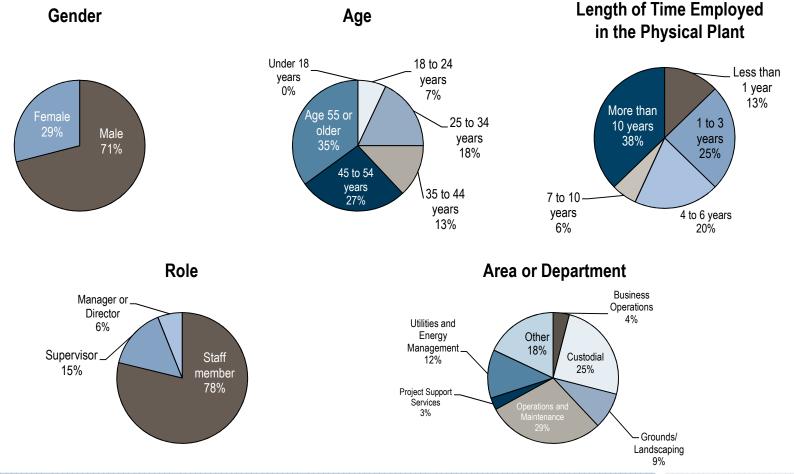
Demographics

1

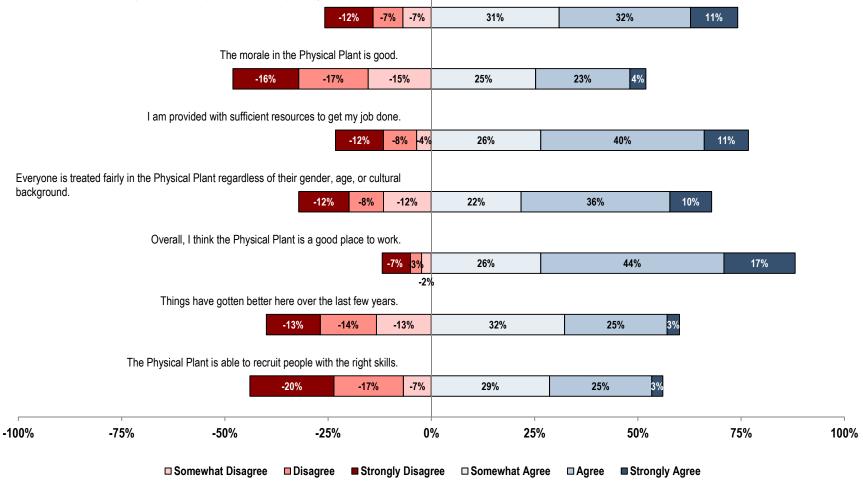
- The survey opened on September 23, 2013, and closed on October 4, 2013
- 339 Physical Plant employees responded to the survey



General Organization LEVEL OF AGREEMENT

HuronEducation

I would recommend the Physical Plant to my friends and family as a good place to work.



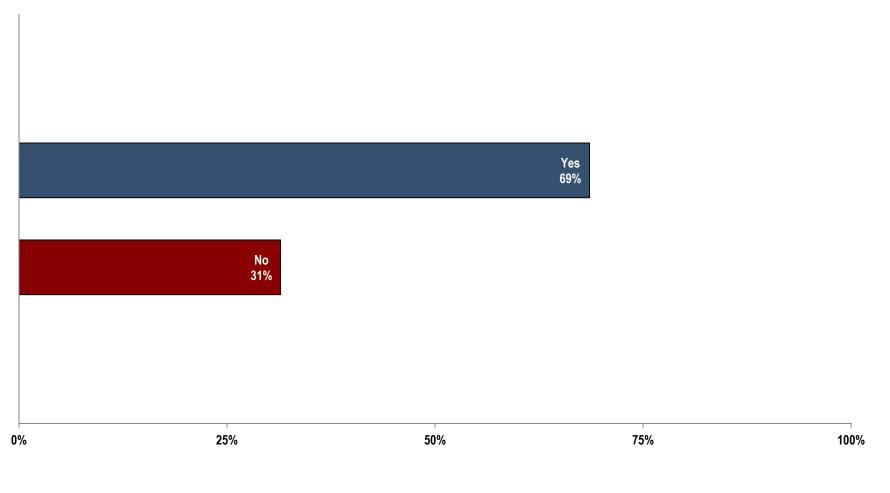
Career Growth LEVEL OF AGREEMENT

My performance evaluation is a fair reflection of my performance. -8% -8% -10% 20% 44% 11% Workers are promoted into higher positions that are well suited to their strengths. 2% -26% -14% -12% 24% 22% There is a clear path for career advancement within the Physical Plant Department. 19% 15% 3% -19% -18% -25% Over the past year, I have been provided with opportunities to learn and grow in my career. -13% -8% 24% 34% 9% -13% In my most recent performance appraisal, I understood what I had to do to improve my performance rating in the future. -7% -6% -8% 18% 51% 10% Promotions made in the Physical Plant are based on merit. 4% -18% 25% 22% -16% -15% My supervisor and I discuss my career interests and goals. -13% 7% -20% -14% 24% 22% The Physical Plant's evaluation process helps me improve my job performance. -18% -12% -13% 23% 28% 6% -100% -75% -50% -25% 0% 25% 50% 75% 100% Somewhat Disagree Disagree Strongly Disagree Somewhat Agree □ Agree Strongly Agree

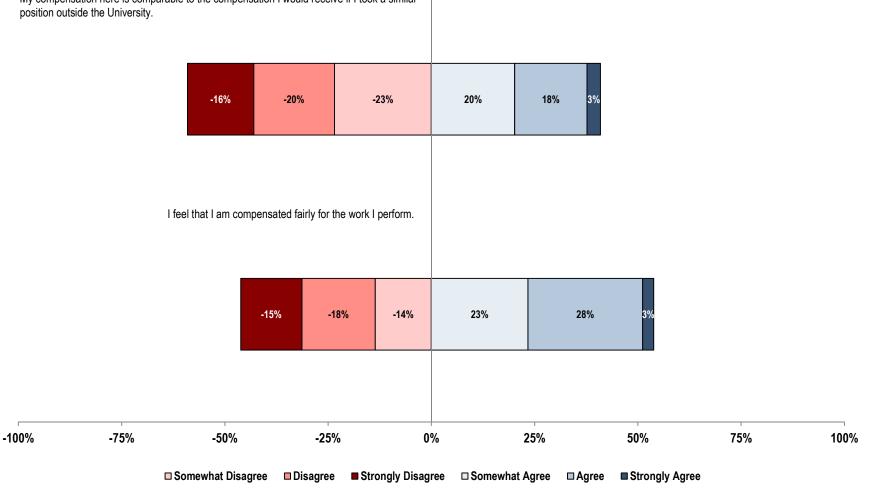
Career Growth

YES/NO

During the past six months, have you had a conversation with your supervisor about your performance at work?



Compensation LEVEL OF AGREEMENT



My compensation here is comparable to the compensation I would receive if I took a similar

HuronEducation

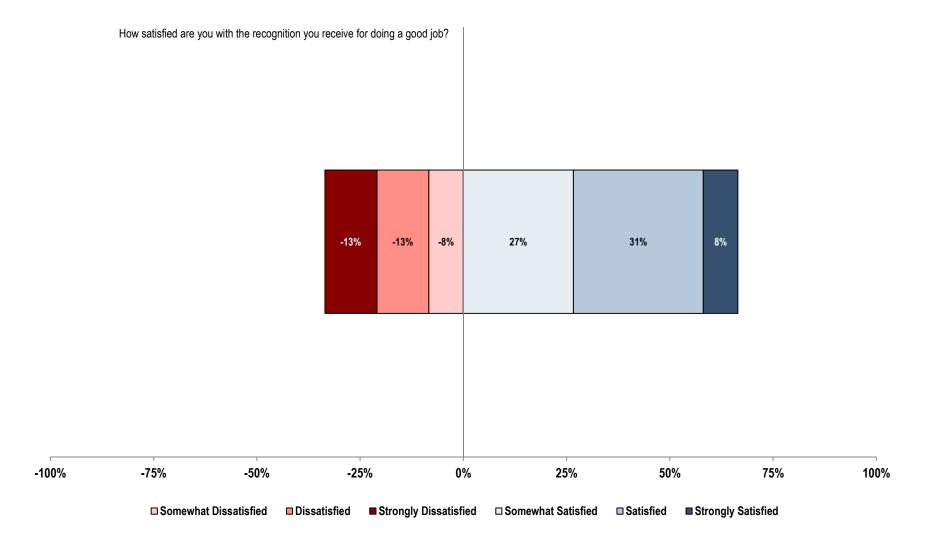
5

Culture LEVEL OF AGREEMENT

-6% -7% -4% 8% 35% 40% My supervisor supports my need to balance work and other life issues. -6% -5% -3% 17% 44% 25% My coworkers are friendly to each other. -7% -3% 26% 39% -8% 17% Everyone is treated fairly in the Physical Plant regardless of their position in the organization. 4% -16% 26% 23% -15% -16% I can disclose a suspected violation of any law, regulation, or University policy without fear of retaliation. -9% 8% -10% -9% 31% 33% We are recognized for providing high quality services to the Oklahoma State University community. -14% -11% -5% 25% 33% 13% Creativity and innovation are rewarded. 2% -21% -21% 15% -15% 26% The Physical Plant does a good job of applying work rules fairly and consistently. 4% -14% -17% -12% 23% 30% 100% -100% -75% -50% -25% 0% 25% 50% 75% Somewhat Disagree Disagree Strongly Disagree Somewhat Agree □ Agree Strongly Agree

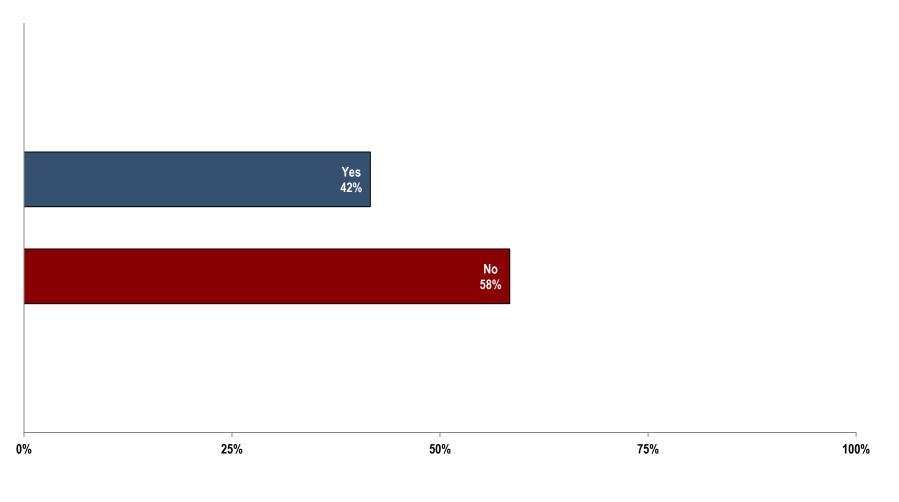
The Physical Plant does a good job of making new-comers feel welcome.

Culture LEVEL OF SATISFACTION



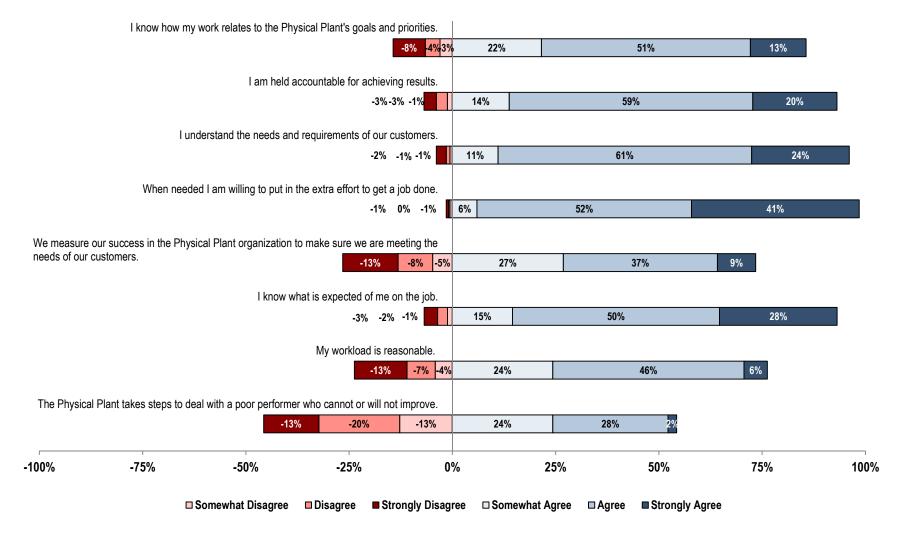
Culture YES/NO

In the last seven days, have you received recognition or praise for doing good work?

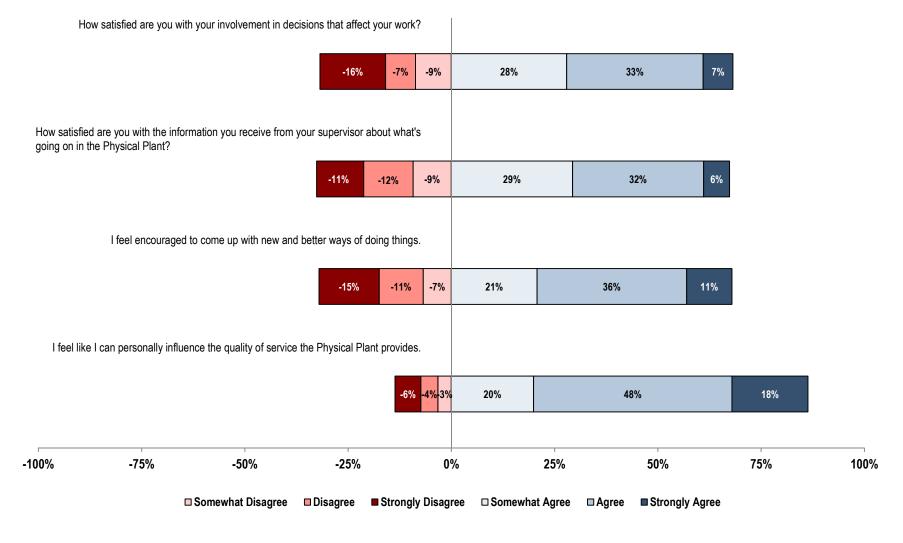


HuronEducation

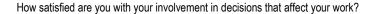
Expectations LEVEL OF AGREEMENT

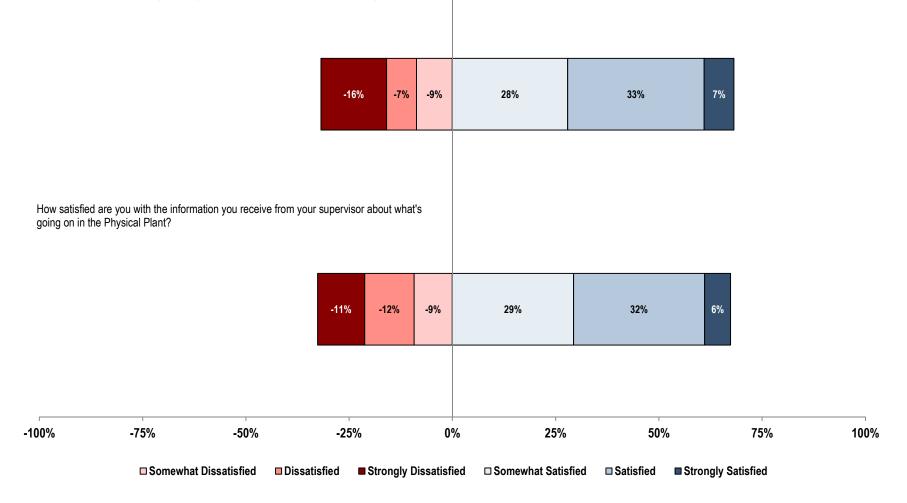


Employee Involvement LEVEL OF AGREEMENT



Employee Involvement LEVEL OF SATISFACTION

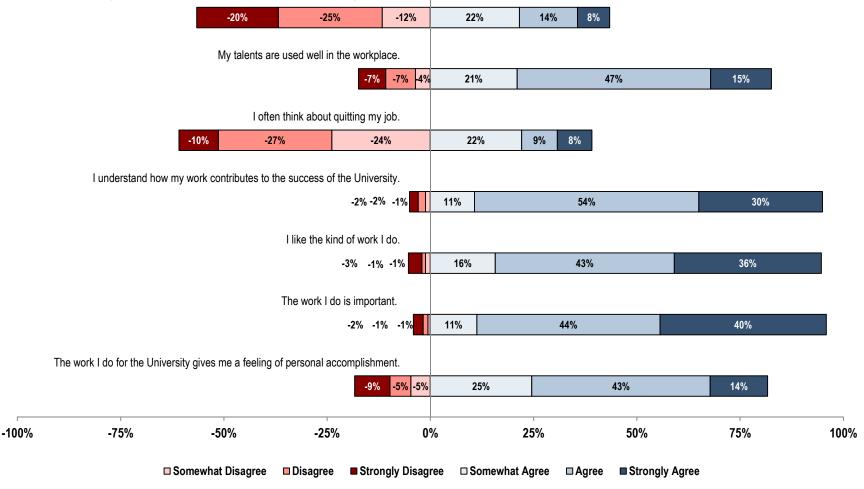




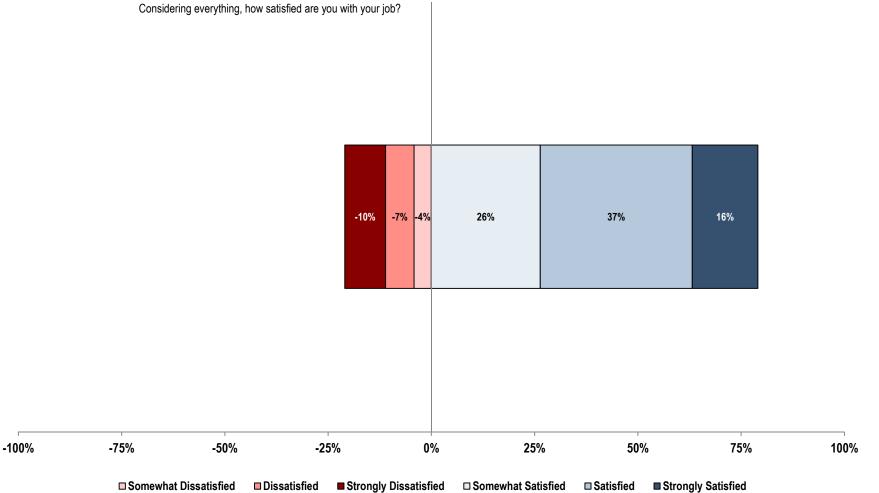
Job Satisfaction

HuronEducation

I would leave the Physical Plant if I could find a similar position at another organization.



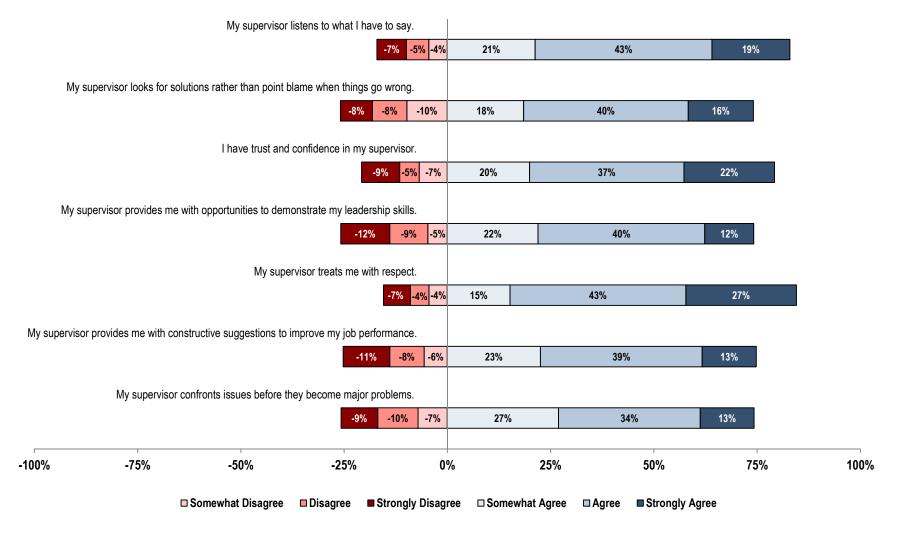
Job Satisfaction



Senior Leadership

The Physical Plant's senior leadership generates high levels of motivation and commitment in the workforce. 6% -20% -17% -10% 25% 24% he Physical Plant's senior leadership reviews and evaluates the organization's progress toward neeting its goals and objectives. -7% -5% 32% 35% 8% -14% I have a high level of respect for senior leadership in the Physical Plant. -8% -6% 24% 39% 13% -10% I am comfortable going to a member of the Physical Plant's senior leadership to discuss any suggestions or issues I have. -10% 19% 36% 11% -13% -11% The Physical Plant Department's senior leaders maintain high standards of honesty and integrity. -13% -7% -7% 27% 37% 9% I trust that I can believe what senior leaders in the Physical Plant tell us. 6% -12% 27% 30% -14% -11% I feel like I can question or challenge decisions made by Physical Plant leaders without fear of retaliation. 8% -14% -12% -18% 25% 23% The Physical Plant's senior leadership is good about communicating to us the goals and priorities of the Department. -15% -16% -15% 26% 24% 5% -100% -75% -50% -25% 0% 25% 50% 75% 100% Somewhat Disagree Disagree Strongly Disagree Somewhat Agree Strongly Agree □ Agree

Supervisors LEVEL OF AGREEMENT

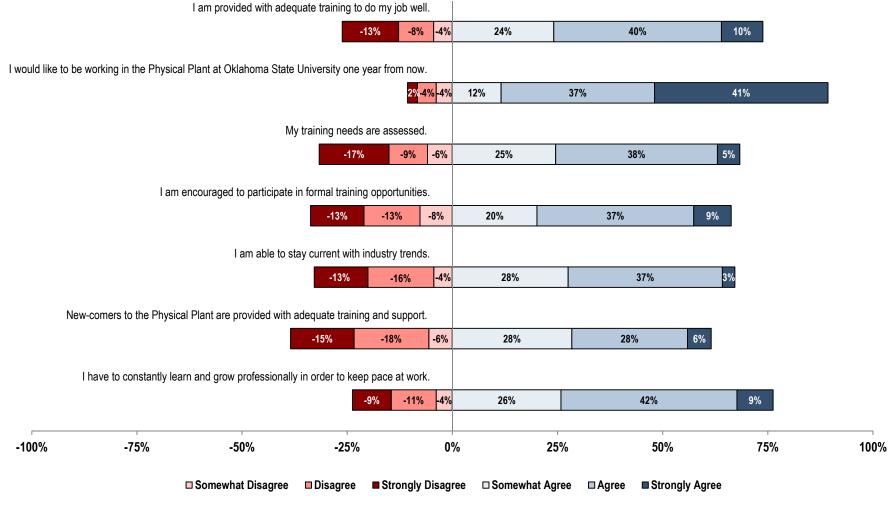


Teamwork LEVEL OF AGREEMENT

-6% -4% 3% 25% 45% 17% The Physical Plant supports collaboration across work units in the Department to accomplish work objectives more effectively. 7% -15% -8% -12% 26% 32% I am willing to share the spotlight with coworkers when they have supported me in my work. -1% -1% 0% 7% 39% 52% I trust that my coworkers will do what they say they will do. -13% -9% -3% 25% 41% 9% My coworkers work as a team to get the job done. -7% -7% 20% 42% -10% 15% -50% -100% -75% -25% 0% 25% 50% 75% 100% Disagree Strongly Disagree Strongly Agree Somewhat Disagree Somewhat Agree Agree

My coworkers share job knowledge with each other.

Training LEVEL OF AGREEMENT



Safety LEVEL OF AGREEMENT

