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

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

The morale in the Physical Plant is good.

I am provided with sufficient resources to get my job done.

Everyone is treated fairly in the Physical Plant regardless of their gender, age, or cultural background.

Overall, I think the Physical Plant is a good place to work.

Things have gotten better here over the last few years.

The Physical Plant is able to recruit people with the right skills.

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Career Growth

LEVEL OF AGREEMENT

My performance evaluation is a fair reflection of my performance.
- Somewhat Disagree: -8%, -8%, -10%
- Disagree: 20%
- Strongly Disagree: 44%
- Somewhat Agree: 11%

Workers are promoted into higher positions that are well suited to their strengths.
- Somewhat Disagree: -26%
- Disagree: -14%
- Strongly Disagree: -12%
- Agree: 24%
- Somewhat Agree: 22%

There is a clear path for career advancement within the Physical Plant Department.
- Somewhat Disagree: -19%
- Disagree: -18%
- Strongly Disagree: -25%
- Agree: 19%
- Somewhat Agree: 15%

Over the past year, I have been provided with opportunities to learn and grow in my career.
- Somewhat Disagree: -13%
- Disagree: -13%
- Strongly Disagree: -8%
- Agree: 24%
- Somewhat Agree: 34%

In my most recent performance appraisal, I understood what I had to do to improve my performance rating in the future.
- Somewhat Disagree: -8%
- Disagree: -7%
- Strongly Disagree: -6%
- Agree: 18%
- Somewhat Agree: 51%

Promotions made in the Physical Plant are based on merit.
- Somewhat Disagree: -16%
- Disagree: -15%
- Strongly Disagree: -18%
- Agree: 25%
- Somewhat Agree: 22%

My supervisor and I discuss my career interests and goals.
- Somewhat Disagree: -13%
- Disagree: -20%
- Strongly Disagree: -14%
- Agree: 24%
- Somewhat Agree: 22%

The Physical Plant's evaluation process helps me improve my job performance.
- Somewhat Disagree: -18%
- Disagree: -12%
- Strongly Disagree: -13%
- Agree: 23%
- Somewhat Agree: 28%

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

- Yes: 69%
- No: 31%
My compensation here is comparable to the compensation I would receive if I took a similar position outside the University.

I feel that I am compensated fairly for the work I perform.
The Physical Plant does a good job of applying work rules fairly and consistently.

My supervisor supports my need to balance work and other life issues.

My coworkers are friendly to each other.

Everyone is treated fairly in the Physical Plant regardless of their position in the organization.

I can disclose a suspected violation of any law, regulation, or University policy without fear of retaliation.

We are recognized for providing high quality services to the Oklahoma State University community.

Creativity and innovation are rewarded.

The Physical Plant does a good job of applying work rules fairly and consistently.
How satisfied are you with the recognition you receive for doing a good job?

- Somewhat Dissatisfied: -13%
- Dissatisfied: -13%
- Strongly Dissatisfied: -8%
- Somewhat Satisfied: 27%
- Satisfied: 31%
- Strongly Satisfied: 8%
In the last seven days, have you received recognition or praise for doing good work?

- Yes: 42%
- No: 58%
Expectations

LEVEL OF AGREEMENT

I know how my work relates to the Physical Plant's goals and priorities.

Somewhat Disagree | Disagree | Strongly Disagree | Somewhat Agree | Agree | Strongly Agree

I am held accountable for achieving results.

We measure our success in the Physical Plant organization to make sure we are meeting the needs of our customers.

I understand the needs and requirements of our customers.

When needed I am willing to put in the extra effort to get a job done.

My workload is reasonable.

The Physical Plant takes steps to deal with a poor performer who cannot or will not improve.

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Employee Involvement
LEVEL OF AGREEMENT

How satisfied are you with your involvement in decisions that affect your work?

-16% -7% -9% 28% 33% 7%

How satisfied are you with the information you receive from your supervisor about what's going on in the Physical Plant?

-11% -12% -9% 29% 32% 6%

I feel encouraged to come up with new and better ways of doing things.

-15% -11% -7% 21% 36% 11%

I feel like I can personally influence the quality of service the Physical Plant provides.

-5% -4% 3% 20% 48% 18%
Employee Involvement
LEVEL OF SATISFACTION

How satisfied are you with your involvement in decisions that affect your work?

- Somewhat Dissatisfied: 16%
- Dissatisfied: 7%
- Strongly Dissatisfied: 9%
- Somewhat Satisfied: 28%
- Satisfied: 33%
- Strongly Satisfied: 7%

How satisfied are you with the information you receive from your supervisor about what's going on in the Physical Plant?

- Somewhat Dissatisfied: 11%
- Dissatisfied: 12%
- Strongly Dissatisfied: 9%
- Somewhat Satisfied: 29%
- Satisfied: 32%
- Strongly Satisfied: 6%
Job Satisfaction

LEVEL OF AGREEMENT

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

My talents are used well in the workplace.

I often think about quitting my job.

I understand how my work contributes to the success of the University.

I like the kind of work I do.

The work I do is important.

The work I do for the University gives me a feeling of personal accomplishment.
Job Satisfaction
LEVEL OF SATISFACTION

Considering everything, how satisfied are you with your job?

-10% -7% -4% 26% 37% 16%

-100% -75% -50% -25% 0% 25% 50% 75% 100%

- Somewhat Dissatisfied
- Dissatisfied
- Strongly Dissatisfied
- Somewhat Satisfied
- Satisfied
- Strongly Satisfied
The Physical Plant's senior leadership generates high levels of motivation and commitment in the workforce.

The Physical Plant's senior leadership reviews and evaluates the organization's progress toward meeting its goals and objectives.

I have a high level of respect for senior leadership in the Physical Plant.

I am comfortable going to a member of the Physical Plant's senior leadership to discuss any suggestions or issues I have.

The Physical Plant Department's senior leaders maintain high standards of honesty and integrity.

I trust that I can believe what senior leaders in the Physical Plant tell us.

I feel like I can question or challenge decisions made by Physical Plant leaders without fear of retaliation.

The Physical Plant's senior leadership is good about communicating to us the goals and priorities of the Department.
My supervisor listens to what I have to say.

-7% -5% -4% 21% 43% 19%

My supervisor looks for solutions rather than point blame when things go wrong.

-8% -8% -10% 18% 40% 16%

I have trust and confidence in my supervisor.

-9% -5% -7% 20% 37% 22%

My supervisor provides me with opportunities to demonstrate my leadership skills.

-12% -9% -5% 22% 40% 12%

My supervisor treats me with respect.

-7% -4% -4% 15% 43% 27%

My supervisor provides me with constructive suggestions to improve my job performance.

-11% -8% -6% 23% 39% 13%

My supervisor confronts issues before they become major problems.

-9% -10% -7% 27% 34% 13%
My coworkers share job knowledge with each other.

-6% 4% 3% 25% 45% 17%

The Physical Plant supports collaboration across work units in the Department to accomplish work objectives more effectively.

-15% -8% -12% 26% 32% 7%

I am willing to share the spotlight with coworkers when they have supported me in my work.

-1% -1% 0% 7% 52% 39%

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.

-10% -7% -7% 20% 42% 15%
Training
LEVEL OF AGREEMENT

I am provided with adequate training to do my job well.

I would like to be working in the Physical Plant at Oklahoma State University one year from now.

My training needs are assessed.

I am encouraged to participate in formal training opportunities.

I am able to stay current with industry trends.

New-comers to the Physical Plant are provided with adequate training and support.

I have to constantly learn and grow professionally in order to keep pace at work.

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The Physical Plant protects me from health and safety hazards on the job.