

Recorder

Response Rate: 80%

New Hire Process (Onboarding)

There were not enough newer employees in this organization that responded to this section so results have been suppressed for questions 1-6.

Communication

This section is about the effective and efficient means of providing information throughout the organization.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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8. The county is effective in keeping employees informed of the services provided in county agencies.

Recorder	33	0%	12%	6%	67%	15%	3.85
Overall	2245	3%	17%	19%	49%	13%	3.53

9. The method by which I receive SLCO internal communications is adequate.

Recorder	33	0%	6%	0%	76%	18%	4.06
Overall	2237	2%	10%	15%	56%	17%	3.75

10. The content of SLCO communications is valuable.

Recorder	33	0%	3%	18%	58%	21%	3.97
Overall	2234	1%	7%	23%	53%	16%	3.75

11. I am satisfied with my supervisor's efforts to keep me informed of what is going on within my agency/division.

Recorder	31	10%	19%	13%	32%	26%	3.45
Overall	2206	8%	15%	13%	35%	30%	3.64

12. I know how to direct others to services and resources provided by SLCO.

Recorder	32	3%	0%	25%	59%	13%	3.78
Overall	2223	2%	14%	21%	45%	17%	3.60

13. The SLCO intranet (eConnect) is easy to use.

Recorder	33	0%	15%	15%	58%	12%	3.67
Overall	2206	4%	13%	20%	47%	16%	3.58

14. It is easy to locate the contact information for divisions.

Recorder	33	6%	27%	6%	48%	12%	3.33
Overall	2205	6%	21%	26%	36%	10%	3.23

15. The SLCO directory is easy to navigate.

Recorder	33	3%	27%	15%	45%	9%	3.30
Overall	2190	6%	19%	30%	35%	9%	3.23

16. The SLCO directory is up to date.

Recorder	32	3%	19%	41%	31%	6%	3.19
Overall	2140	6%	16%	43%	28%	7%	3.12

Training and Education

This section is about the opportunity to acquire the skills and abilities to perform on the job and further development of my career.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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18. The information I receive in training applies to my current position.

Recorder	31	6%	0%	16%	61%	16%	3.81
Overall	2175	4%	11%	20%	50%	16%	3.64

19. I have received enough training to know how to do my job.

Recorder	32	3%	13%	13%	53%	19%	3.72
Overall	2173	3%	11%	14%	48%	24%	3.78

20. I am satisfied with the training I receive about how to manage and/or supervise employees.

There were not enough employees in this organization that responded to this question so results have been suppressed on this item.

21. Employees' University classes are well promoted and advertised.

Recorder	30	7%	7%	27%	53%	7%	3.47
Overall	2135	5%	19%	31%	36%	9%	3.26

22. I am satisfied with the frequency of the courses offered at the Employees' University.

Recorder	28	7%	7%	39%	43%	4%	3.29
Overall	2096	3%	12%	43%	34%	7%	3.32

23. I am encouraged to further my education using the Employees' University

Recorder	28	11%	18%	39%	21%	11%	3.04
Overall	2123	9%	23%	32%	26%	9%	3.03

24. I am supported in furthering my education at institutions outside of SLCO.

Recorder	28	7%	4%	39%	36%	14%	3.46
Overall	2060	8%	15%	35%	28%	13%	3.25

25. I am familiar with the County's tuition reimbursement policy.

Recorder	33	0%	18%	15%	58%	9%	3.58
Overall	2125	5%	17%	20%	41%	17%	3.48

Professional Development

This section addresses the opportunity for personal growth and/or advancement as an employee of SLCO.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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26. I have the opportunity to develop new job skills and abilities.

Recorder	32	6%	13%	16%	47%	19%	3.59
Overall	2173	7%	17%	19%	43%	15%	3.43

27. My supervisor actively encourages my career development.

Recorder	31	16%	16%	32%	19%	16%	3.03
Overall	2162	9%	16%	22%	32%	21%	3.41

28. I feel I have opportunities to develop mentoring relationships.

Recorder	32	13%	16%	31%	28%	13%	3.13
Overall	2150	8%	20%	26%	34%	12%	3.22

29. I know where to access SLCO job postings.

Recorder	33	0%	0%	0%	70%	30%	4.30
Overall	2173	1%	3%	7%	53%	36%	4.20

30. I have opportunities for advancement within SLCO.

Recorder	32	16%	13%	22%	50%	0%	3.06
Overall	2168	15%	20%	24%	30%	11%	3.01

31. The promotion process at SLCO is fair.

Recorder	32	25%	22%	31%	22%	0%	2.50
Overall	2128	21%	22%	33%	19%	6%	2.67

32. I feel that advancement at SLCO is often based in office politics (i.e. who you know or are connected to).

Recorder	31	10%	6%	29%	19%	35%	3.65
Overall	2111	4%	8%	26%	27%	35%	3.83

Performance and Development Plans & Annual Evaluations

This section addresses the quarterly performance development plan process as well as the annual evaluation.

Performance Development

33. Are you meeting quarterly with your supervisor for your performance and development plan?

	Number Responding	Yes	No
Recorder	33	82%	18%
Overall	2148	66%	34%

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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34. The frequency of quarterly performance and development plans is appropriate.

Recorder	30	10%	20%	30%	37%	3%	3.03
Overall	2113	8%	20%	24%	40%	8%	3.19

35. I feel the performance and development plan process is a good use of time.

Recorder	30	20%	27%	20%	30%	3%	2.70
Overall	2121	11%	24%	24%	33%	7%	3.01

36. Setting individual work goals in a formal manner is a worthwhile process.

Recorder	30	13%	13%	20%	47%	7%	3.20
Overall	2131	7%	14%	22%	46%	12%	3.43

Annual Evaluation

37. Are you formally evaluated annually?

	Number Responding	Yes	No
Recorder	32	88%	13%
Overall	2170	92%	8%

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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38. My annual evaluation is an accurate reflection of my work.

Recorder	30	10%	20%	17%	50%	3%	3.17
Overall	2064	5%	13%	18%	49%	15%	3.55

39. My annual evaluation is an effective means to improve my work.

Recorder	30	7%	20%	17%	53%	3%	3.27
Overall	2058	7%	17%	27%	38%	10%	3.28

40. I am provided the resources necessary to meet the expectations of my annual evaluation.

Recorder	30	7%	17%	20%	53%	3%	3.30
Overall	2066	6%	11%	24%	46%	13%	3.50

Other

41. I receive ongoing feedback on my work performance from my supervisor, outside of the formal development and evaluation process

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
Recorder	31	19%	16%	13%	42%	10%	3.06
Overall	2172	7%	15%	17%	42%	19%	3.50

Management and Supervision

This section is about the individuals who control or direct resources and expenditures, and/or have oversight and direction of processes, work and those who perform the work.

Supervisor Questions – a supervisor is the individual you directly report to.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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42. My supervisor sets clear expectations for my work

Recorder	31	3%	13%	16%	48%	19%	3.68
Overall	2159	3%	10%	15%	50%	22%	3.76

43. My supervisor cares about me as an individual.

Recorder	31	10%	13%	19%	35%	23%	3.48
Overall	2157	6%	7%	14%	39%	35%	3.91

44. I receive positive feedback from my supervisor when I do a good job

Recorder	31	10%	23%	3%	42%	23%	3.45
Overall	2159	5%	10%	14%	41%	30%	3.81

45. I am comfortable sharing issues and concerns with my supervisor.

Recorder	31	16%	13%	10%	35%	26%	3.42
Overall	2163	8%	10%	12%	39%	32%	3.77

46. My supervisor manages employees in a fair manner.

Recorder	31	26%	10%	10%	35%	19%	3.13
Overall	2162	8%	10%	16%	38%	29%	3.70

47. When needed, poor performance on my team is addressed.

Recorder	29	14%	10%	28%	38%	10%	3.21
Overall	2101	8%	13%	22%	40%	17%	3.44

Management Questions

Throughout the County there are different levels of management, these questions refer to all managers beyond your direct supervisor. That would include both those within your agency and those that manage across SLCO.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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48. Management communicates effectively with employees.

Recorder	31	16%	26%	16%	29%	13%	2.97
Overall	2156	13%	25%	22%	32%	8%	2.97

49. Employees are given enough support by management to do their jobs.

Recorder	31	13%	16%	6%	42%	23%	3.45
Overall	2145	11%	20%	21%	39%	10%	3.17

50. Management works together in a coordinated manner.

Recorder	31	13%	16%	13%	35%	23%	3.39
Overall	2144	14%	22%	27%	29%	8%	2.95

51. Management cares about employees as individuals.

Recorder	32	22%	9%	16%	31%	22%	3.22
Overall	2145	14%	17%	24%	32%	12%	3.11

52. I feel that, in general, those in management are qualified for their positions.

Recorder	31	16%	16%	16%	39%	13%	3.16
Overall	2151	10%	14%	27%	37%	12%	3.26

Work Environment/Operational Functionality

This section is about policies, procedures, processes, equipment, resources, assignments, schedules, transfers, and more. For the following questions the term "Assignment Changes" includes changes to work tasks, schedules, and/or transfers.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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53. I understand why work assignment changes occur

Recorder	31	6%	6%	6%	65%	16%	3.77
Overall	2097	3%	8%	15%	59%	14%	3.74

54. The process through which changes are made to work assignments is fair.

Recorder	31	13%	13%	10%	55%	10%	3.35
Overall	2071	8%	16%	29%	38%	8%	3.23

Policies and Procedures

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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55. I know where to find policies and procedures relevant to my job

Recorder	33	3%	12%	6%	64%	15%	3.76
Overall	2159	2%	11%	11%	56%	19%	3.80

56. Policies and procedures are easy to understand.

Recorder	33	3%	6%	18%	61%	12%	3.73
Overall	2146	3%	15%	24%	48%	10%	3.46

57. Policies and procedures are enforced in a fair manner.

Recorder	33	12%	12%	24%	39%	12%	3.27
Overall	2142	9%	19%	27%	38%	7%	3.15

58. Employees have the opportunity to give input on policy/procedures

Recorder	33	12%	18%	36%	24%	9%	3.00
Overall	2139	12%	24%	30%	29%	6%	2.93

Other (Work Environment continued)

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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59. Employees are given opportunities to learn/adapt to new technology/systems.

Recorder	32	6%	9%	9%	56%	19%	3.72
Overall	2152	5%	11%	23%	50%	11%	3.52

60. I am provided sufficient resources to do my job.

Recorder	33	3%	12%	15%	52%	18%	3.70
Overall	2156	5%	10%	16%	54%	15%	3.64

61. I know who to contact regarding human resource related questions.

Recorder	33	3%	3%	12%	67%	15%	3.88
Overall	2158	3%	11%	13%	55%	17%	3.71

62. I know who to contact regarding payroll related questions.

Recorder	33	0%	3%	0%	73%	24%	4.18
Overall	2153	2%	6%	8%	62%	22%	3.97

63. I feel comfortable reporting discrimination concerns.

Recorder	32	16%	16%	13%	47%	9%	3.19
Overall	2093	11%	12%	19%	41%	16%	3.39

64. I feel comfortable reporting harassment concerns.

Recorder	32	16%	13%	19%	44%	9%	3.19
Overall	2093	11%	10%	19%	43%	17%	3.46

Culture

This section is about a shared set of values and beliefs that determine patterns of behavior common to groups of people.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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65. The people I work with work well together.

Recorder	33	0%	6%	6%	55%	33%	4.15
Overall	2154	3%	8%	12%	48%	28%	3.89

66. The people I work with are committed to quality work

Recorder	33	0%	9%	12%	52%	27%	3.97
Overall	2146	3%	9%	14%	46%	29%	3.88

67. My agency/division collaborates well with other SLCO agencies/divisions.

Recorder	32	0%	9%	31%	44%	16%	3.66
Overall	2124	3%	8%	27%	44%	17%	3.65

68. Providing services efficiently is part of the culture of SLCO.

Recorder	32	0%	0%	25%	53%	22%	3.97
Overall	2144	3%	9%	18%	50%	20%	3.76

69. I am encouraged to voice ideas, opinions, and concerns.

Recorder	33	6%	15%	27%	33%	18%	3.42
Overall	2157	9%	15%	19%	40%	17%	3.41

70. I feel like employee ideas, opinions and concerns are valued.

Recorder	33	9%	24%	15%	39%	12%	3.21
Overall	2153	12%	21%	21%	32%	14%	3.13

71. I am encouraged to be innovative by coming up with improved ways of doing things in my role.

Recorder	33	12%	12%	21%	27%	27%	3.45
Overall	2152	9%	15%	20%	39%	17%	3.40

72. The leaders in my division promote a positive work culture.

Recorder	33	15%	12%	12%	33%	27%	3.45
Overall	2146	10%	14%	20%	37%	19%	3.42

Well-Being

This section is about the satisfaction and positive feelings, supportive and enriching relationships, interest and engagement in activities, purpose, a sense of master and accomplishment, feelings of control and autonomy as well as optimism.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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73. I feel safe in my work environment.

Recorder	33	0%	9%	6%	58%	27%	4.03
Overall	2148	3%	7%	11%	49%	30%	3.97

74. I am engaged and interested in my job duties

Recorder	33	0%	6%	3%	48%	42%	4.27
Overall	2150	2%	3%	8%	50%	37%	4.17

75. I feel my work improves the lives of SLCO residents

Recorder	33	0%	6%	3%	45%	45%	4.30
Overall	2136	1%	3%	11%	42%	43%	4.22

76. I feel personally empowered to problem solve at work.

Recorder	33	0%	12%	6%	48%	33%	4.03
Overall	2148	3%	6%	13%	44%	34%	4.00

77. I am treated with respect by my coworkers.

Recorder	33	0%	0%	12%	52%	36%	4.24
Overall	2153	3%	6%	12%	47%	33%	4.00

78. I am treated with respect by my supervisor

Recorder	32	6%	13%	13%	34%	34%	3.78
Overall	2147	5%	6%	10%	41%	38%	4.02

79. My workload is reasonable.

Recorder	33	3%	9%	21%	45%	21%	3.73
Overall	2152	7%	13%	13%	49%	19%	3.61

80. My job at the county allows me to have a healthy work-life balance.

Recorder	33	12%	3%	21%	48%	15%	3.52
Overall	2145	7%	11%	15%	46%	21%	3.66

81. I trust my team members to do their jobs.

Recorder	33	6%	3%	12%	55%	24%	3.88
Overall	2145	4%	10%	14%	48%	24%	3.79

82. I would recommend SLCO to a friend or family member as a place to work.

Recorder	33	6%	12%	12%	45%	24%	3.70
Overall	2146	7%	9%	17%	40%	27%	3.72

83. I am considering looking for a new job outside of SLCO in the next year.

Recorder	28	29%	29%	14%	14%	14%	2.57
Overall	2035	27%	21%	25%	15%	12%	2.66

Other

87. I feel the results of this survey will make a difference.

Recorder	32	9%	25%	34%	31%	0%	2.88
Overall	2109	17%	25%	37%	20%	2%	2.66

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