

Library
Employee Satisfaction Survey - Fall 2007

Number of respondents **10**
Number invited to participate **15**
Response rate **67%**

MISSION AND FUNCTIONAL RESPONSIBILITIES

1. I have a good understanding of the mission and the goals of this unit/office.

Strongly Agree	4	40%
Agree	4	40%
Neutral	1	10%
Disagree	1	10%
Strongly Disagree	0	0%
No Response	0	0%
Total	10	100%

2. I understand how my work directly contributes to the overall success of the college.

Strongly Agree	5	50%
Agree	3	30%
Neutral	1	10%
Disagree	1	10%
Strongly Disagree	0	0%
No Response	0	0%
Total	10	100%

3. The mission of the unit/office is clearly communicated to its staff.

Strongly Agree	2	20%
Agree	4	40%
Neutral	2	20%
Disagree	0	0%
Strongly Disagree	1	10%
No Response	1	10%
Total	10	100%

4. My job is important in accomplishing the mission of the college.

Strongly Agree	4	40%
Agree	4	40%
Neutral	2	20%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
Total	10	100%

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GOALS AND OBJECTIVES

5. I have an opportunity to participate in the goal setting process of my unit/office.

Strongly Agree	1	10%
Agree	3	30%
Neutral	3	30%
Disagree	2	20%
Strongly Disagree	1	10%
No Response	0	0%
<hr/> Total	10	100%

6. I can see the link between my work and the goals of my unit/office.

Strongly Agree	1	10%
Agree	6	60%
Neutral	1	10%
Disagree	1	10%
Strongly Disagree	1	10%
No Response	0	0%
<hr/> Total	10	100%

7. I believe that my unit/office achieves its goals and objectives.

Strongly Agree	1	10%
Agree	6	60%
Neutral	3	30%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
<hr/> Total	10	100%

8. My unit/office continuously evaluates its own progress.

Strongly Agree	0	0%
Agree	6	60%
Neutral	3	30%
Disagree	1	10%
Strongly Disagree	0	0%
No Response	0	0%
<hr/> Total	10	100%

9. I understand the functional responsibilities of my unit/office.

Strongly Agree	4	40%
Agree	5	50%
Neutral	1	10%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
<hr/> Total	10	100%

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10. My unit/office makes a good effort to inform the college community about our services/programs.

Strongly Agree	1	10%
Agree	6	60%
Neutral	3	30%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
Total	10	100%

11. People are held accountable for the quality of work they produce in my unit/office.

Strongly Agree	1	10%
Agree	1	10%
Neutral	4	40%
Disagree	2	20%
Strongly Disagree	2	20%
No Response	0	0%
Total	10	100%

12. In this unit/office, we maintain very high standards of quality.

Strongly Agree	2	20%
Agree	3	30%
Neutral	3	30%
Disagree	1	10%
Strongly Disagree	1	10%
No Response	0	0%
Total	10	100%

13. This unit/office is extremely focused on its customers' needs.

Strongly Agree	5	50%
Agree	3	30%
Neutral	1	10%
Disagree	1	10%
Strongly Disagree	0	0%
No Response	0	0%
Total	10	100%

14. My fellow employees are committed to doing quality work.

Strongly Agree	1	10%
Agree	6	60%
Neutral	3	30%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
Total	10	100%

STRUCTURE, ORGANIZATION, CLIMATE

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15. I understand the organizational structure of my unit/office.

Strongly Agree	3	30%
Agree	4	40%
Neutral	2	20%
Disagree	1	10%
Strongly Disagree	0	0%
No Response	0	0%
<hr/>		
Total	10	100%

16. The organizational structure in my unit/office is appropriate and supports our goals.

Strongly Agree	1	10%
Agree	4	40%
Neutral	3	30%
Disagree	2	20%
Strongly Disagree	0	0%
No Response	0	0%
<hr/>		
Total	10	100%

17. The work of my unit/office is well organized.

Strongly Agree	1	10%
Agree	4	40%
Neutral	2	20%
Disagree	2	20%
Strongly Disagree	1	10%
No Response	0	0%
<hr/>		
Total	10	100%

18. Everyone in my unit/office clearly understands their responsibilities.

Strongly Agree	0	0%
Agree	3	30%
Neutral	4	40%
Disagree	2	20%
Strongly Disagree	1	10%
No Response	0	0%
<hr/>		
Total	10	100%

19. I receive feedback that helps me improve my performance.

Strongly Agree	0	0%
Agree	8	80%
Neutral	2	20%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
<hr/>		
Total	10	100%

20. Employee performance evaluations are fair and appropriate.

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Strongly Agree	2	20%
Agree	6	60%
Neutral	2	20%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
<hr/>		
Total	10	100%

21. I feel that management values employee feedback.

Strongly Agree	1	10%
Agree	3	30%
Neutral	2	20%
Disagree	2	20%
Strongly Disagree	2	20%
No Response	0	0%
<hr/>		
Total	10	100%

22. In the last seven days, I have received recognition or praise for doing good work.

Strongly Agree	2	20%
Agree	4	40%
Neutral	1	10%
Disagree	3	30%
Strongly Disagree	0	0%
No Response	0	0%
<hr/>		
Total	10	100%

23. Feedback from my supervisor is clearly articulated.

Strongly Agree	1	10%
Agree	5	50%
Neutral	4	40%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
<hr/>		
Total	10	100%

24. There is good cooperation among the members of my work group.

Strongly Agree	2	20%
Agree	4	40%
Neutral	3	30%
Disagree	0	0%
Strongly Disagree	1	10%
No Response	0	0%
<hr/>		
Total	10	100%

25. The amount of work I am asked to do is reasonable.

Strongly Agree	1	10%
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Agree	4	40%
Neutral	5	50%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
<hr/> Total	10	100%

26. My job does not cause unreasonable amounts of stress in my life.

Strongly Agree	1	10%
Agree	4	40%
Neutral	2	20%
Disagree	2	20%
Strongly Disagree	1	10%
No Response	0	0%
<hr/> Total	10	100%

27. The policies for promotion and advancement are in my unit/office are fair.

Strongly Agree	1	10%
Agree	2	20%
Neutral	2	20%
Disagree	4	40%
Strongly Disagree	1	10%
No Response	0	0%
<hr/> Total	10	100%

28. Everybody is treated fairly in my unit/office.

Strongly Agree	1	10%
Agree	2	20%
Neutral	3	30%
Disagree	3	30%
Strongly Disagree	1	10%
No Response	0	0%
<hr/> Total	10	100%

29. Information and knowledge are shared openly within this unit/office.

Strongly Agree	1	10%
Agree	5	50%
Neutral	2	20%
Disagree	1	10%
Strongly Disagree	1	10%
No Response	0	0%
<hr/> Total	10	100%

30. Communication is encouraged in this unit/office.

Strongly Agree	1	10%
Agree	6	60%

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Neutral	2	20%
Disagree	0	0%
Strongly Disagree	1	10%
No Response	0	0%
<hr/> Total	10	100%

31. I would recommend this unit/office as a good place to work.

Strongly Agree	1	10%
Agree	4	40%
Neutral	4	40%
Disagree	0	0%
Strongly Disagree	1	10%
No Response	0	0%
<hr/> Total	10	100%

32. Employees are proud to be part of our office/unit.

Strongly Agree	0	0%
Agree	6	60%
Neutral	4	40%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
<hr/> Total	10	100%

RESOURCES

33. My unit/office has adequate resources to fulfill its mission.

Strongly Agree	0	0%
Agree	4	40%
Neutral	2	20%
Disagree	3	30%
Strongly Disagree	1	10%
No Response	0	0%
<hr/> Total	10	100%

34. I have the resources I need to do my job well.

Strongly Agree	0	0%
Agree	7	70%
Neutral	2	20%
Disagree	0	0%
Strongly Disagree	1	10%
No Response	0	0%
<hr/> Total	10	100%

35. The necessary information systems are in place and accessible for me to get my job done.

Strongly Agree	0	0%
Agree	6	60%
Neutral	3	30%

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Disagree	0	0%
Strongly Disagree	1	10%
No Response	0	0%
Total	10	100%

36. My workplace is a physically comfortable place to work.

Strongly Agree	2	20%
Agree	5	50%
Neutral	1	10%
Disagree	1	10%
Strongly Disagree	1	10%
No Response	0	0%
Total	10	100%

37. My workplace is safe.

Strongly Agree	2	20%
Agree	5	50%
Neutral	2	20%
Disagree	0	0%
Strongly Disagree	1	10%
No Response	0	0%
Total	10	100%

38. I have adequate opportunities for professional growth in this unit/office.

Strongly Agree	1	10%
Agree	1	10%
Neutral	4	40%
Disagree	3	30%
Strongly Disagree	1	10%
No Response	0	0%
Total	10	100%

39. My work is challenging.

Strongly Agree	1	10%
Agree	6	60%
Neutral	1	10%
Disagree	2	20%
Strongly Disagree	0	0%
No Response	0	0%
Total	10	100%

40. My work is stimulating.

Strongly Agree	1	10%
Agree	5	50%
Neutral	2	20%
Disagree	2	20%

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Strongly Disagree	0	0%
No Response	0	0%
Total	10	100%

41. My work is rewarding.

Strongly Agree	2	20%
Agree	6	60%
Neutral	2	20%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
Total	10	100%

42. In the last year, I have had the opportunities at work to learn and grow.

Strongly Agree	2	20%
Agree	4	40%
Neutral	2	20%
Disagree	2	20%
Strongly Disagree	0	0%
No Response	0	0%
Total	10	100%

43. I receive the training I need to do my job well.

Strongly Agree	1	10%
Agree	4	40%
Neutral	4	40%
Disagree	0	0%
Strongly Disagree	1	10%
No Response	0	0%
Total	10	100%

44. Employees in my unit/office are well trained for their jobs.

Strongly Agree	1	10%
Agree	4	40%
Neutral	2	20%
Disagree	3	30%
Strongly Disagree	0	0%
No Response	0	0%
Total	10	100%

45. I am paid fairly for the work I do.

Strongly Agree	1	10%
Agree	4	40%
Neutral	3	30%
Disagree	1	10%
Strongly Disagree	1	10%

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No Response	0	0%
Total	10	100%

46. My salary is competitive with similar jobs I might find elsewhere.

Strongly Agree	2	20%
Agree	3	30%
Neutral	1	10%
Disagree	2	20%
Strongly Disagree	2	20%
No Response	0	0%
Total	10	100%