



DATE

# WAYNE STATE UNIVERSITY

## Exit Interview Survey Questionnaire

NAME: SCHOOL/COLLEGE/DIVISION(S/C/D):

JOB TITLE: HUMAN RESOURCE CONSULTANT

SUPERVISOR: DEPARTMENT:

REPRESENTED: NON-REPRESENTED:

BARGAINING UNIT:

HOW LONG IN CURRENT POSITION: SEPARATION DATE:

TOTAL LENGTH OF SERVICE: YRS MONTHS:

*Your responses will be used for statistical purposes and overall organizational improvements.***Please indicate your PRIMARY reason(s) for leaving WSU; Check ALL that apply.****PRIMARY**

Pay	Organizational (Culture, Management)
Benefits	Promotional opportunities
Commute/Relocation	Employee recognition
Work Hours	Professional development
Personal Conflicts	Type of Work
Other	Retirement

**To what degree did the aspects of the POSITION influence your decision to leave?****POSITION***If you selected number 3, please share your comments below.***Please place an "X" in the corresponding box****1**  
Did Not  
Influence My  
Decision**2**  
Somewhat  
Influenced My  
Decision**3**  
Heavily  
Influenced My  
Decision

Work assignments

Workload

Job tools, equipment and resources

Job related training

Physical working conditions (environment, space, comfort)

**OTHER/COMMENTS**

**To what degree did the aspects of SUPERVISION influence your decision to leave?**

<b>SUPERVISION</b>	<i>If you selected number 3, please share your comments below.</i>	Please place an "X" in the corresponding box		
		1 Did Not Influence My Decision	2 Somewhat Influenced My Decision	3 Heavily Influenced My Decision
	Teamwork			
	Communication of expectations			
	Performance feedback			
	Handling of issues and concerns			
	Recognition			
	Leadership			
	Facilitating change			
	Professional development			
	Fairness			
	Respectful			
	Receptive to ideas and input			
	<b>OTHER/COMMENTS</b>			

**To what degree did the aspects of the ORGANIZATION influence your decision to leave?**

<b>ORGANIZATION</b>	<i>If you selected number 3, please share your comments below.</i>	Please place an "X" in the corresponding box		
		1 Did Not Influence My Decision	2 Somewhat Influenced My Decision	3 Heavily Influenced My Decision
	Recruitment process			
	Orientation /Onboarding process			
	Opportunities for career development			
	Leadership			
	Communication			
	Work-life balance			
	Recognition of employee contributions			
	Performance evaluation programs			
	Professional development opportunities			
	Shared understanding of S/C/D goals and objectives			
	Policies and procedures			
	<b>OTHER/COMMENTS</b>			

To what degree did the aspects of the <u>PAY/BENEFITS</u> influence your decision to leave?				
<b>PAY/BENEFITS</b>	<i>If you selected number 3, please share your comments below.</i>	<i>Please place an "X" in the corresponding box</i>		
		<b>1</b> Did Not Influence My Decision	<b>2</b> Somewhat Influenced My Decision	<b>3</b> Heavily Influenced My Decision
	Compensation/Wage			
	Medical/Dental/Vision benefits			
	Retirement plan			
	Tuition reimbursement			
	Vacation/Time off			
<b>OTHER/COMMENTS</b>				
Please use the space below to provide us with any <u>ADDITIONAL COMMENTS</u> .				
<b>ADDITIONAL COMMENTS</b>	<p>Would you recommend WSU to a family or friend for employment?    Yes       No</p> <p>Would you consider returning to WSU in the future?    Yes       No</p> <p>If you would you like to anonymously report suspicious activity such as fraud, misuse, misappropriation, etc, contact Internal Audit: <a href="http://internalaudit.wayne.edu/report.php">http://internalaudit.wayne.edu/report.php</a></p> <hr/>			
	<p>I would like to discuss this survey questionnaire further    Yes       No</p>			

*Thank you for your participation*