

2009
**EMPLOYEE ENGAGEMENT
 SURVEY**

SURVEY ITEM RESULTS

CQI Council
 11.12.09

CENTRAL COMMUNITY COLLEGE

SURVEY RESPONDENTS

- Survey Dates: 9.14.09 - 9.23.09
- Total employees invited to take survey: 523
- Total responses: 414
- Response Rate: 79.2%

SURVEY RESPONDENTS

Employee Category

Category	Percentage
Admin	50%
Faculty	35%
Staff	16%

Full Time/Part Time Status

Status	Percentage
FT	89%
PT	11%

SURVEY RESPONDENTS

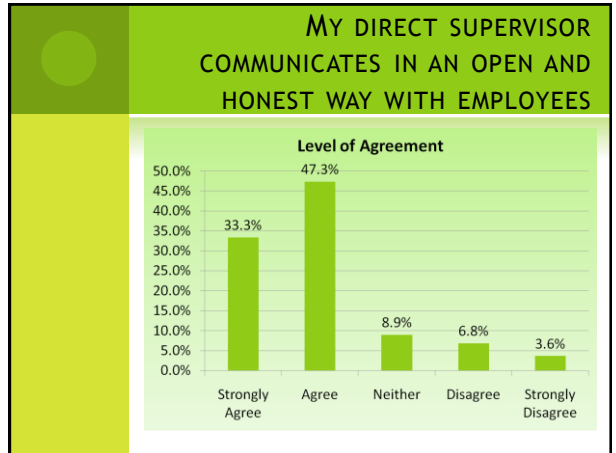
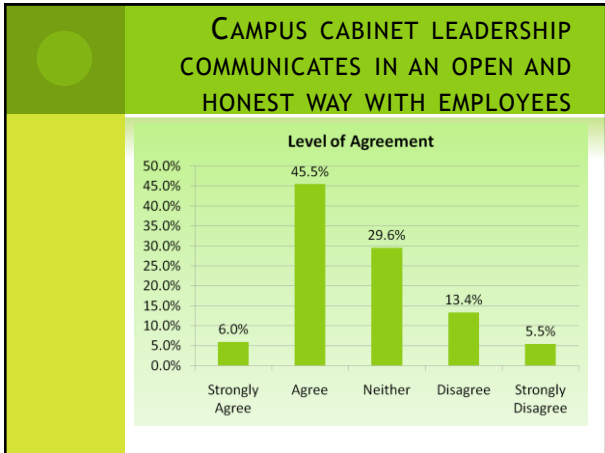
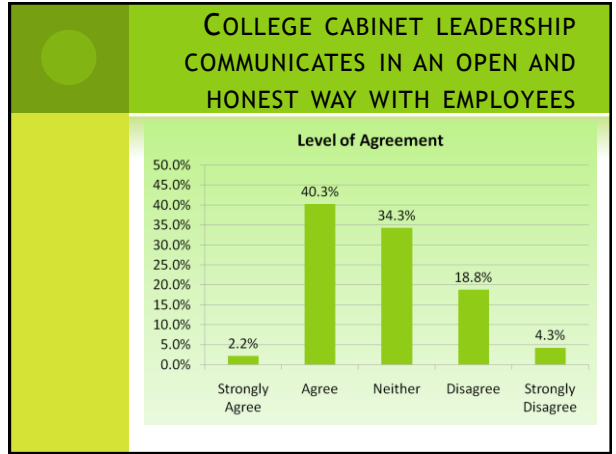
Campus/Location

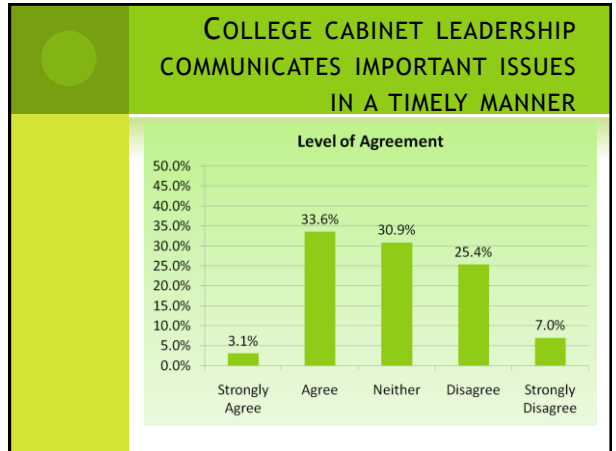
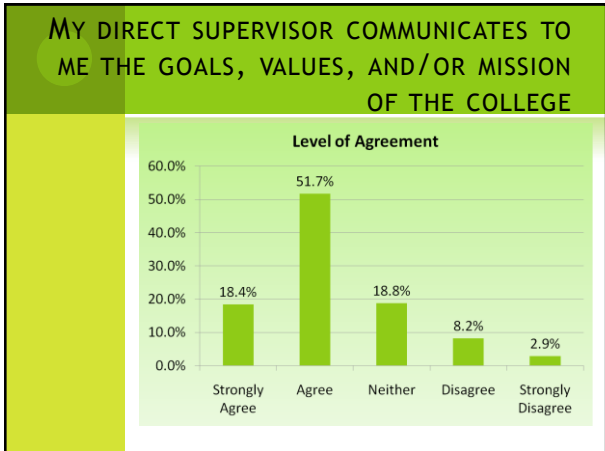
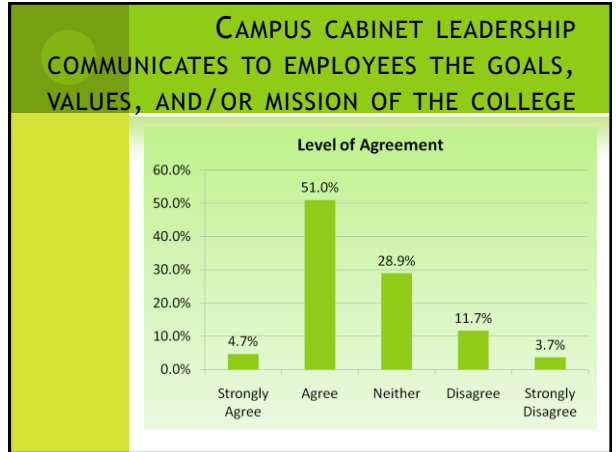
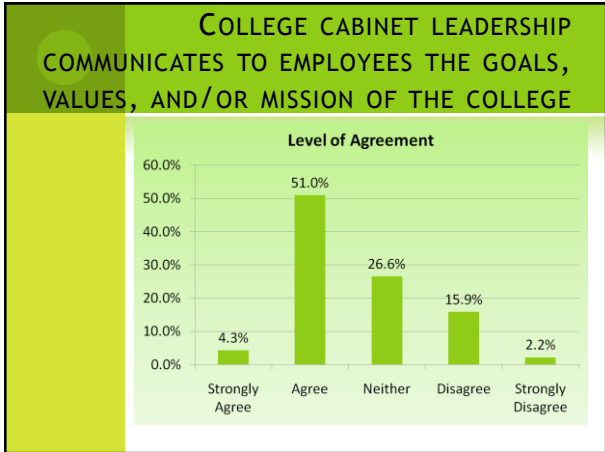
Campus/Location	Percentage
Area Office	~15%
L.C.S.	~5%
Hastings	~35%
Gl	~30%
Columbus	~25%

Years of Service

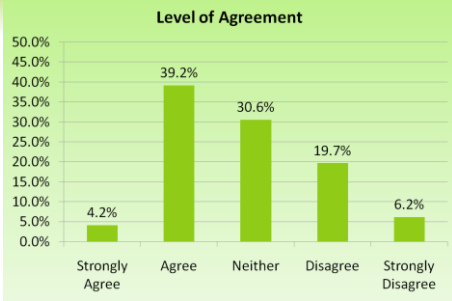
Years of Service	Percentage
16-25+ yrs	~45%
1-15 yrs	~55%
<1 yr	~5%

REVIEW OF COMMUNICATION ITEMS

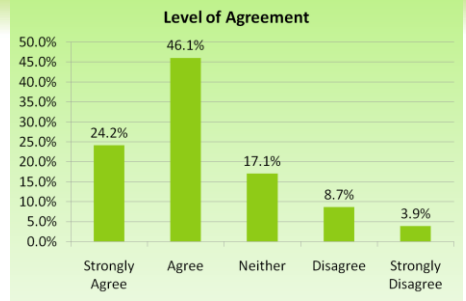




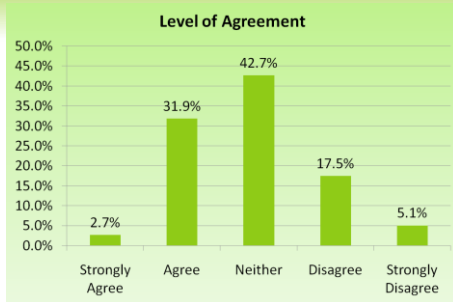
CAMPUS CABINET LEADERSHIP COMMUNICATES IMPORTANT ISSUES IN A TIMELY MANNER



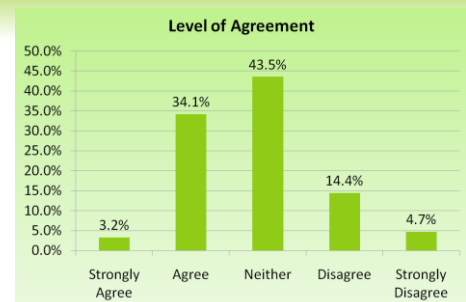
MY DIRECT SUPERVISOR COMMUNICATES IMPORTANT ISSUES IN A TIMELY MANNER



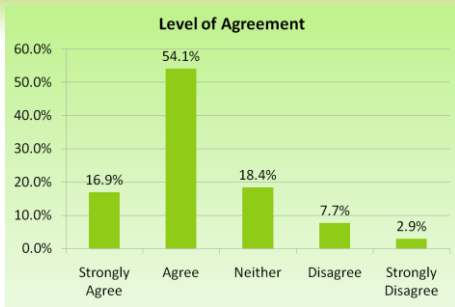
COLLEGE CABINET LEADERSHIP SUCCESSFULLY DELIVERS DIFFICULT NEWS TO EMPLOYEES



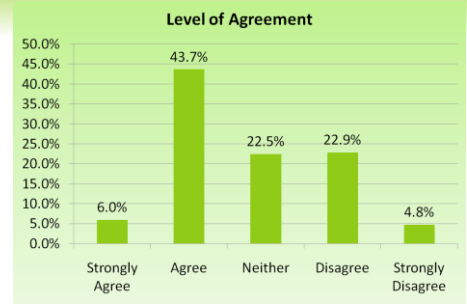
CAMPUS CABINET LEADERSHIP SUCCESSFULLY DELIVERS DIFFICULT NEWS TO EMPLOYEES



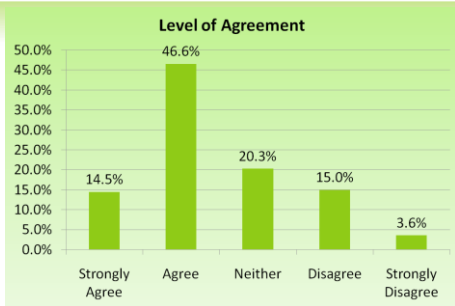
MY DIRECT SUPERVISOR SUCCESSFULLY DELIVERS DIFFICULT NEWS TO ME



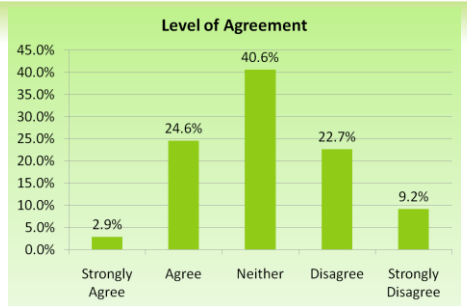
I FEEL INFORMED ON KEY TOPICS WITHIN THE COLLEGE AS A WHOLE

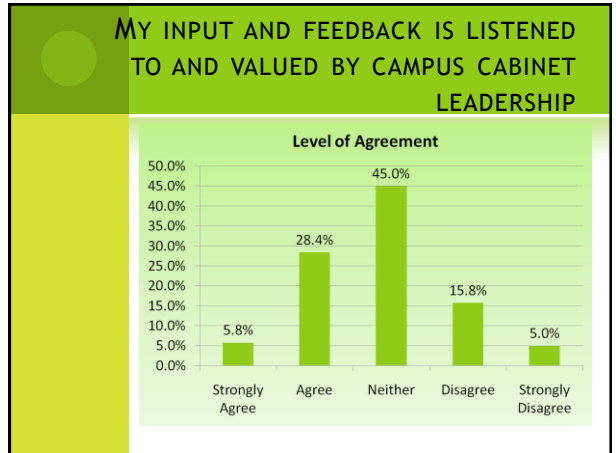
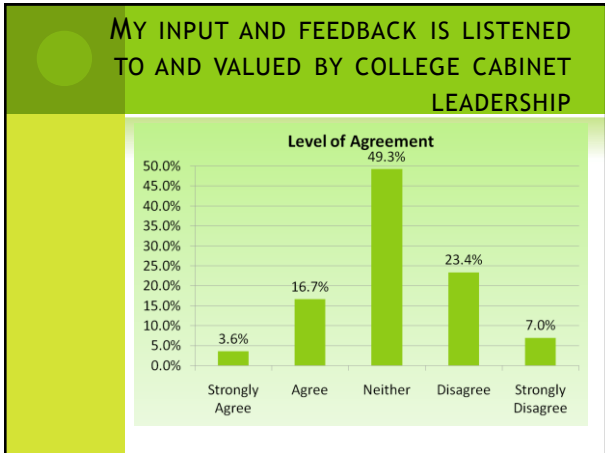
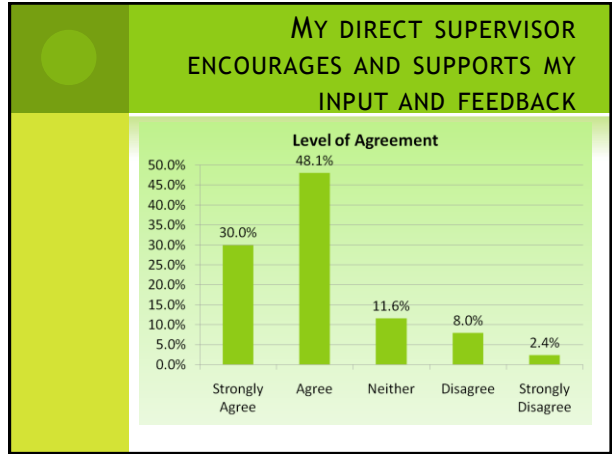
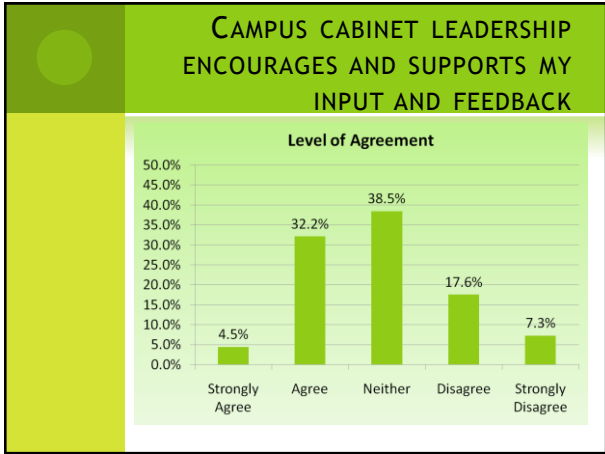


I FEEL INFORMED ON KEY TOPICS WITHIN MY DEPARTMENT

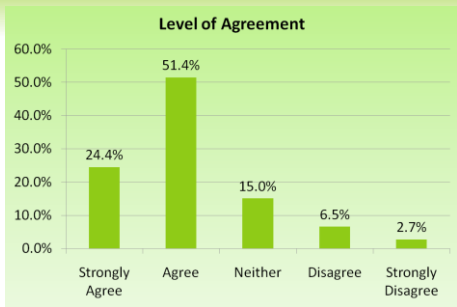


COLLEGE CABINET LEADERSHIP ENCOURAGES AND SUPPORTS MY INPUT AND FEEDBACK

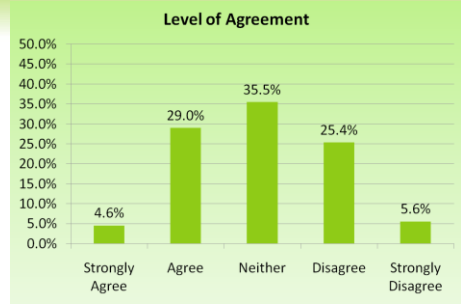




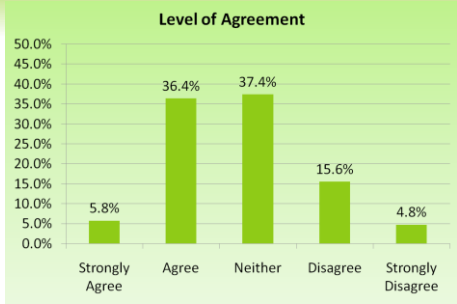
MY INPUT AND FEEDBACK IS LISTENED TO AND VALUED BY DIRECT SUPERVISOR



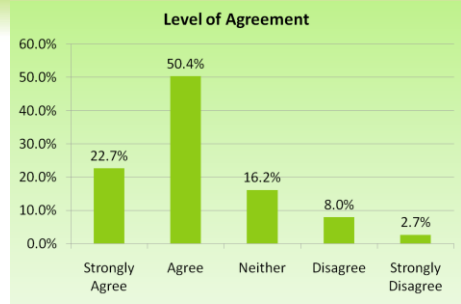
OVERALL, I AM SATISFIED WITH COMMUNICATION FROM COLLEGE CABINET LEADERSHIP



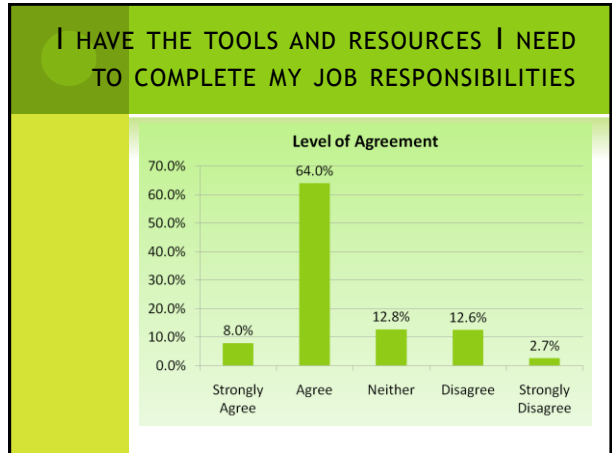
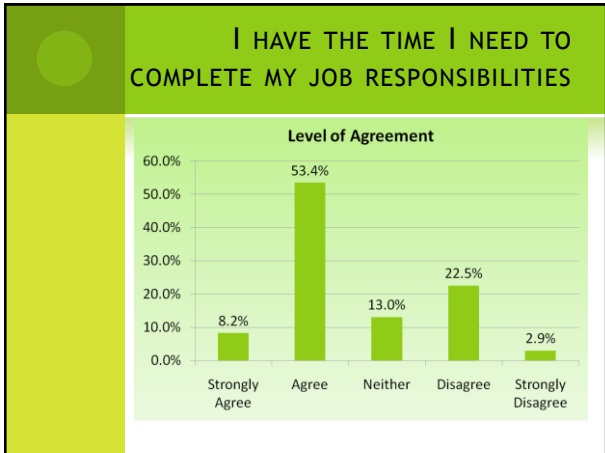
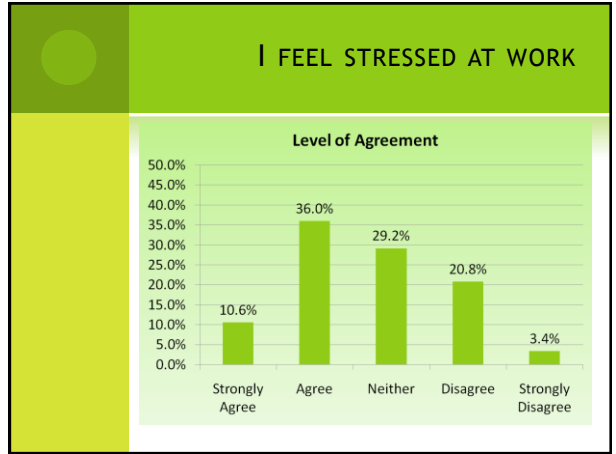
OVERALL, I AM SATISFIED WITH COMMUNICATION FROM CAMPUS CABINET LEADERSHIP



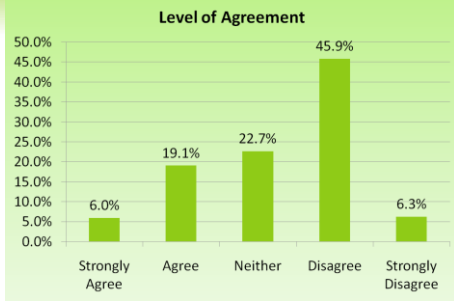
OVERALL, I AM SATISFIED WITH COMMUNICATION FROM MY DIRECT SUPERVISOR



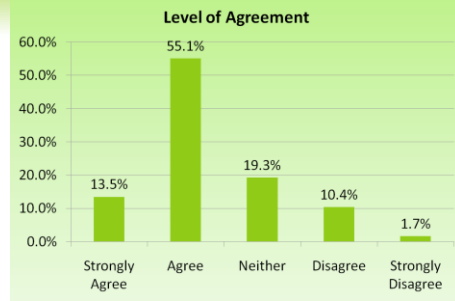
ITEMS RELATED TO WORK ENVIRONMENT



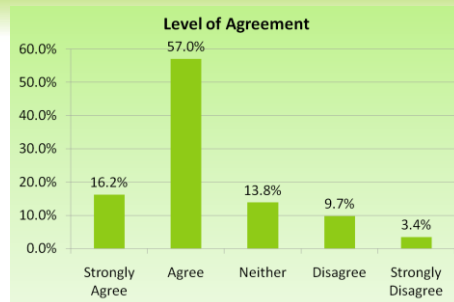
MY WORK SCHEDULE AND JOB DUTIES HAVE DISRUPTED MY PERSONAL AND FAMILY LIFE



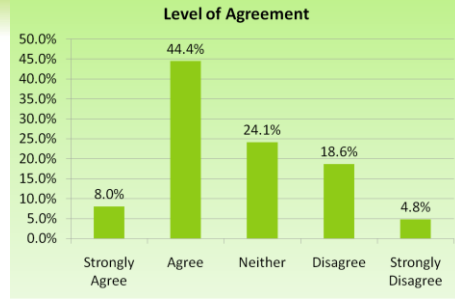
I RECEIVE FAIR AND EQUITABLE TREATMENT AT WORK

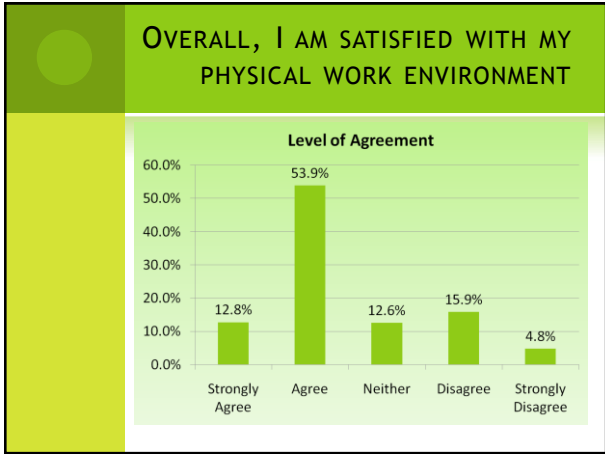


THE CURRENT POLICIES AND PRACTICES OF CCC PROMOTE FLEXIBILITY IN MANAGING MY PERSONAL AND FAMILY LIFE

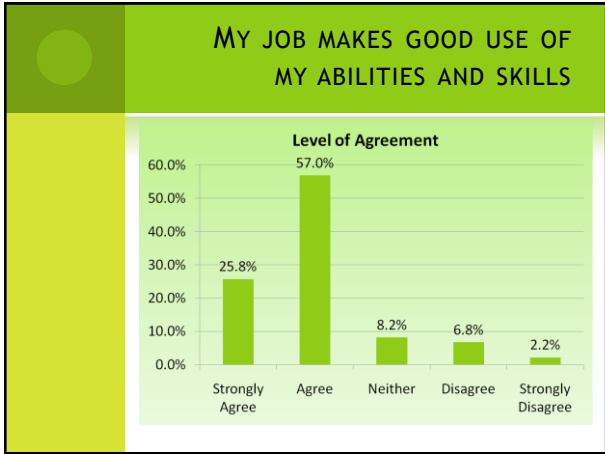


THE CURRENT POLICIES AND PRACTICES OF CCC PROMOTE FAIR TREATMENT FOR FACULTY, ADMIN AND STAFF

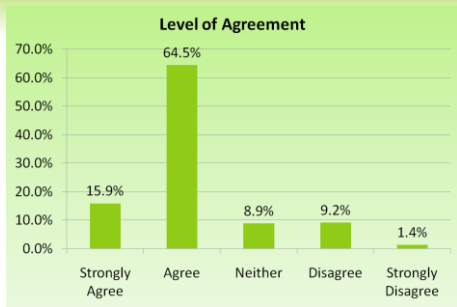




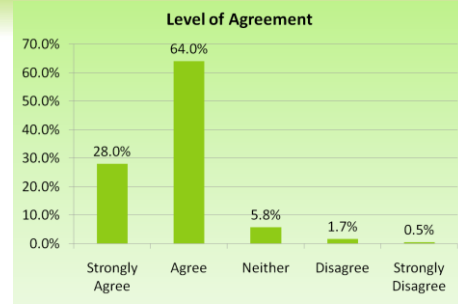
ITEMS RELATED TO THE NATURE OF WORK



I AM SATISFIED WITH THE TASKS, DUTIES AND RESPONSIBILITIES ASSIGNED TO MY JOB

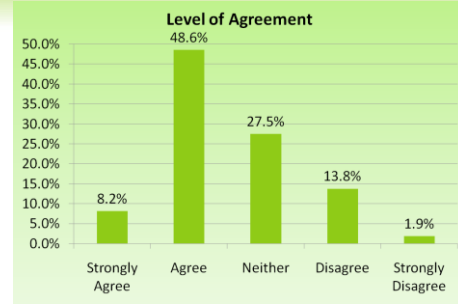


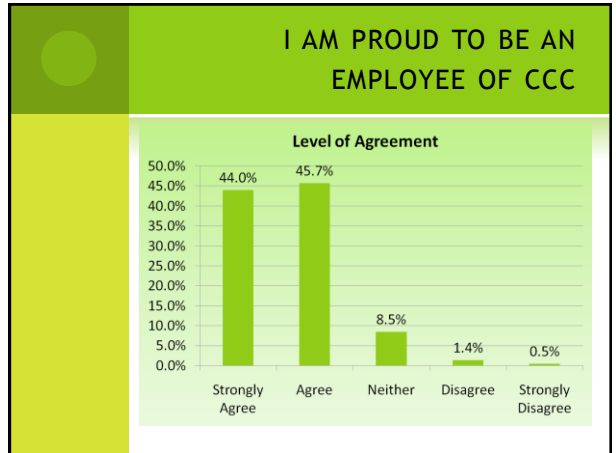
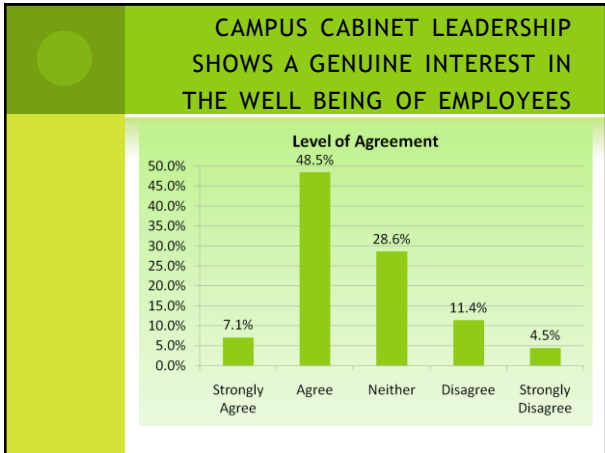
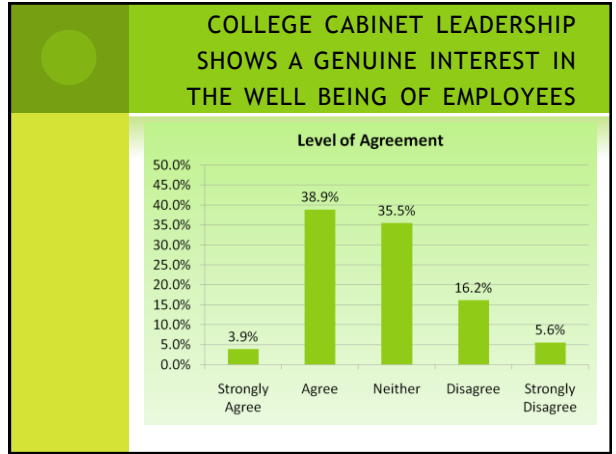
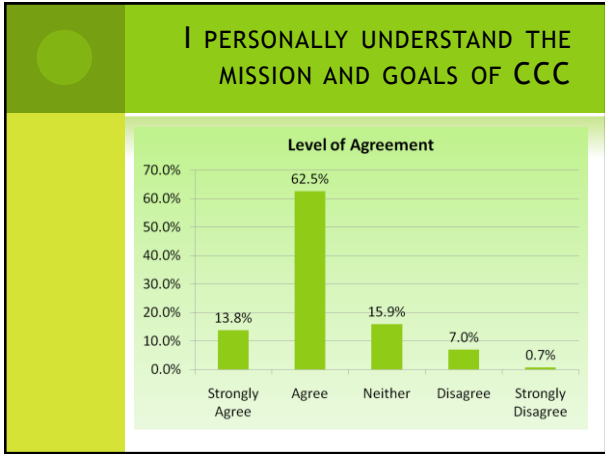
I UNDERSTAND HOW MY JOB CONTRIBUTES TO THE OVERALL MISSION OF CCC

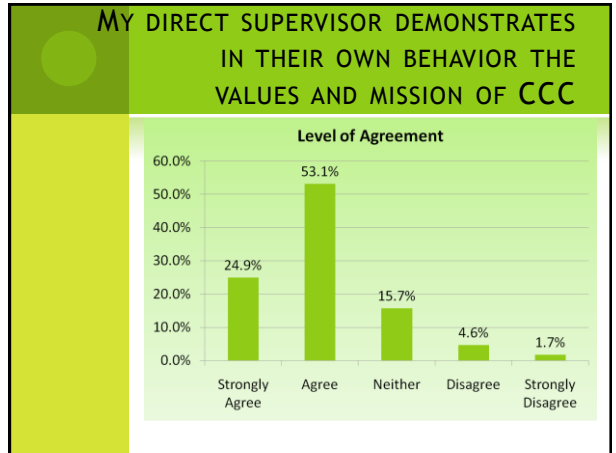
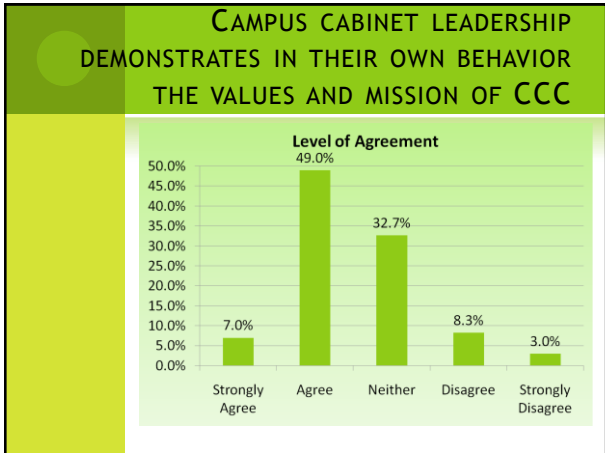
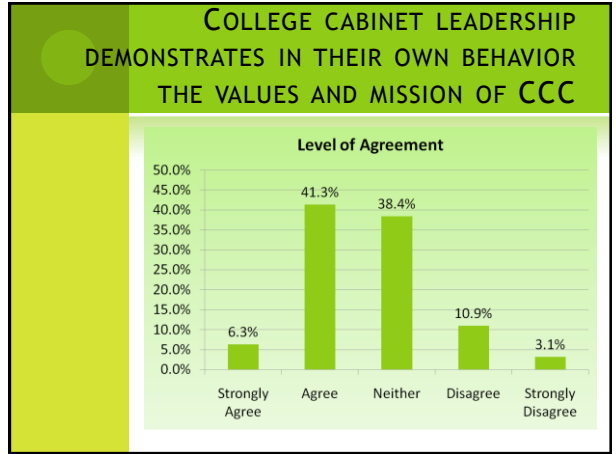
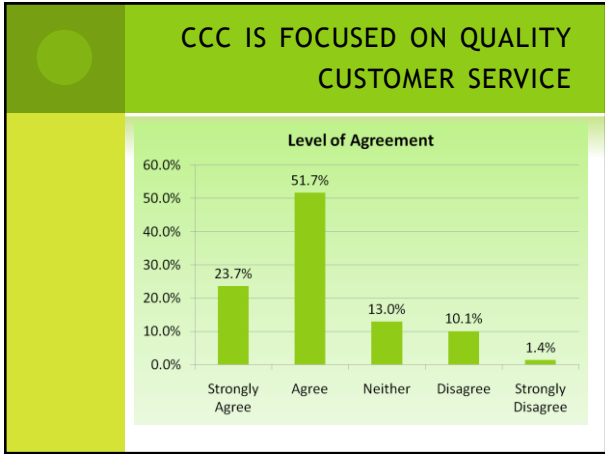


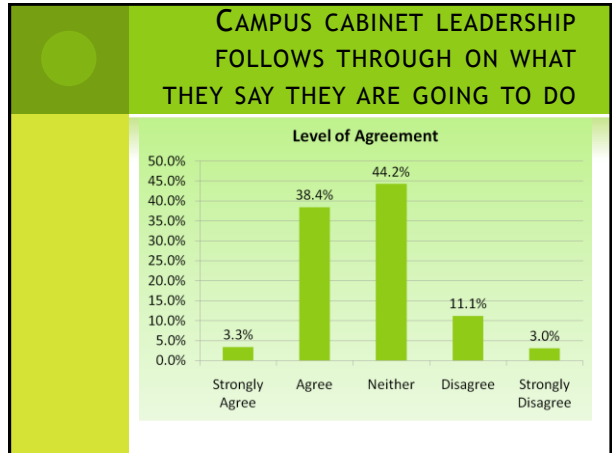
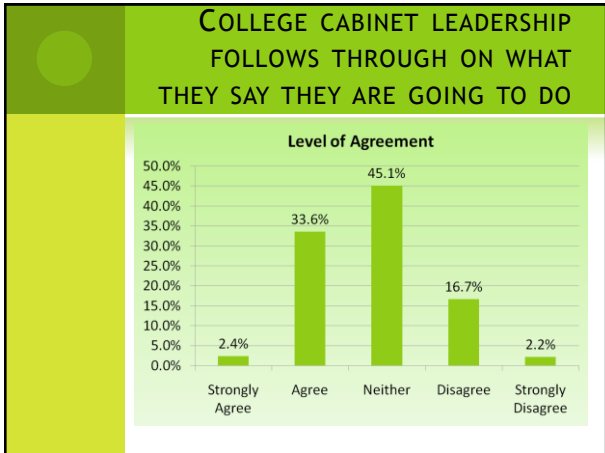
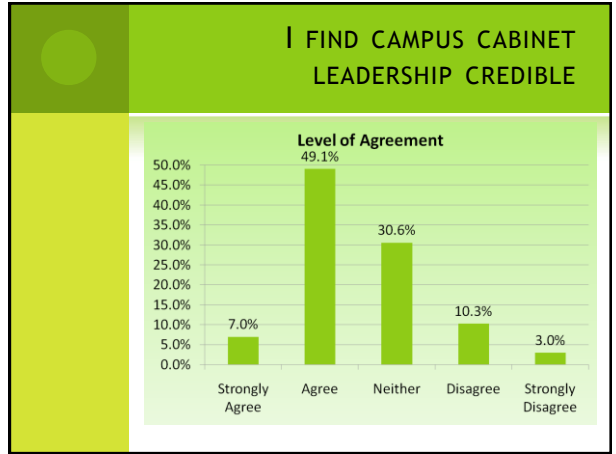
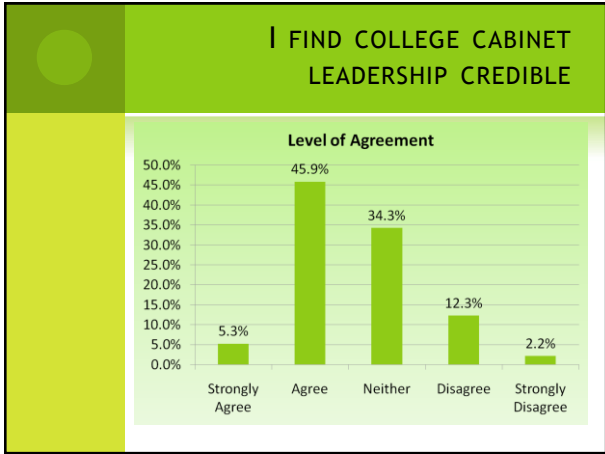
ITEMS RELATED TO SENIOR LEADERSHIP AND CCC AS AN ORGANIZATION

I PERSONALLY UNDERSTAND HOW THE COLLEGE HAS PERFORMED WITHIN THE PAST 6 MONTHS

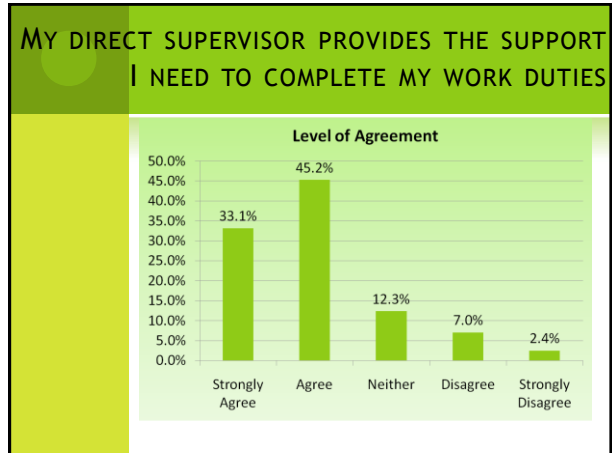
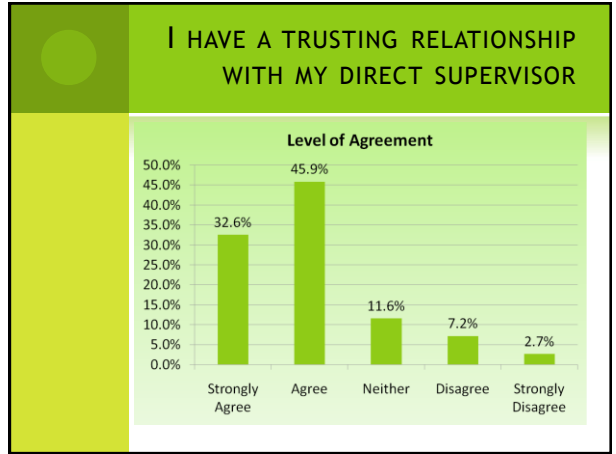




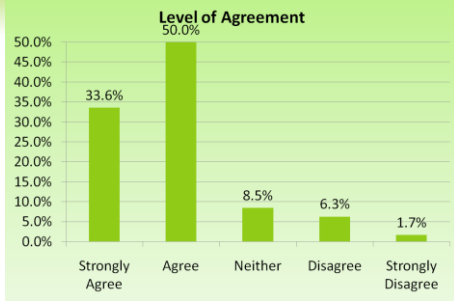




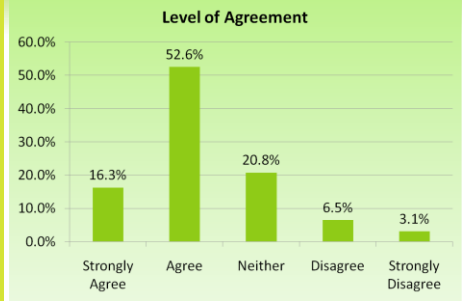
ITEMS RELATED TO RELATIONSHIPS



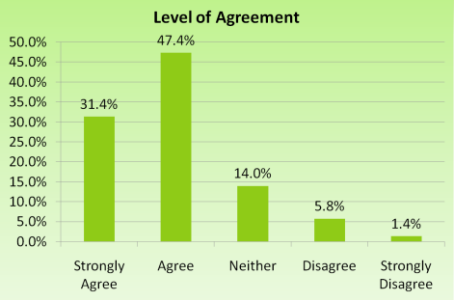
MY DIRECT SUPERVISOR SHOWS A GENUINE INTEREST IN MY PERSONAL WELL BEING



MY DIRECT SUPERVISOR FOLLOWS THROUGH ON WHAT THEY SAY THEY ARE GOING TO DO

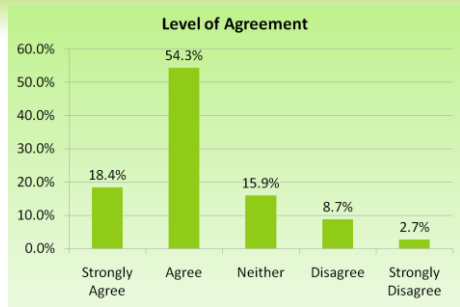


I FIND MY DIRECT SUPERVISOR CREDIBLE

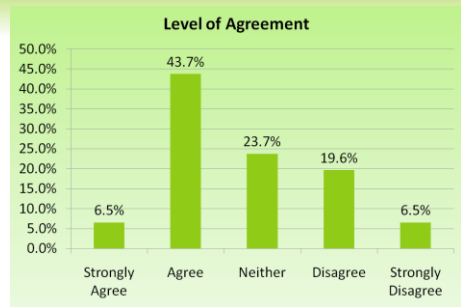


ITEMS RELATED TO RECOGNITION

I RECEIVE CONSTRUCTIVE FEEDBACK FROM MY DIRECT SUPERVISOR REGARDING MY JOB PERFORMANCE



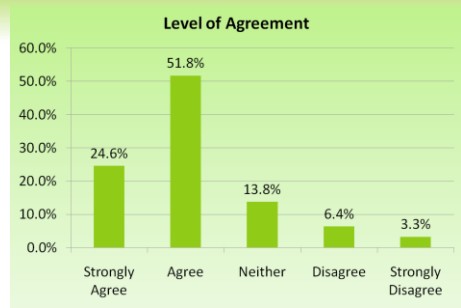
I FEEL FAIRLY COMPENSATED FOR MY WORK

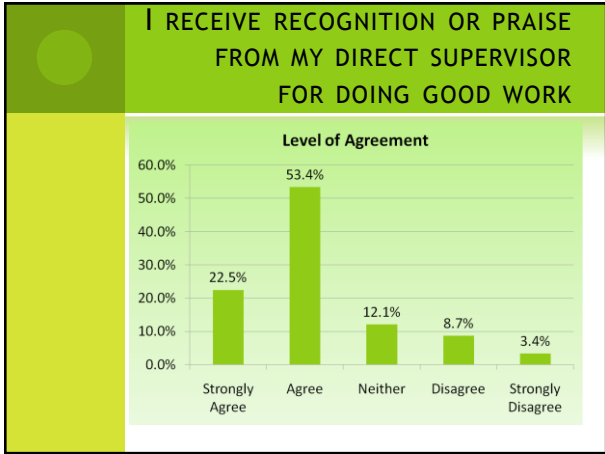


OVERALL, I AM SATISFIED WITH THE REVIEW PROCESS FOR EVALUATING EMPLOYEE JOB PERFORMANCE

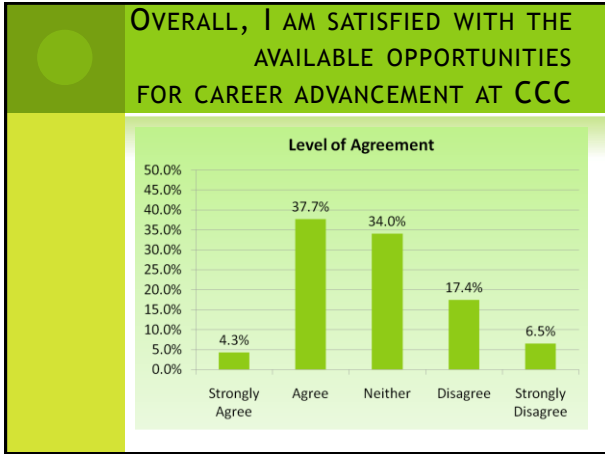


OVERALL, I AM SATISFIED WITH THE EMPLOYEE BENEFITS

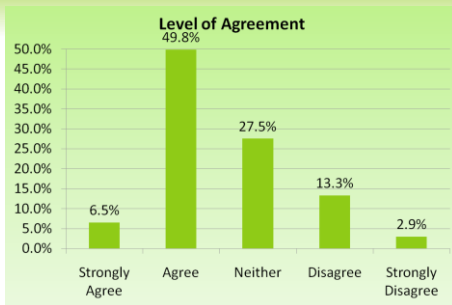




ITEMS RELATED TO DEVELOPMENT AND GROWTH OPPORTUNITIES



I UNDERSTAND THE REQUIREMENTS FOR ADVANCING MY CAREER



THANK YOU FOR YOUR PARTICIPATION

- ☉ If you have any questions related to the Employee Engagement Survey, contact:
 - Your CQI Representative, or
 - Rachael at #7384 or rkeilig@cccneb.edu
- ☉ Qualitative (short answer) survey results will be available early December