



Systemwide  
Human Resources

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## **2017 UC Staff Engagement Survey**

Davis

# How to Read Results

Davis

## Scores

Scores shown are the total Percent Favorable (typically the top two options). For example:



Favorable Responses

## Differences and Colors

Differences to norms are shown as % points. Norms may include past surveys, parent groups, industry, national or high performance benchmarks.

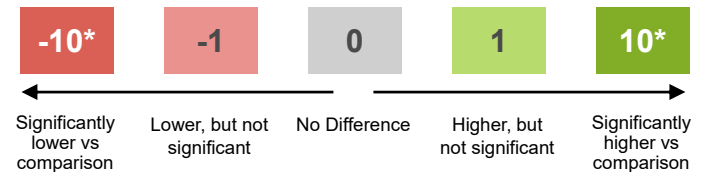
For example:

	Total Favorable Score	Historical	Parent Group	Company Overall	Industry Norm
<b>Employee Engagement</b>	<b>86</b>	<b>-8*</b>	<b>3*</b>	<b>3*</b>	<b>-10*</b>
<b>3</b> I have a good understanding of our goals.	<b>84</b>	<b>2*</b>	<b>1</b>	<b>-9*</b>	<b>2*</b>
<b>12</b> I have a good understanding of how my job contributes to achieving our goals. ★	<b>88</b>	<b>4</b>	<b>10*</b>	<b>-1</b>	<b>0</b>

## Icons (if applicable)

- # When a question number is shown in red it is a priority issue.
- ★ Key driver question.
- (N) On some questions disagreeing is the favorable response.

\* **Statistically significant** differences are indicated with asterisks and darker colors. They are meaningful differences, where we are 95% confident it did not occur by chance. The cut-off for significance varies according to the size of the groups being compared. Small groups require a bigger difference for it to be significant.

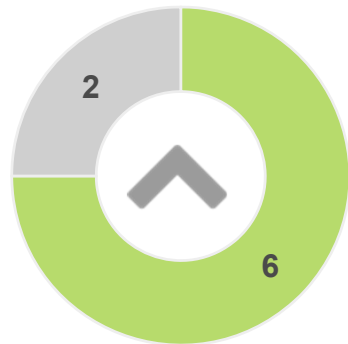


# Overview

Davis - 1,122 Total Responses (Favorable Score)

## Results vs. Davis 2015

6 Out Of 8 Categories Have Improved

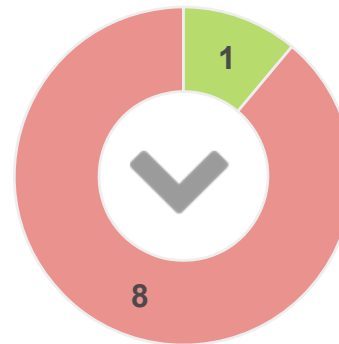


### Most Improved

- Engagement 3
- Performance Management 3
- Working Relationships 2

## Results vs. US National Norm

8 Out Of 9 Categories Are Below



### Most Favorable

- Working Relationships 1

### Least Favorable

- Organizational Change -22\*
- Performance Management -8\*
- Career Development -5\*

## Engagement



Davis 2015



University of California Overall 2017



US National Norm



### Strengths

- ▶ Career Development, Performance Management, Supervision

### Opportunities

- ▶ Career Development, Organizational Change

# Categories vs. Multiple Benchmarks

Davis

	Total Favorable Score	Davis 2015	University of California Overall 2017	US National Norm
Career Development	58	0	1	-5*
Communication	67	1	-2	-5*
Engagement	71	3	1	-2
Image/Brand	75	1	0	-2
Organizational Change	28	0	-2	-22*
Performance Management	55	3	-3	-8*
Supervision	70	1	-2	-5*
Working Relationships	76	2	0	1
Diversity & Inclusion	74	n/a	0	-3
Wellness	70	n/a	1	n/a

# Career Development

Davis

		Total Favorable	Davis 2015	University of California Overall 2017	US National Norm
<b>Career Development</b>		<b>58</b>	<b>0</b>	<b>1</b>	<b>-5*</b>
<b>7</b>	There are sufficient opportunities for me to receive training to improve my skills in my current job.	<b>67</b>	<b>0</b>	<b>1</b>	<b>-2</b>
<b>11</b>	I believe I have the opportunity for personal development and growth within the UC system.	<b>65</b>	<b>-9*</b>	<b>1</b>	<b>-4*</b>
<b>20</b>	My campus/location is doing a good job of planning for management succession. ★	<b>32</b>	<b>1</b>	<b>-1</b>	<b>-9*</b>
<b>23</b>	I am confident I can achieve my personal career objectives within the UC system. ★	<b>63</b>	<b>3</b>	<b>1</b>	<b>-4*</b>
<b>28</b>	My campus/location provides people with the necessary information and resources to manage their own careers effectively.	<b>62</b>	<b>6*</b>	<b>3</b>	<b>-5*</b>

# Communication

Davis

	Total Favorable	Davis 2015	University of California Overall 2017	US National Norm
<b>Communication</b>	<b>67</b>	<b>1</b>	<b>-2</b>	<b>-5*</b>
<b>1</b> My campus/location does an excellent job of keeping employees informed about important organizational matters affecting us.	<b>66</b>	<b>2</b>	<b>-4*</b>	<b>-4*</b>
<b>14</b> I feel able to openly and honestly communicate my views to my supervisor and other leaders.	<b>68</b>	<b>0</b>	<b>-1</b>	<b>-5*</b>

# Engagement

Davis

		Total Favorable	Davis 2015	University of California Overall 2017	US National Norm
<b>Engagement</b>		<b>71</b>	<b>3</b>	<b>1</b>	<b>-2</b>
<b>2</b>	There is usually sufficient staff in my department to handle the workload.	<b>43</b>	<b>-4*</b>	<b>0</b>	<b>-13*</b>
<b>8</b>	I am satisfied with my involvement in decisions that affect my work.	<b>63</b>	<b>4</b>	<b>-2</b>	<b>-7*</b>
<b>18</b>	My work schedule allows sufficient flexibility to meet my personal/family needs.	<b>84</b>	<b>0</b>	<b>0</b>	<b>7*</b>
<b>19</b>	I feel motivated to go beyond my formal job responsibilities to get the job done.	<b>85</b>	<b>3</b>	<b>0</b>	<b>-2</b>
<b>21</b>	I have the equipment/tools/resources I need to do my job effectively.	<b>75</b>	<b>6*</b>	<b>2</b>	<b>0</b>
<b>27</b>	I would recommend the UC system as a good place to work.	<b>82</b>	<b>4*</b>	<b>3*</b>	<b>2</b>
<b>29</b>	Working for the UC system inspires me to do my best work.	<b>72</b>	<b>4*</b>	<b>0</b>	<b>-3*</b>
<b>36</b>	At the present time, are you seriously considering leaving the UC system?	<b>66</b>	<b>5*</b>	<b>5*</b>	<b>-1</b>

# Image/Brand

Davis

	Total Favorable	Davis 2015	University of California Overall 2017	US National Norm
<b>Image/Brand</b>	<b>75</b>	<b>1</b>	<b>0</b>	<b>-2</b>
<b>6</b> I am proud to be associated with the UC system.	<b>85</b>	<b>0</b>	<b>-2</b>	<b>-3*</b>
<b>22</b> My campus/location is highly regarded by its employees.	<b>66</b>	<b>2</b>	<b>1</b>	<b>-1</b>



# Organizational Change

Davis

	Total Favorable	Davis 2015	University of California Overall 2017	US National Norm
<b>Organizational Change</b>	<b>28</b>	<b>0</b>	<b>-2</b>	<b>-22*</b>
<b>15a</b> Generally, recent major organizational changes across the UC system have been: Planned well	<b>28</b>	<b>-1</b>	<b>-2</b>	<b>-14*</b>
<b>15b</b> Generally, recent major organizational changes across the UC system have been: Explained well	<b>30</b>	<b>1</b>	<b>-2</b>	<b>-26*</b>
<b>15c</b> Generally, recent major organizational changes across the UC system have been: Executed well	<b>25</b>	<b>1</b>	<b>-2</b>	<b>-26*</b>

# Performance Management

Davis

	Total Favorable	Davis 2015	University of California Overall 2017	US National Norm
<b>Performance Management</b>	<b>55</b>	<b>3</b>	<b>-3</b>	<b>-8*</b>
<b>3</b> I feel my campus/location does a good job matching pay to performance. ★	<b>30</b>	<b>2</b>	<b>-1</b>	<b>-17*</b>
<b>5</b> I feel my personal contributions are recognized. ★	<b>64</b>	<b>8*</b>	<b>-3*</b>	<b>-5*</b>
<b>25</b> I think my performance on the job is evaluated fairly.	<b>71</b>	<b>-2</b>	<b>-3*</b>	<b>-4*</b>

# Supervision

Davis

	Total Favorable	Davis 2015	University of California Overall 2017	US National Norm
<b>Supervision</b>	<b>70</b>	<b>1</b>	<b>-2</b>	<b>-5*</b>
<b>4</b> My supervisor keeps me informed about issues that affect me.	<b>73</b>	<b>1</b>	<b>-2</b>	<b>-7*</b>
<b>9</b> My supervisor develops people's abilities.	<b>60</b>	<b>2</b>	<b>-3*</b>	<b>-9*</b>
<b>12</b> Regarding suggestions for change from employees, my supervisor is usually responsive.	<b>69</b>	<b>-3</b>	<b>-2</b>	<b>-7*</b>
<b>16</b> I have a clear understanding of how my job contributes to the departmental objectives.	<b>87</b>	<b>0</b>	<b>-1</b>	<b>-4*</b>
<b>17</b> My supervisor treats me with respect.	<b>87</b>	<b>4*</b>	<b>0</b>	<b>0</b>
<b>24</b> My supervisor communicates effectively.	<b>70</b>	<b>-1</b>	<b>-3</b>	<b>-8*</b>
<b>26a</b> Please indicate the extent to which you agree with the following statements about your supervisor: Effectively deals with poor performers	<b>45</b>	<b>-1</b>	<b>-3</b>	<b>-13*</b>
<b>26b</b> Please indicate the extent to which you agree with the following statements about your supervisor: Listens carefully to different points of view before coming to conclusions	<b>71</b>	<b>0</b>	<b>-2</b>	<b>1</b>
<b>26c</b> Please indicate the extent to which you agree with the following statements about your supervisor: Encourages new ideas and new ways of doing things	<b>73</b>	<b>0</b>	<b>-3*</b>	<b>-6*</b>
<b>31</b> My supervisor does a good job of building teamwork.	<b>66</b>	<b>5*</b>	<b>-1</b>	<b>-8*</b>

# Supervision

Davis

	Total Favorable	Davis 2015	University of California Overall 2017	US National Norm
<b>Supervision</b>	<b>70</b>	<b>1</b>	<b>-2</b>	<b>-5*</b>
<b>34</b> My supervisor helps me make time to participate in training and development activities.	<b>72</b>	<b>8*</b>	<b>-1</b>	<b>8*</b>

# Working Relationships

Davis

	Total Favorable	Davis 2015	University of California Overall 2017	US National Norm
<b>Working Relationships</b>	<b>76</b>	<b>2</b>	<b>0</b>	<b>1</b>
<b>10</b> There is good cooperation between my department and other departments at my campus/location.	<b>71</b>	<b>0</b>	<b>2</b>	<b>0</b>
<b>30</b> There is good cooperation between staff in my department.	<b>82</b>	<b>4*</b>	<b>-1</b>	<b>2</b>

# Diversity & Inclusion

Davis

	Total Favorable	Davis 2015	University of California Overall 2017	US National Norm
<b>Diversity &amp; Inclusion</b>	<b>74</b>	n/a	<b>0</b>	<b>-3</b>
<b>13</b> I feel that management at my campus/location supports equal opportunity for all employees, of all differences, including, but not limited to, age, gender identity, ethnicity and disability status.	<b>74</b>	n/a	<b>-1</b>	<b>2</b>
<b>33</b> Employees at my campus/location are treated with dignity and respect, regardless of their position or background.	<b>73</b>	n/a	<b>2</b>	<b>-7*</b>

# Wellness

Davis

		Total Favorable	Davis 2015	University of California Overall 2017	US National Norm
<b>Wellness</b>		<b>70</b>	n/a	<b>1</b>	n/a
<b>32</b>	My supervisor is supportive of my participation in health or wellness-related initiatives and programs offered at my campus/location. ★	<b>73</b>	n/a	<b>1</b>	n/a
<b>35</b>	My organization promotes an environment of physical, mental, and social well-being. ★	<b>67</b>	n/a	<b>2</b>	<b>-4*</b>