MSU Staff Perspective Survey 2010



1. How long have you worked at M	ISU?	
	Response Percent	Response Count
Less than 2 yrs.	17.7%	119
2 to 5 yrs.	28.0%	188
6 to 10 yrs.	18.5%	124
More than 10 yrs.	35.8%	240
	answered question	671
	skipped question	5

2. In which employment category of	o you work?	
	Response Percent	Response Count
Secretarial/Clerical	31.3%	209
General (Food Service, Public Safety, etc.)	10.0%	67
Facilities Management	7.9%	53
Executive/Managerial/Professional	50.7%	338
	answered question	667
	skipped question	9

3. How are you paid?		
	Response Percent	Response Count
Bi-weekly	51.5%	345
Monthly	48.5%	325
	answered question	670
	skipped question	6

4. How often do you work?		
	Response Percent	Response Count
Part-time	5.2%	35
Full-time (12 months)	83.5%	560
Full-time (10 months)	9.1%	61
Temporary	2.2%	15
	answered question	671
	skipped question	5

5. What shift do you work?		
	Response Percent	Response Count
Day	89.6%	601
Afternoon	1.9%	13
Evening	1.5%	10
Other	7.0%	47
	answered question	671
	skipped question	5

6. Do you plan to be working here	one year from now?	
	Response Percent	Response Count
Yes	92.6%	617
No	7.4%	49
	answered question	666
	skipped question	10

7. Compared to a year ago, are working conditions in your work group:					
	Response Percent	Response Count			
Better	14.1%	95			
About the same	66.6%	449			
Worse	13.2%	89			
N/A	6.1%	41			
	answered question	674			
	skipped question	2			

8. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 -Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
Overall, I feel good about the direction MSU is going with regard to its mission and goals.	22.5% (147)	64.5% (422)	10.9% (71)	2.1% (14)	1.93	654
Overall, I feel good about the Board of Regents leadership of the university.	17.7% (115)	66.8% (433)	12.2% (79)	3.2% (21)	2.01	648
I would recommend MSU as an employer to my family and friends.	41.6% (272)	46.8% (306)	9.0% (59)	2.6% (17)	1.73	654
MSU is highly regarded in the community.	48.8% (319)	45.3% (296)	4.9% (32)	1.1% (7)	1.58	654
I am proud to tell people I work for MSU.	53.8% (351)	42.0% (274)	3.1% (20)	1.2% (8)	1.52	653
				answered	question	658
				skipped	question	18

9. Overall Organization Impression comments:	
	Response Count
	50
answered question	50
skipped question	626

10. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
Administration listens to and is aware of the major concerns of employees	15.2% (97)	53.2% (340)	24.1% (154)	7.5% (48)	2.24	639
Administration responds promptly to most problems	11.2% (71)	48.8% (309)	31.8% (201)	8.2% (52)	2.37	633
Administration is doing a good job of planning for the future	15.9% (101)	56.8% (362)	20.3% (129)	7.1% (45)	2.19	637
Administration can be trusted to be straightforward and honest	13.9% (89)	51.7% (330)	24.6% (157)	9.7% (62)	2.30	638
Administration does a good job of communicating major developments	18.4% (118)	54.7% (352)	18.7% (120)	8.2% (53)	2.17	643
				answered	question	646
				skipped	question	30

11. Administration comments:	
	Response Count
	39
answered question	39
skipped question	637

12. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
MSU has enough staff to provide quality service and education.	12.8% (81)	48.6% (308)	30.0% (190)	8.7% (55)	2.35	634
There is adequate staffing in my work group.	19.7% (126)	41.3% (264)	26.6% (170)	12.5% (80)	2.32	640
The amount of work I am expected to do is reasonable.	20.3% (130)	53.8% (344)	19.2% (123)	6.7% (43)	2.12	640
The equipment and resources in my work area are adequate to do my job well.	26.6% (170)	52.3% (335)	16.4% (105)	4.7% (30)	1.99	640
Physical conditions and safety in my work environment are well provided.	38.8% (248)	49.8% (318)	8.9% (57)	2.5% (16)	1.75	639
The University provides ample parking.	17.1% (109)	45.1% (288)	26.5% (169)	11.3% (72)	2.32	638
The University charges reasonable fees.	13.8% (87)	52.9% (333)	23.7% (149)	9.5% (60)	2.29	629
				answered	question	645
				skipped	question	31

13. Staffing/Work Environment comments:	
	Response Count
	63
answered question	63
skipped question	613

14. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
Compared to other universities, my pay is fair.	5.6% (35)	31.8% (197)	41.3% (256)	21.3% (132)	2.78	620
Compared to other employees in jobs like mine, my pay is fair.	6.4% (40)	33.8% (211)	38.6% (241)	21.2% (132)	2.75	624
I understand our benefits program.	27.1% (171)	64.8% (408)	7.0% (44)	1.1% (7)	1.82	630
Compared to other employers our benefits are good.	31.0% (195)	55.6% (350)	11.0% (69)	2.4% (15)	1.85	629
Overall, I am satisfied with my salary and benefits.	10.9% (69)	42.7% (270)	34.0% (215)	12.5% (79)	2.48	633
	answered question		637			
				skipped	question	39

15. Benefits/Pay comments:	
	Response Count
	70
answered question	70
skipped question	606

16. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
	Agree	Agree	Disagree	Disagree	Average	Count
Raises are given adequately and fairly for job performance.	3.9% (24)	19.1% (118)	41.8% (258)	35.2% (217)	3.08	617
I am satisfied with the current performance review system.	8.6% (53)	48.5% (299)	27.7% (171)	15.2% (94)	2.50	617
Promotions are encouraged and handled fairly in my work group.	9.0% (54)	38.6% (233)	30.5% (184)	21.9% (132)	2.65	603
My work gives me a feeling of accomplishment.	36.0% (228)	52.4% (332)	8.5% (54)	3.2% (20)	1.79	634
MSU does its best to provide job security for employees.	27.1% (169)	63.3% (395)	6.7% (42)	2.9% (18)	1.85	624
I am satisfied with the process of awarding staff excellence.	14.1% (86)	54.4% (332)	20.8% (127)	10.7% (65)	2.28	610
				answered	question	636
				skipped	question	40

17. Recognition comments:	
	Response Count
	55
answered question	55
skipped question	621

18. Directions: For each statement, please select the number beside the question that best represents your feelings. If the question does not apply to you, please leave it blank. 1 = Strongly Agree 2 = Tend to Agree 3 = Tend to Disagree 4 = Strongly Disagree

	1 - Strongly Agree	2 - Tend to Agree	3 - Tend to Disagree	4 - Strongly Disagree	Rating Average	Response Count
There is good communication among the members of my work group.	26.3% (166)	50.6% (319)	16.2% (102)	6.8% (43)	2.03	630
Members of my work group treat one another with dignity and respect.	32.0% (201)	50.9% (320)	12.1% (76)	5.1% (32)	1.90	629
Across the university, departments work well together to get the job done.	10.6% (66)	58.9% (366)	23.8% (148)	6.6% (41)	2.26	621
I have opportunities to influence policies and decisions that affect my work.	16.3% (101)	49.2% (305)	24.8% (154)	9.7% (60)	2.28	620
My work makes good use of my time and skills.	29.0% (182)	57.5% (361)	9.4% (59)	4.1% (26)	1.89	628
My work provides continuing education opportunities.	31.9% (197)	52.5% (324)	10.9% (67)	4.7% (29)	1.88	617
				answered	question	633
				skipped	question	43

19. Communication/Teamwork comments:	
	Response Count
	39
answered question	39
skipped question	637

20. What do you feel is the best thing about working for MSU?	
	Response Count
	348
answered question	348
skipped question	328

21. How can MSU improve its services and working conditions?	
	Response Count
	291
answered ques	ition 291
skipped ques	tion 385

22. What suggestions do you have for the Staff Regent?	
	Response Count
	223
answered question	223
skipped question	453