

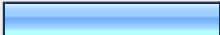


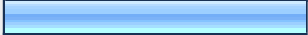



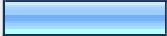




Personnel Development

1. What is the size of your company?			Response Percent	Response Count
1-10 employees			2.0%	1
-100 employees			27.5%	14
-500 employees			23.5%	12
-5000 employees			17.6%	9
>5000 employess			29.4%	15
			<i>answered question</i>	51
			<i>skipped question</i>	0

2. What is your main responsibility?			Response Percent	Response Count
Sales			33.3%	17
Operations			11.8%	6
Purchasing			7.8%	4
Logistics			9.8%	5
Finance			17.6%	9
Administration			7.8%	4
Other (please specify)			33.3%	17
			<i>answered question</i>	51
			<i>skipped question</i>	0

3. Our company is successful in developing our people							
	fully agree	rather agree	rather disagree	fully disagree	N/A	Rating Average	Response Count
please select how much you agree to the statement above	13.7% (7)	52.9% (27)	27.5% (14)	3.9% (2)	2.0% (1)	2.22	51
Comment (optional)							4
answered question							51
skipped question							0

4. Compared to industry leaders, we have an improvement potential of skills in the following areas						
	high improvement potential	medium improvement potential	no/low improvement potential	N/A	Rating Average	Response Count
Sales	29.4% (15)	52.9% (27)	15.7% (8)	2.0% (1)	1.86	51
Operations	30.0% (15)	42.0% (21)	26.0% (13)	2.0% (1)	1.96	50
Purchasing	32.0% (16)	48.0% (24)	12.0% (6)	8.0% (4)	1.78	50
Logistics	18.8% (9)	56.3% (27)	16.7% (8)	8.3% (4)	1.98	48
Finance	18.0% (9)	34.0% (17)	38.0% (19)	10.0% (5)	2.22	50
Administration	14.3% (7)	57.1% (28)	24.5% (12)	4.1% (2)	2.11	49
Other	23.8% (5)	19.0% (4)	14.3% (3)	42.9% (9)	1.83	21
Other (please specify)						6
answered question						51
skipped question						0

5. What would be most suitable to increase your performance? please rate according to significance (1: most significant; 5: not significant)

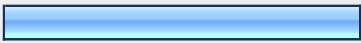
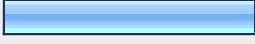
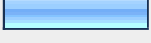
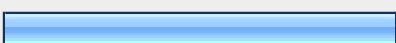
	1	2	3	4	5	Rating Average	Response Count
Personal targets	29.4% (15)	39.2% (20)	27.5% (14)	3.9% (2)	0.0% (0)	2.06	51
Structured feedback	45.1% (23)	35.3% (18)	11.8% (6)	7.8% (4)	0.0% (0)	1.82	51
Training	31.4% (16)	45.1% (23)	13.7% (7)	7.8% (4)	2.0% (1)	2.04	51
Rewards	15.7% (8)	33.3% (17)	33.3% (17)	15.7% (8)	2.0% (1)	2.55	51
Other	25.0% (3)	8.3% (1)	25.0% (3)	16.7% (2)	25.0% (3)	3.08	12
other (please specify)							6
answered question							51
skipped question							0

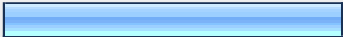


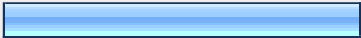
6. Clear targets are set for my position

	fully agree	rather agree	rather disagree	fully disagree	N/A	Rating Average	Response Count
please select how much you agree to the statement above	29.4% (15)	52.9% (27)	7.8% (4)	7.8% (4)	2.0% (1)	1.94	51
Comment (please specify)							2
answered question							51
skipped question							0

7. Our company has a regular & structured feedback process							
	fully agree	rather agree	rather disagree	fully disagree	N/A	Rating Average	Response Count
please select how much you agree to the statement above	13.7% (7)	43.1% (22)	27.5% (14)	15.7% (8)	0.0% (0)	2.45	51
Comment (optional)							0
answered question							51
skipped question							0

8. I received sufficient training this year to maximize my professional performance							
	fully agree	rather agree	rather disagree	fully disagree	N/A	Rating Average	Response Count
please select how much you agree to the statement above	19.6% (10)	37.3% (19)	23.5% (12)	17.6% (9)	2.0% (1)	2.40	51
Comment (optional)							3
answered question							51
skipped question							0

9. I received the following management/leadership training:			
		Response Percent	Response Count
External training		39.2%	20
Internal training		27.5%	14
Personal coaching		15.7%	8
No management/leadership training		43.1%	22
Comment (optional)			5
answered question			51
skipped question			0

10. I received the following functional training:			Response Percent	Response Count
External training			37.3%	19
Internal training			39.2%	20
Compuer based training (CBT)			5.9%	3
No functional training			39.2%	20
Comment (optional)				2
answered question				51
skipped question				0

11. Our company has a process in place to identify personal developmental needs and assign the appropriate training to the individual							
	fully agree	rather agree	rather disagree	fully disagree	N/A	Rating Average	Response Count
please select how much you agree to the statement above	15.7% (8)	35.3% (18)	33.3% (17)	13.7% (7)	2.0% (1)	2.46	51
Comment (optional)							3
answered question							51
skipped question							0

12. In our company target achievement is rewarded							
	fully agree	rather agree	rather disagree	fully disagree	N/A	Rating Average	Response Count
please select how much you agree to the statement above	21.6% (11)	56.9% (29)	11.8% (6)	9.8% (5)	0.0% (0)	2.10	51
Comment (optional)							1
answered question							51
skipped question							0

13. What is your position in the organization?

Position:

	Group or divisional lead and above	Operating unit lead	Functional lead	Shift lead	Project lead
Please select from the menu	11.8% (6)	11.8% (6)	39.2% (20)	0.0% (0)	5.9% (3)

14. What type of company are you working for?

type of company

	Producer/Manufacturer	Merchant/Trade	Service/Consulting
Please choose from the following options	66.7% (34)	23.5% (12)	3.9% (2)