

## WACOSA 2019 Employee Engagement Survey

87 Responses out of 145 Employees (60%)

Questions:		Total Agree			Total Disagree		
		2019	2018	Change	2019	2018	Change
1	I am paid fairly for the work I do.	39.10%	31.70%	7.40%	37.90%	45.10%	-7.20%
2	WACOSA pays competitively with similar jobs in the area.	58.60%	42.70%	15.90%	19.50%	33.00%	-13.50%
3	WACOSA's insurance benefits meet my needs (i.e. health, dental, life, short-term disability).	49.40%	41.50%	7.90%	21.80%	29.30%	-7.50%
4	Overall, I am happy with the elective benefit options offered by WACOSA's Exchange.	54.00%	52.40%	1.60%	6.90%	21.90%	-15.00%
5	I am happy with the additional fringe benefits (i.e. retirement, employee assistance, PTO, referral bonuses, years of service recognition, etc.)	75.90%	71.90%	4.00%	12.60%	4.90%	7.70%
6	I feel WACOSA's leadership does a good job keeping me informed on issues concerning WACOSA.	71.30%	67.00%	4.30%	17.20%	15.90%	1.30%
7	I am well informed as to how my job fits in with WACOSA's total organization.	86.20%	85.40%	0.80%	5.70%	2.40%	3.30%
8	I feel my work here at WACOSA is meaningful.	95.40%	91.50%	3.90%	1.10%	0.00%	1.10%
9	The amount of work expected of employees in my area is reasonable.	59.80%	54.90%	4.90%	16.00%	19.50%	-3.50%
10	I am encouraged to come up with new and better ways of doing things.	83.90%	75.60%	8.30%	5.70%	7.30%	-1.60%
11	Leadership listens to my ideas.	72.40%	74.40%	-2.00%	8.40%	9.70%	-1.30%
12	I have the opportunity to provide feedback and input for key decisions.	60.90%	65.90%	-5.00%	18.30%	14.60%	3.70%
13	I receive an appropriate amount of performance feedback from my supervisor.	73.50%	72.80%	0.70%	19.50%	11.10%	8.40%
14	I am provided the training and development I need to successfully perform my job.	80.50%	78.10%	2.40%	5.70%	8.50%	-2.80%
15	I am provided the information I need to successfully perform my job.	77.00%	75.30%	1.70%	8.00%	6.10%	1.90%
16	I am confident Leadership has the organization and clients' best interests in mind.	82.80%	81.50%	1.30%	3.40%	3.70%	-0.30%
17	I am confident Leadership exemplifies THE WACOSA WAY and Top 20.	81.60%	79.00%	2.60%	5.70%	3.70%	2.00%
18	I am confident employees have adopted and follow The WACOSA WAY and Top 20.	59.80%	58.00%	1.80%	13.80%	12.30%	1.50%
19	I believe employees have a strong sense of personal responsibility for the performance of their department and the performance of WACOSA.	72.40%	58.00%	14.40%	11.50%	18.50%	-7.00%
20	I believe people are focused on solutions, rather than blame.	50.60%	45.70%	4.90%	20.60%	19.90%	0.70%
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.	54.00%	45.70%	8.30%	18.40%	18.50%	-0.10%
22	I would recommend WACOSA to my friends and family as a good place to work.	80.50%	76.80%	3.70%	0.00%	3.60%	-3.60%
		70	63		0	3	