



Assessment 2 Instructions: Leadership and Culture Survey Development

Develop questions for an employee survey to determine the views of department leadership and whether there is an inclusive workplace culture in PMC's Lima plant, and make distribution recommendations on how the survey is sent and to who should receive it.

Demonstration of Proficiency

By successfully completing this assessment, you will demonstrate your proficiency in the course competencies through the following assessment scoring guide criteria:

- Apply models that drive employee satisfaction.
 - *Develop questions to evaluate PMC's department leadership.*
 - *Develop questions to assess PMS's inclusive workplace culture.*
 - *Recommend how and to whom the survey is distributed.*
- Communicate human resource management needs, opportunities, and strategies effectively with multiple stakeholders.
 - *Communicate in a manner that is professional and consistent with expectations for human resource professionals and master's level programs.*

Instructions

As part of the Power Manufacturing Company's HR team, you have been asked to create a survey for PMC's Lima plant employees. There are 600 workers at this location. The goal of this survey is to determine the employees' view of department leadership and whether there is an inclusive workplace culture.

Requirements

Create a 10-question employee survey and include the following in your analysis:

- Develop questions to evaluate PMC's department leadership. Create 5 questions and a scale. Support your rationale for why these questions and scaling would be effective for collecting and analyzing data to draw valid conclusions.
- Develop questions to assess PMS's inclusive workplace culture. Create 5 questions and a scale. Support your rationale for why these questions and scaling would be effective for collecting and analyzing data to draw valid conclusions.
- Recommend how and to whom the survey is distributed. Why is the manner of your distribution important? What demographic data would be most appropriate to gather in the survey? How many employees would make a good representative for the survey findings?

Your Leadership and Culture Survey and analysis should demonstrate graduate-level writing skills through the

accurate communication of thoughts that support a central idea and use of correct grammar and mechanics as expected of a human resources professional.

Additional Requirements

- **References:** Support your analysis with at least 3 academic, scholarly, or professional resources from the Capella University Library.
- **Format:** Resources and citations are formatted according to current APA style and format.
- **Length:** 6–8 pages, not including the references list.
- **Font and font size:** Times New Roman, 12 point.

Refer to the Leadership and Culture Survey Development scoring guide to ensure that you meet the grading criteria for this assessment before submission.

Note: You may consider saving this activity to your ePortfolio for future reference in the workplace. When placing assignments and other work in your ePortfolio, you will have access to this tool after your courses are completed with Capella.



SCORING GUIDE

Use the scoring guide to understand how your assessment will be evaluated.

[VIEW SCORING GUIDE](#) 