

2015 Staff Engagement Survey Results



Agenda

- ❖ Introduce OP Staff Assembly and our role
- ❖ Why do we care about Staff Engagement?
- ❖ Review comparison of 2012 versus 2015 data
- ❖ Where have we improved?
- ❖ Where do we need to devote some energy?
- ❖ Help us prioritize (interactive polling activity)
- ❖ Questions??



Goals of Staff Engagement Survey

- ❖ Understand the current state of engagement of the UC workforce system-wide and how it differs according to key organizational segments and demographics.
- ❖ Determine what drives engagement at UC specifically.
- ❖ Identify strengths to build on and opportunities to address; create a shortlist of actions to respond to these issues and improve employee engagement across the system.
- ❖ Involve and communicate with leaders and employees throughout the process.

Who responded?

- ❖ Non-represented UC Career staff with at least 1 year of service were invited to take the survey.
- ❖ All UC locations participated except Hastings, ASUCLA and the Medical Centers.

Total number of respondents at UCOP in 2015: 357

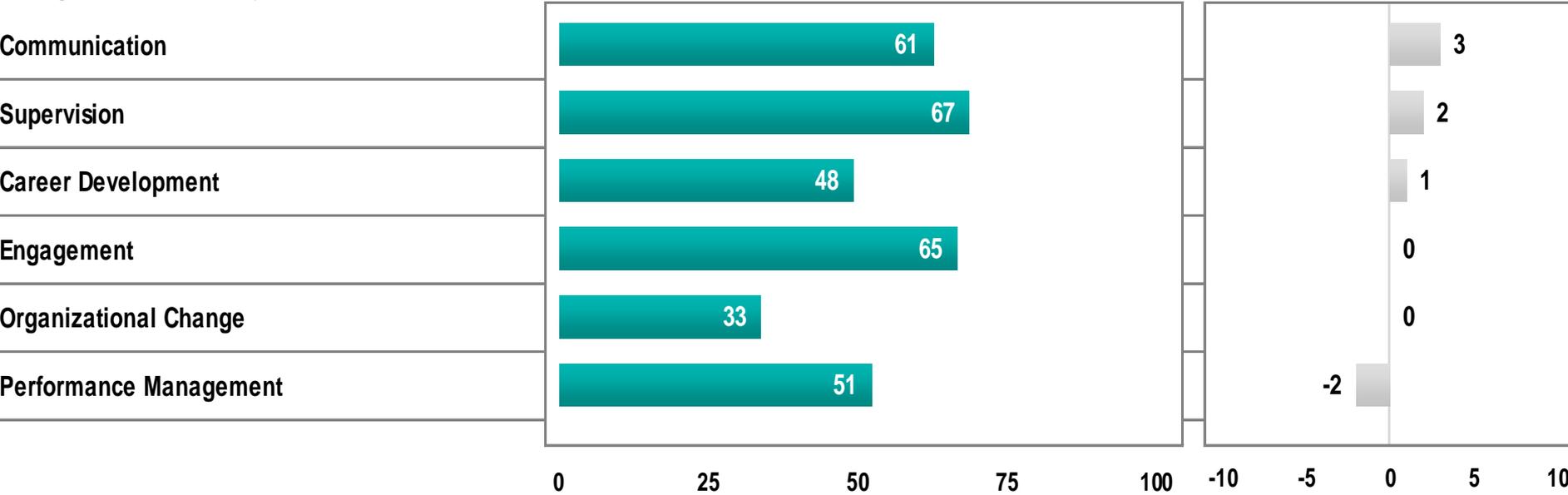
Total number of respondents at UCOP in 2012: 362

Summary Category Scores vs. Benchmark

OFFICE OF THE PRESIDENT [W] (N=357)

vs. OFFICE OF THE PRESIDENT 2012 (N=362)

Categories Ranked By Difference



2 Categories cannot be compared to this Benchmark

Red / Green Difference Bars are statistically significant

What's Improved?



Top 10 Items

OFFICE OF THE PRESIDENT [W] (N=357)

vs. OFFICE OF THE PRESIDENT 2012 (N=362)

Top 10 Differences From Benchmark

	Total Favorable	Diff	Neutral Midpoint	Total Unfavorable	Don't Know (Other)
ENGAGEMENT: Working for the UC system inspires me to do my best work.	71	+9*	14	15	
COMMUNICATION: I feel able to openly and honestly communicate my views to my supervisor and other leaders.	60	+9*	10	30	
CAREER DEVELOPMENT: My campus/location provides people with the necessary information and resources to manage their own careers effectively.	47	+6	20	32	
SUPERVISION: Please indicate the extent to which you agree with the following statements about your supervisor: Effectively deals with poor performers	44	+4	23	33	
SUPERVISION: I have a clear understanding of how my job contributes to the departmental objectives.	85	+3	8	7	
SUPERVISION: My supervisor communicates effectively.	72	+3	9	19	
ENGAGEMENT: I am satisfied with my involvement in decisions that affect my work.	57	+2	12	31	
SUPERVISION: My supervisor does a good job of building teamwork.	58	+2	13	29	
SUPERVISION: Please indicate the extent to which you agree with the following statements about your supervisor: Listens carefully to different points of view before coming to conclusions	68	+2	11	21	
CAREER DEVELOPMENT: My campus/location is doing a good job of planning for management succession.	25	+2	30	45	

0 25 50 75 100

* indicates a statistically significant difference

What still needs work?



Bottom 10 Items

OFFICE OF THE PRESIDENT [W] (N=357)

vs. OFFICE OF THE PRESIDENT 2012 (N=362)

Bottom 10 Differences From Benchmark

	Total Favorable	Diff	Neutral Midpoint	Total Unfavorable	Don't Know (Other)
IMAGE/BRAND: My campus/location is highly regarded by its employees.	46	-11*	25	30	
PERFORMANCE MANAGEMENT: I feel my personal contributions are recognized.	56	-8*	14	30	
ENGAGEMENT: At the present time, are you seriously considering leaving the UC system?	53	-5		29	17
CAREER DEVELOPMENT: I believe I have the opportunity for personal development and growth within the UC system.	66	-5	9	25	
COMMUNICATION: My campus/location does an excellent job of keeping employees informed about important organizational matters affecting us.	62	-4	14	25	
ENGAGEMENT: I have the equipment/tools/resources I need to do my job effectively.	65	-3	14	21	
ENGAGEMENT: I feel motivated to go beyond my formal job responsibilities to get the job done.	80	-2	5	14	
ORGANIZATIONAL CHANGE: Generally, recent major organizational changes across the UC system have been: Explained well	35	-2	21	44	
WORKING RELATIONSHIPS: There is good cooperation between my department and other departments at my campus/location.	65	-2	15	20	
ENGAGEMENT: There is usually sufficient staff in my department to handle the workload.	42	-1	12	45	

0 25 50 75 100 * indicates a statistically significant difference

Help us prioritize

Staff Engagement Priorities

1. I am confident I can achieve my personal career objectives within the UC System.
2. My location is doing a good job of planning for management succession.
3. I feel my personal contributions are recognized
4. I think my performance on the job is evaluated fairly.
5. There is good cooperation between my department and other departments at my location.
6. There is good cooperation between staff in my department.
7. I feel my location does a good job matching pay to performance.

Ranking Results

Times Sel.	Item
11	1. I am confident I can achieve my personal career objectives within the UC System.
11	4. I think my performance on the job is evaluated fairly.
10	7. I feel my location does a good job matching pay to performance.
9	3. I feel my personal contributions are recognized
8	2. My location is doing a good job of planning for management succession.
6	5. There is good cooperation between my department and other departments at my location.
3	6. There is good cooperation between staff in my department.

Secondary

1. I am confident I can achieve my personal career objectives within the UC System.
2. My location is doing a good job of planning for management succession.
3. I feel my personal contributions are recognized
4. I think my performance on the job is evaluated fairly.
5. There is good cooperation between my department and other departments at my location.
6. There is good cooperation between staff in my department.
7. I feel my location does a good job matching pay to performance.

Ranking Results

Points

Item

- | | |
|---|--|
| 6 | 1. I am confident I can achieve my personal career objectives within the UC System. |
| 6 | 3. I feel my personal contributions are recognized |
| 4 | 7. I feel my location does a good job matching pay to performance. |
| 2 | 2. My location is doing a good job of planning for management succession. |
| 2 | 4. I think my performance on the job is evaluated fairly. |
| 0 | 5. There is good cooperation between my department and other departments at my location. |
| 0 | 6. There is good cooperation between staff in my department. |

Final

1. I am confident I can achieve my personal career objectives within the UC System.
2. My location is doing a good job of planning for management succession.
3. I feel my personal contributions are recognized
4. I think my performance on the job is evaluated fairly.
5. There is good cooperation between my department and other departments at my location.
6. There is good cooperation between staff in my department.
7. I feel my location does a good job matching pay to performance.

Ranking Results

Points

Item

10

1. I am confident I can achieve my personal career objectives within the UC System.

3

3. I feel my personal contributions are recognized

2

2. My location is doing a good job of planning for management succession.

2

4. I think my performance on the job is evaluated fairly.

2

5. There is good cooperation between my department and other departments at my location.

2

7. I feel my location does a good job matching pay to performance.

0

6. There is good cooperation between staff in my department.

Open Question

- ❖ My campus/location is highly regarded by its employees



Questions??

1. 2

2. 3

Ranking Results

Times Sel.	Item
3	1. 2
3	2. 3