**Agricultural Job Satisfaction Survey**

**Spanish Version**

Contact: mbhobbs@ucdavis.edu

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| *Please complete this information before the questionnaire* |
| **Company Name** |  |
| **Job Type** (Circle one) | Permanent employee |
| Seasonal employee |
| H2A worker |
| **Do you work as any of the following?** (Circle all that apply) | Field Worker |
| Tractor Driver |
| Irrigator |
| Pesticide Applicator |
| Leadership role (e.g., crew leader) |
| Mechanic or Welding |
| Other: |
| **What is your age?** |  |



**INSTRUCTIONS:**

**First complete the essential demographic information at the top of the questionnaire: company name, job role, and type of employee (permanent or seasonal). We will not be able to identify you from this information and your response will remain anonymous.**

**Indicate how you much you agree or disagree with each of the following statements by circling or marking a number in the box next to each statement. Rate each statement on a scale from 0 to 5, where:**

|  |  |
| --- | --- |
| Indicate **DISAGREE** | Indicate **AGREE** |
| **0 = Strongly** | **3 = Slightly** |
| **1 = Moderately** | **4 = Moderately** |
| **2 = Slightly** | **5 = Strongly** |

**For example,** for the statement, ‘I like the coffee served here’ and you really love the coffee here, you might circle ‘5’ for ‘strongly agree’, as below:

|  |  |  |
| --- | --- | --- |
|  | **Disagree** | **Agree** |
| **Please rate the following statements** | Strongly | Moderately | Slightly | Slightly | Moderately | Strongly |
| **1** | **I like the coffee served here** | 0 | 1 | 2 | 3 | 4 | 5 |

 **If you** think the coffee here is not very good you might circle ‘2’ for ‘moderately disagree’, as below:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **I like the coffee served here** | 0 | 1 | 2 | 3 | 4 | 5 |

|  |  |  |
| --- | --- | --- |
| Please rate each of the statements below | **Disagree** | **Agree** |
| Strongly | Moderately | Slightly | Slightly | Moderately | Strongly |
| **1** | **I feel I am being paid a fair amount for the work I do** | 0 | 1 | 2 | 3 | 4 | 5 |
| **2** | **I feel appreciated by the company when I think about what they pay me** | 0 | 1 | 2 | 3 | 4 | 5 |
| **3** | **I feel satisfied with my chances for salary increases** | 0 | 1 | 2 | 3 | 4 | 5 |
| **4** | **The benefits we receive are as good as most other companies offer**For example: medical insurance, vacation days, 401k, etc**.** | 0 | 1 | 2 | 3 | 4 | 5 |
| **5** | **The benefit package we have is equitable** For example: medical insurance, vacation days, 401k, etc. | 0 | 1 | 2 | 3 | 4 | 5 |
| **6** | **I am satisfied with the benefits I receive** For example: medical insurance, vacation days, 401k | 0 | 1 | 2 | 3 | 4 | 5 |
| **7** | **There are good opportunities for promotion at my job** For example: permanent from seasonal employee, crew leader, specialized worker (e.g., tractor driver, irrigator) | 0 | 1 | 2 | 3 | 4 | 5 |
| **8** | **Those who do well on the job stand a fair chance of being promoted**For example: permanent from seasonal employee, crew leader, specialized worker (e.g., tractor driver, irrigator) | 0 | 1 | 2 | 3 | 4 | 5 |
| **9** | **I am satisfied with my chances for promotion**For example: permanent from seasonal employee, crew leader, specialized worker (e.g., tractor driver, irrigator) | 0 | 1 | 2 | 3 | 4 | 5 |
| **10** | **Work assignments are fully explained** | 0 | 1 | 2 | 3 | 4 | 5 |
| **11** | **I feel that I know what is going on with the company** | 0 | 1 | 2 | 3 | 4 | 5 |
| Please rate each of the statements below | **Disagree** | **Agree** |
| Strongly | Moderately | Slightly | Slightly | Moderately | Strongly |
| **12** | **The goals of this company are clear to me** | 0 | 1 | 2 | 3 | 4 | 5 |
| **13** | **There are many rewards for those who work here** | 0 | 1 | 2 | 3 | 4 | 5 |
| **14** | **I feel that the work I do is appreciated** | 0 | 1 | 2 | 3 | 4 | 5 |
| **15** | **I feel my efforts are rewarded the way they should be** | 0 | 1 | 2 | 3 | 4 | 5 |
| **16** | **The work in this crew is conducted in a fair manner** | 0 | 1 | 2 | 3 | 4 | 5 |
| **17** | **My crew leader is fair to me** | 0 | 1 | 2 | 3 | 4 | 5 |
| **18** | **My crew leader is competent in doing his/her job** | 0 | 1 | 2 | 3 | 4 | 5 |
| **19** | **My job allows me to spend enough time with family** | 0 | 1 | 2 | 3 | 4 | 5 |
| **20** | **I like the hours of work in this job** | 0 | 1 | 2 | 3 | 4 | 5 |
| **21** | **My job is convenient for my family** | 0 | 1 | 2 | 3 | 4 | 5 |
| **22** | **I am happy with the distance to work from my home** | 0 | 1 | 2 | 3 | 4 | 5 |
| **23** | **It is affordable to travel to work** | 0 | 1 | 2 | 3 | 4 | 5 |
| **24** | **Travelling to work is easy** | 0 | 1 | 2 | 3 | 4 | 5 |

The following will be rated in the same way except you will indicate how important each of the following are to you in a vineyard job. Rate each statement on a scale from 0 to 5, where:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **1 = Not very important** | **2 = Slightly important** | **3 = Moderately important** | **4 = Very important** | **5 = Extremely important** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| How important are each of these factors to you in a vineyard job: | Not very | Slightly | Moderately | Very | Extremely |
| **25** | **A company culture of respect** | 1 | 2 | 3 | 4 | 5 |
| **26** | **Vineyard directors and human resources communicate information well** (e.g., about benefits, company policies, listening to worker concerns) | 1 | 2 | 3 | 4 | 5 |
| **27** | **Supervisors and managers communicate information well** (e.g., clear expectations and instructions, feedback on performance) | 1 | 2 | 3 | 4 | 5 |
| **28** | **Good relationships with coworkers and supervisors** | 1 | 2 | 3 | 4 | 5 |
| **29** | **Equality in the workplace** (e.g., of task assignments among crew members, favoritism for promotion) | 1 | 2 | 3 | 4 | 5 |
| **30** | **Fair workload and work pace** | 1 | 2 | 3 | 4 | 5 |
| **31** | **Professional and safe work environment** | 1 | 2 | 3 | 4 | 5 |
| **32** | **Opportunity for promotion, training, mentorship** | 1 | 2 | 3 | 4 | 5 |
| **33** | **Transportation support** (e.g., vans, gas mileage payments) | 1 | 2 | 3 | 4 | 5 |
| **34** | **Location of work** (e.g., distance from home, ease of commute) | 1 | 2 | 3 | 4 | 5 |
| **35** | **Paid time off** (e.g., sick days, vacation days, national holidays) | 1 | 2 | 3 | 4 | 5 |
| **36** | **Fair pay** | 1 | 2 | 3 | 4 | 5 |
| **37** | **Benefit plans** (e.g., health dental, vision, & life insurance, 401k) | 1 | 2 | 3 | 4 | 5 |
| **38** | **Childcare support** (e.g., on site care or stipends) |  |  |  |  |  |

**BENEFITS & WORK HOURS**

**39. How do you use company health insurance?** (*Check one box*)

* Company does not offer me health insurance
* I opt out of company health insurance
* I have company health insurance, but I have not used it for treatment
* I have used it for medical treatment for myself and/or family members

**40. If health insurance is offered by your company but you do not use it, why not?** (*Check any that apply*)

* I am healthy and do not need insurance
* There has been no medical reason to use the insurance yet
* I do not want the money deducted from my pay for insurance
* The insurance is not worth the cost (e.g., co-pays are too high)
* I find the insurance confusing to use
* I have other access to medical treatment (e.g., free clinic, insurance through family)
* Other

**41. Has the recent reduction in the work week from 10 to 8 hours been:** (*Check one box*)

* Good
* Bad
* Mixed
* Don’t know

**Can you give a reason why?** (*Optional*)

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|  |

**SURVEY FEEDBACK**

**42. How useful do you think it is to participate in this survey?** (*Check one box*)

* Very useful
* Moderately useful
* Not very useful

**43. If you took part in this survey last year (2022) do you think:** (*Check one box*)

* The company addressed some or all the issues raised in the survey
* The company addressed issues raised in the survey and consulted workers further
* It was not clear the company took any action in response to the survey
* The survey did not raise an issue that the company needed to address

**44. If you would like to give any anonymous comments or suggestions about your job, please do so in the space below. These will be passed on to your employer.**