

# WELCOME

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Welcome to the 2019 Employee Engagement data portal. As a user of this site, you will have access to all of the same data points provided in the 2017 survey administration.

We encourage you to use the **training resources** which include short videos and quick guides to help you more efficiently navigate this site. Click the HELP link in the top menu above the “welcome” banner to go to training resources.

You can learn more about the fundamentals of employee engagement and find resources for taking action on your survey data in the **Employee Engagement Module** which is part of the University of Minnesota's Supervisory Development Course.

If you have technical issues with this site, contact [UofMNsurvey@KornFerry.com](mailto:UofMNsurvey@KornFerry.com). To learn more about employee engagement programming and consulting from Leadership and Talent Development, go to [z.umn.edu/engagedu](http://z.umn.edu/engagedu) or email [ee2@umn.edu](mailto:ee2@umn.edu).

**This site will be available to University of Minnesota users until December 14, 2020.**

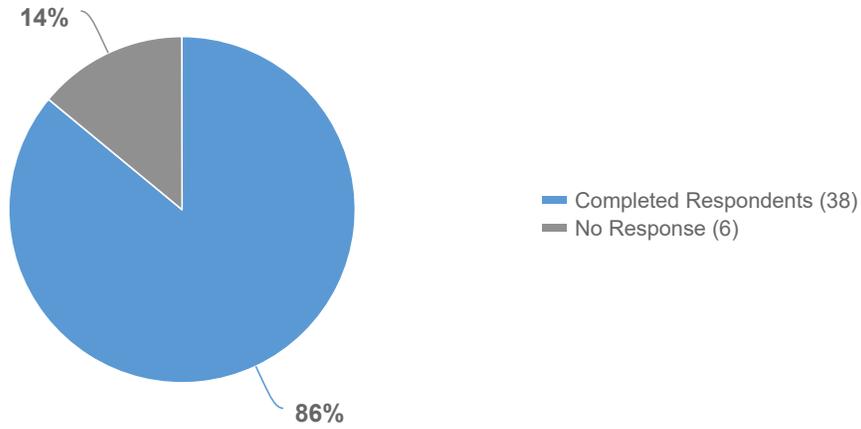


# RESPONDENTS

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The overall response rate for your area was 86%. This was 11 points above the company overall.



# EMPLOYEE ENGAGEMENT PROFILE

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The Engagement Profile arranges your employees into four different groups based on levels of Commitment and Dedication and Effective Environment and compares the size of these groups to Korn Ferry benchmarks calculated by an algorithm.

Highly engaged employees are likely to be more productive, able to deliver high levels of service, and are more inclined to speak positively about the organization to others.

Explore your report to see how engaged people feel and how you can improve levels of engagement, specifically by focusing on your frustrated employees through removing barriers in the environment to better support their work.



# EMPLOYEE ENGAGEMENT OVERVIEW

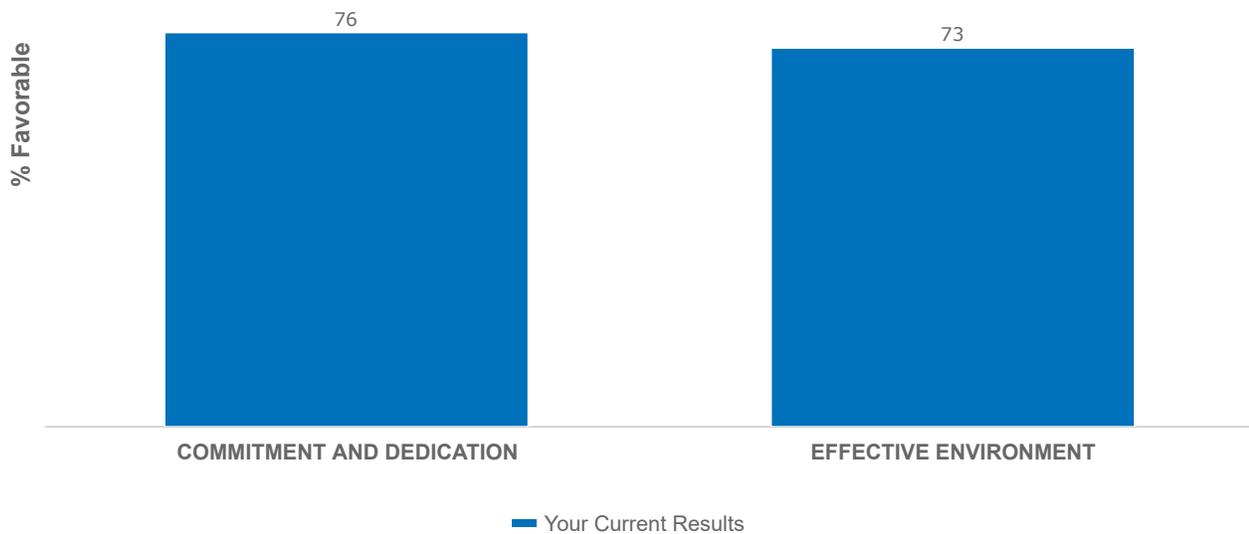
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Below are your Commitment and Dedication and Effective Environment results compared to the trend data for your unit (when available) as well as to the internal benchmark data for the University.

Commitment and Dedication represents employees' commitment, motivation, and pride for their work and the organization and their willingness to provide extra effort in their work when it matters to them.

Effective Environment represents conditions that allow employees to be effective in their jobs and remove barriers to their productivity.



# KEY METRICS AND DRIVERS

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	% Fav	% Neu	% Unfav	Distribution
<b>COMMITMENT AND DEDICATION</b>	76	16	9	
Clear & Promising Direction	64	14	23	
Commitment to Excellence	76	15	10	
Confidence in Leaders	63	10	28	
Development Opportunities	75	19	6	
Respect & Recognition	77	10	14	
<b>EFFECTIVE ENVIRONMENT</b>	73	10	17	
Authority & Empowerment	86	7	8	
Clear Expectations and Feedback	85	6	10	
Collaboration	52	19	30	
Support and Resources	68	17	16	
Work, Structure, & Process	52	22	27	
Survey Follow-up	66	17	18	

# QUESTIONS SUMMARY

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COMMITMENT AND DEDICATION; Clear & Promising Direction; Commitment to Excellence; Confidence in Leaders

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution
◇	<b>COMMITMENT AND DEDICATION</b>		<b>76</b>	<b>16</b>	<b>9</b>	
14.	I feel motivated to go beyond my formal job responsibilities.	37	78	11	11	
30.	I feel proud to work for the University of Minnesota.	38	82	18	0	
31.	I would recommend the University to family and friends as a place to work.	38	84	13	3	
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	38	58	21	21	
◇	<b>Clear &amp; Promising Direction</b>		<b>64</b>	<b>14</b>	<b>23</b>	
21.	I understand what I can do to support my department's strategy and goals.	37	70	16	14	
22.	My department has a strategy and goals that address our most important challenges and opportunities.	37	57	11	32	
◇	<b>Commitment to Excellence</b>		<b>76</b>	<b>15</b>	<b>10</b>	
19.	My department is committed to providing high quality customer support (i.e., responsiveness, flexibility, turnaround).	37	68	16	16	
23.	The people in my department are committed to delivering high quality services.	38	84	13	3	
◇	<b>Confidence in Leaders</b>		<b>63</b>	<b>10</b>	<b>28</b>	
24.	There is open and honest communication between me and my manager/supervisor.	35	83	6	11	
29.	I have trust and confidence in my college's leadership team.	38	42	13	45	

# QUESTIONS SUMMARY

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Development Opportunities; Respect & Recognition; EFFECTIVE ENVIRONMENT; Authority & Empowerment

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution
◇	<b>Development Opportunities</b>	<b>75</b>	<b>19</b>	<b>6</b>		
9.	I have good opportunities for learning and development.	38	79	21	0	
16.	My manager/supervisor coaches me in my development.	36	69	17	14	
32.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	37	76	19	5	
◇	<b>Respect &amp; Recognition</b>	<b>77</b>	<b>10</b>	<b>14</b>		
10.	I am treated with respect as an individual.	36	86	11	3	
15.	I receive recognition when I do a good job.	38	74	5	21	
25.	My department demonstrates a commitment to supporting my overall wellbeing.	38	74	11	16	
26.	Overall, my department demonstrates a strong commitment to diversity and inclusion.	38	74	11	16	
◇	<b>EFFECTIVE ENVIRONMENT</b>	<b>73</b>	<b>10</b>	<b>17</b>		
11.	My job provides me the opportunity to do challenging and interesting work.	37	92	5	3	
12.	In my work, I am able to make full use of my skills and abilities.	37	84	11	5	
13.	Conditions in my job allow me to be about as productive as I can be.	38	63	11	26	
27.	My department proactively identifies and eliminates barriers to getting work done efficiently.	37	54	14	32	
◇	<b>Authority &amp; Empowerment</b>	<b>86</b>	<b>7</b>	<b>8</b>		
1.	I have enough authority to carry out my job effectively.	38	82	8	11	
2.	I am encouraged to be innovative to find more effective ways of doing things.	37	89	5	5	

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Clear Expectations and Feedback; Collaboration; Support and Resources; Work, Structure, & Process

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution
◇	<b>Clear Expectations and Feedback</b>	<b>85</b>	<b>6</b>	<b>10</b>		
3.	I understand the results expected of me in my work.	38	87	5	8	
4.	My manager/supervisor provides clear and regular feedback on how well I do my work.	36	83	6	11	
◇	<b>Collaboration</b>	<b>52</b>	<b>19</b>	<b>30</b>		
17.	There is good cooperation and sharing of ideas between my department and other departments.	37	43	16	41	
18.	There is good cooperation and teamwork within my department.	38	61	21	18	
◇	<b>Support and Resources</b>	<b>68</b>	<b>17</b>	<b>16</b>		
5.	I have the resources I need to do my job effectively.	38	58	11	32	
6.	I have the information I need to do my job well.	38	79	11	11	
7.	I receive the training I need to handle my present job well.	37	84	8	8	
8.	The training that new employees receive in my department is effective.	32	50	38	13	
◇	<b>Work, Structure, &amp; Process</b>	<b>52</b>	<b>22</b>	<b>27</b>		
20.	My department uses innovative approaches (new technologies or creative solutions) to improve our effectiveness.	37	59	19	22	
28.	There is an equitable distribution of workload within my department.	36	44	25	31	

# QUESTIONS SUMMARY

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## Survey Follow-up

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution
◇	<b>Survey Follow-up</b>	<b>66</b>	<b>17</b>	<b>18</b>		
34.	The information from this survey will be used constructively.	36	56	19	25	
35.	I participated in a feedback meeting about the previous survey results.	32	88	6	6	
36.	Action was taken on issues raised in the last survey.	32	53	25	22	

# RESULTS SORTING TOOL

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## Strengths

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution
2.	I am encouraged to be innovative to find more effective ways of doing things.	37	89	5	5	
35.	I participated in a feedback meeting about the previous survey results.	32	88	6	6	
3.	I understand the results expected of me in my work.	38	87	5	8	
10.	I am treated with respect as an individual.	36	86	11	3	
23.	The people in my department are committed to delivering high quality services.	38	84	13	3	
7.	I receive the training I need to handle my present job well.	37	84	8	8	
4.	My manager/supervisor provides clear and regular feedback on how well I do my work.	36	83	6	11	
24.	There is open and honest communication between me and my manager/supervisor.	35	83	6	11	
1.	I have enough authority to carry out my job effectively.	38	82	8	11	
9.	I have good opportunities for learning and development.	38	79	21	0	

# RESULTS SORTING TOOL

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## Opportunities

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution
29.	I have trust and confidence in my college's leadership team.	38	42	13	45	
17.	There is good cooperation and sharing of ideas between my department and other departments.	37	43	16	41	
22.	My department has a strategy and goals that address our most important challenges and opportunities.	37	57	11	32	
5.	I have the resources I need to do my job effectively.	38	58	11	32	
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34.	The information from this survey will be used constructively.	36	56	19	25	
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20.	My department uses innovative approaches (new technologies or creative solutions) to improve our effectiveness.	37	59	19	22	
8.	The training that new employees receive in my department is effective.	32	50	38	13	
18.	There is good cooperation and teamwork within my department.	38	61	21	18	

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## Top 10 Most Favorable

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution
11.	My job provides me the opportunity to do challenging and interesting work.	37	92	5	3	
2.	I am encouraged to be innovative to find more effective ways of doing things.	37	89	5	5	
35.	I participated in a feedback meeting about the previous survey results.	32	88	6	6	
3.	I understand the results expected of me in my work.	38	87	5	8	
10.	I am treated with respect as an individual.	36	86	11	3	
12.	In my work, I am able to make full use of my skills and abilities.	37	84	11	5	
23.	The people in my department are committed to delivering high quality services.	38	84	13	3	
31.	I would recommend the University to family and friends as a place to work.	38	84	13	3	
7.	I receive the training I need to handle my present job well.	37	84	8	8	
24.	There is open and honest communication between me and my manager/supervisor.	35	83	6	11	

# RESULTS SORTING TOOL

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## Top 10 Most Unfavorable

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution
29.	I have trust and confidence in my college's leadership team.	38	42	13	45	
17.	There is good cooperation and sharing of ideas between my department and other departments.	37	43	16	41	
22.	My department has a strategy and goals that address our most important challenges and opportunities.	37	57	11	32	
27.	My department proactively identifies and eliminates barriers to getting work done efficiently.	37	54	14	32	
5.	I have the resources I need to do my job effectively.	38	58	11	32	
28.	There is an equitable distribution of workload within my department.	36	44	25	31	
13.	Conditions in my job allow me to be about as productive as I can be.	38	63	11	26	
34.	The information from this survey will be used constructively.	36	56	19	25	
20.	My department uses innovative approaches (new technologies or creative solutions) to improve our effectiveness.	37	59	19	22	
36.	Action was taken on issues raised in the last survey.	32	53	25	22	

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## Top 10 Neutral

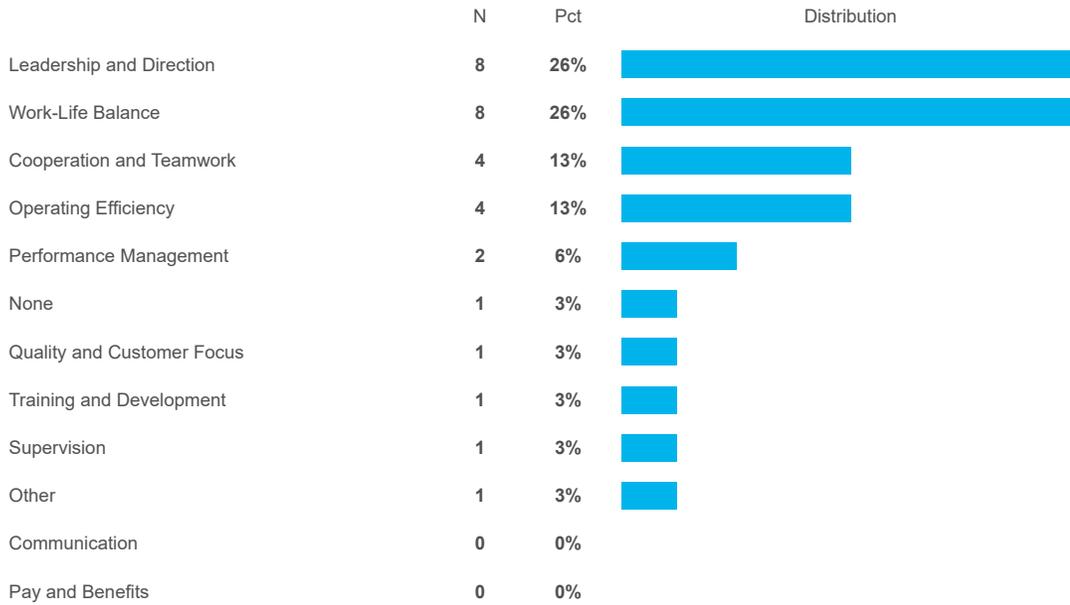
	Item	Valid N	% Fav	% Neu	% Unfav	Distribution
8.	The training that new employees receive in my department is effective.	32	50	38	13	
28.	There is an equitable distribution of workload within my department.	36	44	25	31	
36.	Action was taken on issues raised in the last survey.	32	53	25	22	
18.	There is good cooperation and teamwork within my department.	38	61	21	18	
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	38	58	21	21	
9.	I have good opportunities for learning and development.	38	79	21	0	
20.	My department uses innovative approaches (new technologies or creative solutions) to improve our effectiveness.	37	59	19	22	
32.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	37	76	19	5	
34.	The information from this survey will be used constructively.	36	56	19	25	
30.	I feel proud to work for the University of Minnesota.	38	82	18	0	

# COMMENTS

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What is one thing that has been done to help you to be more successful in your work?



# COMMENTS

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What one thing, if changed, would enable you to be more successful in your work?

