

# Library, Southeast

Response Rate: 43%

## 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)
<b>8. The county is effective in keeping employees informed of the services provided in county agencies.</b>							
<b>Lib SE</b>	70	1%	11%	27%	49%	11%	3.57
<b>Overall</b>	2245	3%	17%	19%	49%	13%	3.53
<b>9. The method by which I receive SLCO internal communications is adequate.</b>							
<b>Lib SE</b>	69	1%	10%	22%	59%	7%	3.61
<b>Overall</b>	2237	2%	10%	15%	56%	17%	3.75
<b>10. The content of SLCO communications is valuable.</b>							
<b>Lib SE</b>	71	0%	4%	23%	59%	14%	3.83
<b>Overall</b>	2234	1%	7%	23%	53%	16%	3.75
<b>11. I am satisfied with my supervisor's efforts to keep me informed of what is going on within my agency/division.</b>							
<b>Lib SE</b>	69	4%	10%	12%	42%	32%	3.87
<b>Overall</b>	2206	8%	15%	13%	35%	30%	3.64
<b>12. I know how to direct others to services and resources provided by SLCO.</b>							
<b>Lib SE</b>	69	1%	13%	22%	54%	10%	3.58
<b>Overall</b>	2223	2%	14%	21%	45%	17%	3.60
<b>13. The SLCO intranet (eConnect) is easy to use.</b>							
<b>Lib SE</b>	67	4%	19%	31%	37%	7%	3.24
<b>Overall</b>	2206	4%	13%	20%	47%	16%	3.58
<b>14. It is easy to locate the contact information for divisions.</b>							
<b>Lib SE</b>	69	1%	23%	35%	36%	4%	3.19
<b>Overall</b>	2205	6%	21%	26%	36%	10%	3.23
<b>15. The SLCO directory is easy to navigate.</b>							
<b>Lib SE</b>	68	1%	18%	47%	31%	3%	3.16
<b>Overall</b>	2190	6%	19%	30%	35%	9%	3.23
<b>16. The SLCO directory is up to date.</b>							
<b>Lib SE</b>	64	0%	9%	58%	31%	2%	3.25
<b>Overall</b>	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.

<b>Lib SE</b>	70	0%	6%	16%	49%	30%	4.03
<b>Overall</b>	2175	4%	11%	20%	50%	16%	3.64

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

<b>Lib SE</b>	71	1%	6%	8%	48%	37%	4.13
<b>Overall</b>	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 section so results have been suppressed for this item.

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

<b>Lib SE</b>	69	4%	22%	43%	23%	7%	3.07
<b>Overall</b>	2135	5%	19%	31%	36%	9%	3.26

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

<b>Lib SE</b>	65	2%	9%	57%	28%	5%	3.25
<b>Overall</b>	2096	3%	12%	43%	34%	7%	3.32

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

<b>Lib SE</b>	66	2%	29%	33%	26%	11%	3.15
<b>Overall</b>	2123	9%	23%	32%	26%	9%	3.03

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

<b>Lib SE</b>	62	2%	23%	32%	31%	13%	3.31
<b>Overall</b>	2060	8%	15%	35%	28%	13%	3.25

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

<b>Lib SE</b>	66	3%	24%	17%	39%	17%	3.42
<b>Overall</b>	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.

<b>Lib SE</b>	70	1%	10%	13%	60%	16%	3.79
<b>Overall</b>	2173	7%	17%	19%	43%	15%	3.43

### 27. My supervisor actively encourages my career development.

<b>Lib SE</b>	69	1%	14%	20%	41%	23%	3.70
<b>Overall</b>	2162	9%	16%	22%	32%	21%	3.41

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

<b>Lib SE</b>	66	3%	17%	35%	36%	9%	3.32
<b>Overall</b>	2150	8%	20%	26%	34%	12%	3.22

**29. I know where to access SLCO job postings.**

<b>Lib SE</b>	71	1%	6%	4%	44%	45%	4.25
<b>Overall</b>	2173	1%	3%	7%	53%	36%	4.20

**30. I have opportunities for advancement within SLCO.**

<b>Lib SE</b>	70	10%	19%	21%	36%	14%	3.26
<b>Overall</b>	2168	15%	20%	24%	30%	11%	3.01

**31. The promotion process at SLCO is fair.**

<b>Lib SE</b>	69	7%	20%	41%	26%	6%	3.03
<b>Overall</b>	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).**

<b>Lib SE</b>	68	3%	9%	37%	29%	22%	3.59
<b>Overall</b>	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
<b>Lib SE</b>	70	86%	14%
<b>Overall</b>	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.**

<b>Lib SE</b>	69	9%	38%	17%	33%	3%	2.84
<b>Overall</b>	2113	8%	20%	24%	40%	8%	3.19

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

<b>Lib SE</b>	70	3%	36%	20%	37%	4%	3.04
<b>Overall</b>	2121	11%	24%	24%	33%	7%	3.01

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

<b>Lib SE</b>	71	4%	17%	21%	51%	7%	3.39
<b>Overall</b>	2131	7%	14%	22%	46%	12%	3.43

## Annual Evaluation

### 37. Are you formally evaluated annually?

	Number Responding	Yes	No
<b>Lib SE</b>	70	99%	1%
<b>Overall</b>	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.

<b>Lib SE</b>	68	1%	12%	15%	54%	18%	3.75
<b>Overall</b>	2064	5%	13%	18%	49%	15%	3.55

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

<b>Lib SE</b>	67	1%	24%	28%	34%	12%	3.31
<b>Overall</b>	2058	7%	17%	27%	38%	10%	3.28

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

<b>Lib SE</b>	68	0%	9%	26%	49%	16%	3.72
<b>Overall</b>	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

<b>Lib SE</b>	70	3%	17%	21%	40%	19%	3.54
<b>Overall</b>	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

<b>Lib SE</b>	71	0%	6%	10%	55%	30%	4.08
<b>Overall</b>	2159	3%	10%	15%	50%	22%	3.76

### 43. My supervisor cares about me as an individual.

<b>Lib SE</b>	69	1%	7%	13%	42%	36%	4.04
<b>Overall</b>	2157	6%	7%	14%	39%	35%	3.91

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

<b>Lib SE</b>	69	1%	7%	20%	33%	38%	3.99
<b>Overall</b>	2159	5%	10%	14%	41%	30%	3.81

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

<b>Lib SE</b>	70	6%	7%	19%	36%	33%	3.83
<b>Overall</b>	2163	8%	10%	12%	39%	32%	3.77

**46. My supervisor manages employees in a fair manner.**

<b>Lib SE</b>	71	4%	11%	11%	42%	31%	3.85
<b>Overall</b>	2162	8%	10%	16%	38%	29%	3.70

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

<b>Lib SE</b>	68	3%	18%	22%	40%	18%	3.51
<b>Overall</b>	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.**

<b>Lib SE</b>	71	3%	20%	21%	48%	8%	3.39
<b>Overall</b>	2156	13%	25%	22%	32%	8%	2.97

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

<b>Lib SE</b>	68	3%	16%	19%	53%	9%	3.49
<b>Overall</b>	2145	11%	20%	21%	39%	10%	3.17

**50. Management works together in a coordinated manner.**

<b>Lib SE</b>	69	1%	22%	33%	35%	9%	3.28
<b>Overall</b>	2144	14%	22%	27%	29%	8%	2.95

**51. Management cares about employees as individuals.**

<b>Lib SE</b>	67	6%	16%	28%	37%	12%	3.33
<b>Overall</b>	2145	14%	17%	24%	32%	12%	3.11

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

<b>Lib SE</b>	70	1%	7%	31%	44%	16%	3.66
<b>Overall</b>	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**

<b>Lib SE</b>	70	1%	4%	24%	53%	17%	3.80
<b>Overall</b>	2097	3%	8%	15%	59%	14%	3.74

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

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
<b>Lib SE</b>	68	4%	15%	24%	44%	13%	3.47
<b>Overall</b>	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

<b>Lib SE</b>	70	0%	7%	1%	73%	19%	4.03
<b>Overall</b>	2159	2%	11%	11%	56%	19%	3.80

56. Policies and procedures are easy to understand.

<b>Lib SE</b>	68	3%	4%	24%	60%	9%	3.68
<b>Overall</b>	2146	3%	15%	24%	48%	10%	3.46

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

<b>Lib SE</b>	70	0%	9%	31%	53%	7%	3.59
<b>Overall</b>	2142	9%	19%	27%	38%	7%	3.15

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

<b>Lib SE</b>	69	3%	22%	30%	36%	9%	3.26
<b>Overall</b>	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.

<b>Lib SE</b>	71	3%	7%	4%	66%	20%	3.93
<b>Overall</b>	2152	5%	11%	23%	50%	11%	3.52

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

<b>Lib SE</b>	70	1%	4%	10%	66%	19%	3.96
<b>Overall</b>	2156	5%	10%	16%	54%	15%	3.64

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

<b>Lib SE</b>	70	1%	6%	6%	61%	26%	4.04
<b>Overall</b>	2158	3%	11%	13%	55%	17%	3.71

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

<b>Lib SE</b>	68	0%	4%	4%	65%	26%	4.13
<b>Overall</b>	2153	2%	6%	8%	62%	22%	3.97

63. I feel comfortable reporting discrimination concerns.

<b>Lib SE</b>	68	3%	6%	21%	56%	15%	3.74
<b>Overall</b>	2093	11%	12%	19%	41%	16%	3.39

64. I feel comfortable reporting harassment concerns.

<b>Lib SE</b>	67	1%	4%	24%	54%	16%	3.79
<b>Overall</b>	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.

<b>Lib SE</b>	71	1%	7%	10%	63%	18%	3.90
<b>Overall</b>	2154	3%	8%	12%	48%	28%	3.89

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

<b>Lib SE</b>	70	1%	1%	9%	69%	20%	4.04
<b>Overall</b>	2146	3%	9%	14%	46%	29%	3.88

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

<b>Lib SE</b>	65	0%	3%	38%	49%	9%	3.65
<b>Overall</b>	2124	3%	8%	27%	44%	17%	3.65

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

<b>Lib SE</b>	71	0%	1%	17%	58%	24%	4.04
<b>Overall</b>	2144	3%	9%	18%	50%	20%	3.76

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

<b>Lib SE</b>	70	3%	17%	9%	53%	19%	3.67
<b>Overall</b>	2157	9%	15%	19%	40%	17%	3.41

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

<b>Lib SE</b>	71	3%	25%	20%	37%	15%	3.37
<b>Overall</b>	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.

<b>Lib SE</b>	69	3%	16%	16%	48%	17%	3.61
<b>Overall</b>	2152	9%	15%	20%	39%	17%	3.40

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

<b>Lib SE</b>	70	0%	10%	24%	40%	26%	3.81
<b>Overall</b>	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.

<b>Lib SE</b>	71	3%	3%	7%	55%	32%	4.11
<b>Overall</b>	2148	3%	7%	11%	49%	30%	3.97

**74. I am engaged and interested in my job duties**

<b>Lib SE</b>	71	0%	0%	10%	48%	42%	4.32
<b>Overall</b>	2150	2%	3%	8%	50%	37%	4.17

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

<b>Lib SE</b>	71	0%	0%	4%	48%	48%	4.44
<b>Overall</b>	2136	1%	3%	11%	42%	43%	4.22

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

<b>Lib SE</b>	70	0%	6%	10%	46%	39%	4.17
<b>Overall</b>	2148	3%	6%	13%	44%	34%	4.00

**77. I am treated with respect by my coworkers.**

<b>Lib SE</b>	71	1%	6%	10%	49%	34%	4.08
<b>Overall</b>	2153	3%	6%	12%	47%	33%	4.00

**78. I am treated with respect by my supervisor**

<b>Lib SE</b>	70	1%	7%	7%	50%	34%	4.09
<b>Overall</b>	2147	5%	6%	10%	41%	38%	4.02

**79. My workload is reasonable.**

<b>Lib SE</b>	70	3%	3%	9%	61%	24%	4.01
<b>Overall</b>	2152	7%	13%	13%	49%	19%	3.61

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

<b>Lib SE</b>	71	3%	8%	8%	54%	27%	3.93
<b>Overall</b>	2145	7%	11%	15%	46%	21%	3.66

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

<b>Lib SE</b>	71	1%	4%	10%	61%	24%	4.01
<b>Overall</b>	2145	4%	10%	14%	48%	24%	3.79

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

<b>Lib SE</b>	70	1%	4%	14%	44%	36%	4.09
<b>Overall</b>	2146	7%	9%	17%	40%	27%	3.72

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

<b>Lib SE</b>	67	30%	24%	34%	6%	6%	2.34
<b>Overall</b>	2035	27%	21%	25%	15%	12%	2.66

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

<b>Lib SE</b>	70	11%	26%	41%	19%	3%	2.76
<b>Overall</b>	2109	17%	25%	37%	20%	2%	2.66