

Survey Report: City of Ventura 2019 Employee Engagement Survey - Overall

Responses: 462

Benchmark: Government Sector

Question	Negative	Neutral	Positive	Mean	Weight	Gap
I like the kind of work I do	2.8%	2.4%	94.8%	4.55	4	10
My job makes good use of my skills and abilities	7.8%	5.8%	86.4%	4.25	20	8
I have a choice in deciding how I do my work	10.2%	14.8%	75%	3.91	16	6
I know what is expected of me on the job	4.3%	7.6%	88.1%	4.3	29	-4
I have opportunities to provide input on decisions that affect my work	13.9%	11.9%	74.2%	3.83	31	6
I have a clear understanding of my organization's mission	17.3%	11.4%	71.3%	3.74	46	-17
My organization's mission is important to me	1.6%	7%	91.5%	4.37	11	12
I know how my work supports my organization's mission	6.3%	10.9%	82.8%	4.12	15	-5
I feel I can make a difference by working here	5.2%	9%	85.8%	4.26	20	11
I feel that I personally contribute to my organization's successes	2.8%	7.6%	89.5%	4.34	8	9
My organization is successful at accomplishing its mission	16.2%	20.9%	62.9%	3.61		-11
People on my team care about me as a person	7.9%	11.8%	80.3%	4.08	35	2

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People on my team cooperate to get the job done	7.2%	7.6%	85.2%	4.19	12	2
People on my team share information with each other	13.2%	12.4%	74.4%	3.88	15	-5
People on my team work together to find ways to improve	10.7%	13.3%	76.1%	3.9	22	4
People on my team can be relied upon to help when things get difficult in my job	6.1%	10%	83.9%	4.19	17	7
My supervisor keeps me informed about the issues affecting my work	11.5%	10%	78.5%	3.93	14	7
My supervisor helps me to understand how I contribute to my organization's mission	12.7%	22.3%	65.1%	3.72	29	2
My supervisor motivates me to be more effective in my job	15.3%	18.1%	66.6%	3.76	22	11
My supervisor provides constructive feedback on my job performance	13.1%	15.3%	71.6%	3.84	15	8
My supervisor recognizes when I have done my job well	10.3%	12.4%	77.3%	3.98	10	7
My supervisor is open to my ideas	9.2%	12.9%	77.9%	3.98	9	8
Senior leaders in my organization are sufficiently visible (e.g., can be seen in action)	22.9%	19.7%	57.4%	3.42	11	2
I believe the actions of senior leaders are consistent with my organization's values	18.9%	25.8%	55.3%	3.45	13	-4
I feel that my organization as a whole is managed well	31.5%	22.8%	45.8%	3.13	20	-6

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My organization keeps me informed about matters that affect me	25.9%	18.9%	55.2%	3.31	19	1
When changes are made in my organization they are usually for the better	22.9%	39.1%	38%	3.16	22	-3
Senior leaders value ideas from employees	24.4%	28%	47.6%	3.25	14	4
I believe that senior leaders in my organization will take action on the results from this survey	34.3%	30.6%	35%	2.97		
I get the training I need to do my job well	16.3%	19.6%	64.1%	3.62	14	-5
I get the information I need to do my job well	13.9%	18.3%	67.8%	3.66	35	-2
I am given a real opportunity to improve my skills in my organization	17%	20.3%	62.7%	3.6	27	3
Training and development activities I have completed while working for my organization are helping me to develop in my career	10.4%	16.2%	73.3%	3.84	11	14
Training and development activities I have completed in the past 12 months have helped to improve my performance	10.1%	26.5%	63.4%	3.68	13	8
I have clear work objectives	8.4%	11.9%	79.7%	3.93	42	-3
I have the resources I need to do my job well	21.4%	13.2%	65.4%	3.53	23	-10
My workload is reasonable	33.9%	13.9%	52.2%	3.17	10	-16
I can tolerate the pressure of my work very well	10%	15.1%	74.9%	3.87	16	-2

Question	Negative	Neutral	Positive	Mean	Weight	Gap
I achieve a good balance between my work life and my private life	19.6%	14.3%	66.1%	3.62	9	-9
I am paid fairly for the work that I do	41%	17.1%	41.9%	2.93	23	-15
Compared to people doing a similar job in other organizations, I feel my pay is reasonable	55%	17.1%	27.9%	2.55	20	-23
I feel that my pay adequately reflects my performance	44.3%	24.5%	31.2%	2.74	21	-11
I am satisfied with my total benefits package (e.g., retirement, health insurance)	44.7%	19.8%	35.5%	2.81	15	-35
I am satisfied with my employment conditions (e.g., vacation/leave options, flexible work arrangements)	12.6%	15.8%	71.6%	3.68	21	-7
I am treated fairly at work	10.4%	11.7%	77.9%	3.91	13	5
I think it is safe to challenge the way things are done in my organization	30%	24.3%	45.6%	3.16	9	0
I feel encouraged to learn from my mistakes at work	8.6%	16.7%	74.8%	3.84	13	7
I can report a suspected violation of any law, rule or regulation without fear	17.8%	13.7%	68.5%	3.69	11	4
I think that my organization respects individual differences (e.g., cultures, working styles, backgrounds, ideas)	11.7%	15.2%	73%	3.8	11	-1
I feel encouraged to come up with new and better ways of doing things	17.2%	20.7%	62.1%	3.59	14	6

Question	Negative	Neutral	Positive	Mean	Weight	Gap
I feel valued for the work I do	17.3%	19.7%	63%	3.61	30	0
I would recommend my organization as a good place to work	11.5%	24%	64.5%	3.69		0
I am proud when I tell others I am part of my organization	7.6%	17.1%	75.3%	3.92		9
I feel a strong personal attachment to my organization	7.6%	20.8%	71.6%	3.91		14
My organization inspires me to do the best in my job	16.1%	23.9%	60.1%	3.57		-3
I feel comfortable being myself at work	8%	15.8%	76.2%	3.88		-3
My organization motivates me to help achieve its mission	17.1%	30.7%	52.1%	3.42		-6

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