

Table 8

Indicator of Employee Perceptions and Tools for Data Collectors

| Tool | Data Collector | | | |
|------------------------------------|----------------|------------------------|-----------------------------|---------------------|
| | Employee | Supervisor and Manager | Director and Administration | External Consultant |
| Job description review | X | X | | |
| Job Diagnostic Survey ^a | | | X | X |
| Job procedure review | X | X | | |
| Log | X | | | |
| Performance reports | | X | X | |
| Personnel reports | | X | X | |
| Satisfaction survey | | | X | X |
| Work distribution chart | | X | | |
| Work sampling | | X | | |

^a Hackman, J. Richard, and Greg R. Oldham. "Development of Job Diagnostic Survey." *Journal of Applied Psychology* 60, no. 2 (1975): 159–70.