

# 2022 FARMWORKER JOB SATISFACTION INITIATIVE

## AIMS

The Farmworker Foundation and UCCE Napa are promoting a farmworker job satisfaction survey that companies can give to their employees. The survey provides an employee assessment of their work environment that can be used by managers to target strategies for improving work conditions that can:

- help managers address labor issues
- improve company productivity
- foster the well-being of farmworkers

## WHAT IS THE FARMWORKER SURVEY?

- 30 statements, 3 demographic questions, 1 open question for general worker comments
- Fast to complete
- Generates satisfaction scores in 10 areas:
  - Pay, Benefits, and other reward
  - Communication
  - Promotional opportunities
  - Health impacts of job
  - Work tasks
  - Teamwork
  - Commute
  - Ability to combine job with family commitments
- Multiple formats available: Spanish, English, online, paper, presentation



## OUR STAFF CAN HELP YOU IMPLEMENT THE SURVEY

- We can explain the survey to your employees in Spanish or English and help you collect responses
- UCCE will score the survey for you and provide a short report and interpretation of scores
- We have educational resources to help you develop strategies for boosting satisfaction in each of the 10 areas assessed
- Aggregate (anonymous) data from all companies in Napa will be made available so that managers can compare their scores with County averages

## EXAMPLES OF HOW SURVEY CAN HELP MANAGERS

- Highlights areas of the work environment that require improvement and are associated in the literature with key company outcomes such turnover rate and worker productivity
- Provides a real-time assessment of pay satisfaction so wages can be adjusted to pre-empt turnover
- Helps build dialogue and trust with employees so that worker concerns and workplace issues can be effectively addressed
- Results can be used in follow-up team meetings with workers to start conversation aimed at understanding more specific concerns

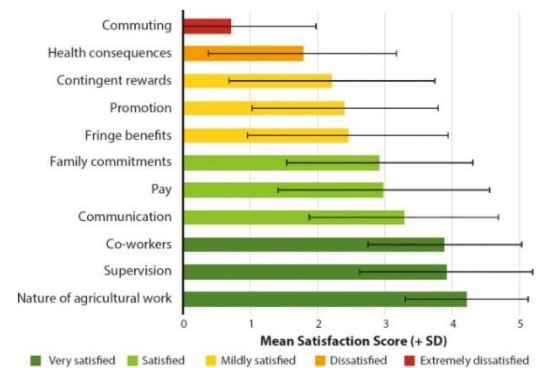
## MORE INFORMATION

Contact Dr. Malcolm Hobbs at UCCE: [mbhobbs@ucdavis.edu](mailto:mbhobbs@ucdavis.edu)

More information and resources can be found on the UCCE labor website:

[ucceviticulturenapa.wixsite.com/uccevitnapa/agricultural-labor](http://ucceviticulturenapa.wixsite.com/uccevitnapa/agricultural-labor)

## Farmworker survey provides scores of your company work environment



## More information:

[ucceviticulturenapa.wixsite.com/uccevitnapa](http://ucceviticulturenapa.wixsite.com/uccevitnapa)

**Agricultural Labor**

**Positive Labor Tools and Resources**  
to improve farmworker well-being and address labor challenges

Agricultural Job Satisfaction Survey | What the survey tells us | Educational Resources | Useful Links

**OUR AIMS**  
Address labor related challenges to the benefit of both vineyard employers and farmworkers through the promotion of equitable labor practices.

**NAPA VALLEY FARMWORKER FOUNDATION**  
UCCE Napa is collaborating with the Napa Farmworker Foundation to encourage the use of a job satisfaction tool for identifying farmworker concerns to aid the targeting of positive labor strategies that are also beneficial for company outcomes.

**Agricultural Job Satisfaction Survey (AJSS) Tool**  
The AJSS is a 30-statement questionnaire measuring job satisfaction in 10 aspects of the work environment for use with workers in any agricultural job role.  
High job satisfaction is related to better company outcomes such as reduced turnover and lower absenteeism. AJSS scores identify where employees are (dis)satisfied with their work so that managers can implement targeted strategies to boost satisfaction and improve company outcomes. Download instructions below for full details.

## QR link to online version of farmworker survey

