

## Danis Annual Survey, 2009 Edition

**Danis Annual Survey investigates periodically the challenges and problems that the managers from Transylvania face in their activity.** The 1<sup>st</sup> edition was in 2008 and a brief report is available at <http://www.danis.ro/english/news.htm>, “Results of the Annual Survey Management Challenges and the Development of Organisations”.

### **This year we investigate five areas:**

- 1) Information about the organisation (number of employees, county, activity sector, attaining the expected results for the previous year and for this year);
- 2) The influence of the economic context and the major changes in the organisation in the last year;
- 3) People in the organisation (motivation, rewards, ethics, conflicts, teams, stress, results and relationships, perception of the HR activity);
- 4) Management (development areas, top management, CSR, management styles, leadership characteristics);
- 5) Demographic information for the participants (age, gender, tenure in the organisation, position, department etc.).

Some of the areas that are being investigated are common for the previous and future Annual Survey editions, so that we can identify trends and major changes in managers’ perceptions over the years.

Other subjects are contextual (i.e. the impact of the economical crisis) or pilot investigations in other Organizational Development areas that we intend to include in further research projects (i.e. leadership traits).

For this edition we sent an email invitation to over 4,500 companies from 15 counties in Romania. The questionnaire is addressed to one or two managers from each of the organizations. Filling in the questionnaire takes about 15-20 minutes.

All the **answers are confidential** and the Research Report will present only aggregate data (on activity sectors or number of employees), without any reference to the name or profile of the organization.

For those who **fill in our questionnaire** until the deadline, the **Full Research Report** will be available in October 2009 **free of charge**.