

## **COUNTY OF BEE EMPLOYEE EXIT SURVEY**

### Employee Acknowledgement:

As a separating employee, you have valuable information to provide. The County of Bee requests that you complete a brief exit survey. The County seeks your honest feedback. Your input is the key to improving County employment.

The focus of the survey is to learn the reasons you chose to leave County employment. The survey also requests some general information. The survey contains 8 questions. Survey completion takes 10 or 15 minutes. Please return your completed survey to the Human Resources Department.

**The Human Resources Department can give supervisors summarized responses from all employees' responses to assist management in seeking necessary changes. Therefore, please be sure to leave out specific names or incidents that could identify you.**

Your responses to this survey are confidential. They cannot be shared with the public, if requested. Steps will be taken to ensure summary responses do not identify individual employees. If you decide not to participate in this survey please discard the received materials. Your participation is greatly appreciated.

### Exit Survey Background:

- Texas State agencies and most private businesses utilize exit surveys.
- Exit surveys are utilized to reduce employee turnover by establishing the actual cause of turnover.
- Exit surveys capture the insights and experience of the departing employee.
- The exit interview is presented as a positive process designed to capture experiences and institutional knowledge.

Sincerely,

\_\_\_\_\_  
Bee County - (Write in Department Name Here)

\_\_\_\_\_  
Date

## COUNTY OF BEE EMPLOYEE EXIT SURVEY

Instructions: When completing this survey, please be honest. Your opinions are important to us.

### 1. Why are you leaving? (Required)

Please select the most important reason why you are leaving Bee County employment.

<input type="checkbox"/>	Better pay / benefits
<input type="checkbox"/>	Issues with my supervisor / issues with employees I supervise
<input type="checkbox"/>	Retirement
<input type="checkbox"/>	No or little career advancement opportunities
<input type="checkbox"/>	Relations with co-workers
<input type="checkbox"/>	Inadequate training
<input type="checkbox"/>	Inadequate work resources
<input type="checkbox"/>	Poor working conditions/environment (e.g., safety, work related stress and/or work load issues)
<input type="checkbox"/>	Location/transportation issues
<input type="checkbox"/>	Child care/Elder care issues
<input type="checkbox"/>	Personal or family health
<input type="checkbox"/>	Self-employment
<input type="checkbox"/>	Enter/Return to school
<input type="checkbox"/>	Relocation (self, spouse, companion)

Comments:

**Where are you going? (Required/Circle Choice)**

- |  |  |
|--|--|
| Transferring to another County department              | Becoming self employed   |
| Taking a job with another governmental organization    | Retiring, but I plan to return to work with Bee County           |
| Taking a job with the private sector                   | Retiring but I plan to work with another governmental agency     |
| Leaving County employment and seeking other employment | Retiring, but I plan to return to work outside County government |
| Leaving and not planning to work                       | Retiring, and I do not plan to return to work.                   |

**2. To what extent did each item below influence your decision to leave County employment?**

Item	Very little extent	Little extent	Some extent	Great extent	Very great extent
County policies or practices					
Immediate supervisor or co-workers					
Need for more challenging and meaningful work					
Pay and benefits					
Work conditions, work load or Work schedule					

Salary information:

**3. What will your new salary be? Circle one and fill in block with amount**

\$ 
 Annually   Monthly   Hourly   Not Applicable   Unknown

Please enter a comma or decimal, as appropriate - i.e. \$25,000.00 or \$10.80

**4. What is/was your annual County of Bee salary?**

\$  My annual County salary

**5. Would you want to work for the County of Bee again in the future? Yes No**

**6. What areas would you like to change in the County of Bee?**

	Compensation/Benefits
	Employee Rewards/Recognition
	County Leadership
	Management/Employee Relations
	County Internal Policies/Procedures
	Resources (i.e., equipment, tools, materials, technology)
	Training
	Work Environment
	Other: Specify

**7. Share your ideas/concerns: What would you recommend the County of Bee do differently?**

Revised: 07/06/2015