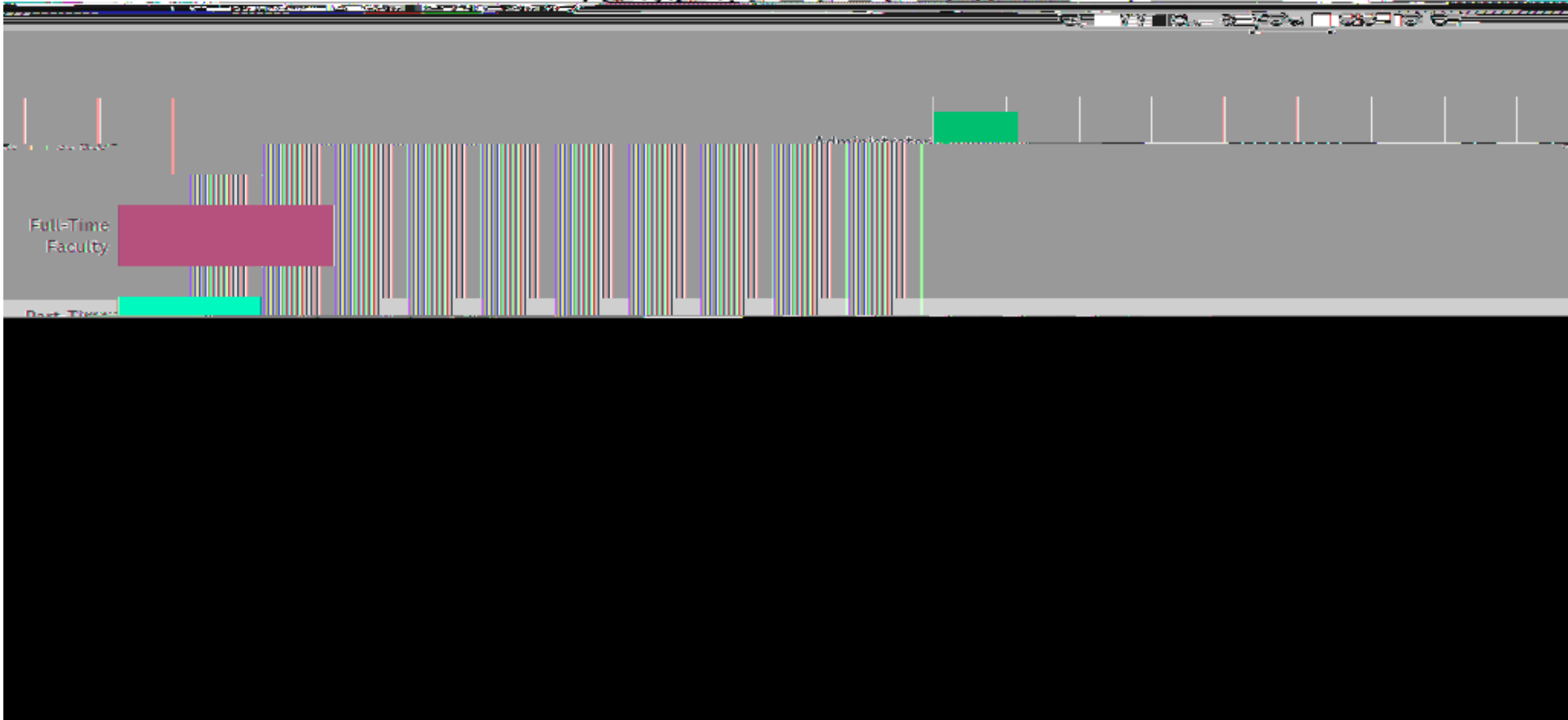


Hartnell College

October 2019
Employee Engagement Survey Results

Demographic Data



Demographic Data

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Survey Scores by Role



Highest Scoring Questions

	Hartnell	Education	

Lowest Scoring Questions

	Hartnell	Education	
CAREER DEVELOPMENT	Positive	Positive	Diff
I am pleased with the career advancement opportunities available to me.	35%	46%	-11%
My organization is dedicated to my professional development.	36%	59%	-23%
I am satisfied with the job-related training my organization offers.	35%	60%	-25%
I am satisfied with the investment my organization makes in training and education.	38%	57%	-19%
WORK ENGAGEMENT	Positive	Positive	Diff
In my organization, employees adapt quickly to difficult situations.	41%	71%	-30%
Employees in my organization willingly accept change.	35%	56%	-21%
COMPENSATION	Positive	Positive	Diff
I am satisfied with my overall compensation.	37%	38%	-1%

Key Findings

Overall score of 58% is 7 points off Best-in-Class (65%) and 11 points off the Education Industry.

30% response rate is 50 points off Best-in-Class (80%), but a 25% response rate means that it's a valid survey.

22% of respondents are neutral or 'on-the-fence.' These are

2020 Areas of Opportunity

Career Development

Increase advancement and training opportunities

Work Engagement

Increase employee resiliency and the 'sense of urgency'

Compensation

Communicate effectively about compensation

Relationship Management

Increase/improve communications between senior leaders and employees

Next Steps

Jill partners with Hartnell to create a detailed plan to improve the Areas of Opportunity.

Activities will be aligned with institutional goals and strategic priorities (Plan for Engagement).

Set a 2020 Employee Engagement Goal. Jill recommends 63-65%.

The conversation will continue, as culture change is a journey and something we need to keep alive/nurture.

The next Employee Engagement Survey will be conducted in October 2020 to gauge progress.