

Indiana University

Report Period: Fall 2019

UA-VPIT: VICE PRES INFORMATION TECHNLOGY Direct

Summary

Respondents	Grand Mean			Strengths	Current Mean
	Current Mean	Last Mean	Mean Percentile Rank		
702	3.89	3.84	37	Q02: Materials and Equipment	4.33
				Q05: Cares About Me	4.29
				Opportunities	
				Q10: Best Friend	3.09
				Q01: Know What's Expected	4.19

Engagement Index



Past Engagement Index



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 Last Data for the current unit. (UA-VPIT: VICE PRES INFORMATION TECHNLOGY Direct)
 Mean Percentile Rank and Strengths and Opportunities are being calculated against the Gallup Overall database.
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Survey questions > Gallup Q¹² Items

	Total N	Current Mean	Frequency Distribution					Mean Percentile Rank	Last Mean	Change
			%1	%2	%3	%4	%5			
Q00. How satisfied are you with IU as a place to work?	698	3.95	1	6	17	50	27	38	3.96	-0.01
Q01. I know what is expected of me at work.	701	4.19	1	5	13	36	45	25	4.17	0.02
Q02. I have the materials and equipment I need to do my work right.	700	4.33	1	3	9	34	52	62	4.20	0.13
Q03. At work, I have the opportunity to do what I do best every day.	697	3.88	3	10	20	33	35	32	3.77	0.11
Q04. In the last seven days, I have received recognition or praise for doing good work.	677	3.47	13	14	17	23	32	36	3.39	0.08
Q05. My supervisor, or someone at work, seems to care about me as a person.	697	4.29	3	5	9	24	58	50	4.26	0.03
Q06. There is someone at work who encourages my development.	690	3.86	6	10	18	27	40	40	3.85	0.01
Q07. At work, my opinions seem to count.	689	3.85	5	11	15	30	38	46	3.81	0.04
Q08. The mission or purpose of my organization makes me feel my job is important.	688	4.00	3	7	17	33	40	41	3.95	0.05

Percentile Range in Gallup Overall Database ■ < 25th Percentile ■ 25-49th Percentile ■ 50-74th Percentile ■ ≥ 75th Percentile

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Survey questions > Gallup Q¹² Items

	Total N	Current Mean	Frequency Distribution					Mean Percentile Rank	Last Mean	Change
			%1	%2	%3	%4	%5			
Q09. My associates or fellow employees are committed to doing quality work.	695	4.13	1	4	17	36	42	45	4.09	0.04
Q10. I have a best friend at work.	646	3.09	18	19	20	21	22	20	2.98	0.11
Q11. In the last six months, someone at work has talked to me about my progress.	686	3.58	12	12	17	24	36	26	3.62	-0.04
Q12. This last year, I have had opportunities at work to learn and grow.	695	4.06	4	5	14	33	44	44	4.03	0.03

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Survey questions > Custom Questions

	Total N	Current Mean	Frequency Distribution					Mean Percentile Rank	Last Mean	Change
			%1	%2	%3	%4	%5			
I1. I always trust my organization to be fair to all employees.	690	3.27	11	17	24	31	17	25	3.22	0.05
I2. My organization treasures diverse opinions and ideas.	684	3.57	6	12	26	31	25	28	3.68	-0.11
I3. My supervisor creates an environment that is trusting and open.	695	4.08	4	7	13	30	46	41	4.04	0.04
I4. If I raised a concern about ethics and integrity, I am confident my organization would do what is right.	680	3.78	6	10	18	34	33	34	NA	NA
C01. My supervisor is an active supporter of the changes that affect our workgroup.	653	4.17	3	4	14	33	46	44	4.09	0.08
C02. Employees in this organization are treated with respect and dignity.	690	3.99	2	6	16	40	35	45	3.88	0.11
C03. There is open communication throughout all levels of the organization.	681	3.01	15	22	25	24	14	22	2.79	▲ 0.22
C04. I have a clear understanding about the future direction of the organization.	687	3.22	11	17	26	32	14	15	3.33	-0.11
C05. I would recommend my organization as a great place to work.	687	3.91	3	6	23	34	34	38	4.06	-0.15

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Survey questions > Custom Questions

	Total N	Current Mean	Frequency Distribution					Mean Percentile Rank	Last Mean	Change
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C06. My team participated in an effective action planning session following the 2017 "My Voice" Employee Engagement Survey.	321	2.35	41	18	17	14	10	3	NA	NA

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Engagement Hierarchy

	Total N	Current Mean	Frequency Distribution					Mean Percentile Rank	Last Mean	Change
			%1	%2	%3	%4	%5			
Q00 How satisfied are you with IU as a place to work?	698	3.95	1	6	17	50	27	38	3.96	NA
 What do I get?	NA	4.26	NA					44	4.19	0.07
Q01. I know what is expected of me at work.	701	4.19	1	5	13	36	45	25	4.17	0.02
Q02. I have the materials and equipment I need to do my work right.	700	4.33	1	3	9	34	52	62	4.20	0.13
 What do I give?	NA	3.87	NA					39	3.82	0.05
Q03. At work, I have the opportunity to do what I do best every day.	697	3.88	3	10	20	33	35	32	3.77	0.11
Q04. In the last seven days, I have received recognition or praise for doing good work.	677	3.47	13	14	17	23	32	36	3.39	0.08

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Engagement Hierarchy

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			%1	%2	%3	%4	%5			
Q05. My supervisor, or someone at work, seems to care about me as a person.	697	4.29	3	5	9	24	58	50	4.26	0.03
Q06. There is someone at work who encourages my development.	690	3.86	6	10	18	27	40	40	3.85	0.01
	Total N	Current Mean	Frequency Distribution					Mean Percentile Rank	Last Mean	Change
			%1	%2	%3	%4	%5			
 Do I belong?	NA	3.77	NA					35	3.71	0.06
Q07. At work, my opinions seem to count.	689	3.85	5	11	15	30	38	46	3.81	0.04
Q08. The mission or purpose of my organization makes me feel my job is important.	688	4.00	3	7	17	33	40	41	3.95	0.05
Q09. My associates or fellow employees are committed to doing quality work.	695	4.13	1	4	17	36	42	45	4.09	0.04
Q10. I have a best friend at work.	646	3.09	18	19	20	21	22	20	2.98	0.11

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			%1	%2	%3	%4	%5			
 How can we grow?	NA	3.82	NA					33	3.82	0.00
Q11. In the last six months, someone at work has talked to me about my progress.	686	3.58	12	12	17	24	36	26	3.62	-0.04
Q12. This last year, I have had opportunities at work to learn and grow.	695	4.06	4	5	14	33	44	44	4.03	0.03

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Indices

	Total N	Current Mean	Frequency Distribution					Mean Percentile Rank	Last Mean	Change
			%1	%2	%3	%4	%5			
Inclusiveness Index	NA	3.67	NA					NA	*	*
I1. I always trust my organization to be fair to all employees.	690	3.27	11	17	24	31	17	25	3.22	0.05
I2. My organization treasures diverse opinions and ideas.	684	3.57	6	12	26	31	25	28	3.68	-0.11
I3. My supervisor creates an environment that is trusting and open.	695	4.08	4	7	13	30	46	41	4.04	0.04
I4. If I raised a concern about ethics and integrity, I am confident my organization would do what is right.	680	3.78	6	10	18	34	33	34	NA	NA

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