

ENHANCED LEARNING@WORK INDEX SAMPLE

The enhanced Learning@Work (L@W) Index assesses the current state of workplace learning within the enterprise by measuring several factors, such as learning from supervisors and learning from taking initiatives.

The Index a utilises 5-point scale. A score (between 1 to 5) will be assigned to each question based on the employees' responses. Thereafter, the average score will be taken. It is recommended to have a minimum of 30 responses for the tool to be accurate.

5
Strongly Agree
4
Agree
3
Neither Agree or Disagree
2
Disagree
1
Strongly Disagree

Job Characteristics	
1	<p>The job itself gives me considerable opportunity for independence and freedom in how I do the work.</p> <p style="text-align: center;"> <input type="radio"/> Strongly Agree <input type="radio"/> <input type="radio"/> Neither Agree or Disagree <input type="radio"/> <input type="radio"/> Strongly Disagree </p>
1	<p>My job permits me to decide on my own how to go about doing the work.</p> <p style="text-align: center;"> <input type="radio"/> Strongly Agree <input type="radio"/> <input type="radio"/> Neither Agree or Disagree <input type="radio"/> <input type="radio"/> Strongly Disagree </p>
Management Support	
2	<p>The organisation encourages staff to undertake difficult or challenging assignments.</p> <p style="text-align: center;"> <input type="radio"/> Strongly Agree <input type="radio"/> <input type="radio"/> Neither Agree or Disagree <input type="radio"/> <input type="radio"/> Strongly Disagree </p>
Initiative	
3	<p>I avoid trying to learn new things when they look too difficult.</p> <p style="text-align: center;"> <input type="radio"/> Strongly Agree <input type="radio"/> <input type="radio"/> Neither Agree or Disagree <input type="radio"/> <input type="radio"/> Strongly Disagree </p>
Colleagues	
4	<p>My colleagues advise me if I don't know how to conduct a certain task.</p> <p style="text-align: center;"> <input type="radio"/> Strongly Agree <input type="radio"/> <input type="radio"/> Neither Agree or Disagree <input type="radio"/> <input type="radio"/> Strongly Disagree </p>
Supervisors	
5	<p>My supervisor raises questions to gets me to reflect on my work.</p> <p style="text-align: center;"> <input type="radio"/> Strongly Agree <input type="radio"/> <input type="radio"/> Neither Agree or Disagree <input type="radio"/> <input type="radio"/> Strongly Disagree </p>

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