

**Herzberg’s Two-Factor Theory**

**Satisfiers and Motivators – Activity**

**Achievement:**

Are employees given opportunities to set and achieve challenging goals?

Do employees feel a sense of accomplishment and fulfillment in their work?

**Advancement:**

Is there a clear path for career advancement and growth within the organization?

Do employees have access to training, development programs, and opportunities for promotion?

**Challenging Work:**

Are employees engaged and stimulated by the nature of their work assignments?

Do employees have opportunities to work on projects that leverage their skills and expertise?

**Company Policies:**

Are our company policies fair, transparent, and consistently enforced?

Do our policies promote a positive work environment and support employee well-being?

**Interpersonal Relationships:**

How well do employees collaborate and communicate with their colleagues?

Are there any interpersonal conflicts or issues that need to be addressed within teams?

**Job Security:**

Do employees feel confident about the stability of their positions within the organization?

Are there any concerns or uncertainties regarding layoffs or restructuring?

**Personal Growth:**

Does the organization support employees' professional development and skill enhancement?

Are there opportunities for employees to explore new roles, responsibilities, and areas of interest?

**Quality of Supervision:**

Do supervisors provide clear guidance, support, and feedback to employees?

Are supervisors approachable and available to address employee concerns and issues?

**Recognition:**

Do we have mechanisms in place to recognize and appreciate employee contributions and achievements?

Is employee recognition timely, sincere, and meaningful?

**Responsibility:**

Are employees empowered to make decisions and take ownership of their work?

Do employees feel a sense of responsibility and accountability for their tasks and projects?

**Salary:**

Are our salary and compensation packages competitive within our industry and region?

Do employees feel adequately compensated for their contributions to the organization?

**Working Conditions:**

Are our workplace conditions comfortable and conducive to productivity?

Do employees have access to necessary equipment and resources to perform their tasks efficiently?



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**My Company’s Ranking**

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| --- | --- | --- | --- |
| **Factors** |  |  |  |
| Achievement |  |  |  |
| Advancement |  |  |  |
| Challenging work |  |  |  |
| Company Policies |  |  |  |
| Interpersonal Relationships |  |  |  |
| Job Security |  |  |  |
| Personal Growth |  |  |  |
| Quality of Supervision |  |  |  |
| Recognition |  |  |  |
| Responsibility |  |  |  |
| Salary |  |  |  |
| Working Conditions |  |  |  |