

2019 Annual Employee Survey Results For Appraisal Subcommittee

1. **Interpretation of Results:** (to be written by agency)
2. **How the survey was conducted:** The survey was conducted online from September 9, 2019, to September 27, 2019.
3. **Description of sample:** All 12 full-time permanent employees of the agency were surveyed.
4. **Survey items and response choices:** See the tables on the following pages.
5. **Number of employees surveyed, number who responded, and representativeness of respondents:** Of the 12 employees surveyed, 10 responded, for a 83% response rate. These respondents are representative of the population.

**2019 Annual Employee Survey Results For
Appraisal Subcommittee**

Surveys Sent: 12

Surveys Returned: 10

Response Rate: 83%

Prescribed Questions: Personal Work Experiences								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
1. The people I work with cooperate to get the job done.	Frequencies	6	3	1	0	0		10
	Percentages	60.0%	30.0%	10.0%	0.0%	0.0%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	4	3	2	0	0		9
	Percentages	44.4%	33.3%	22.2%	0.0%	0.0%		100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	5	3	2	0	0		10
	Percentages	50.0%	30.0%	20.0%	0.0%	0.0%		100.0%
4. I like the kind of work I do.	Frequencies	5	4	1	0	0		10
	Percentages	50.0%	40.0%	10.0%	0.0%	0.0%		100.0%
5. I have trust and confidence in my supervisor.	Frequencies	5	3	2	0	0		10
	Percentages	50.0%	30.0%	20.0%	0.0%	0.0%		100.0%
Item Text		Very Good	Good	Fair	Poor	Very Poor		Total
6. Overall, how good a job do you feel is being done by your immediate supervisor?	Frequencies	7	1	2	0	0		10
	Percentages	70.0%	10.0%	20.0%	0.0%	0.0%		100.0%

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Response Rate: 83%

Prescribed Questions: Recruitment, Development, & Retention								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Frequencies	6	2	2	0	0	0	10
	Percentages	60.0%	20.0%	20.0%	0.0%	0.0%		100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	2	3	3	1	0	1	9
	Percentages	22.2%	33.3%	33.3%	11.1%	0.0%		100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	5	5	0	0	0	0	10
	Percentages	50.0%	50.0%	0.0%	0.0%	0.0%		100.0%
10. The work I do is important.	Frequencies	5	3	2	0	0	0	10
	Percentages	50.0%	30.0%	20.0%	0.0%	0.0%		100.0%
11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Frequencies	8	1	0	0	0	1	9
	Percentages	88.9%	11.1%	0.0%	0.0%	0.0%		100.0%
12. Supervisors in my work unit support employee development.	Frequencies	6	3	1	0	0	0	10
	Percentages	60.0%	30.0%	10.0%	0.0%	0.0%		100.0%
13. My talents are used well in the workplace.	Frequencies	5	3	1	1	0	0	10
	Percentages	50.0%	30.0%	10.0%	10.0%	0.0%		100.0%
14. My training needs are assessed.	Frequencies	5	3	1	1	0	0	10
	Percentages	50.0%	30.0%	10.0%	10.0%	0.0%		100.0%

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Prescribed Questions: Performance Culture								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
15. Promotions in my work unit are based on merit.	Frequencies	4	3	2	1	0	0	10
	Percentages	40.0%	30.0%	20.0%	10.0%	0.0%		100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	1	4	4	0	0	1	9
	Percentages	11.1%	44.4%	44.4%	0.0%	0.0%		100.0%
17. Creativity and innovation are rewarded.	Frequencies	2	3	4	0	0	1	9
	Percentages	22.2%	33.3%	44.4%	0.0%	0.0%		100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Total
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	Frequencies	5	4	0	0	0	1	9
	Percentages	55.6%	44.4%	0.0%	0.0%	0.0%		100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
19. In my work unit, differences in performance are recognized in a meaningful way.	Frequencies	3	4	3	0	0	0	10
	Percentages	30.0%	40.0%	30.0%	0.0%	0.0%		100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	1	5	4	0	0	0	10
	Percentages	10.0%	50.0%	40.0%	0.0%	0.0%		100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	6	4	0	0	0	0	10
	Percentages	60.0%	40.0%	0.0%	0.0%	0.0%		100.0%
22. Discussions with my supervisor about my performance are worthwhile.	Frequencies	5	4	1	0	0	0	10
	Percentages	50.0%	40.0%	10.0%	0.0%	0.0%		100.0%
23. Supervisors work well with employees of different backgrounds.	Frequencies	4	4	2	0	0	0	10
	Percentages	40.0%	40.0%	20.0%	0.0%	0.0%		100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	8	2	0	0	0	0	10
	Percentages	80.0%	20.0%	0.0%	0.0%	0.0%		100.0%

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Prescribed Questions: Leadership								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
25. I have a high level of respect for my organization's senior leaders.	Frequencies	4	2	4	0	0	0	10
	Percentages	40.0%	20.0%	40.0%	0.0%	0.0%		100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	3	3	3	1	0	0	10
	Percentages	30.0%	30.0%	30.0%	10.0%	0.0%		100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	4	5	1	0	0	0	10
	Percentages	40.0%	50.0%	10.0%	0.0%	0.0%		100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	5	3	0	0	0	2	8
	Percentages	62.5%	37.5%	0.0%	0.0%	0.0%		100.0%
29. Employees have a feeling of personal empowerment with respect to work processes.	Frequencies	2	5	2	1	0	0	10
	Percentages	20.0%	50.0%	20.0%	10.0%	0.0%		100.0%
30. My workload is reasonable.	Frequencies	3	7	0	0	0	0	10
	Percentages	30.0%	70.0%	0.0%	0.0%	0.0%		100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	4	3	2	1	0	0	10
	Percentages	40.0%	30.0%	20.0%	10.0%	0.0%		100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	4	3	3	0	0	0	10
	Percentages	40.0%	30.0%	30.0%	0.0%	0.0%		100.0%

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Prescribed Questions: Job Satisfaction								
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied		Total
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	3	5	1	1	0		10
	Percentages	30.0%	50.0%	10.0%	10.0%	0.0%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	4	3	2	1	0		10
	Percentages	40.0%	30.0%	20.0%	10.0%	0.0%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	3	3	3	1	0		10
	Percentages	30.0%	30.0%	30.0%	10.0%	0.0%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	5	4	1	0	0		10
	Percentages	50.0%	40.0%	10.0%	0.0%	0.0%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	4	1	3	2	0		10
	Percentages	40.0%	10.0%	30.0%	20.0%	0.0%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	4	4	1	1	0		10
	Percentages	40.0%	40.0%	10.0%	10.0%	0.0%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	6	4	0	0	0		10
	Percentages	60.0%	40.0%	0.0%	0.0%	0.0%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	4	4	2	0	0		10
	Percentages	40.0%	40.0%	20.0%	0.0%	0.0%		100.0%

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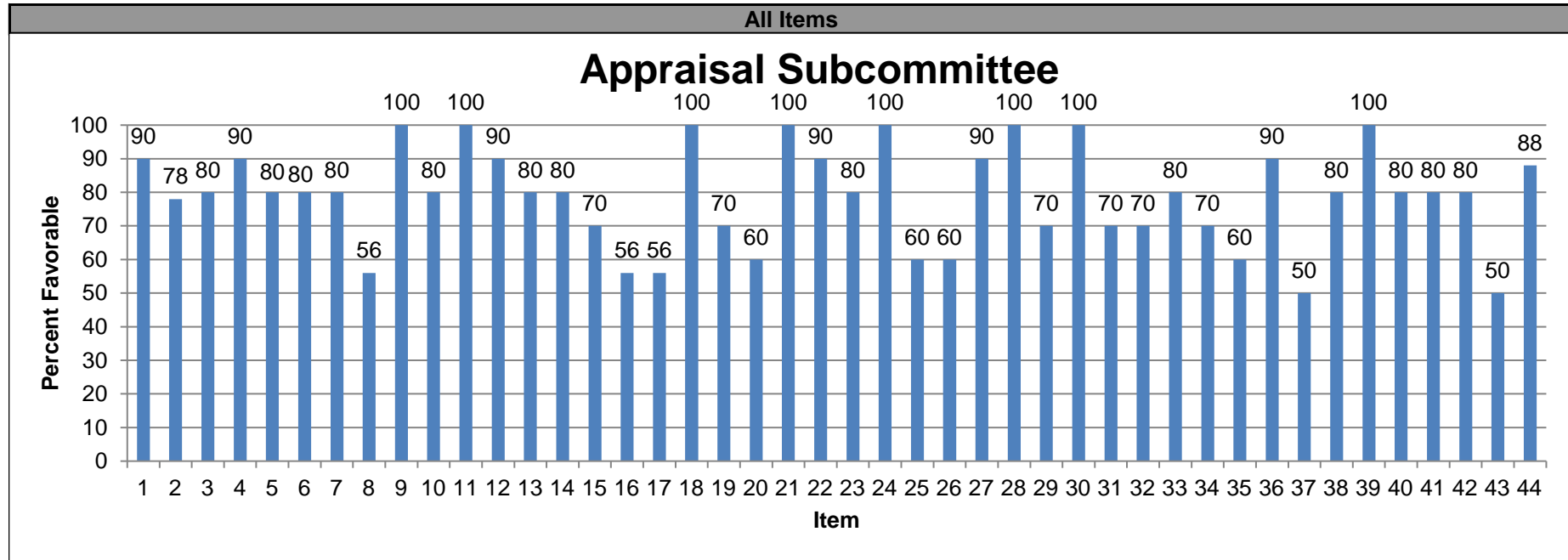
Response Rate: 83%

Additional Questions								
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied		Total
41. Considering everything, how satisfied are you with your organization?	Frequencies	5	3	2	0	0		10
	Percentages	50.0%	30.0%	20.0%	0.0%	0.0%		100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
42. I recommend my organization as a good place to work.	Frequencies	6	2	2	0	0	0	10
	Percentages	60.0%	20.0%	20.0%	0.0%	0.0%		100.0%
43. I believe the results of this survey will be used to make my agency a better place to work.	Frequencies	3	2	3	1	1	0	10
	Percentages	30.0%	20.0%	30.0%	10.0%	10.0%		100.0%
44. I can disclose a suspected violation of any law, rule or regulation without fear or reprisal.	Frequencies	3	4	1	0	0	2	8
	Percentages	37.5%	50.0%	12.5%	0.0%	0.0%		100.0%

HCAAF Indices

Index	% Favorable
Leadership and Knowledge Management	77%
Results Oriented Performance Culture	81%
Talent Management	78%
Job Satisfaction	80%

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Results by HCAAF Index**

