

Summary of Key Findings

A total of 291 of 883 employees responded to the survey for a response rate of 33.0%, which is actually a very good response rate. There is a lot of information in this report, so the Office of Institutional Research created a Satisfaction Rate calculation to highlight the differences between the (Positive + Negative responses)/ Positive responses. This allows for a single point comparison by Roles (e.g., Administrator, FT Faculty, ...).

Overall, a large majority of Hartnell employees are engaged or satisfied with their employment at Hartnell with overall Satisfaction Rate of 73.5% (58% Engaged + 21% Disengaged)/56% Engaged. Hartnell employees responded very positively in three key areas:

Work Engagement

I am often so involved in my work that the day goes by very quickly. (91%)
I am determined to give my best effort at work each day (96%).
When at work, I am completely focused on my job duties (94%).

Relationship Management

My coworkers and I have a good working relationship (92%).

Work Environment

My organization's work positively impacts people's lives (96%).
My organization's fiscal well-being is stable (91%).
I understand how my work impacts the organization's business goals (94%).

Respondents have also highlighted key issues/areas that would improve employee engagement for Career Development, Relationship Management & Work Engagement:

Career development appears to be an area of improvement given that 48% of our employees were "satisfied with the job-related training Hartnell offers" and only 49% were "pleased with the career advancement opportunities" available to them.
Relationship Management - Hartnell employees feel that the "Communication between senior leaders and subordinate employees could be better, given a satisfaction rate of 46.6%.
Relationship Management - There is also an apparent lack of trust between senior management and subordinate employees given a satisfaction rate of 41.7%.
Work Engagement - Hartnell employees are less likely to accept change with the engagement rate of 49.5%.

