

2016 EMPLOYEE ENGAGEMENT SURVEY

PRIDE AND ADVOCACY

1. I believe in the value that Selkirk College brings to our communities.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	97%	261
Disagree or Strongly Disagree	3%	9
Total Responses		270

2. I am proud to work for Selkirk College.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	93%	250
Disagree or Strongly Disagree	7%	19
Total Responses		269

3. I know I am part of something bigger.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	89%	238
Disagree or Strongly Disagree	11%	29
Total Responses		267

4. I have confidence in the future of Selkirk College.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	84%	226
Disagree or Strongly Disagree	16%	42
Total Responses		268

5. There is a strong emphasis on quality of work at Selkirk College.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	71%	188
Disagree or Strongly Disagree	29%	78
Total Responses		266

6. I would gladly recommend Selkirk College to a friend or family member for employment.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	85%	225
Disagree or Strongly Disagree	15%	41
Total Responses		266

JOB SATISFACTION AND COMMITMENT

7. My work gives me a feeling of personal accomplishment.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	89%	231
Disagree or Strongly Disagree	11%	28
Total Responses		259

8. I believe that I am contributing to Selkirk's success in my own way.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	94%	244
Disagree or Strongly Disagree	6%	16
Total Responses		260

9. I am determined to give my best effort at work each day.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	98%	253
Disagree or Strongly Disagree	2%	6
Total Responses		259

10. I enjoy the kind of work I do.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	96%	245
Disagree or Strongly Disagree	4%	11
Total Responses		256

11. I am given opportunities to contribute to decisions that affect me directly.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	64%	166
Disagree or Strongly Disagree	36%	92
Total Responses		258

12. I have the necessary information to effectively complete my work.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	74%	188
Disagree or Strongly Disagree	26%	66
Total Responses		254

JOB SATISFACTION AND COMMITMENT Continued:

13. I have the right tools to do my job.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	68%	175
Disagree or Strongly Disagree	32%	83
Total Responses		258

14. Overall, I am very satisfied with Selkirk College as a place to work.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	86%	219
Disagree or Strongly Disagree	14%	36
Total Responses		255

RELATIONSHIPS AND TEAMWORK

15. The people I work with do their very best.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	88%	220
Disagree or Strongly Disagree	12%	30
Total Responses		250

16. People treat each other with dignity and respect.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	83%	207
Disagree or Strongly Disagree	17%	43
Total Responses		250

17. When I'm successful, it is noticed and positively reinforced by those I work with.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	69%	172
Disagree or Strongly Disagree	31%	78
Total Responses		250

RELATIONSHIPS AND TEAMWORK Continued:

18. I believe my ideas and suggestions count.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	72%	179
Disagree or Strongly Disagree	28%	69
Total Responses		248

19. I have at least one good friend at work.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	87%	216
Disagree or Strongly Disagree	13%	33
Total Responses		249

20. I trust the information I receive.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	73%	184
Disagree or Strongly Disagree	27%	67
Total Responses		251

21. I know how the work that I do contributes to the success of Selkirk College.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	90%	224
Disagree or Strongly Disagree	10%	26
Total Responses		250

22. Leaders and supervisors communicate how my role contributes to the success of Selkirk College.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	57%	140
Disagree or Strongly Disagree	44%	108
Total Responses		248

23. Overall, I am satisfied with the relationships I have formed at Selkirk College.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	87%	215
Disagree or Strongly Disagree	13%	33
Total Responses		248

CAREER DEVELOPMENT

24. My job makes good use of my skills, abilities and knowledge.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	85%	211
Disagree or Strongly Disagree	15%	37
Total Responses		248

25. I am given a real opportunity to engage in meaningful work.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	84%	208
Disagree or Strongly Disagree	16%	39
Total Responses		247

26. At Selkirk, I believe I can meet my career goals.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	76%	187
Disagree or Strongly Disagree	24%	60
Total Responses		247

27. I am given the opportunity to participate in professional development activities that suit my needs.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	73%	179
Disagree or Strongly Disagree	28%	68
Total Responses		247

28. Overall I am satisfied with my career development at Selkirk College.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	76%	184
Disagree or Strongly Disagree	24%	57
Total Responses		241

WORK/LIFE BALANCE

29. I have the supports I need to deal with work stress.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	70%	170
Disagree or Strongly Disagree	30%	74
Total Responses		244

30. Selkirk supports employees' efforts to balance family/personal responsibilities.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	76%	184
Disagree or Strongly Disagree	24%	57
Total Responses		241

31. I am given the opportunity to participate in personal developmental activities that suit my needs.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	70%	167
Disagree or Strongly Disagree	30%	73
Total Responses		240

32. My work/personal life is well balanced.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	77%	184
Disagree or Strongly Disagree	23%	55
Total Responses		239

33. I believe the health and wellness of employees is valued at Selkirk College.

<u>Response</u>	<u>Percentage</u>	<u>Count</u>
Agree or Strongly Agree	74%	176
Disagree or Strongly Disagree	26%	62
Total Responses		238