



## State of Alaska Exit Interview Survey

Exiting employees can provide valuable information to employers. The focus of this survey is to learn the reasons employees choose to leave employment. Responses to this survey will be compiled and summarized for analysis and annual reporting.

Summarized responses will be provided to agency managers on a monthly or semi-annual basis so that changes can be planned and implemented. Your individual responses will not become part of your personnel file and will be maintained confidentially.

We appreciate your taking the time to answer these questions honestly and thoroughly. The information you provide will be used to study ways to improve state employment.

There is a character limit on the text boxes to make sure that the entire answer is readable. If you need more space please attach a document with additional information.

### \*Required

1. Job Title\*:

2. Date of Hire\*:

3. Date of Separation\*:

4. Reason for Separation\*: Select one .....

5. Which of the following factors is the most important factor in your decision to leave? \*

Select one .....

Other:

6. Which of the following factors is the second most important factor in your decision to leave? \*

Select one .....

Other:

7. Which of the following factors is the third most important factor in your decision to leave? \*

Select one .....

Other:

8. Please rate your former workplace in the following areas: \*

	No Rating	Poor	Fair	Good	Excellent
Fair Treatment by Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pay or wages for employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriate recognition on the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity for advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cooperation and teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to information needed to do your job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolving equal employment opportunity complaints	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Receptivity of management to your ideas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee development through training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Distribution of workload	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications within your work unit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolving employment disputes/grievances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits offered to employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistent application of policies and practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other:

9. If you are leaving solely because of wages, what do you expect the difference to be between your former wage and your new wage?

Select one....

10. If you are leaving because of your benefits package, what different benefits do you expect in your new position?

11. Before making your decision to leave, did you consider a transfer?

12. What action or change would have kept you from leaving?

13. What ideas would you share that would make the State of Alaska a better place to work?

14. Would you recommend the State of Alaska as an employer? \* Yes  No

15. If no, why would you not recommend the State of Alaska as an employer? \*

### Statewide Trend Data

The following questions provide information helpful in performing statewide trend analyses.

16. Location\*:

17. Race/Ethnicity\*:

18. Age\*:

19. Gender\*:

### Provide Information to Department

If you would like your information to be forwarded to your previous department, please fill out the following information.

20. Department\*:

21. Division and/or Agency:

22. Position Number:

Supervisor:

Submit this form to:

**Email:** [employeecallcenter@alaska.gov](mailto:employeecallcenter@alaska.gov)

**Fax:** (907) 465-6624

**Mailing Address:**

State of Alaska, Division of Personnel & Labor Relations

PO Box 110201, MS 201

Juneau, AK 99811-0201

*Attn: Employee Planning and Information Center (EPIC)*