

Business and Finance Division
2009 Employee Climate Survey



Business & Finance All

	Strongly Agree	Agree	Neither Agree	Disagree	Strongly Disagree	Total	Response Average	Target
1. My work assignments are clearly and completely explained to me.	61	142	29	8	4	244	4.02	4.00
2. An explanation is provided to me for short deadlines.	64	137	32	8	5	246	4.00	4.00
3. I understand the mission and vision of our department.	89	128	18	6	4	245	4.19	4.00
4. My work contributes to the department mission and vision.	112	118	12	2	2	246	4.37	4.00
5. I clearly understand my job responsibilities.	91	119	23	5	6	244	4.16	4.00
6. I am satisfied with the amount of feedback I receive on my work performance.	58	132	31	12	11	244	3.88	4.00
7. I have the right tools/resources to do my job.	53	127	41	18	6	245	3.83	4.00
8. I am encouraged to be creative to resolve problems or accomplish assignments.	88	109	33	9	6	245	4.08	4.00
9. Opportunities to play a leadership role on an assignment/project are available to me.	82	104	41	9	10	246	3.97	4.00
10. Individual initiative is encouraged in my department.	76	114	33	13	9	245	3.96	4.00
11. Interpersonal relationships within my department are courteous and professional.	88	114	28	11	4	245	4.11	4.00
12. Teamwork is encouraged in my department.	92	108	28	13	5	246	4.09	4.00
13. I take action to identify and implement ways to improve my department.	89	122	32	2	2	247	4.19	4.00
14. My department management seeks and values the perspective of staff members.	73	105	47	13	8	246	3.90	4.00
15. My department management has shared his/her values, priorities and sense of mission.	64	126	33	14	9	246	3.90	4.00
16. My direct supervisor is accessible to me.	123	90	22	7	3	245	4.32	4.00
17. My direct supervisor responds in a timely manner to my questions and concerns.	110	102	18	11	5	246	4.22	4.00
18. My direct supervisor involves me in determining performance goals.	81	123	32	5	5	246	4.10	4.00
19. I actively participate in the evaluation of my performance objectives.	76	132	33	2	3	246	4.12	4.00
20. I am satisfied with the level of management support I receive for professional development.	73	114	32	13	13	245	3.90	4.00