

Post Pilot Questionnaire for Managers

This questionnaire asks you to evaluate your experience of the ease to e working project. Your co-operation in completing the questionnaire in respect to your e-workers 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.

Manager's 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 (a). What is your employers name?

Eircom

EHSS

Government Department

3 (b). Please state your current grade/role function

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

1

2

3

4

5

5. In an average week, how many actual hours do you work (including overtime/extra attendance)?

6. Do you usually do much of your work, outside normal hours e.g. evenings, weekends?

Yes []

No []

7. In your opinion, what was the impact of your team member(s) working away from the office on the following?

	NEGATIVE IMPACT	POSITIVE IMPACT
Communications with colleagues or manager	[]	[]
Maintaining good customer relationships	[]	[]
Contact with colleagues	[]	[]
Requirements for the job	[]	[]
Home life	[]	[]
Other (please state)	[]	[]

8. What, in your view, is now the 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) _____

9. In your opinion what have been the actual advantages of e working on the company, 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
Employer of choice	1	2	3	4	5
Employees more motivated	1	2	3	4	5
Opportunity to develop career	1	2	3	4	5
More enjoyable than going out to work	1	2	3	4	5
Not having to commute	1	2	3	4	5
Freeing up of expensive office equipment	1	2	3	4	5
Able to manage childcare arrangements	1	2	3	4	5
Increased productivity	1	2	3	4	5
Available to manage arrangements for elderly/ill relatives	1	2	3	4	5
Potential to retain skilled employees	1	2	3	4	5
Opportunity to balance work and other commitments	1	2	3	4	5
Reduced absenteeism	1	2	3	4	5
Other (Please specify)	_____				

10. In your opinion what were the actual disadvantages of e working on the company, on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree).

	STRONGLY DISAGREE	DISAGREE	NEITHER	AGREE	STRONGLY AGREE
Difficulty with dealing with crisis situations	1	2	3	4	5
Managing at a distance	1	2	3	4	5
Long hours	1	2	3	4	5
Too little work	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
Miss interaction with work colleagues	1	2	3	4	5
Possible communication difficulties with e-worker	1	2	3	4	5
Negative impact on team	1	2	3	4	5
e worker more isolated	1	2	3	4	5
Colleagues sometime resent it	1	2	3	4	5
Set up costs	1	2	3	4	5
Negative impact on customer service	1	2	3	4	5
Possible negative impact on e-workers career development	1	2	3	4	5
Other (Please specify)	_____				

11. What did you estimate to be the cost of provision for the company of equipment

PC (Including modem, printer and software)

Modem

Phone

Furniture

Electrical inspection, modification to sockets

Other

(Please state)