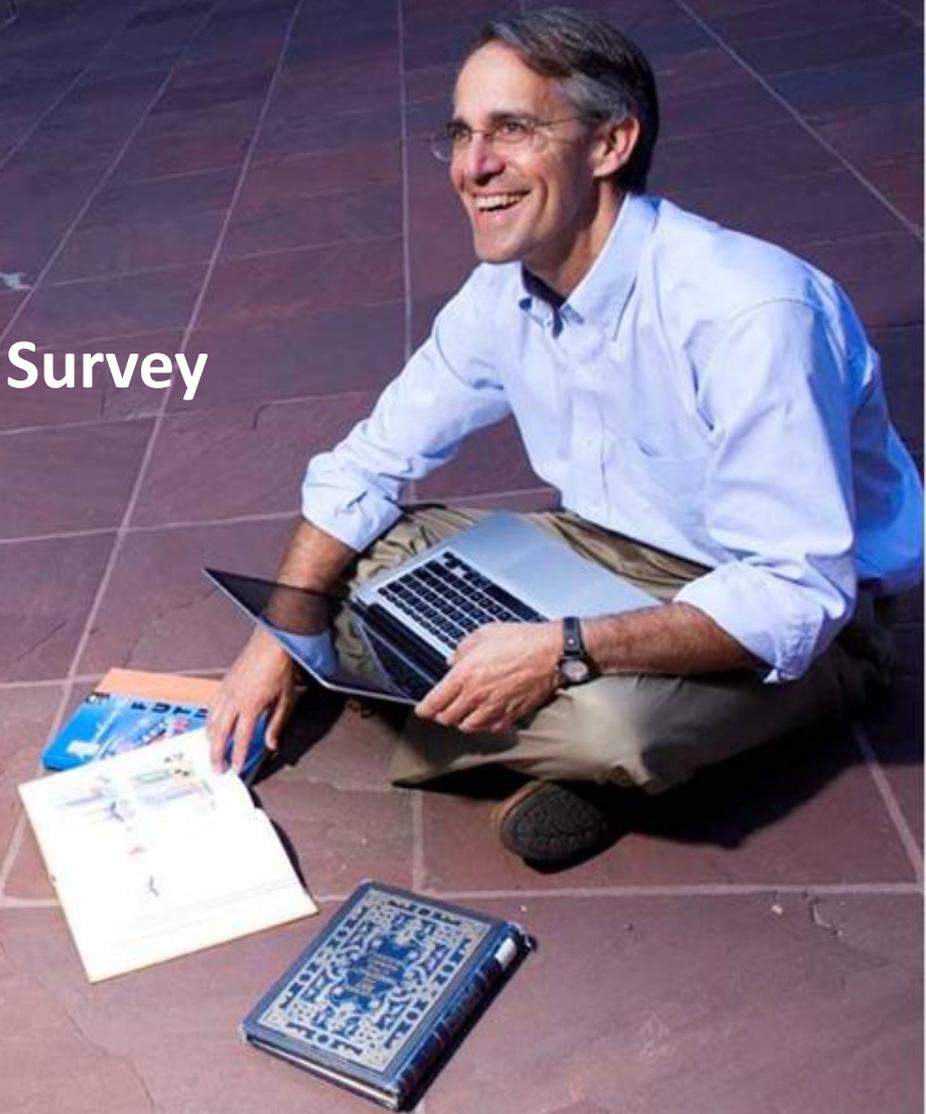




UNIVERSITY  
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CALIFORNIA

# 2012 CUCSA Staff Engagement Survey Summary - Local OP Campus



# Survey objectives

- 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.

# Target population

- Non-represented UC Career staff with at least 1 year of service were invited to take the survey from May 31st to July 12th, 2012.
- All UC locations participated except Hastings, ASUCLA and the Medical Centers.

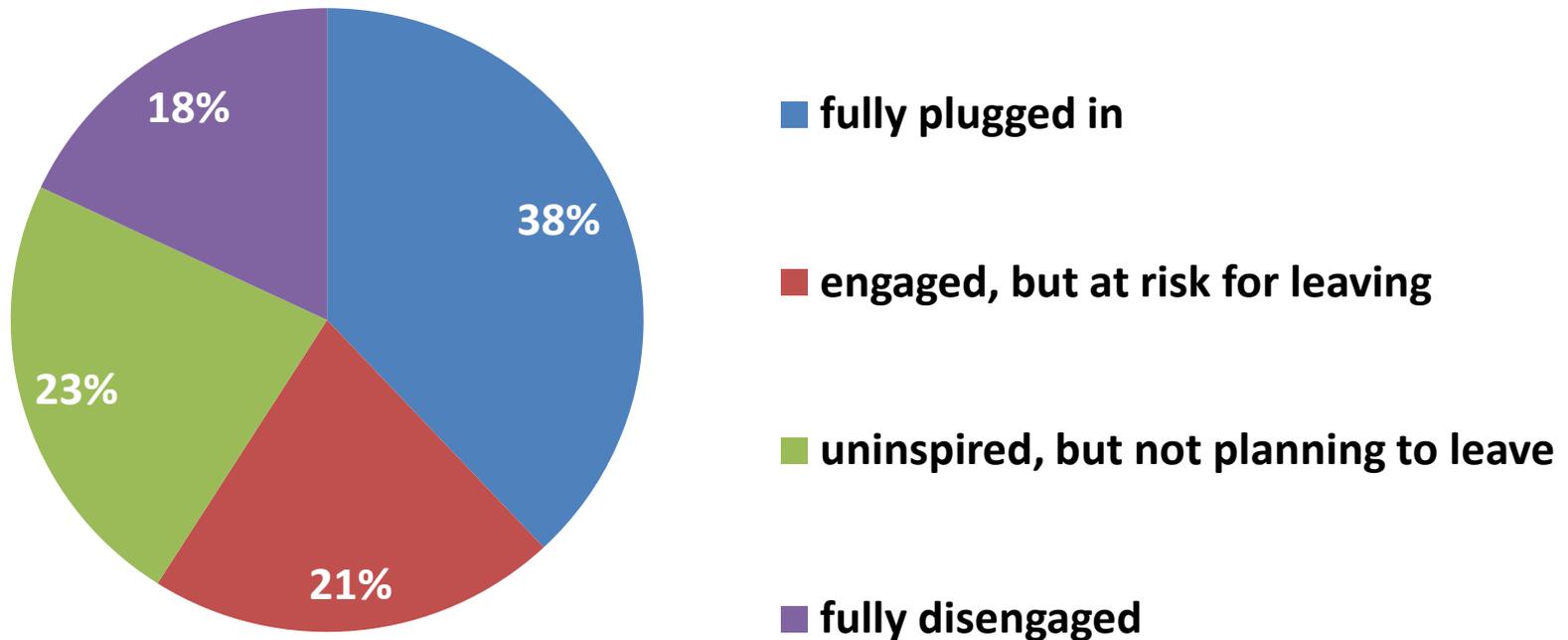
# Key findings

- Employee favorability overall is moderate, with most categories falling below external norms (both a national all-industry employee norm and a university employee benchmark).
- There are positive engagement signs — e.g., **82% of employees are motivated to go beyond their job responsibilities** and **68% would recommend UC as a good place to work.**

# Key findings

- Supervisor relationships and schedule flexibility are also both perceived positively, yet there is a clear opportunity to further engage employees.
- **Only about 2/3 are generally engaged** — this is below the national average and university benchmark.

# Employee engagement breakdown



**Local OP's opportunities to further engage employees and address their concerns (i.e., the lowest scoring areas and most prevalently commented upon) are as follows...**

# Strengths on which to build

## Supervisor Relationships

- Most employees feel favorable about their relationship with their supervisor.
- Most indicate that they feel treated with respect and have a clear understanding of how their job contributes to departmental objectives.
- Most see their supervisor as listening to different points of views before forming conclusions, encouraging new ideas, and supporting their participation in training and development opportunities.

# Strengths on which to build

## Work-Life Balance

- **84%** of Local OP employees report that their schedule affords them the flexibility they need to meet their personal/family responsibilities.

# Strengths on which to build

## 'Natural' Development

- **71%** of employees do feel they have opportunities for professional growth and development at Local OP as a result of just doing their jobs on a daily basis (i.e. the very nature of their job contributes to their growth).

# Strengths on which to build

## Top 5 Items

### Top 5 Differences From Benchmark

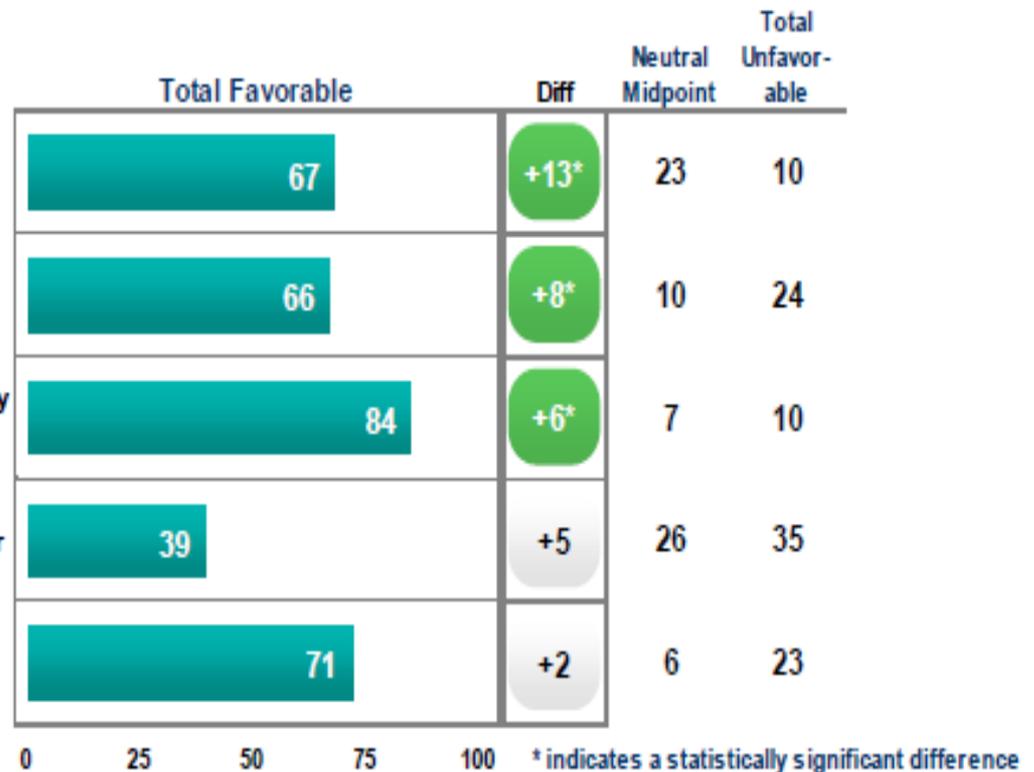
**SUPERVISION:** My supervisor helps me make time to participate in training and development activities.

**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

**ENGAGEMENT:** My work schedule allows sufficient flexibility to meet my personal/family needs.

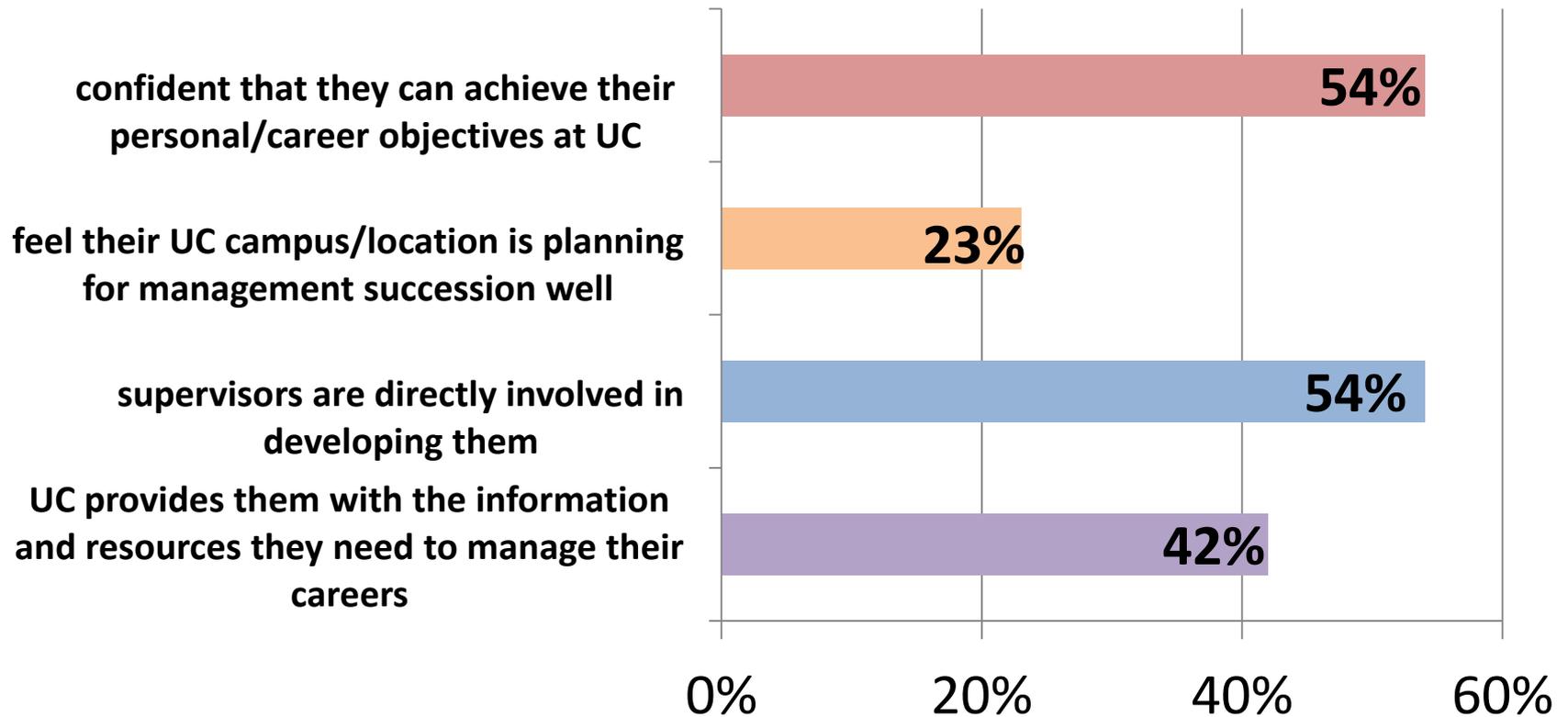
**SUPERVISION:** Please indicate the extent to which you agree with the following statements about your supervisor: Effectively deals with poor performers

**CAREER DEVELOPMENT:** I believe I have the opportunity for personal development and growth at UC.



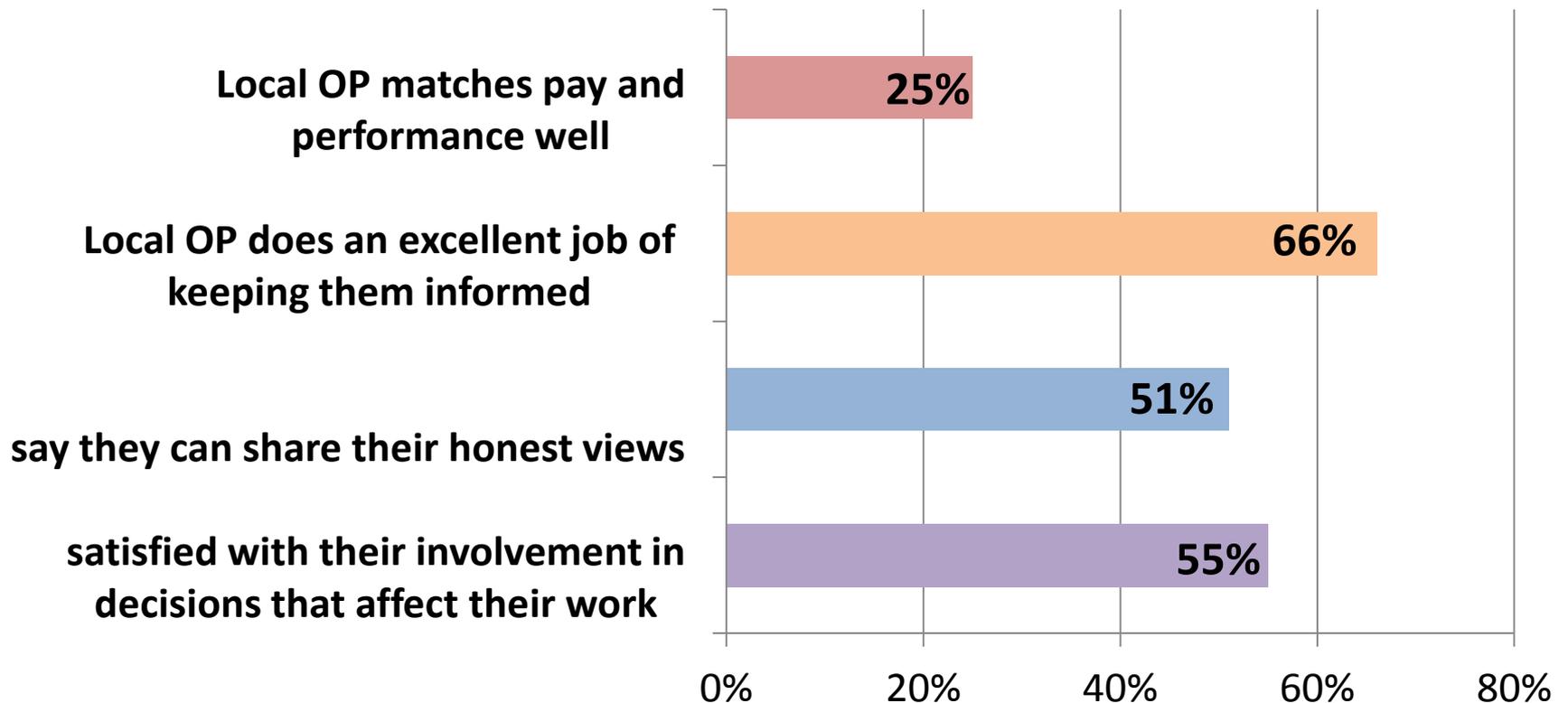
# Opportunities to address

## UC's Support of Development



# Opportunities to address

## Involving by communicating and managing performance



# Questions/Comments

