

Employee Pay Satisfaction Survey Template

All questions are optional. Follow each question's directions.
Write your answers to the open questions in the space provided.

1. Which parts of your compensation experience can you answer about?

- ☐ Base pay
- ☐ Variable pay or bonus
- ☐ A recent pay change
- ☐ Pay bands or structure
- ☐ Payroll administration or payslips
- ☐ Benefits
- ☐ None of these
- ☐ Prefer not to say

2. How satisfied are you with your current base pay level?

- ☐ Very dissatisfied
- ☐ Dissatisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Satisfied
- ☐ Very satisfied
- ☐ Not applicable
- ☐ Prefer not to say

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3. How clear are the criteria used to determine pay and pay changes?

- ☐ Not at all clear
- ☐ Slightly clear
- ☐ Moderately clear
- ☐ Very clear
- ☐ Extremely clear
- ☐ I do not know the criteria
- ☐ Prefer not to say

4. How fairly do you think pay decisions are applied to comparable roles?

- ☐ Very unfairly
- ☐ Unfairly
- ☐ Neither fairly nor unfairly
- ☐ Fairly
- ☐ Very fairly
- ☐ I do not have enough information
- ☐ Prefer not to say

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5. How consistently have your pay records and payments been accurate and on time?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ I have not checked
- ☐ Prefer not to say

6. How well has the organization explained your total compensation package?

- ☐ Very poorly
- ☐ Poorly
- ☐ Neither poorly nor well
- ☐ Well
- ☐ Very well
- ☐ No explanation received
- ☐ Prefer not to say

7. What is one change that would improve the clarity or fairness of the pay process?
