



## LAM CONSTRUCTION GROUP 華益（林氏）集團

### Exit Interview 離職問卷

Employee Name : 職員姓名	Job Title : 職位
BU/DEPT : 部門	Date left : 離職日期
Reporting to: 直屬上司	

Please circle the response that best describes your feelings using the key as follows:

請在最能表達你感覺的答案上打圈

1=Strongly agree, 2=agree, 3=Neutral, 4=Disagree, 5=Strongly disagree

非常同意      同意      無所謂      不同意      非常不同意

1.	The work I was doing on the whole was approximately what I originally expected to be doing. 我所做的工作與我期望想做的工作基本一致	1	2	3	4	5
2.	Compared to what I initially thought, my superiors demanded a lot less of me. 我的上司比我預想的對我的要求少	1	2	3	4	5
3.	I wanted more responsibility than the company gave me. 我希望公司能給我更大的職責範圍	1	2	3	4	5
4.	The people I worked with were interesting and stimulating. 我的同事們都很風趣，積極	1	2	3	4	5
5.	Generally, my co-workers were friendly and supportive. 我的工作伙伴都很友善及支持我工作	1	2	3	4	5
6.	Overall, I was satisfied with the general working conditions. 總體上，我對我的工作環境感到滿意	1	2	3	4	5
7.	I had the necessary freedom to make my own decisions. 我有一定的自主權決定工作	1	2	3	4	5
8.	I would recommend the company to my friends as a good organization to work for. 我會向我的朋友們介紹這是一家很好的公司	1	2	3	4	5

9.	There was too much pressure on the job. 工作壓力很大	1	2	3	4	5
10.	I found my work load to be excessive. 我認為我的工作超負荷	1	2	3	4	5
11.	I found my work to be interesting and challenging. 我覺得我的工作有趣且具挑戰性	1	2	3	4	5
12.	I was able to make good use of my skills and abilities. 我能用得上我的技術和能力	1	2	3	4	5
13.	I had ample opportunities for personal training and career development. 我有很多機會接受培訓及進行職業發展	1	2	3	4	5
14.	I had ample opportunities to advance within the company. 我在公司得到發展的空間	1	2	3	4	5
15.	I knew that if I performed well I would get ahead. 我知道如果表現好我將會得到提升	1	2	3	4	5
16.	The company's performance appraisal system accurately reflected my strengths and weaknesses. 公司的表現評估體系能正確地反映我的優缺點	1	2	3	4	5
17.	In my division / department, salary increases and promotions are clearly linked with performance. 在我的部門，加薪和升職與個人表現有很大關係	1	2	3	4	5
18.	I was satisfied with my salary. 我對我的薪金感到滿意	1	2	3	4	5
19.	I received adequate support ( materials, resources, facilities, etc.) from the company. 我能得到公司的支持(材料、資源、設備等)	1	2	3	4	5
20.	I did not always find the company promotion policy a fair one. 我不認為公司的晉升政策是公平的	1	2	3	4	5
21.	I did not have easy access to my supervisor / manager. 我不能很容易接觸與上司溝通	1	2	3	4	5
22.	My supervisor / manager treated me fairly. 我的上司能公平地對待我	1	2	3	4	5
23.	My supervisor / manager supported me adequately. 我的上司能適當地給予我支持	1	2	3	4	5
24.	My supervisor / manager was generally sensitive to the needs of his subordinates. 我的上司一般都能察覺到他的下屬的要求	1	2	3	4	5

25.	My supervisor / manager was open and willing to aid me in planning a career path. 我的上司/經理很樂意幫助我制定一項專業計劃	1	2	3	4	5
26.	My supervisor / manager let me know when he / she was pleased with my work. 我能知道我的上司何時對我的工作滿意	1	2	3	4	5
27.	My supervisor / manager made every effort to be fair with me regarding pay increases. 在加薪時我的上司力爭做到公正	1	2	3	4	5

Reasons of resignation (Please tick the appropriate at the right column.)

離職原因 (請在右欄加上✓號)

1	Too much pressure from job.在工作上感到太大壓力。	
2	It is a hard job.工作艱辛。	
3	Unable to manage with own job.不能應付自己之工作。	
4	Unsuitable working hours. 不適合自己之工作時間。	
5	Dissatisfied with work location.不滿意工作地點。	
6	Terrible work place.工作環境惡劣。	
7	Dissatisfied with company policy. 不滿意公司政策。	
8	Dissatisfied with own salary. 薪金不滿意。	
9	Health problem.健康出現問題。	
10	Need to take care of children.需要照顧孩子。	
11	Emigration.移民。	
12	Unequally treated by the company.公司不公平對待。	
13	Discriminated by others.受到其他人歧視。	
14	Other reasons : (please specify) 其他原因：(請列明)	