

Organizational Climate Survey (OCS)

About the Survey

The Organizational Climate Survey (OCS) was developed by J.S. Evans Consulting, Inc. It was developed in May 2002 to provide an organizational climate measurement and assessment on a large number of issues related to human behavior and job performance.

The OCS is a 64-item, self-report instrument that is designed to measure nine workplace dimensions. Those dimensions are as follows:

- organizational climate and culture – feelings of trust and pride in the organization, contributions to the community, commitment to values, respect and concern for employees, and openness to change
- work environment – the organization’s ability to provide material resources, respond to employees needs, facilitate interactions between co-workers, and provide a clean, safe workplace environment
- management-general – how management leads and manages, knowledge and skills of managers, management style, and encouragement of teamwork
- management-employee relations – the expectations one has of their manager, feedback provided, support for performance and new skill development, respect received from one’s manager, and an opportunity to take part in decisions
- attitude, motivation and morale – attitudes about work, motivation to perform jobs, anxiety and stress, and overall feelings of job satisfaction
- human resources issues – feelings about hiring and promotions, performance appraisals, benefits, compensation, rewards, recognition, policies of the organization
- communication – effectiveness of communication between work units, with supervisor and manager, within entire organization, and communicating organizational plans and goals
- recognition and job performance – recognition received for work performed, timeliness of feedback on performance, opportunity to self-actualize
- safety issues – the organization’s concern for employees’ health, safety, and well-being, the importance of safety within the organization

The Organization Climate Survey (OCS) has a registered copyright 2015 by J.S. Evans Consulting, Inc.