

2023 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 25, 2023 to October 6, 2023.
3. **Description of sample:** All 13 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 13 employees surveyed, 11 responded, for an 85% response rate. These respondents are representative of the population.

**2023 Annual Employee Survey Results For
Appraisal Subcommittee**

Surveys Sent: 13

Surveys Returned: 11

Response Rate: 85%

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	2	2	0	1		11
	Percentages	54.5%	18.2%	18.2%	0.0%	9.1%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	3	3	4	1	0		11
	Percentages	27.3%	27.3%	36.4%	9.1%	0.0%		100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	3	5	2	1	0		11
	Percentages	27.3%	45.5%	18.2%	9.1%	0.0%		100.0%
4. I like the kind of work I do.	Frequencies	4	5	2	0	0		11
	Percentages	36.4%	45.5%	18.2%	0.0%	0.0%		100.0%
5. I have trust and confidence in my supervisor.	Frequencies	3	3	1	2	2		11
	Percentages	27.3%	27.3%	9.1%	18.2%	18.2%		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	3	2	2	3	0		10
	Percentages	30.0%	20.0%	20.0%	30.0%	0.0%		100.0%

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Response Rate: 85%

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	2	3	1	4	1	0	11
	Percentages	18.2%	27.3%	9.1%	36.4%	9.1%		100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	2	3	5	0	0	1	10
	Percentages	20.0%	30.0%	50.0%	0.0%	0.0%		100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	6	4	1	0	0	0	11
	Percentages	54.5%	36.4%	9.1%	0.0%	0.0%		100.0%
10. The work I do is important.	Frequencies	6	3	2	0	0	0	11
	Percentages	54.5%	27.3%	18.2%	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	7	2	0	0	0	2	9
	Percentages	77.8%	22.2%	0.0%	0.0%	0.0%		100.0%
12. Supervisors in my work unit support employee development.	Frequencies	3	4	3	0	0	1	10
	Percentages	30.0%	40.0%	30.0%	0.0%	0.0%		100.0%
13. My talents are used well in the workplace.	Frequencies	3	4	3	1	0	0	11
	Percentages	27.3%	36.4%	27.3%	9.1%	0.0%		100.0%
14. My training needs are assessed.	Frequencies	3	0	5	1	0	2	9
	Percentages	33.3%	0.0%	55.6%	11.1%	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	2	1	5	1	0	2	9
	Percentages	22.2%	11.1%	55.6%	11.1%	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	2	4	2	0	0	3	8
	Percentages	25.0%	50.0%	25.0%	0.0%	0.0%		100.0%
17. Creativity and innovation are rewarded.	Frequencies	2	3	3	1	0	2	9
	Percentages	22.2%	33.3%	33.3%	11.1%	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	3	4	1	1	0	1	9
	Percentages	33.3%	44.4%	11.1%	11.1%	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	2	2	3	2	0	2	9
	Percentages	22.2%	22.2%	33.3%	22.2%	0.0%		100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	2	1	4	2	0	2	9
	Percentages	22.2%	11.1%	44.4%	22.2%	0.0%		100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	3	4	2	0	1	1	10
	Percentages	30.0%	40.0%	20.0%	0.0%	10.0%		100.0%
22. Discussions with my supervisor about my performance are worthwhile.	Frequencies	3	4	1	1	1	1	10
	Percentages	30.0%	40.0%	10.0%	10.0%	10.0%		100.0%
23. Supervisors work well with employees of different backgrounds.	Frequencies	3	6	0	2	0	0	11
	Percentages	27.3%	54.5%	0.0%	18.2%	0.0%		100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	5	2	1	1	2	0	11
	Percentages	45.5%	18.2%	9.1%	9.1%	18.2%		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	3	4	3	1	0	0	11
	Percentages	27.3%	36.4%	27.3%	9.1%	0.0%		100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	2	3	4	2	0	0	11
	Percentages	18.2%	27.3%	36.4%	18.2%	0.0%		100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	2	5	3	0	0	1	10
	Percentages	20.0%	50.0%	30.0%	0.0%	0.0%		100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	4	3	2	0	0	2	9
	Percentages	44.4%	33.3%	22.2%	0.0%	0.0%		100.0%
29. Employees have a feeling of personal empowerment with respect to work processes.	Frequencies	2	3	3	3	0	0	11
	Percentages	18.2%	27.3%	27.3%	27.3%	0.0%		100.0%
30. My workload is reasonable.	Frequencies	3	1	2	1	4	0	11
	Percentages	27.3%	9.1%	18.2%	9.1%	36.4%		100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	2	6	1	2	0	0	11
	Percentages	18.2%	54.5%	9.1%	18.2%	0.0%		100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	2	4	2	1	1	1	10
	Percentages	20.0%	40.0%	20.0%	10.0%	10.0%		100.0%

**2023 Annual Employee Survey Results For
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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	2	4	2	3	0		11
	Percentages	18.2%	36.4%	18.2%	27.3%	0.0%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	3	2	2	3	1		11
	Percentages	27.3%	18.2%	18.2%	27.3%	9.1%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	2	0	7	2	0		11
	Percentages	18.2%	0.0%	63.6%	18.2%	0.0%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	2	4	4	0	1		11
	Percentages	18.2%	36.4%	36.4%	0.0%	9.1%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	2	4	3	0	2		11
	Percentages	18.2%	36.4%	27.3%	0.0%	18.2%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	3	2	5	1	0		11
	Percentages	27.3%	18.2%	45.5%	9.1%	0.0%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	3	3	2	3	0		11
	Percentages	27.3%	27.3%	18.2%	27.3%	0.0%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	3	6	2	0	0		11
	Percentages	27.3%	54.5%	18.2%	0.0%	0.0%		100.0%

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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	3	3	3	2	0		11
	Percentages	27.3%	27.3%	27.3%	18.2%	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	3	1	5	2	0	0	11
	Percentages	27.3%	9.1%	45.5%	18.2%	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	2	2	3	2	0	2	9
	Percentages	22.2%	22.2%	33.3%	22.2%	0.0%		100.0%
44. I can disclose a suspected violation of any law, rule or regulation without fear or reprisal.	Frequencies	3	3	3	1	1	0	11
	Percentages	27.3%	27.3%	27.3%	9.1%	9.1%		100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
45. The Agency staff leadership are effective.	Frequencies	4	4	2	1	0		11
	Percentages	36.4%	36.4%	18.2%	9.1%	0.0%		100.0%
46. The Agency Board provides effective leadership.	Frequencies	1	0	1	4	5		11
	Percentages	9.1%	0.0%	9.1%	36.4%	45.5%		100.0%
47. The Agency staff leadership understands the mission of the Agency.	Frequencies	5	6	0	0	0		11
	Percentages	45.5%	54.5%	0.0%	0.0%	0.0%		100.0%
48. The Agency Board understands the mission of the Agency.	Frequencies	1	2	3	1	4		11
	Percentages	9.1%	18.2%	27.3%	9.1%	36.4%		100.0%

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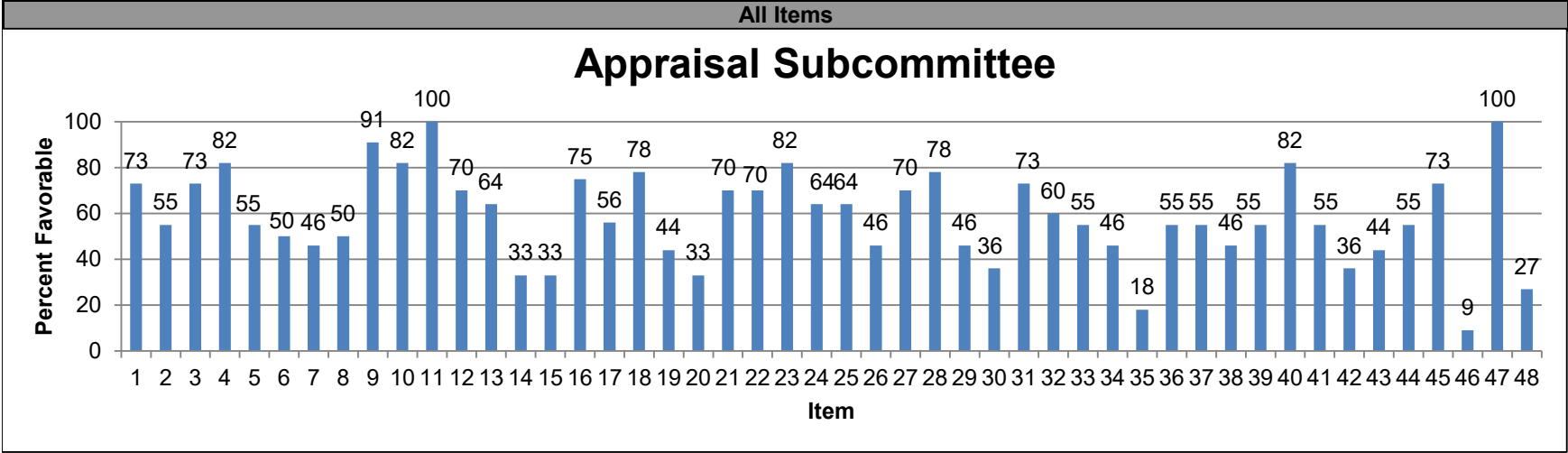
Surveys Returned: 11

Response Rate: 85%

HCAAF Indices

Index	<u>% Favorable</u>
Leadership and Knowledge Management	60%
Results Oriented Performance Culture	62%
Talent Management	52%
Job Satisfaction	62%

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**2022 Annual Employee Survey Results For
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Results by HCAAF Index**

