WELCOME

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

Hello Deanna,

Welcome to the 2017 Employee Engagement data portal. As a user of this site, you will have access to all of the same data points provided in the 2015 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. To learn more about employee engagement programing and consulting from Leadership and Talent Development, go to z.umn.edu/engagedu or email ee2@umn.edu.

This site will be available to University of Minnesota users for one year, ending on December 14, 2018.

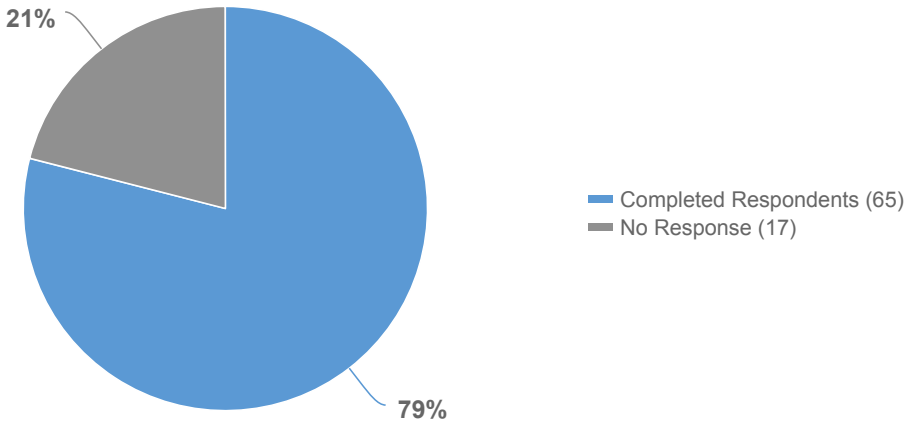
This website is managed by Korn Ferry Hay Group, commissioned by your organization to administer this survey on its behalf www.kornferry.com. Korn Ferry Hay Group protects individual respondent confidentiality by only reporting results data in an aggregated format. Korn Ferry Hay Group will only show aggregated results data for group sizes at or above the minimum number of respondents agreed with your organization. As a user of this website you are responsible for handling all survey results data with due care and attention and in accordance with your organization’s information security standards and policies.

RESPONDENTS

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

The overall response rate for your area was 79%. This was 5 points above the university overall.



EMPLOYEE ENGAGEMENT PROFILE

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

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 Hay Group 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

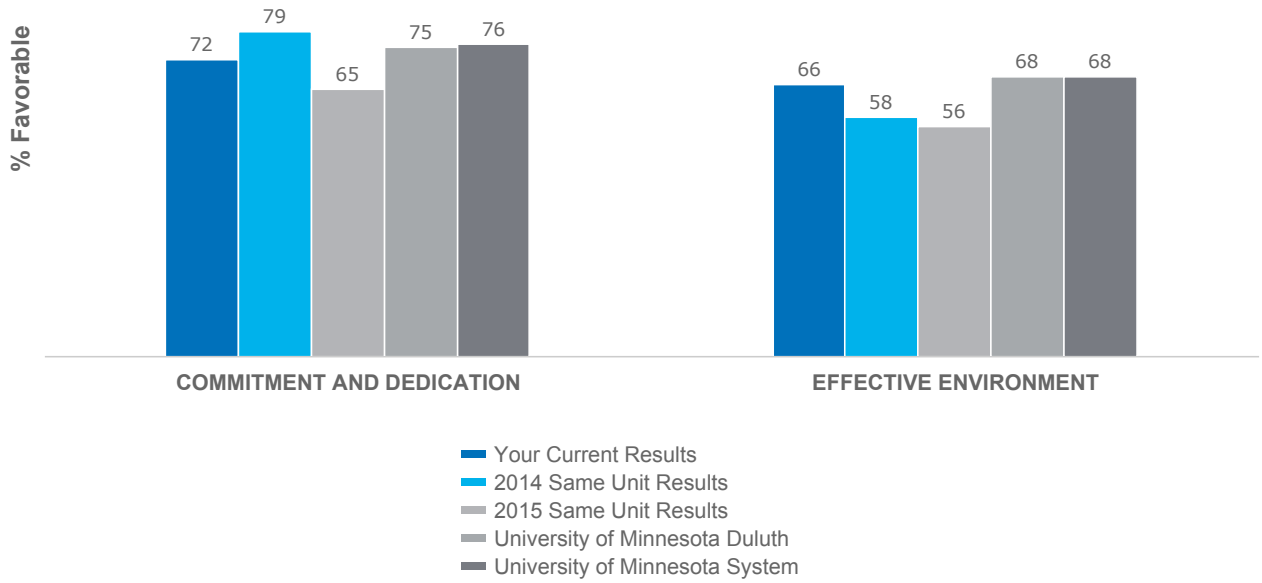
SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

Below are your Commitment and Dedication and Effective Environment results compared to the trend data (when available) 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

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

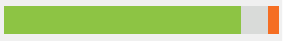
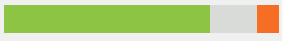
	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator: 2014 Same Unit Results	% Fav vs Comparator: 2015 Same Unit Results	% Fav vs Comparator: University of Minnesota Duluth	% Fav vs Comparator: University of Minnesota System
COMMITMENT AND DEDICATION	72	16	12		-7	7	-3	-4
Clear & Promising Direction	69	22	9		0	2	-4	-3
Commitment to Excellence	88	10	4		11	0	1	1
Confidence in Leaders	75	17	8		5	7	1	1
Development Opportunities	49	26	25		0	3	-13	-17
Respect & Recognition	71	19	10		1	1	-5	-5
EFFECTIVE ENVIRONMENT	66	17	17		8	10	-2	-2
Authority & Empowerment	78	13	10		3	6	-4	-4
Clear Expectations and Feedback	78	14	9		-1	9	-2	-1
Collaboration	64	25	11		3	4	0	-2
Support and Resources	61	25	14		-7	6	-7	-10
Work, Structure, & Process	56	30	15		-2	-3	-4	-5
Survey Follow-up	42	36	22		14	-4	-12	-12

QUESTIONS SUMMARY

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

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

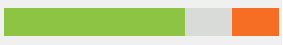
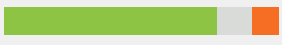
	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	University of Minnesota Duluth	University of Minnesota System
◊	**COMMITMENT AND DEDICATION**		**72**	**16**	**12**		-7	7	-3	-4
14.	I feel motivated to go beyond my formal job responsibilities.	64	70	17	13		-10	3	1	-2
30.	I feel proud to work for the University of Minnesota.	65	77	20	3		-7	0	-6	-10
31.	I would recommend the University to family and friends as a place to work.	65	75	18	6		-4	11	-4	-8
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	65	65	9	26		-6	13	-3	3
◊	**Clear & Promising Direction**		**69**	**22**	**9**		0	2	-4	-3
21.	I understand what I can do to support my department's strategy and goals.	63	76	21	3		7	2	-2	-1
22.	My department has a strategy and goals that address our most important challenges and opportunities.	60	62	23	15		-6	2	-6	-4
◊	**Commitment to Excellence**		**88**	**10**	**4**		11	0	1	1
19.	My department is committed to providing high quality customer support (i.e., responsiveness, flexibility, turnaround).	61	87	8	5		11	-1	1	2
23.	The people in my department are committed to delivering high quality services.	64	88	11	2		10	0	1	0
◊	**Confidence in Leaders**		**75**	**17**	**8**		5	7	1	1
24.	There is open and honest communication between me and my manager/supervisor.	65	77	15	8		-3	1	-5	-4
29.	I have trust and confidence in my college's leadership team.	64	73	19	8		13	14	8	7
◊	**Development Opportunities**		**49**	**26**	**25**		0	3	-13	-17
9.	I have good opportunities for learning and development.	65	52	31	17		1	-1	-17	-20
16.	My manager/supervisor coaches me in my development.	64	48	22	30		-1	8	-7	-9

QUESTIONS SUMMARY

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

Development Opportunities (cont'd); Respect & Recognition; EFFECTIVE ENVIRONMENT; Authority & Empowerment; Clear Expectations and Feedback

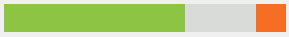
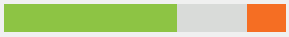
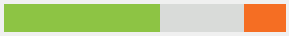
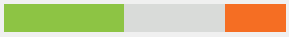
	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	University of Minnesota Duluth	University of Minnesota System
32.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	64	47	25	28		-1	2	-16	-22
◊	**Respect & Recognition**		**71**	**19**	**10**		1	1	-5	-5
10.	I am treated with respect as an individual.	65	77	14	9		-5	-2	-4	-7
15.	I receive recognition when I do a good job.	65	57	26	17		-9	9	-7	-9
25.	My department demonstrates a commitment to supporting my overall wellbeing.	65	69	20	11		5	-5	-7	-5
26.	Overall, my department demonstrates a strong commitment to diversity and inclusion.	65	82	15	3		13	3	-2	4
◊	**EFFECTIVE ENVIRONMENT**		**66**	**17**	**17**		8	10	-2	-2
11.	My job provides me the opportunity to do challenging and interesting work.	65	78	14	8		10	4	-3	-4
12.	In my work, I am able to make full use of my skills and abilities.	65	68	15	17		9	15	0	-2
13.	Conditions in my job allow me to be as productive as I can be.	65	60	17	23		-4	7	-3	-3
27.	My department proactively identifies and eliminates barriers to getting work done efficiently.	63	57	22	21		18	12	-1	0
◊	**Authority & Empowerment**		**78**	**13**	**10**		3	6	-4	-4
1.	I have enough authority to carry out my job effectively.	65	78	11	11		3	0	-4	-5
2.	I am encouraged to be innovative to find more effective ways of doing things.	65	77	14	9		2	11	-4	-4
◊	**Clear Expectations and Feedback**		**78**	**14**	**9**		-1	9	-2	-1
3.	I understand the results expected of me in my work.	65	92	5	3		1	6	3	5
4.	My manager/supervisor provides clear and regular feedback on how well I do my work.	65	63	22	15		-3	11	-8	-7

QUESTIONS SUMMARY

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

Collaboration; Support and Resources; Work, Structure, & Process; Survey Follow-up

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	University of Minnesota Duluth	University of Minnesota System
◊	**Collaboration**		**64**	**25**	**11**		3	4	0	-2
17.	There is good cooperation and sharing of ideas between my department and other departments.	61	59	28	13		0	13	4	1
18.	There is good cooperation and teamwork within my department.	65	69	22	9		7	-5	-4	-5
◊	**Support and Resources**		**61**	**25**	**14**		-7	6	-7	-10
5.	I have the resources I need to do my job effectively.	65	62	29	9		-15	-5	-7	-11
6.	I have the information I need to do my job well.	64	67	23	9		-6	-2	-9	-11
7.	I receive the training I need to handle my present job well.	65	66	22	12		-2	21	-6	-8
8.	The training that new employees receive in my department is effective.	61	49	26	25		-4	10	-6	-8
◊	**Work, Structure, & Process**		**56**	**30**	**15**		-2	-3	-4	-5
20.	My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	63	59	30	11		-8	-9	-10	-8
28.	There is an equitable distribution of workload within my department.	62	53	29	18		4	4	2	-2
◊	**Survey Follow-up**		**42**	**36**	**22**		14	-4	-12	-12
34.	The information from this survey will be used constructively.	58	45	36	19		4	6	-8	-10
35.	I participated in a feedback meeting about the previous survey results.	53	51	23	26		26	-22	-15	-12
36.	Action was taken on issues raised in the last survey.	46	30	48	22		13	3	-13	-14

RESULTS SORTING TOOL

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

Strengths - based on Fav/Unfav scores and compared to benchmarks

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	University of Minnesota Duluth	University of Minnesota System
3.	I understand the results expected of me in my work.	65	92	5	3		1	6	3	5
23.	The people in my department are committed to delivering high quality services.	64	88	11	2		10	0	1	0
19.	My department is committed to providing high quality customer support (i.e., responsiveness, flexibility, turnaround).	61	87	8	5		11	-1	1	2
26.	Overall, my department demonstrates a strong commitment to diversity and inclusion.	65	82	15	3		13	3	-2	4
1.	I have enough authority to carry out my job effectively.	65	78	11	11		3	0	-4	-5
24.	There is open and honest communication between me and my manager/supervisor.	65	77	15	8		-3	1	-5	-4
2.	I am encouraged to be innovative to find more effective ways of doing things.	65	77	14	9		2	11	-4	-4
10.	I am treated with respect as an individual.	65	77	14	9		-5	-2	-4	-7
21.	I understand what I can do to support my department's strategy and goals.	63	76	21	3		7	2	-2	-1
29.	I have trust and confidence in my college's leadership team.	64	73	19	8		13	14	8	7

RESULTS SORTING TOOL

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

Opportunities - based on Fav/Unfav scores and compared to benchmarks

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	University of Minnesota Duluth	University of Minnesota System
16.	My manager/supervisor coaches me in my development.	64	48	22	30		-1	8	-7	-9
32.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	64	47	25	28		-1	2	-16	-22
35.	I participated in a feedback meeting about the previous survey results.	53	51	23	26		26	-22	-15	-12
8.	The training that new employees receive in my department is effective.	61	49	26	25		-4	10	-6	-8
36.	Action was taken on issues raised in the last survey.	46	30	48	22		13	3	-13	-14
34.	The information from this survey will be used constructively.	58	45	36	19		4	6	-8	-10
9.	I have good opportunities for learning and development.	65	52	31	17		1	-1	-17	-20
28.	There is an equitable distribution of workload within my department.	62	53	29	18		4	4	2	-2
15.	I receive recognition when I do a good job.	65	57	26	17		-9	9	-7	-9
17.	There is good cooperation and sharing of ideas between my department and other departments.	61	59	28	13		0	13	4	1

RESULTS SORTING TOOL

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

Top 10 Most Favorable - based on Favorable scores

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	University of Minnesota Duluth	University of Minnesota System
3.	I understand the results expected of me in my work.	65	92	5	3		1	6	3	5
23.	The people in my department are committed to delivering high quality services.	64	88	11	2		10	0	1	0
19.	My department is committed to providing high quality customer support (i.e., responsiveness, flexibility, turnaround).	61	87	8	5		11	-1	1	2
26.	Overall, my department demonstrates a strong commitment to diversity and inclusion.	65	82	15	3		13	3	-2	4
1.	I have enough authority to carry out my job effectively.	65	78	11	11		3	0	-4	-5
11.	My job provides me the opportunity to do challenging and interesting work.	65	78	14	8		10	4	-3	-4
10.	I am treated with respect as an individual.	65	77	14	9		-5	-2	-4	-7
2.	I am encouraged to be innovative to find more effective ways of doing things.	65	77	14	9		2	11	-4	-4
24.	There is open and honest communication between me and my manager/supervisor.	65	77	15	8		-3	1	-5	-4
30.	I feel proud to work for the University of Minnesota.	65	77	20	3		-7	0	-6	-10

RESULTS SORTING TOOL

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

Top 10 Most Unfavorable - based on Unfavorable scores

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	University of Minnesota Duluth	University of Minnesota System
16.	My manager/supervisor coaches me in my development.	64	48	22	30		-1	8	-7	-9
32.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	64	47	25	28		-1	2	-16	-22
33.	Given your choice, how long would you plan to continue working for the University of Minnesota?	65	65	9	26		-6	13	-3	3
35.	I participated in a feedback meeting about the previous survey results.	53	51	23	26		26	-22	-15	-12
8.	The training that new employees receive in my department is effective.	61	49	26	25		-4	10	-6	-8
13.	Conditions in my job allow me to be as productive as I can be.	65	60	17	23		-4	7	-3	-3
36.	Action was taken on issues raised in the last survey.	46	30	48	22		13	3	-13	-14
27.	My department proactively identifies and eliminates barriers to getting work done efficiently.	63	57	22	21		18	12	-1	0
34.	The information from this survey will be used constructively.	58	45	36	19		4	6	-8	-10
28.	There is an equitable distribution of workload within my department.	62	53	29	18		4	4	2	-2

RESULTS SORTING TOOL

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

Top 10 Neutral - based on Neutral scores

	Item	Valid N	% Fav	% Neu	% Unfav	Distribution	% Fav vs Comparator			
							2014 Same Unit Results	2015 Same Unit Results	University of Minnesota Duluth	University of Minnesota System
36.	Action was taken on issues raised in the last survey.	46	30	48	22		13	3	-13	-14
34.	The information from this survey will be used constructively.	58	45	36	19		4	6	-8	-10
9.	I have good opportunities for learning and development.	65	52	31	17		1	-1	-17	-20
20.	My department uses innovative approaches (new technologies or creative solutions) to improve our internal effectiveness.	63	59	30	11		-8	-9	-10	-8
28.	There is an equitable distribution of workload within my department.	62	53	29	18		4	4	2	-2
5.	I have the resources I need to do my job effectively.	65	62	29	9		-15	-5	-7	-11
17.	There is good cooperation and sharing of ideas between my department and other departments.	61	59	28	13		0	13	4	1
15.	I receive recognition when I do a good job.	65	57	26	17		-9	9	-7	-9
8.	The training that new employees receive in my department is effective.	61	49	26	25		-4	10	-6	-8
32.	I have opportunities to achieve my personal career objectives at my campus (Crookston, Duluth, Morris, Rochester, Twin Cities).	64	47	25	28		-1	2	-16	-22

COMMENTS

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

Use the filters and options below to explore people's comments in different ways. The default view shows all available comments in your report. If you would like to focus on comments related to a particular theme use the Select Theme filter.Click the Excel icon at the top of the comments table to export comments into an Excel spreadsheet.

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

(All)

	N	Pct	Distribution
Work-Life Balance	7	18%	
Communication	6	15%	
Operating Efficiency	6	15%	
Training and Development	5	13%	
Supervision	4	10%	
(none selected)	3	8%	
Leadership and Direction	2	5%	
Performance Management	2	5%	
Other	2	5%	
Cooperation and Teamwork	1	3%	
Pay and Benefits	1	3%	
Quality and Customer Focus	0	0%	

COMMENTS

SCSE: Andrea Schokker (UMD), aschokke

▶ Staff All

Use the filters and options below to explore people's comments in different ways. The default view shows all available comments in your report. If you would like to focus on comments related to a particular theme use the Select Theme filter.Click the Excel icon at the top of the comments table to export comments into an Excel spreadsheet.

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

(All)

	N	Pct	Distribution
Training and Development	7	16%	
Operating Efficiency	6	14%	
Cooperation and Teamwork	5	11%	
Other	5	11%	
Supervision	4	9%	
Pay and Benefits	4	9%	
(none selected)	3	7%	
Leadership and Direction	3	7%	
Communication	3	7%	
Work-Life Balance	2	5%	
Quality and Customer Focus	1	2%	
Performance Management	1	2%	