

INDUSTRIAL RELATIONS ORIENTATION

SELF-ASSESSMENT

The purpose of this self-assessment is to help you examine your beliefs about unions and their impact on workers and organizations.

Directions

1. PRINT THIS SELF-ASSESSMENT OUT!
2. Proceed to the second page where you will find a number of questions concerning your feelings and beliefs about unions.
3. Answer each question to the best of your ability. There are no right or wrong answers. Don't try to think of the "correct" or most "desirable" response, but simply respond with your honest reactions.
4. Respond by putting a check-mark or X in one column per question or statement.
5. Proceed to the third page where you will find the scoring key and interpretation guide.

Questions

1. Once you have completed and scored the self-assessment, profile yourself (i.e., as either positive, negative, or neutral) on your perceptions of (a) how unions impact workers, (b) how unions impact organizations, and (c) on your perceptions of the image of unions.
2. Is there consistency in your profile? If not, what do you think explains the inconsistency?

<i>Do unions make things BETTER OR WORSE FOR WORKERS when it comes to:</i>	Much Better because of UNIONS	Better because of UNIONS	Neither Better nor Worse	Worse because of UNIONS	Much Worse because of UNIONS
1. A workplace free from discrimination	✓				
2. Salary and benefits		✓			
3. A safe working environment	✓				
4. Career progression for workers		✓			
5. Fair treatment of workers by management	✓				

<i>Rate your level of agreement with each of these statements.</i>	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
6. Unions are controlled by organized crime.			✓		
7. Unions tend to make the working relations between management and employees less positive.			✓		
8. Unions make it more difficult to successfully implement new technology in the work place.		✓			
9. Negative images of unions are overplayed in the media.			✓		

10. Unions have a positive effect on organizational productivity.		☒			
11. Unions are corrupt organizations.		☒	☒		
12. Overall, unions are a net positive for organizations.		☒			

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SELF-ASSESSMENT – Interpretation Guide

I. Union Impact on Workers

Part of the self-assessment measures how positively or negatively you perceive the impact that unions have on workers. In the table below, find the numerical score that corresponds to the column that you checked for each question. Enter that number to the left of the table for each question. *For example, if you checked the "Neither Better nor Worse" column for question #2, you would enter a score of 3 next to Q2.*

QUESTION SCORE	Much Better Because of UNIONS	Better because of UNIONS	Neither Better nor Worse	Worse Because of UNIONS	Much Worse Because of UNIONS
Q1:	5	4	3	2	1
Q2:	5	4	3	2	1
Q3:	5	4	3	2	1
Q4:	5	4	3	2	1
Q5:	5	4	3	2	1

TOTAL: 23 (Add all scores)

TOTAL SCORE	INTERPRETATION
20 OR ABOVE	HIGHLY POSITIVE PERCEPTION – Compared to a national sample of students, your score falls in the top/fourth quartile (i.e., top 25%) of scores. This indicates that you perceive that unions impact workers in a highly positive way.
18 TO 19	NEUTRAL TO POSITIVE PERCEPTION – Compared to a national sample of students, your score falls in the third quartile (i.e., between 50%-75%) of scores. This indicates that you perceive that unions impact workers in a neutral to positive way. The higher your score is, the more positively you perceive the impact of unions.
16 TO 17	NEUTRAL TO NEGATIVE PERCEPTION – Compared to a national sample of students, your score falls in the second quartile (i.e., between 25%-50%) of scores. This indicates that you perceive that unions impact workers in a neutral to negative way. The lower your score is, the more negatively you perceive the impact of unions.
15 OR BELOW	HIGHLY NEGATIVE PERCEPTION – Compared to a national sample of students, your score falls in the bottom/first quartile (i.e., lowest 25%) of scores. This indicates that you perceive that unions impact workers in a highly negative way.

II. Union Impact on Organizations

This part of the self-assessment measures how positively or negatively you perceive the impact that unions have on organizations. In the table below, find the numerical score that corresponds to the column that you checked for each question. Enter that number to the left of the table for each question. *For example, if you checked the "Disagree" column for question #12, you would enter a score of 2 next to Q12.*

QUESTION SCORE	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
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Q10:
Q12:

5	4	3	2	1
5	4	3	2	1

Subtotal: 8

QUESTION
SCORE

Q7:
Q8:

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1	2	3	4	5
1	2	3	4	5

Subtotal: 6

TOTAL: 14 (Add subtotals)

TOTAL SCORE	INTERPRETATION
14 OR ABOVE	HIGHLY POSITIVE PERCEPTION – Compared to a national sample of students, your score falls in the top/fourth quartile (i.e., top 25%) of scores. This indicates that you perceive that unions impact organizations in a highly positive way.
12 TO 13	NEUTRAL TO POSITIVE PERCEPTION – Compared to a national sample of students, your score falls in the third quartile (i.e., between 50%-75%) of scores. This indicates that you perceive that unions impact organizations in a neutral to positive way. The higher your score is, the more positively you perceive the impact of unions.
10 TO 11	NEUTRAL TO NEGATIVE PERCEPTION – Compared to a national sample of students, your score falls in the second quartile (i.e., between 25%-50%) of scores. This indicates that you perceive that unions impact organizations in a neutral to negative way. The lower your score is, the more negatively you perceive the impact of unions.
9 OR BELOW	HIGHLY NEGATIVE PERCEPTION – Compared to a national sample of students, your score falls in the bottom/first quartile (i.e., lowest 25%) of scores. This indicates that you perceive that unions impact organizations in a highly negative way.

III. Union Image

This part of the self-assessment measures how positive or negative the image is that you associate with unions. In the table below, find the numerical score that corresponds to the column that you checked for each question. Enter that number to the left of the table for each question. For example, if you checked the "Agree" column for question #9, you would enter a score of 4 next to Q9.

QUESTION
SCORE

Q9:

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
5	4	3	2	1

Q6:
Q11:

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1	2	3	4	5
1	2	3	4	5

TOTAL: 9 (Add all scores)

TOTAL SCORE	INTERPRETATION
13 OR ABOVE	HIGHLY POSITIVE PERCEPTION – Compared to a national sample of students, your score falls in the top/fourth quartile (i.e., top 25%) of scores. This indicates that you perceive that unions have a highly positive image.
11 TO 12	NEUTRAL TO POSITIVE PERCEPTION – Compared to a national sample of students, your score falls in the third quartile (i.e., between 50%-75%) of scores. This indicates that you perceive that unions have a neutral to positive image. The higher your score is, the more positively you perceive the image of unions.
9 TO 10	NEUTRAL TO NEGATIVE PERCEPTION – Compared to a national sample of students, your score falls in the second quartile (i.e., between 25%-50%) of scores. This indicates that you perceive that unions have a neutral to negative image. The lower your score is, the more negatively you perceive the image of unions.
8 OR BELOW	HIGHLY NEGATIVE PERCEPTION – Compared to a national sample of students, your score falls in the bottom/first quartile (i.e., lowest 25%) of scores. This indicates that you perceive that unions have a highly negative image.