

**Employee Confidential Survey Comparison  
2007 vs. 2009**

**Organizational success is dependent on the individuals who make it work- namely YOU! This survey examines areas of organizational quality, job and benefit satisfaction, professional development and department function. Your input will help guide actions to improve our organization and your job success.**

**To ensure this survey is confidential and accurate, the HR department will collect and report on the information. Please take 30 minutes to complete this survey and return it by DATE to the HR department.**

**Thanks in advance for your valuable participation.**

<b>Highlighted field indicates decrease in satisfaction</b>	<b>Comparison</b>	
<b>Total Respondants</b>	<b>284</b>	<b>151</b>
<b>Survey Year</b>	<b>2007</b>	<b>2009</b>
<b>Percent of Yes/No by Year (rounded)</b>	<b>Yes/No%</b>	<b>Yes/No%</b>

**Our Organization**

Our senior leaders establish a clear direction for EDCOE.	85/15	86/14
EDCOE does a good job communicating about changes or decisions that affect employees.	76/24	85/15
EDCOE is a good Employer to work for.	92/8	94/5
EDCOE is committed to providing quality services.	92/8	95/5
Overall, I feel the organization is successful.	91/9	95/5
The last time I asked someone from a different function for help, I got it.	94/6	97/3
EDCOE's image is that of a high quality Employer.	85/15	90/10
I am happy to encourage friends and colleagues to work at EDCOE.	86/14	89/11
EDCOE's standards for business ethics are high.	85/15	89/11
We know who is responsible for what, who needs to be informed, and who, if anyone, has veto power.	71/29	71/29
I believe EDCOE will use this survey's feedback to make improvements.	89/11	88/12
I believe EDCOE used the last employee survey to make improvements.	N/A	83/17

**Your Job Satisfaction**

	<b>2007</b>	<b>2009</b>
My work gives me a feeling of personal accomplishment.	93/7	95/5
I plan to be working for EDCOE a year from now.	90/10	94/6
Career paths exist for someone like me at EDCOE.	69/31	72/28
Overall, my workload is reasonable.	78/22	87/13
Overall, I am satisfied with my job at EDCOE.	87/13	93/7
I find my work challenging.	92/8	91/9
I feel I have job security.	87/13	76/24

**Your Benefits**

	<b>2007</b>	<b>2009</b>
I am compensated fairly for the work I do.	64/36	69/31
I would share the costs of an improved benefits plan.	52/48	49/51
I receive timely follow up on questions for benefits, employee relations issues.	88/12	95/5

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I believe that the HR department heeds my opinion with regard to work and family benefit needs.	<b>82/18</b>	<b>92/8</b>
I feel the Employer's benefits meet my needs.	<b>69/31</b>	<b>81/19</b>
I feel my interests are represented by management when deciding benefits.	<b>68/32</b>	<b>83/17</b>

<b>Your Training/ Support</b>	<b>2007</b>	<b>2009</b>
My manager assists me to identify my training and development needs.	<b>86/14</b>	<b>83/17</b>
I have the training and support to do my job right.	<b>87/13</b>	<b>88/12</b>
I participate in training and development opportunities that are available to me.	<b>95/5</b>	<b>95/5</b>
I have the materials and equipment I need to do my work right.	<b>86/14</b>	<b>92/8</b>
Technology available is appropriate for my needs and those of my program.	<b>81/19</b>	<b>85/15</b>
What is lacking in your work environment that might help you perform better?		

<b>Your Department</b>	<b>2007</b>	<b>2009</b>
I feel the Employer values honest answers.	<b>86/14</b>	<b>89/11</b>
Managers communicate a clear sense of direction for my department.	<b>83/17</b>	<b>78/22</b>
I am able to contact Senior Management as needed.	<b>93/7</b>	<b>94/6</b>
I am involved in decisions that affect my work.	<b>79/21</b>	<b>81/19</b>
My manager is available to me when I have questions or need help.	<b>94/6</b>	<b>92/8</b>
I know what is expected of me in my job.	<b>97/3</b>	<b>96/4</b>
Job promotions are fair and equitable.	<b>75/25</b>	<b>79/20</b>
My Manager holds me accountable for the work that I do.	<b>98/2</b>	<b>96/4</b>
My Manager is fair and even handed in the treatment of all employees.	<b>83/17</b>	<b>84/16</b>
We resolve conflict honestly, effectively and quickly.	<b>83/17</b>	<b>N/A</b>
My Manager delegates work effectively	<b>89/11</b>	<b>86/14</b>
You are kept informed about matters that affect you.	<b>85/15</b>	<b>83/17</b>
I have freedom to use my own judgment in getting the job done.	<b>93/7</b>	<b>90/10</b>
My co-workers and I work well together to accomplish our organization's goals.	<b>97/3</b>	<b>96/4</b>
My Manager is effective in involving his/her employees in solving the problems we face as a unit.	<b>88/12</b>	<b>85/15</b>
My workgroup looks for ways to change processes to improve productivity.	<b>93/7</b>	<b>95/5</b>

<b>About You</b>	<b>2007</b>	<b>2009</b>
How long have you worked for EDCOE? <input type="checkbox"/> < 1 year, <input type="checkbox"/> 1-3 years, <input type="checkbox"/> 4-10 years, <input type="checkbox"/> >10 years)	24/ 24/ 27/ 25 %	7/ 26/ 37/ 30%
What is your level in the organization? ( <input type="checkbox"/> classified, <input type="checkbox"/> certificated, <input type="checkbox"/> supervisory, <input type="checkbox"/> director)	31/ 31/ 6/ 3 %	71/ 50/ 10/ 7 %
What would make our organization more effective?		
What would make your individual job better?		
Have we addressed all areas for which you would like us to have information?	<b>92/8</b>	<b>89/11</b>

Please comment on any issue you would like to raise: **Thank You.**

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