

**2012 CUCSA UC Staff Engagement Survey
Categories and Items
December, 2012**

Categories

	Total Item Count
Category Set: BASE CATEGORY SET	32
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2. Communication	2
3. Engagement	8
4. Image/Brand	1
5. Organizational Change	2
6. Performance Management	3
7. Supervision	11
8. Working Relationships	1

BASE CATEGORY SET

CATEGORY 1: Career Development

- 1. I believe I have the opportunity for personal development and growth at UC. (A-TA-?-TD-D)
- 9. UC provides people with the necessary information and resources to manage their own careers effectively. (A-TA-?-TD-D)
- 14. I am confident I can achieve my personal career objectives with UC. (A-TA-?-TD-D)
- 18. My UC campus/location is doing a good job of planning for management succession. (A-TA-?-TD-D)

CATEGORY 2: Communication

- 2. UC does an excellent job of keeping employees informed about matters affecting us. (A-TA-?-TD-D)
- 10. I feel able to openly and honestly communicate my views upwards. (A-TA-?-TD-D)

CATEGORY 3: Engagement

- 3. I feel motivated to go beyond my formal job responsibilities to get the job done. (A-TA-?-TD-D)
- 11. UC inspires me to do my best work. (A-TA-?-TD-D)
- 15. I am satisfied with my involvement in decisions that affect my work. (A-TA-?-TD-D)
- 19. I have the equipment/tools/resources I need to do my job effectively. (A-TA-?-TD-D)
- 21. There is usually sufficient staff in my department to handle the workload. (A-TA-?-TD-D)
- 23. My work schedule allows sufficient flexibility to meet my personal/family needs. (A-TA-?-TD-D)
- 25. I would recommend UC as a good place to work. (A-TA-?-TD-D)
- 29. At the present time, are you seriously considering leaving UC? (Y-N-DK <No>)

CATEGORY 4: Image/Brand

- 4. UC is highly regarded by its employees. (A-TA-?-TD-D)

CATEGORY 5: Organizational Change

- 5. Generally, recent major organizational changes at UC have been: (A-TA-?-TD-D)
 - a. Well planned
 - b. Well communicated

CATEGORY 6: Performance Management

- 6. I feel my personal contributions are recognized. (A-TA-?-TD-D)
- 12. I think my performance on the job is evaluated fairly. (A-TA-?-TD-D)
- 16. I feel UC does a good job matching pay to performance. (A-TA-?-TD-D)

BASE CATEGORY SET

CATEGORY 7: Supervision

- 7. My supervisor gives me regular feedback on my performance. (A-TA-?-TD-D)
- 13. My supervisor does a good job of building teamwork. (A-TA-?-TD-D)
- 17. My supervisor treats me with respect. (A-TA-?-TD-D)
- 22. My supervisor develops people's abilities. (A-TA-?-TD-D)
- 24. My supervisor communicates effectively. (A-TA-?-TD-D)
- 26. I have a clear understanding of how my job contributes to the departmental objectives. (A-TA-?-TD-D)
- 27. Regarding suggestions for change from employees, my supervisor is usually responsive. (A-TA-?-TD-D)
- 20. Please indicate the extent to which you agree with the following statements about your supervisor: (A-TA-?-TD-D)
 - a. Effectively deals with poor performers
 - b. Listens carefully to different points of view before coming to conclusions
 - c. Encourages new ideas and new ways of doing things
- 28. My supervisor helps me make time to participate in training and development activities. (StA-A-Neither-D-StD)

CATEGORY 8: Working Relationships

- 8. There is good cooperation between my department and other departments at my campus/location. (A-TA-?-TD-D)