

Post Pilot Questionnaire for Employees

This questionnaire has been designed to provide data to evaluate the experience of e workers during the ease to e working project. Your co-operation in completing the questionnaire is greatly appreciated. The data gathered will be treated in a confidential manner and no respondent will be identified.

Details on the ease to e working Project.

The overall aim of the project is to design a comprehensive training pack for organizations wishing to implement a family friendly initiative in the area of e working based on the real experience of the project partners from the demonstration model. The project outcomes will be reported in the information pack and will assist organizations who wish to implement e working as a family friendly/work life balance initiative.

E-worker Questionnaire

1. Please tick appropriate box

Male []

Female []

2. What age category do you belong to?

Up to 25 []

26-40 []

41-50 []

51-60 []

61+ []

3. Are you?

Living with spouse/partner []

Living with parents/relatives []

Living alone []

Other _____

4. How many children in the following age categories are resident at your e-working address?

- None []
- 0-5 Years []
- 6-10 years []
- 11-16 years []
- 17-21 years []

5. Please indicate your highest level of knowledge and usage of IT skills.

- None []
- Basic []
- Skilled []
- Advanced/Specialist []
- Other (Please Specify) _____

6. What is your employers name?

- Eircom []
- EHSS []
- Government Department []

7. Please state your current grade/role function

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8. Please give a brief description of the top 5 tasks entailed in your job

1

.....

2

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3

.....

4 _____

5 _____

9. Distance from your residence to your place of work

<10 miles 11-20 miles 21-30 miles 31-40 miles 41-50 miles >51 miles

10. How many days per week did you e work?

1 2 3 4 5

11. What commuting time have you saved PER WEEK?

None <3hours 3-6 hours 6-9 hours >9 hours

If more than 9 hours please state amount of hours:

12. Were any or your tasks changed as a result of e working?

Yes No

If yes, please give a brief description of reasons why

13. In your opinion, what was the impact of your working away from the office on the following?

	NEGATIVE IMPACT	POSITIVE IMPACT
Communications with colleagues or manager	<input type="checkbox"/>	<input type="checkbox"/>
Maintaining good customer relationships	<input type="checkbox"/>	<input type="checkbox"/>
Contact with colleagues	<input type="checkbox"/>	<input type="checkbox"/>
Requirements for the job	<input type="checkbox"/>	<input type="checkbox"/>
Home life	<input type="checkbox"/>	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>

14. Since joining the project, in an average week, how many actual hours do you work (including overtime/extra attendance)?

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15. Since joining the project, do you usually do much of your work, outside normal hours e.g. evenings, weekends?

Yes []

No []

13 How much on average do you earn annually?

Less than €15,000 []

€15,000- €20,000 []

€20,000- €30,000 []

€30,000- €40,000 []

€40,000- €50,000 []

€50,000- €60,000 []

More than €60,000 []

17. Did your total income change as a result of e working?

No change Increase Decrease

[] [] []

If changed, please state why:

.....

.....

18. Do you feel e working impacted on your career development?

Yes No

[] []

If yes please explain briefly:

.....

.....

19. Were you promoted during e working?

Yes No
[] []

If yes please explain briefly:

20. What in your view is now your main reason for taking up e working?

To manage childcare arrangements []

To avoid commuting []

To manage care of a dependent adult []

To improve quality of life []

Other (Please Specify) _____

21. Please rate the following as what you experienced as advantages of e working on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree).

	STRONGLY DISAGREE	DISAGREE	NEITHER	AGREE	STRONGLY AGREE
Timing of work is flexible	1	2	3	4	5
Less stress	1	2	3	4	5
Opportunity to develop career	1	2	3	4	5
Fewer distractions	1	2	3	4	5
Not having to commute	1	2	3	4	5
Greater job satisfaction	1	2	3	4	5
Able to manage childcare arrangements	1	2	3	4	5
Available to manage arrangements for elderly/ill relatives	1	2	3	4	5
More productive	1	2	3	4	5
Opportunity to balance work and other commitments	1	2	3	4	5
Opportunity to remain in employment	1	2	3	4	5
Other (Please specify) _____					

22. Please rate the following as what you experienced as disadvantages of e working on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree).

	STRONGLY DISAGREE	DISAGREE	NEITHER	AGREE	STRONGLY AGREE
Long hours	1	2	3	4	5
Negative impact on customer service	1	2	3	4	5
Inability to get away from work	1	2	3	4	5
Makes for stressful day	1	2	3	4	5
Interruptions from visitors/neighbours	1	2	3	4	5
Family sometimes resents it	1	2	3	4	5
Sometimes interferes with family life	1	2	3	4	5
Decreased access to training	1	2	3	4	5
Difficulty accessing organisational information	1	2	3	4	5
Miss interaction with work colleagues	1	2	3	4	5
Possible communication difficulties with manager	1	2	3	4	5
Colleagues sometime resent it	1	2	3	4	5
Possible negative impact on career development	1	2	3	4	5
Lack of routine (9 to 5)	1	2	3	4	5
More isolated	1	2	3	4	5
Other(Please specify)	_____				

23. Where did you actually work while e working?

- Home Office []
- Kitchen []
- Dining Room []
- Living Room []
- Remote site []
- Other []

24. Did you experience conflict with other family members/co-residents while e working?

Yes []

No []

If yes please give brief details:

25. How would you describe the attitude of those who reside with you to your e-working?

Very positive []

Fairly positive []

Neutral []

Fairly negative []

Very negative []

Does not apply []

26. Did you experience conflict with other team members or work colleagues while e working?

Yes []

No []

If yes please give brief details:

27. How would you describe the attitude of those who work with you to your e working?

Very positive []

Fairly positive []

Neutral []

Fairly negative []

Very negative []

Does not apply []

28. Do you own the property where your e working is located?

Yes []

No []

29. Did e working provide you with more time to yourself?

Yes []

No []

30. If yes to 29 above how did you spend your extra time?

Leisure activities []

Family activities/responsibilities []

Community/Voluntary activities []

Course of study/ training []

Other (Please state)

31. Please state your mode of transport:

Before e working

While e working

Public transport [] Public transport []

Private car [] Private car []

Bicycle [] Bicycle []

Motorbike [] Motorbike []

Walking [] Walking []

32. Were you able to successfully work to the standards required by your manager during e working?

Yes []

No []

If no please give a brief explanation:

33. Compared to working in the office was e working

easier the same as harder

[] [] []

If harder please give a brief explanation:

34. How satisfied do you think your manager was with your work during e working?

Very satisfied []

Satisfied []

Unsatisfied []

Very Unsatisfied []

If unsatisfied or very unsatisfied, please explain briefly:

35. Did you attend the "start up" training in 2002?

Yes []

No []

36. How satisfied were you with the training you received before you began e working?

Very satisfied []

Satisfied []

Unsatisfied []

Very Unsatisfied []

If unsatisfied or very unsatisfied, please explain briefly:

37. Did the technology work

All of the time []

Most of the time []

Sometimes []

Never []

38. Please give a brief description if you experienced any technology problems:

39. *If something did go wrong, how easy was it to find someone to help you fix it?*

Very easy []

Easy []

Hard []

Very hard []

If hard or very hard, please give a brief description of the difficulties encountered:

40. *Did the choice of technology meet your specific needs?*

Yes []

No []

If no please give a brief explanation:

41. *Did e working require greater time management skills?*

Yes []

No []

42. *Was your level of IT skills sufficient ?*

Yes []

No []

43. *While e working do you work...*

to a schedule []

when work is needed []

when it suits you []

other (please specify)

44. Did you experience savings in relation to the following areas during e working

	Yes	No
Childcare costs	[]	[]
Travel costs	[]	[]
Eldercare costs	[]	[]
Lunch costs	[]	[]
Other (please state)		

45. If yes please state amount saved in each area for duration of the project (9 months)

Amount	
Childcare	_____
Travel (Petrol consumption, commuting costs etc)	_____
Eldercare	_____
Lunch costs	_____

46. Who did you access for technical support?

Helpdesk	[]
Co worker	[]
Family member	[]
Manager	[]
Other e worker	[]
Web	[]
Other (Please specify)	

47. Did you require personal help from any of the following?

Manager	[]
Co worker	[]
Other e worker	[]
Family member	[]

- Employee assistance service []
- Union representative []
- Other (Please specify)

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48. Did you consult any of the following for e work related problems?

- Manager []
- Co worker []
- Other e worker []
- Family member []
- Employee assistance service []
- Union representative [][]
- Other (Please specify) []

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Thank you for having taken the time to read and complete the questionnaire. We would like your overall views on e working. If you have any additional comments, you would like to make, or any issues you feel are important, but have not been covered, would you please use the space below (in 50 words or less). Please complete and return the questionnaire within 7 days of

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