negative impacts of the coronavirus pandemic?

If you use the "Mein Liebenau" app:

How would you rate it overall?

very good	good	not good	bad	no answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Which contents of the app do you use? (multiple answers possible)

Desk (HR processes)	<input type="radio"/>	News	<input type="radio"/>	Health	<input type="radio"/>
Services/employee offers	<input type="radio"/>	Chat	<input type="radio"/>		

How would you rate the app as an additional way to find out information and communicate?

very good	good	not good	bad	no answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What additional functions/contents would you like to see?

In which company/department do you work?

XXXXX

XXXXX

XXXXX

XXXXX

XXXXX

XXXXX

XXXXX

XXXXX

XXXXX

XXXXX



In order to protect our environment, we print on 100% recycled, ultrawhite offset paper.

Thank you for taking part! Please insert your completed questionnaire in the enclosed stamped return envelope. Then please either take it to the relevant office or return it by mail (internal mail, if possible) at the latest by 11 November 2022.