

WYDOT Employee Satisfaction Survey, 2021

Presenting results of the WYDOT Employee Satisfaction Survey, 2021

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Presentation Outline

- Project Background
- Survey Results

Background

Project History
Questionnaire Development
Survey Administration
Response Rates

Project History

- Online Survey
- 2nd iteration of survey with WYSAC
- Last fielded in 2019
 - Biennial effort assess agency culture, workplace satisfaction, and employee retention.
 - Small modifications/additions/removals of questions before current iteration

Questionnaire Development & Changes

- 2019 questionnaire provided to WYSAC by WYDOT. Questionnaire was refined with WYSAC's input and approved by WYDOT.
- Questionnaire updates provided to WYSAC for the 2021 iteration.
 - WYSAC provided suggestions and feedback regarding the changes; final questionnaire tested and approved by WYDOT

Survey Administration

- May 19th June 11th, 2021
- Invitation emails sent to all WYDOT employees
 - Invitation email sent from WYSAC, as well as an invitation from WYDOT.
 - Reminder email send from WYSAC

Response Rate

- 926 completed interviews
- 1,994 total WYDOT email addresses attempted
- Overall response rate of 46% on eligible/valid emails
- Average survey length of 11 minutes and 20 seconds

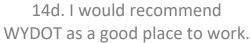
Survey Results



Experience with WYDOT

Assessment of Agency Leadership Culture
Assessment of Workgroup Flexibility
Satisfaction with Supervisor
Job Satisfaction
Work Safety
Open-end responses

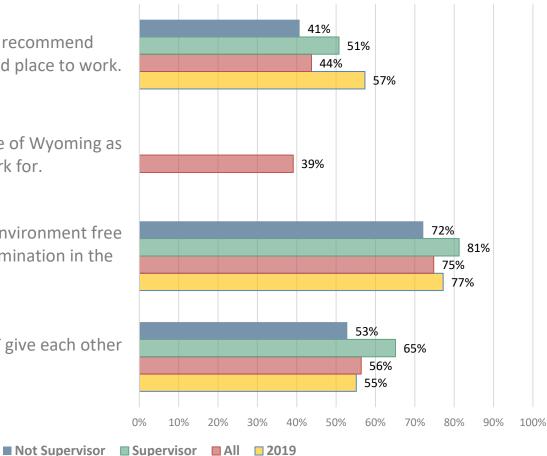
Experience with WYDOT



14b. I would recommend the State of Wyoming as a good employer to work for.

17. I believe WYDOT fosters an environment free of sexual harassment and discrimination in the workplace.

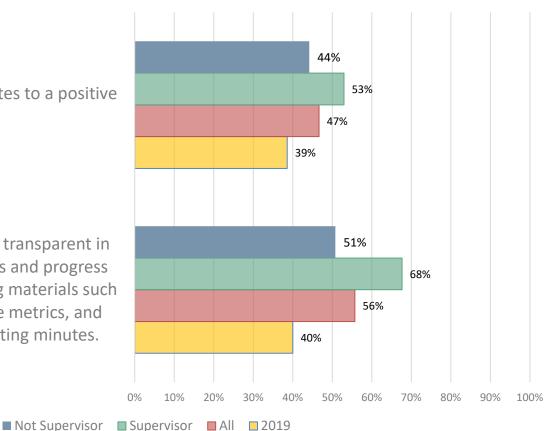
16. My coworkers across WYDOT give each other respect.



Assessment of Agency Leadership Culture

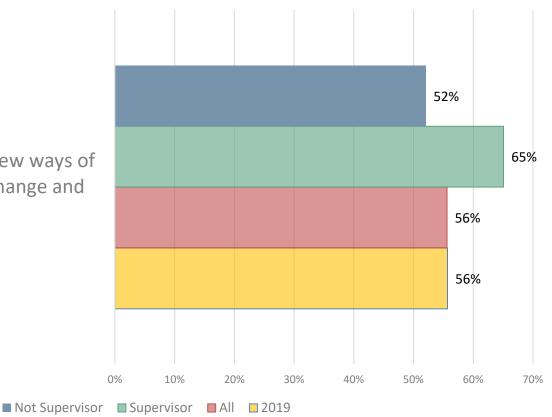
13. Agency Leadership contributes to a positive work culture.

12. I believe Agency Leadership is transparent in communicating the agency's goals and progress toward them, regularly distributing materials such as financial reports, performance metrics, and leadership and commission meeting minutes.

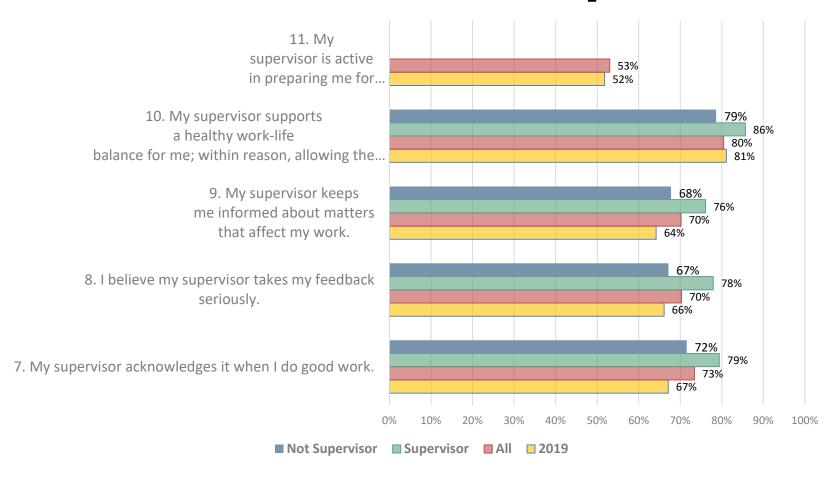


Assessment of Workgroup Flexibility

6. My work group is open to new ways of doing things. (Receptive to change and innovation)



Satisfaction with Supervisor



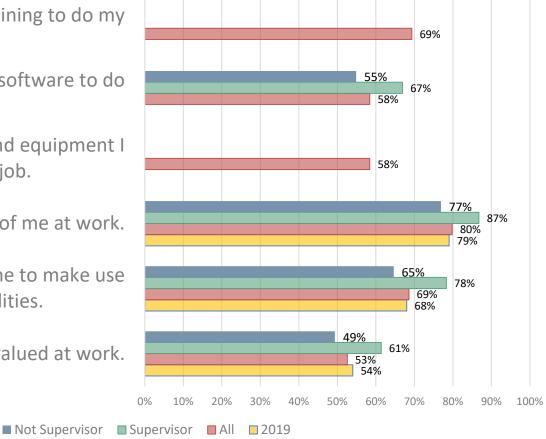
Job Satisfaction

4e. I have the appropriate training to do my iob.

4c. I have the technology and software to do my job.

4a. I have the materials and equipment I need to do my job.

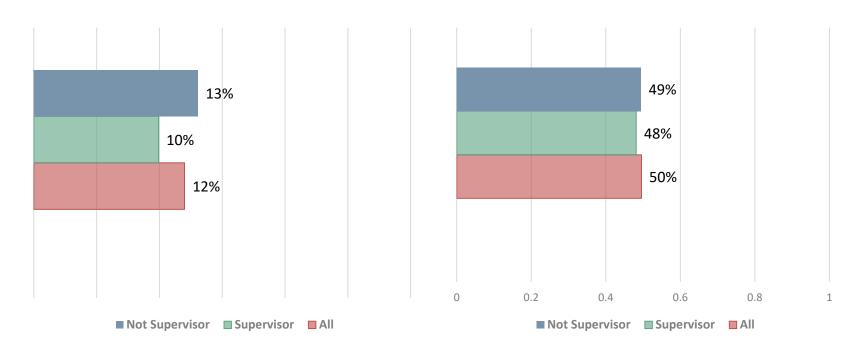
- 3. I know what is expected of me at work.
- 2. I believe my job enables me to make use of my skills and abilities.
 - 1. I feel valued at work.



Harassment and Discrimination

Have you experienced or witnessed sexual harassment or discrimination at WYDOT in the past two years?

I feel WYDOT took appropriate action regarding the sexual harassment or discrimination that I experienced or witnessed. (% DISAGREE)

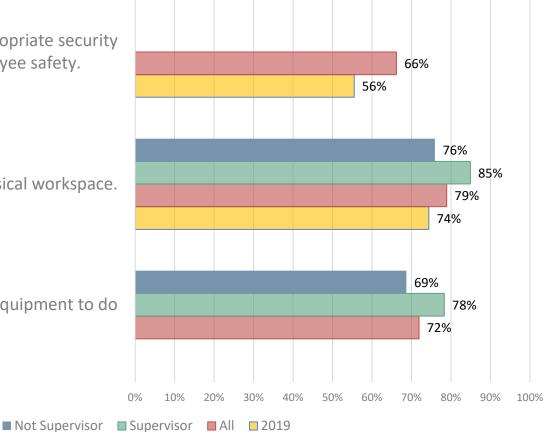


Work Safety

5b. I believe WYDOT takes appropriate security measures to ensure employee safety.

5a. I feel safe in my physical workspace.

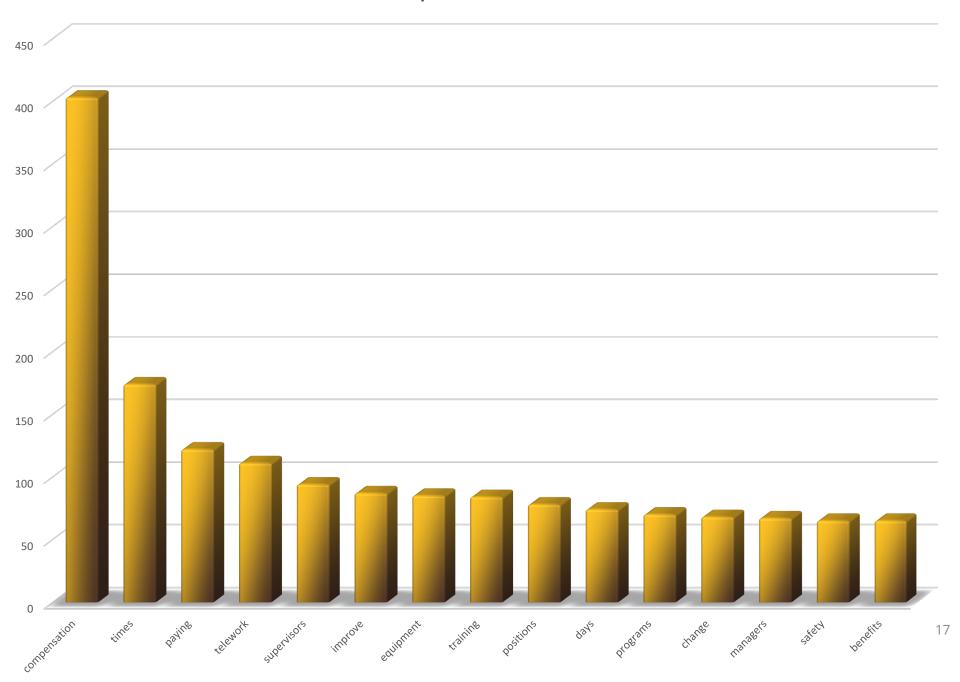
4b. I have the appropriate safety equipment to do my job.



Open-end Analysis

- In 2019, WYSAC offered to explore text analysis of the open-ended survey responses.
 - Essentially turn qualitative responses into quantitative data for analysis with special software
- This proved to be incredibly cumbersome, time consuming (i.e. expensive)
 - Incredible amount of text-responses/feedback offered by WYDOT employee
 - Great! Highly engaged employees, but makes this sort of analysis prohibitive.
 - Highly recommend reading individual responses.
- We completed a quick analysis for one question: "Outside of compensation, what could WYDOT do to improve employee satisfaction?" www.wysac.uwyo.edu

Top 15 References





Questions?

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