


**Co podoba się Państwu najbardziej w życiu społecznym Sólár i czego chcieliby Państwo więcej?/ In your opinion, what do you enjoy the most in Sólár's social life and what would you like to do more of?**

1. Employees should be treated fairly and appreciated (generally speaking, as this doesn't apply to my Manager)
2. Nice atmosphere among co-workers.
3. I'm happy at work, I'm happy at Solar
4. Great ideas for gifts for employees, they are universal, which is great. It would be great to have an option to learn Icelandic in our application. Basic phrases in Icelandic :)
5. The Manager should praise instead of criticising me [literally 'bringing me down']. Generally speaking. Because everyone can sit and do nothing, but they wouldn't come and help when the team needs help
6. With regards to social life, I like my boss  Isabella the most. What else? More smiles, as none of us is here as punishment
7. More integration. I like the approach of my Managers to their employees
8. Unfortunately, I haven't worked for the company long enough to answer this question
9. What I like most is that I have the best Manager in Solar, she is highly professional, but also has a „big” heart. It's rare for a Manager to have the 2 [above mentioned] qualities, which keep me in this job. I am also happy that I have great colleagues at my work place on whom I can always rely and we make a great team. I also like the fact that you read the responses to the surveys and I have an impression that you draw conclusions from them and the issues described in them are fixed, but I would not be surprised if these were instigated by my Manager, who I can always count on and who supports me in every way, even in this hopeless situation. I can only wish for higher wages :)
10. There should be language courses for [Solar] employees, who should be better trained on the basics of work and on reading their work schedules
11. **[Google translate from Spanish]** Managers of the store should be punctual with regards to cleaning...
12. Integrating employees during coffee meetings, Christmas parties, trips. The Manager always tries to solve [problems] and find the best way out of her employee's difficult situation.
13. Employees should be treated more fairly. Favourite employees shouldn't be favoured
14. When we clean places, where we work more than 8 hours, we would like the company to pay us for overtime. Because the company gets money for places that are cleaned, unfortunately, we are not paid for them, because there is always an excuse that we can clean faster, it is not fair to us

15. Employees should be treated more fairly, favourite employees shouldn't be favoured, we all do the same work. As for motivation - more kind words and bonuses for good work.
16. I don't like the fact that we aren't informed about praises [for our good work]. I learn about them from other colleagues working in the same place [sticky] after some time, not from the Manager. It would be nice to hear a good word, be motivated or receive some kind of recognition. It would help [me] to motivate myself and be more willing to work. Some Managers don't remember that only recently they cleaned the places themselves and now they point out minor issues or unimportant things instead of first calling their employees and listening to their story. I won't mention that the word 'Thank you' for a job well done does not pass through the lips of every other Manager. A lot of people work a lot and have a lot of overtime, and an ordinary employee on a contract has no way to earn some extra money, which is not right.  
P.S. Isabella is one of a few Managers, who always thank for help and cooperation.
17. To be treated more fairly. Everyone should be treated equally, because at present some people are treated better than others.. Managers should be controlled more. Thank you, best regards
18. Everything suits me, although it's hard to list my expectations because I haven't been here long enough
19. I'd like Christmas presents to be more practical. Vouchers for shopping in supermarkets like Bonus, Kronan or Smaralind.
20. I have no opinion.
21. More great Managers like Agnieszka Krawczyk. She is always willing to help and willing to dispel any doubts.
22. I like openness
23. I like [having] good contact with my Manager and my work colleagues. I would like to get more benefits, e.g. Christmas bonus and a bonus for 100% attendance in a given month.
24. Working for Sólár is pure pleasure, I have learned a lot while working at this company. More staff training. Regards
25. The attitude of most Managers towards their employees. I have no comment [regarding anything else]
26. People help each other. There are very few events/integration trips.
27. Everything is great
28. More integration meetings, not necessarily lavish dinners, maybe just a Saturday dance party. Various courses on cleaning, using cleaning products, courses on communication with the clients would also be useful.
29. Integration is important in social life. You can organize more collective meetings or trips.
30. I like the atmosphere at work and that everyone tries to perform their work at the highest level. Every smaller and bigger problem is solved :) I believe that employees should be better integrated with their Managers so that everyone is treated equally.

31. Do more together, as a team.
32. Employees are very helpful towards each other, fair and companionate, I don't think we need anything else :)
33. I don't like anything. The one thing we would like more of is RESPECT.
34. Meetings with employees
35. Higher earnings
36. Sólar is a reliable company