

## Employee Survey\_2014

Scale: 5=Strongly Agree 4=Agree 3=Neither Agree nor Disagree 2=Disagree 1=Strongly Disagree

### Leadership

18a) I know the college's mission (what it is trying to accomplish)	4.09
18b) The college's leaders use the college's values to guide us.	3.79
18c) The college's leaders create a work environment that helps me do my job.	3.85
18d) The college's leaders share information about the organization.	3.77
18e) The college's leaders encourage learning that will help me advance my career.	3.52
18f) The college lets me know what it thinks is most important.	3.64
18g) The college asks what I think.	3.12
<i>Overall average</i>	<i>3.68</i>

### Strategic Planning

20a) As it plans for the future, the college asks for my ideas.	3.22
20b) I know the parts of the college's plans that will affect me and my work.	3.43
20c) I know how to tell if we are making progress on the part of the plan that my department or program is responsible for.	3.42
<i>Overall Average</i>	<i>3.36</i>

### Service Focus

22a) I know who the most important people I serve are.	4.46
22b) I keep in touch with the people I serve.	4.37
22c) The people I serve tell me what they need and want.	4.16
22d) I ask if the people I serve are satisfied or dissatisfied with my work.	3.87
22e) I am allowed to make decisions to solve problems for the people I serve.	4.01
<i>Overall Average</i>	<i>4.17</i>

### Measurement, Analysis, and Knowledge Management

24a) I know how to measure the quality of my work.	3.96
24b) I know how to analyze (review) the quality of my work to see if changes are needed.	3.95
24c) I use these analyses for making decisions about my work.	3.96
24d) I know how the measures I use in my work fit into the college's overall measures of improvement.	3.61
24e) I get all the important information I need to do my work.	3.49
24f) I get the information I need to know about how the college is doing.	3.53
<i>Overall Average</i>	<i>3.75</i>

**Valuing People**

26a) I feel valued by my supervisor.	3.95
26b) I can make changes that will improve my work.	4.13
26c) My supervisor encourages me to develop my job skills so I can advance in my career.	3.85
26d) The people I work with cooperate and work as a team.	4.18
26e) I have a safe workplace.	4.44
26f) My supervisor and the college care about me.	4.05
<i>Overall Average</i>	<i>4.10</i>

**Performance Management**

32a) My supervisor will inform me in a timely manner if my activities and/or performance need correction.	3.73
32b) I have confidence in my supervisor's knowledge of what my position entails.	3.88
32c) I have clearly defined organizational performance goals.	3.64
32d) I have clearly defined developmental goals that will impact my own personal improvement.	3.68
32e) My supervisor and I regularly communicate about my goals.	3.40
<i>Overall Average</i>	<i>3.67</i>

**Process Management**

34a) I can get everything I need to do my job.	3.44
34b) I collect information (data) about the quality of my work.	3.69
34c) We have good processes for doing our work.	3.67
34d) I have control over my work processes.	3.84
<i>Overall Average</i>	<i>3.66</i>

**Results**

36a) The people I serve are satisfied with my work.	4.02
36b) I know how well the college is doing financially.	3.17
36c) The college uses my time and talents well.	3.67
36d) The college removes things that get in the way of progress.	3.04
36e) The college obeys laws and regulations.	4.10
36f) The college has high standards and ethics.	4.00
36g) The college supports my efforts to help my community.	3.85
36h) I am satisfied with my job.	4.04
<i>Overall Average</i>	<i>3.74</i>