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# Questus Hospitality Annual Survey - Input & Retention Edit

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## Response Summary

Total Started Survey: 92  
Total Completed Survey: 92 (100%)

PAGE: 1

1. The following best describes the industry I currently/previously worked in?

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|  | Response Percent | Response Count |
|--|------------------|----------------|
| Hotel/Resort   | 53.3%            | 49             |
| Restaurant   | 23.9%            | 22             |
| Service/Supply   | 1.1%             | 1              |
| Toursim  | 0.0%             | 0              |
| Golf/Private Clubs   | 1.1%             | 1              |
| Consulting   | 2.2%             | 2              |
| Events or Catering Company                                     | 6.5%             | 6              |
| Other (please specify below)<br><a href="#">Show Responses</a> | 12.0%            | 11             |
| <b>answered question</b>                                       |                  | <b>92</b>      |
| <b>skipped question</b>  |                  | <b>0</b>       |

2. The following best describes my current/previous position?

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|  | Response Percent | Response Count |
|--|------------------|----------------|
| President/VP   | 5.4%             | 5              |
| Executive Level - e.g. Multi-Unit or Department Head           | 29.3%            | 27             |
| Senior Manager - e.g. Outlet or Restaurant GM/Chef etc.        | 32.6%            | 30             |
| Middle Management - e.g. Assistant Manager any department      | 9.8%             | 9              |
| Junior Management - e.g. Junior Manager or Supervisor          | 9.8%             | 9              |
| Self Employed  | 6.5%             | 6              |
| Other (please specify below)<br><a href="#">Show Responses</a> | 6.5%             | 6              |
| <b>answered question</b>                                       |                  | <b>92</b>      |
| <b>skipped question</b>  |                  | <b>0</b>       |

3. I believe that the performance/results of an individual, position or department IS improved when people are allowed to have input in their position or department. [Create Chart](#) [Download](#)

|                          | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| YES                      | 100.0%           | 92             |
| NO                       | 0.0%             | 0              |
| <b>answered question</b> |                  | <b>92</b>      |
| <b>skipped question</b>  |                  | <b>0</b>       |

4. The following best represents the current % of input I have into my current/previous role. [Create Chart](#) [Download](#)

|                          | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| 0-10%                    | 3.3%             | 3              |
| 10-20%                   | 1.1%             | 1              |
| 20-30%                   | 5.4%             | 5              |
| 30-40%                   | 6.5%             | 6              |
| 40-50%                   | 4.3%             | 4              |
| 50-60%                   | 9.8%             | 9              |
| 60-70%                   | 5.4%             | 5              |
| 70-80%                   | 17.4%            | 16             |
| 80-90%                   | 20.7%            | 19             |
| 90-100%                  | 26.1%            | 24             |
| <b>answered question</b> |                  | <b>92</b>      |
| <b>skipped question</b>  |                  | <b>0</b>       |

5. I believe I could greatly affect the performance/results of my position or department if I had % input into my current/previous role. [Create Chart](#) [Download](#)

|                          | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| 0-10%                    | 2.2%             | 2              |
| 10-20%                   | 1.1%             | 1              |
| 20-30%                   | 0.0%             | 0              |
| 30-40%                   | 4.3%             | 4              |
| 40-50%                   | 5.4%             | 5              |
| 50-60%                   | 4.3%             | 4              |
| 60-70%                   | 7.6%             | 7              |
| 70-80%                   | 17.4%            | 16             |
| 80-90%                   | 18.5%            | 17             |
| 90-100%                  | 39.1%            | 36             |
| <b>answered question</b> |                  | <b>92</b>      |
| <b>skipped question</b>  |                  | <b>0</b>       |

6. I believe that I am familiar enough with my role and company to provide effective and relevant input after what period of time?

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|                     | Response Percent | Response Count |
|---------------------|------------------|----------------|
| 1 month             | 15.2%            | 14             |
| 2 months            | 9.8%             | 9              |
| 3 months            | 28.3%            | 26             |
| 4 months            | 6.5%             | 6              |
| 5 months            | 0.0%             | 0              |
| 6 months            | 28.3%            | 26             |
| 7 month             | 0.0%             | 0              |
| 8 months            | 0.0%             | 0              |
| 9 months            | 1.1%             | 1              |
| 10 months           | 0.0%             | 0              |
| 11 months           | 0.0%             | 0              |
| 12 months           | 5.4%             | 5              |
| More than 12 months | 5.4%             | 5              |
| answered question   |                  | 92             |
| skipped question    |                  | 0              |

7. Not having the ability or being asked for suggestions that affect my role or department IS a reason for me to look for new opportunities?

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|                        | Response Percent | Response Count |
|------------------------|------------------|----------------|
| Yes - Absolutely       | 77.2%            | 71             |
| No - Doesn't affect me | 12.0%            | 11             |
| N/A - No opinion       | 10.9%            | 10             |
| answered question      |                  | 92             |
| skipped question       |                  | 0              |

8. I am currently looking for a new/better opportunity..

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|  | Response Percent | Response Count |
|--|------------------|----------------|
| In the Hospitality Industry            | 78.3%            | 72             |
| Outside the Hospitality Industry       | 8.7%             | 8              |
| I am not looking for a new opportunity | 13.0%            | 12             |
| answered question                      |                  | 92             |
| skipped question                       |                  | 0              |

9. Please list the following in order of importance for you to be happy and fulfilled at work:

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|                         | MOST Important | 2nd most important | 3rd most important | 3rd least important | 2nd least important | Least Important | Rating Average | R                 |
|-------------------------|----------------|--------------------|--------------------|---------------------|---------------------|-----------------|----------------|-------------------|
| wage/salary             | 24.4% (21)     | 43.0% (37)         | 19.8% (17)         | 8.1% (7)            | 2.3% (2)            | 2.3% (2)        | 2.28           |                   |
| benefits                | 1.2% (1)       | 15.7% (13)         | 27.7% (23)         | 22.9% (19)          | 19.3% (16)          | 13.3% (11)      | 3.83           |                   |
| input into my role      | 18.5% (15)     | 16.0% (13)         | 18.5% (15)         | 27.2% (22)          | 16.0% (13)          | 3.7% (3)        | 3.17           |                   |
| work/life balance       | 43.0% (37)     | 14.0% (12)         | 11.6% (10)         | 11.6% (10)          | 9.3% (8)            | 10.5% (9)       | 2.62           |                   |
| bonus/commission        | 2.4% (2)       | 3.5% (3)           | 9.4% (8)           | 10.6% (9)           | 24.7% (21)          | 49.4% (42)      | 5.00           |                   |
| recognition for my work | 18.0% (16)     | 12.4% (11)         | 13.5% (12)         | 16.9% (15)          | 24.7% (22)          | 14.6% (13)      | 3.62           |                   |
|                         |                |                    |                    |                     |                     |                 |                | answered question |
|                         |                |                    |                    |                     |                     |                 |                | skipped question  |

10. The biggest factor for my decision to want to leave my current employer and look for new opportunities is:

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|   | Response Percent | Response Count    |
|---|------------------|-------------------|
| Salary/Wage                                       | 30.4%            | 28                |
| lack of or poor benefits                          | 2.2%             | 2                 |
| lack of input into my role                        | 15.2%            | 14                |
| unable to meet my definition of work/life balance | 29.3%            | 27                |
| lack of/unattainable or unpaid bonus/commissions  | 0.0%             | 0                 |
| little of no recognition of job well done         | 9.8%             | 9                 |
| I am happy and not looking for a new opportunity  | 13.0%            | 12                |
|   |                  | answered question |
|   |                  | skipped question  |
|   |                  | 92                |
|   |                  | 0                 |

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