

Example screens currently being programming in Centurion for the 2015 MOPS - 12/15/2015

NOTE: Programming of the 2015 Management and Organizational Practices Survey (MOPS) is still in progress. As a result, the screenshots seen here sometimes show old dates; other screenshots are taken from the paper instrument and are modified to give an approximation of the question.

2010 MANAGEMENT AND ORGANIZATIONAL PRACTICES SURVEY

Help Telephone: (301) 763-4673
(8:00am-4:30pm ET/M-F)

Welcome to the 2010 Management and Organizational Practices Survey.
The Management and Organizational Practices Survey (MOPS) provides information on current and evolving management and organizational practices.

Login

User ID and Password are case sensitive and appear in the center of the form below the address label.

User ID:

Password:

Login


Please note: sessions will expire (requiring you to log back in) after 15 minutes of inactivity. No data will be lost.

**** WARNING ****


You have accessed a UNITED STATES GOVERNMENT computer. Use of this computer without authorization or for purposes for which authorization has not been extended is a violation of Federal law and can be punished with fines or imprisonment (PUBLIC LAW 99-474). System usage may be monitored, recorded, and subject to audit. Any information you enter into this system may be used by the Census Bureau for statistical purposes, including but not limited to improving the efficiency of our data collection programs. For information regarding the use of this system, and how your privacy is protected, visit our online privacy webpage at <http://www.census.gov/privacy/>. Use of this system indicates consent to the collection, monitoring, recording, and use of information provided inside this system.

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Survey Tasks

Action	Status	Company Name & Address	View/Print Form as PDF
Resume	In Progress		

The letters PDF or the  icon indicate a document is in the [Portable Document Format \(PDF\)](#). To view the file you will need the [Adobe® Reader](#), which is available for **free** from the Adobe web site.

Form: MP-10002
OMB No.: 0607-0983
Approval Expires: 02/28/2014

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Section A - Management Practices

1. What best describes what happened at this establishment when a problem in the production process arose?
Examples: Finding a quality defect in a product or a piece of machinery breaking down.

During 2005?

- We fixed it but did not take further action
- We fixed it and took action to make sure that it did not happen again
- We fixed it and took action to make sure that it did not happen again, and had a continuous improvement process to anticipate problems like these in advance
- No action was taken

During 2010?

- We fixed it but did not take further action
- We fixed it and took action to make sure that it did not happen again
- We fixed it and took action to make sure that it did not happen again, and had a continuous improvement process to anticipate problems like these in advance
- No action was taken

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Section A - Management Practices

3. How frequently were the key performance indicators REVIEWED by MANAGERS at this establishment?

A manager is someone who has employees directly reporting to them, with whom they meet on a regular basis, and whose pay and promotion they may be involved with, e.g., Plant Manager, Human Resource Manager, Quality Manager.

Select all that apply

During 2005?

- Yearly
- Quarterly
- Monthly
- Weekly
- Daily
- Hourly or more frequently
- Never

During 2010?

- Yearly
- Quarterly
- Monthly
- Weekly
- Daily
- Hourly or more frequently
- Never

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**Please verify the responses marked below.
To ignore these problems, press the Next button again.**

Section A - Management Practices

3. How frequently were the key performance indicators REVIEWED by MANAGERS at this establishment?

A manager is someone who has employees directly reporting to them, with whom they meet on a regular basis, and whose pay and promotion they may be involved with, e.g., Plant Manager, Human Resource Manager, Quality Manager.

Select all that apply


During 2005?

Yearly
 Quarterly
 Monthly
 Weekly
 Daily
 Hourly or more frequently
 Never


Please make a selection.

During 2010?

Yearly
 Quarterly
 Monthly
 Weekly
 Daily
 Hourly or more frequently



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Section A - Management Practices

11. What were MANAGERS' performance bonuses usually based on?

Select all that apply

During 2005?

- Their own performance as measured by production targets
- Their team or shift performance as measured by production targets
- Their establishment's performance as measured by production targets
- Their company's performance as measured by production targets
- No performance bonuses

During 2010?

- Their own performance as measured by production targets
- Their team or shift performance as measured by production targets
- Their establishment's performance as measured by production targets
- Their company's performance as measured by production targets
- No performance bonuses

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The screenshot displays a web-based survey interface. At the top left is the Bureau of the Census logo. The main header reads "2010 MANAGEMENT AND ORGANIZATIONAL PRACTICES SURVEY". A navigation bar contains links for "Main Menu", "FAQ", "About Survey", "Contact Us", and "Logout". A help telephone number is provided: (301) 763-4673, with hours of operation from 8:00am to 4:30pm ET/M-F. The survey content is titled "Section A - Management Practices" and features question 12: "When production targets were met, what percentage of MANAGERS at this establishment received performance bonuses?". This question is split into two time periods: "During 2005?" and "During 2010?". Each period has a list of radio button options: 0%, 1-33%, 34-66% (selected), 67-99%, 100%, and "Production targets not met". Navigation buttons for "Previous" and "Next" are located below the question. The footer includes form identification (MP-10002), OMB No. 0607-0983, and an approval expiration date of 02/28/2014. A dark blue footer bar contains links for "Burden Statement", "Accessibility", "Privacy", and "Security".

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Section A - Management Practices

12. When production targets were met, what percentage of MANAGERS at this establishment received performance bonuses?

During 2005?

- 0%
- 1-33%
- 34-66%
- 67-99%
- 100%
- Production targets not met

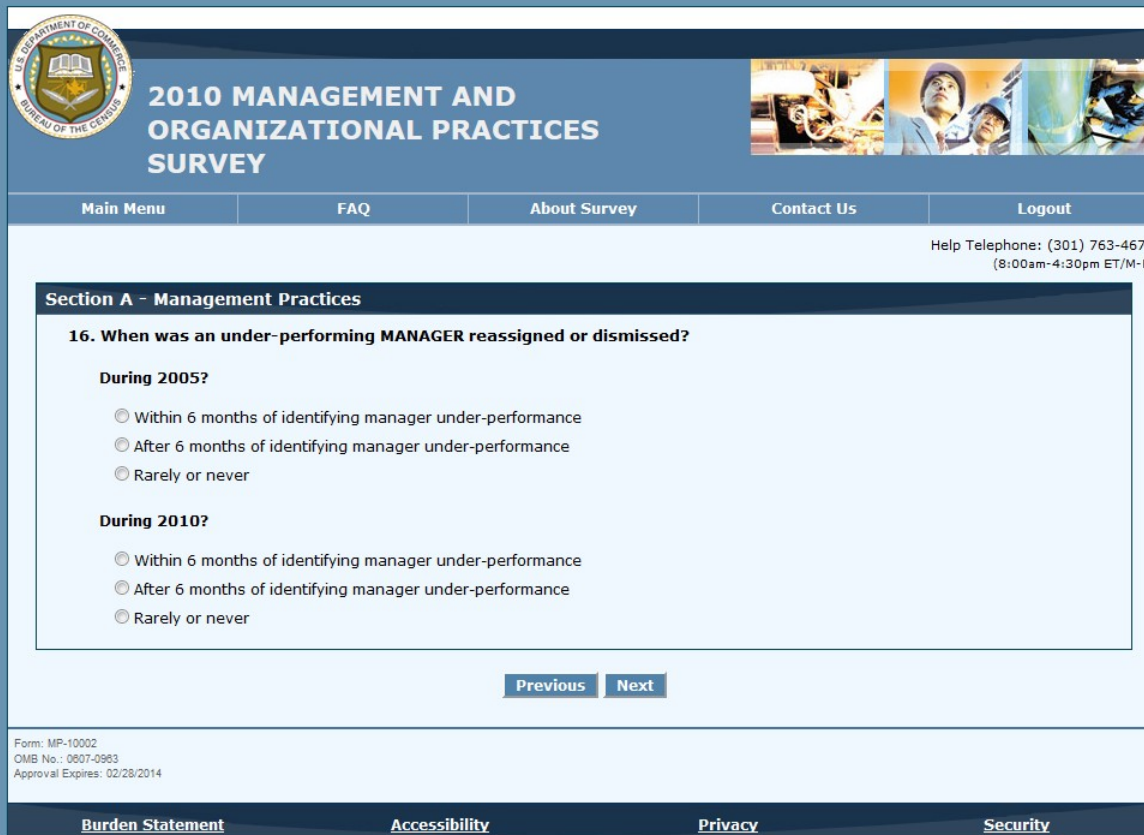
During 2010?

- 0%
- 1-33%
- 34-66%
- 67-99%
- 100%
- Production targets not met

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The image shows a web-based survey interface. At the top left is the seal of the U.S. Department of Commerce, Bureau of the Census. To its right is the title "2010 MANAGEMENT AND ORGANIZATIONAL PRACTICES SURVEY" in large, bold, blue letters. Further right is a horizontal strip of four small images: a person working at a computer, a person in a hard hat, a person in a lab coat, and a person in a hard hat. Below the title is a navigation bar with five tabs: "Main Menu", "FAQ", "About Survey", "Contact Us", and "Logout". In the top right corner, there is a "Help Telephone: (301) 763-4673 (8:00am-4:30pm ET/M-F)". The main content area is titled "Section A - Management Practices" and contains question 16: "16. When was an under-performing MANAGER reassigned or dismissed?". The question is divided into two parts: "During 2005?" and "During 2010?". Each part has three radio button options: "Within 6 months of identifying manager under-performance", "After 6 months of identifying manager under-performance", and "Rarely or never". At the bottom of the question area are two buttons: "Previous" and "Next". At the very bottom of the page, there is a footer with four links: "Burden Statement", "Accessibility", "Privacy", and "Security".

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

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Section A - Management Practices

16. When was an under-performing MANAGER reassigned or dismissed?

During 2005?

- Within 6 months of identifying manager under-performance
- After 6 months of identifying manager under-performance
- Rarely or never

During 2010?

- Within 6 months of identifying manager under-performance
- After 6 months of identifying manager under-performance
- Rarely or never

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Section B - Organization

24. What was the number of employees reporting directly to the plant manager at this establishment?

A plant manager's direct report is someone in the organizational level directly below them, with whom they meet on a regular basis, and whose pay and promotion they may be involved with.

Number of direct reports in 2005

(Estimates are acceptable)


Number of direct reports in 2010

(Estimates are acceptable)


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Section B - Organization

29. Did the MANAGERS at this establishment learn about management practices from any of the following?
Select all that apply

During 2005?

- Consultants
- Competitors
- Suppliers
- Customers
- Trade associations or conferences
- New employees
- Headquarters
- Other - Specify
- None of the above


During 2010?

- Consultants
- Competitors
- Suppliers
- Customers
- Trade associations or conferences
- New employees
- Headquarters
- Other - Specify
- None of the above


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Section C - Background Characteristics

30. What was your level of seniority in 2010?

- CEO or Executive Officer, e.g., CFO
- Manager of multiple establishments, e.g., Division Manager
- Manager of one establishment, e.g., Plant Manager or Controller
- Non-manager
- Other - Specify

31. What year did you start working at this establishment?

Year

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Section C - Background Characteristics

34. What was the percent of MANAGERS at this establishment with a bachelors degree?

During 2005?

20% or less

21-40%

41-60%

61%-80%

More than 80%

During 2010?

20% or less

21-40%

41-60%

61%-80%

More than 80%

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CERTIFICATION - This report is substantially accurate and was prepared in accordance with the instructions.

Remarks (Please use this space for any explanations that may be essential in understanding your reported data.)

37. Is the time period covered by this report a calendar year?

Yes

No - Enter time period covered

From: To:

Information of person to contact regarding this report.

Name:

Title:

Telephone: - - Ext:

Fax: - -

Internet e-mail address:

Date completed:

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Section D - Uncertainty

The following examples illustrate how a plant could complete the type of questions asked in this section. All examples are fictional. If your forecasts do not include the level of detail requested or do not exist, please report according to your best judgement. **Estimates are acceptable.**

Example A: Jane Doe is filling out this survey for Plant A. In 2015, Plant A had approximately \$4,500,000 in products shipped, with a forecast of \$4,750,000 in 2016.

For calendar years 2015 and 2016, what are the approximate dollar values of **products shipped**, including interplant transfers, exports and other receipts at this establishment? Exclude freight charges and excise taxes.

	\$Bil.	Mil.	Thou.
For 2015 calendar year		4	500
Estimate for 2016 calendar year		4	750

Example B: Jane also knows that business at Plant A is forecasted to grow approximately an additional 5% in 2017, with predicted annual value of products shipped of \$5 million. However, Jane knows there is some uncertainty with that forecast and that the value of products shipped next year could be more or less than \$5 million depending on consumer demand, price of materials, and other uncertainties in the market. Given this uncertainty, this is how Jane would complete the following uncertainty forecast table for Plant A's value of products shipped for 2017.

Looking ahead to the 2017 calendar year, what is the approximate dollar value of **products shipped** you would anticipate for this establishment in the following scenarios, and what likelihood do you assign to each scenario?

2017 scenarios, from lowest to highest	Approximate dollar value of shipments in 2017			Percentage likelihood (values in this column should sum to 100)
	\$Bil.	Mil.	Thou.	
LOWEST		2	800	5 %
LOW		4	200	10 %
MEDIUM		5	000	60 %
HIGH		6	300	20 %
HIGHEST		7	500	5 %
Total				100 %

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30 For calendar years 2015 and 2016, what are the approximate dollar values of **products shipped**, including interplant transfers, exports and other receipts at this establishment? Exclude freight charges and excise taxes.

	\$Bil.	Mil.	Thou.
For 2015 calendar year	<input type="text"/>	<input type="text"/>	<input type="text"/>
Estimate for 2016 calendar year	<input type="text"/>	<input type="text"/>	<input type="text"/>

31 Looking ahead to the 2017 calendar year, what is the approximate dollar value of **products shipped** you would anticipate for this establishment in the following scenarios, and what likelihood do you assign to each scenario?

2017 scenarios, from lowest to highest	Approximate dollar value of shipments in 2017			Percentage likelihood (values in this column should sum to 100)	
	\$Bil.	Mil.	Thou.		
LOWEST	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
LOW	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
MEDIUM	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
HIGH	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
HIGHEST	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
Total				<input type="text" value="100"/>	%

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32 For calendar years 2015 and 2016, what are the approximate dollar values of **capital expenditures** for new and used depreciable assets at this establishment? Include buildings and other structures, machinery and equipment. Exclude land.

	\$Bil.	Mil.	Thou.
For 2015 calendar year	<input type="text"/>	<input type="text"/>	<input type="text"/>
Estimate for 2016 calendar year	<input type="text"/>	<input type="text"/>	<input type="text"/>

33 Looking ahead to the 2017 calendar year, what is the approximate dollar value of **capital expenditures** you would anticipate for this establishment in the following scenarios, and what likelihood do you assign to each scenario?

2017 scenarios, from lowest to highest	Approximate dollar value of capital expenditures in 2017			Percentage likelihood (values in this column should sum to 100)	
	\$Bil.	Mil.	Thou.		%
LOWEST	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
LOW	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
MEDIUM	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
HIGH	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
HIGHEST	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
Total				<input type="text" value="100"/>	%

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35 Looking ahead, approximately how many **employees** would you anticipate on this establishment's payroll as of March 12, 2017 in the following scenarios, and what likelihood do you assign to each scenario?

2017 scenarios, from lowest to highest	Approximate number of employees on payroll as of March 12, 2017	Percentage likelihood (values in this column should sum to 100)	
LOWEST	<input type="text"/>	<input type="text"/>	<input type="text"/> %
LOW	<input type="text"/>	<input type="text"/>	<input type="text"/> %
MEDIUM	<input type="text"/>	<input type="text"/>	<input type="text"/> %
HIGH	<input type="text"/>	<input type="text"/>	<input type="text"/> %
HIGHEST	<input type="text"/>	<input type="text"/>	<input type="text"/> %
Total		100	%

36 For calendar years 2015 and 2016, what are the approximate dollar expenditures for this establishment on **MATERIALS, PARTS, CONTAINERS, AND PACKAGING?**

	\$Bil.	MIL.	Thou.
For 2015 calendar year	<input type="text"/>	<input type="text"/>	<input type="text"/>
Estimate for 2016 calendar year	<input type="text"/>	<input type="text"/>	<input type="text"/>

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37 Looking ahead to the 2017 calendar year, what are the approximate dollar expenditures on **materials, parts, containers, and packaging** you would anticipate for this establishment in the following scenarios, and what likelihood do you assign to each scenario?

2017 scenarios, from lowest to highest	Approximate dollar cost of materials, parts, containers, and packaging in 2017			Percentage likelihood (values in this column should sum to 100)	
	\$Bil.	Mil.	Thou.		%
LOWEST	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
LOW	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
MEDIUM	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
HIGH	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
HIGHEST	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	%
Total				<input type="text" value="100"/>	%


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Review Your Responses

You are almost finished!


Please note the pages that currently have issues or unexpected responses are identified with the number of issues in parentheses, e.g. '(has 1 issue)'.

The completed pages of the survey are displayed as links below. You may click any completed page link to return to that page and make any corrections, or continue on by clicking the "Submit Data" button at the bottom of the page.


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- [2. monitored indicators](#)
- [3. manager reviewed indicators \(has 2 issues\)](#)
- [4. non-manager reviewed indicators \(has 2 issues\)](#)
- [5. display boards \(has 2 issues\)](#)
- [6. time frame](#)
- [7. target achievement \(has 2 issues\)](#)
- [8. target awareness](#)
- [9. non-manager bonuses criteria \(has 2 issues\)](#)
- [10. non-manager bonuses \(has 2 issues\)](#)
- [11. manager bonuses criteria](#)
- [13. non-manager promotions \(has 2 issues\)](#)
- [14. manager promotions \(has 2 issues\)](#)
- [15. under-performing non-managers \(has 2 issues\)](#)
- [16. under-performing managers \(has 2 issues\)](#)
- [17. headquarters location \(has 2 issues\)](#)
- [18. hiring decisions \(has 2 issues\)](#)
- [19. pay increases \(has 2 issues\)](#)
- [20. product introductions \(has 2 issues\)](#)
- [21. product pricing](#)
- [22. advertising decisions \(has 1 issue\)](#)

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Submission Confirmation


Thank you for completing the 2010 Management and Organizational Practices Survey (MOPS). The U.S. Census Bureau has received your data. Please keep a copy of your responses for your records using the "View/Print Report as PDF" button below.

Submission Date & Time: Tue Dec 15 11:56:30 2015

Company Information:

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Print Confirmation Screen	View/Print Report as PDF	Return to Main Menu
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The letters PDF or the  icon indicate a document is in the [Portable Document Format \(PDF\)](#). To view the file you will need the [Adobe® Reader](#), which is available for **free** from the Adobe web site.

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