

**RULES
OF THE
TENNESSEE DEPARTMENT OF PERSONNEL**

**CHAPTER 1120-14
EMPLOYEE FEEDBACK**

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1120-14-.01 PURPOSE. To identify means of increasing the effectiveness and efficiency of State agencies, to provide policy makers with employee opinions regarding personnel management practices and other aspects of employment, and to promote employee job satisfaction and morale.

Authority: T.C.A. §§8-30-202, T.C.A. 8-30-203 and T.C.A. 8-30-204. *Administrative History:* (For history prior to January 2, 1988, see pages 1-2). Repeal and new rule filed November 18, 1987; effective January 2, 1988.

1120-14-.02 EMPLOYEE SURVEYS.

- (1) *Conduct of Employee Surveys.* With the approval of the appointing authority, employees will periodically be offered the opportunity to complete a survey questionnaire soliciting opinions on personnel management practices and programs, means of enhancing efficiency and effectiveness of their organizations, and other topics and issues of interest to agencies and the Commissioner. The survey shall be designed and conducted to insure that the opinions and statements of employees cannot be identified with any individual employee.
- (2) *Reports.* Reports will be prepared by the Department summarizing the results of surveys.

Authority: T.C.A. §§8-30-202, T.C.A. 8-30-203 and T.C.A. 8-30-204. *Administrative History:* (For history prior to January 2, 1988, see pages 1-2). Repeal and new rule filed November 18, 1987; effective January 2, 1988.

1120-14-.03 USE OF SURVEY RESULTS. Survey results will be used to guide employees, supervisors and managers in identifying opportunities to improve policies, procedures, and personnel management programs, and other practices, enhancing the operation of State agencies.

Authority: T.C.A. §§8-30-202, T.C.A. 8-30-203 and T.C.A. 8-30-204. *Administrative History:* (For history prior to January 2, 1988, see pages 1-2). Repeal and new rule filed November 18, 1987; effective January 2, 1988.