

WACOSA 2018 Employee Engagement Survey

82 Responses out of 134 Employees (61%)

Questions:		Total Agree			Total Disagree		
		2018	2017	Change	2018	2017	Change
1	I am paid fairly for the work I do.	31.70%	26.90%	4.80%	45.10%	51.60%	-6.50%
2	WACOSA pays competitively with similar jobs in the area.	42.70%	39.30%	3.40%	33.00%	36.00%	-3.00%
3	WACOSA's insurance benefits meet my needs (i.e. health, dental, life, short-term disability).	41.50%	40.40%	1.10%	29.30%	24.70%	4.60%
4	Overall, I am happy with the elective benefit options offered by WACOSA's Exchange.	52.40%	46.10%	6.30%	21.90%	4.50%	17.40%
5	I am happy with the additional fringe benefits (i.e. retirement, employee assistance, PTO, referral bonuses, years of service recognition, etc.)	71.90%	66.30%	5.60%	4.90%	14.60%	-9.70%
6	I feel WACOSA's leadership does a good job keeping me informed on issues concerning WACOSA.	67.00%	70.80%	-3.80%	15.90%	16.90%	-1.00%
7	I am well informed as to how my job fits in with WACOSA's total organization.	85.40%	79.80%	5.60%	2.40%	10.10%	-7.70%
8	I feel my work here at WACOSA is meaningful.	91.50%	91.00%	0.50%	0.00%	3.40%	-3.40%
9	The amount of work expected of employees in my area is reasonable.	54.90%	66.30%	-11.40%	19.50%	18.00%	1.50%
10	I am encouraged to come up with new and better ways of doing things.	75.60%	75.30%	0.30%	7.30%	9.00%	-1.70%
11	Leadership listens to my ideas.	74.40%	67.40%	7.00%	9.70%	18.00%	-8.30%
12	I have the opportunity to provide feedback and input for key decisions.	65.90%	61.80%	4.10%	14.60%	21.40%	-6.80%
13	I receive an appropriate amount of performance feedback from my supervisor.	72.80%	75.30%	-2.50%	11.10%	15.70%	-4.60%
14	I am provided the training and development I need to successfully perform my job.	78.10%	79.80%	-1.70%	8.50%	11.20%	-2.70%
15	I am provided the information I need to successfully perform my job.	75.30%	74.20%	1.10%	6.10%	11.20%	-5.10%
16	I am confident Leadership has the organization and clients' best interests in mind.	81.50%	82.00%	-0.50%	3.70%	5.60%	-1.90%
17	I am confident Leadership exemplifies THE WACOSA WAY and Top 20.	79.00%	74.20%	4.80%	3.70%	12.40%	-8.70%
18	I am confident employees have adopted and follow The WACOSA WAY and Top 20.	58.00%	57.30%	0.70%	12.30%	13.50%	-1.20%
19	I believe employees have a strong sense of personal responsibility for the performance of their department and the performance of WACOSA.	58.00%	61.80%	-3.80%	18.50%	14.60%	3.90%
20	I believe people are focused on solutions, rather than blame.	45.70%	48.30%	-2.60%	19.90%	22.50%	-2.60%
21	I believe people are concerned about what is good for the entire organization instead of what is good for themselves or their group/department.	45.70%	55.00%	-9.30%	18.50%	14.60%	3.90%
22	I would recommend WACOSA to my friends and family as a good place to work.	76.80%	75.20%	1.60%	3.60%	7.90%	-4.30%