

Staff Opinion Survey Results – December 2016

The GRCC Staff Opinion survey was administered electronically to all GRCC fulltime faculty and staff during December, 2016. A total of 308 surveys were completed for a response rate of 47%.

	Percent giving an “agree” or “strongly agree” rating	
I am making a contribution to the success of this college	97%	Top 10 percent – 9 of every 10 employees gave high ratings to these items
I know what it takes to work together as a team	96%	
I have a good understanding of the needs of our students	94%	
The equipment I use is safe for me and my coworkers	94%	
I plan to continue working for this college	92%	
I understand what is expected of me in my job	92%	
I know the needs of my internal customers	91%	
I am proud to say that I work for this college	91%	
The mission, vision, and values of GRCC are known to me	90%	
We feel a responsibility to continually improve our skills	89%	
My job is self-satisfying most of the time	89%	
I feel safe from illness or injury on my job	88%	
I understand how my job performance is evaluated	87%	
My supervisor supports my efforts toward development	87%	
Considering everything, my working conditions are pleasant	87%	
My work gives me a feeling of personal accomplishment	87%	
The people with whom I work go out of their way to provide good service to each other and out students	86%	
My last performance review was fair and accurate	86%	
I have the information I need to do my job	86%	
Considering everything, I am satisfied with my job	86%	
The organization places a strong emphasis on employee safety	85%	
Working here is a positive part of my life.	85%	
My values and this organization’s values are very compatible	84%	
My job makes good use of my skills and abilities	84%	
I have the tools and equipment I need to do my job well	83%	
People of diverse background and capabilities are valued by this organization	82%	
The people with whom I work cooperate to get the job done	80%	
I received the training needed for my job	80%	
This organization meets its environmental responsibilities	80%	
I am encouraged to develop better ways of doing things	79%	
My supervisor recognizes when I do a good job	79%	
Considering everything, I am satisfied with this organization	79%	
Our skills leaves enable us to effectively make positive change	77%	
My supervisor shares information that I need to do my job effectively	77%	
I understand GRCC’s goals and strategic direction	76%	
Our community and students would say that our work is of high quality	76%	
Leadership is serious when they talk about the need to improve student success outcomes	75%	
I have the authority I need to do my job well	75%	
The college sets high standards for performance	75%	
People at this college give their best effort	74%	
My supervisor treats everyone fairly	74%	Median rating

	Percent giving an “agree” or “strongly agree” rating	
The layout of my work area allows me to perform effectively	74%	
Each of us know how our work affects someone else	73%	
Leadership is committed to continuous improvement	72%	
We have procedures for measuring excellence and quality	72%	
My supervisor is effective in coaching me	72%	
This organization respects the need to balance work and family demands	71%	
I have adequate training in how to improve service to students and other customers	71%	
We see ongoing change and improvement as part of our culture	71%	
The college does a good job in communicating the mission, vision and values to employees using on-line and print material	70%	
My supervisor coaches rather than directs me	70%	
The strategic direction of this organization is sound	69%	
My supervisor provides regular feedback on my performance	69%	
I receive information about the levels of satisfaction of our students and other customers	68%	
We spend more time fixing problems and inefficiencies than fixing blame	68%	
The technology we use is up to date	68%	
We have sufficient time to do a good job	68%	
I am very involved in decisions that affect my work	67%	
Leadership is open to ideas and suggestions	67%	
Leadership puts our values into action by their behavior	66%	
We trust one another	66%	
Leadership builds and reinforces teamwork and collaboration	64%	
Leadership trusts us to make decisions	64%	
My supervisor is effective in motivating the staff as a team	64%	
I have confidence in the ability of our leaders	63%	
Our service to students is better than it was in past years	63%	
I am satisfied with my opportunity for advancement in this organization	62%	
Leadership is making the changes necessary to succeed in the future	61%	
The college operates efficiently	61%	
This organization values outstanding performers	61%	
Our work systems and procedures are well designed	61%	
Others listen to my ideas for improvement	60%	
We are well organized to get the work done	59%	Bottom 10 percent – 6 or fewer out of every 10 employees gave high ratings to these items
Leadership is interested in the welfare of the staff	58%	
Leadership provides clear communication on the direction the college is headed	57%	
The quality of our work is better today than it was in past years	57%	
I have opportunity to participate in the strategic planning process for this college	51%	
We have enough staff in my department to get the work done	49%	
We waste very little time doing busywork	39%	
People who find ways to improve quality are rewarded	36%	