2023 Employee Engagement Survey

Overall College Results

Provided by Institutional Research, NSCC
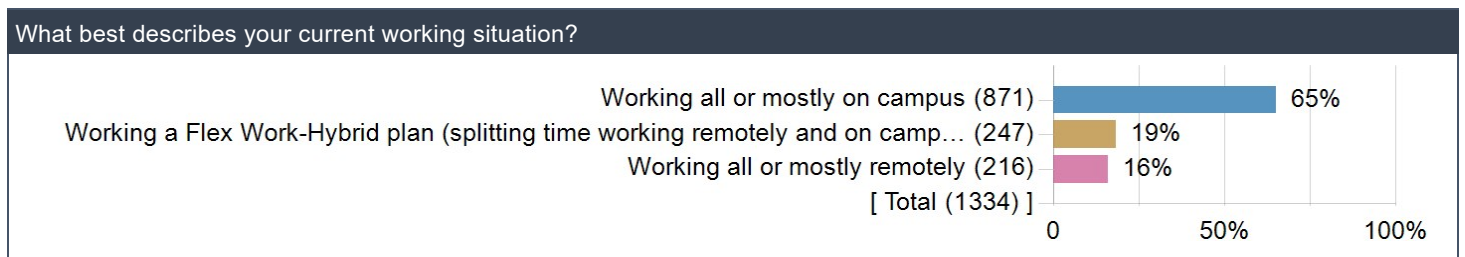
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2023 NSCC Employee Engagement

The 2023 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	Strongly agree/Somewhat agree	Neither agree nor disagree	Somewhat disagree/Strongly disagree
I generally look forward to my work every day	85%	8%	8%
I am motivated to go above and beyond in my work	82%	8%	10%
I get a sense of accomplishment from my work	90%	6%	5%
I understand how my work contributes to the College's strategic priorities and objectives	83%	12%	5%
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	68%	13%	20%
Overall Engagement Index	82%	9%	9%

What best describes your current working situation?

What best describes your current working situation?		

Working all or mostly on campus (871) — 65%
Working a Flex Work-Hybrid plan (splitting time working remotely and on camp... (247) — 19%
Working all or mostly remotely (216) — 16%
[Total (1334)]

Connections to My Work

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

Question	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I generally look forward to my work every day	48%	37%	8%	6%	2%
I am motivated to go above and beyond in my work	51%	31%	8%	8%	3%
I get a sense of accomplishment from my work	55%	35%	6%	4%	1%
I am given accountability for my work	56%	32%	7%	3%	1%
My job enables me to learn and develop new skills	49%	32%	9%	8%	3%
I believe there is a path for me to advance my career at NSCC	26%	28%	19%	14%	13%
I receive coaching and support from my manager that supports my learning & development plans	43%	30%	15%	8%	5%
I have access to a range of opportunities to learn and grow	38%	35%	14%	10%	4%
I have opportunities to work with others through collaborative projects or groups	43%	33%	14%	7%	3%
I can be fully productive in my work regardless of where I am working	56%	25%	7%	8%	5%
I have the tools and resources needed to do my job well	45%	35%	7%	10%	3%
I feel a sense of meaning/purpose in my work	57%	30%	7%	4%	1%
I am encouraged in my efforts to stay current and engaged in my profession	47%	31%	12%	6%	3%
My manager supports my career goals	58%	23%	13%	4%	3%
My questions or concerns are addressed by my manager	58%	25%	8%	6%	3%
I am encouraged to keep up with technological trends and changes related to my job	46%	31%	14%	6%	3%
I receive relevant communications about things that impact my work	37%	34%	13%	11%	5%
Overall Connection to My Work	48%	31%	11%	7%	4%

Connections to My Team

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

Question	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Collaboration and communication within my team is working well	47%	33%	9%	8%	3%
My manager shows sincere interest in me as a person	65%	19%	9%	4%	4%
I am supported by my manager if I need to make use of flexible working arrangements	73%	15%	8%	2%	2%
My manager provides me with the support I need to complete my work regardless of where I work	69%	16%	10%	3%	2%
I feel a sense of belonging/connection to my team	51%	29%	11%	5%	4%
I believe individual differences are valued in my team	55%	26%	11%	5%	3%
I can effectively collaborate with my team regardless of work location	61%	23%	8%	5%	3%
I believe issues in our team are addressed in an acceptable manner	45%	29%	14%	7%	5%
Technology is being used effectively to communicate as a team	58%	26%	10%	4%	2%
I feel morale in my work team is generally positive	42%	30%	11%	10%	7%
Overall Connection to My Team	56%	25%	10%	5%	3%

Connections to NSCC's Culture and Community

In thinking about the following statements related to your connection to NSCC's culture and community, please indicate your agreement with the following:

Question	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I feel comfortable in expressing my thoughts and ideas at work	43%	36%	7%	9%	4%
I feel I work in a welcoming and inclusive environment	55%	28%	7%	7%	3%
I have the flexibility to allow me to manage my personal, community and work life	54%	30%	7%	6%	3%
NSCC uses technology effectively to move the organization forward	41%	34%	13%	9%	3%
My work enables me to enjoy a good work-life balance	44%	31%	10%	9%	5%
I feel emotionally safe while working	53%	25%	10%	8%	4%
I feel physically safe while working	70%	21%	5%	3%	1%
I know where to go for support regarding my health, safety and wellbeing	56%	29%	8%	5%	2%
I believe NSCC really cares about my mental and physical well-being	36%	30%	14%	12%	8%
NSCC's culture fosters an environment of diversity and inclusion	48%	32%	11%	6%	3%
I am recognized for my contributions	41%	30%	16%	9%	5%
I am treated with respect while working	57%	29%	8%	5%	2%
I believe the College supports employees experiencing mental wellness challenges	38%	29%	20%	7%	5%
Our leaders contribute to a positive work culture	38%	29%	15%	10%	7%
Connection to NSCC's Culture and Community	48%	30%	11%	8%	4%

Connections to Our Mission, Vision and Values

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

Question	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I would recommend the College as a good place to work	58%	27%	8%	4%	2%
I understand how my work contributes to the College's strategic priorities and objectives	52%	30%	12%	4%	2%
I rarely think about leaving this organization to work somewhere else	45%	22%	13%	12%	8%
I can explain what makes my working experience at NSCC different from other organizations	50%	32%	13%	4%	1%
My personal values align with NSCC's values	52%	31%	12%	4%	1%
I feel our work at NSCC makes a meaningful difference	65%	27%	5%	2%	1%
Connection to Our Mission, Vision and Values	54%	28%	11%	5%	3%