

# **2017 EMPLOYEE** **ENGAGEMENT SURVEY**

**Overall College Results**



## 2017 NSCC Employee Engagement Survey Results - Overall

### 2017 NSCC Employee Engagement Survey

Project Audience 1759  
Responses Received 1281  
Response Ratio 73%

**Prepared by** Institutional Research  
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# 2017 NSCC Employee Engagement

The 2017 Employee Engagement Survey was framed in terms of the ‘say, stay and strive’ engagement principles. The survey included six questions that were designed to measure engagement within the organization. Responses to these questions were used to calculate the overall employee engagement index score.

**Below is the overall NSCC Engagement Index. The survey included six key questions that were designed to measure engagement within the organization.**

Question	Agree / Somewhat Agree	Neither Agree nor Disagree	Disagree / Somewhat Disagree
I generally look forward to coming to work every day	87%	5%	8%
I am motivated to go above and beyond in my work	82%	7%	10%
I get a sense of accomplishment from my work	88%	6%	7%
I would recommend the College as a good place to work	85%	8%	7%
I rarely think about leaving this organization to work somewhere else	72%	9%	19%
I understand how my work contributes to the College's strategic priorities and objectives	81%	9%	9%
<b>Overall Engagement Index</b>	<b>83%</b>	<b>8%</b>	<b>10%</b>

## Connections To My Work

In thinking about the following questions related to your connection to your work, please indicate your agreement with the following:

Question	Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Disagree
I generally look forward to coming to work every day	61%	26%	5%	6%	2%
I am motivated to go above and beyond in my work	55%	27%	7%	6%	4%
I get a sense of accomplishment from my work	62%	25%	6%	5%	2%
I am able to manage my workload	41%	35%	7%	12%	5%
I am given accountability for my work	57%	28%	8%	5%	2%
I am empowered to make improvements in my work	52%	24%	10%	8%	6%
I am recognized for my contributions	37%	30%	13%	11%	9%
I am able to manage my personal and work life	53%	27%	8%	8%	3%
I have the tools and resources I need to do my job	39%	35%	8%	12%	5%
<b>Overall - Connection To My Work</b>	<b>51%</b>	<b>29%</b>	<b>8%</b>	<b>8%</b>	<b>4%</b>

## Connections To My Team

In thinking about the following questions related to your connection to your team, please indicate your agreement with the following:

Question	Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Disagree
I believe individual differences are valued in my team	49%	29%	10%	8%	5%
I feel comfortable in expressing my thoughts and ideas at work	47%	29%	8%	9%	7%
I receive relevant communications about things that impact my work	33%	35%	11%	13%	8%
I feel morale in my work team is generally positive	35%	30%	11%	13%	11%
My workplace is a welcoming, inclusive environment	54%	27%	9%	6%	3%
I feel physically safe at work	77%	16%	4%	2%	1%
I feel emotionally safe at work	57%	23%	8%	7%	5%
My questions or concerns are addressed by my manager	55%	23%	8%	8%	6%
I receive feedback that supports my learning and development	42%	28%	13%	10%	7%
I believe issues in our team are addressed in an acceptable manner	38%	28%	13%	11%	9%
I am treated with respect at work	58%	25%	7%	5%	4%
I have access to a range of opportunities to learn and grow	49%	27%	10%	8%	6%
<b>Overall - Connection To My Team</b>	<b>50%</b>	<b>27%</b>	<b>9%</b>	<b>8%</b>	<b>6%</b>

# Connections To Our Mission, Vision and Values

In thinking about the following questions related to your connection to our Mission, Vision and Values, please indicate your agreement with the following:

Question	Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Disagree
I would recommend the College as a good place to work	64%	21%	8%	5%	2%
I rarely think about leaving this organization to work somewhere else	50%	22%	9%	11%	8%
I understand how my work contributes to the College's strategic priorities and objectives	56%	25%	9%	6%	3%
My personal values align with NSCC's values	62%	24%	9%	3%	2%
I feel our work at NSCC makes a meaningful difference	74%	19%	5%	1%	1%
<b>Overall - Connection to Mission, Vision and Values</b>	<b>61%</b>	<b>22%</b>	<b>8%</b>	<b>5%</b>	<b>3%</b>