

JOB SATISFACTION SURVEY		Overall Score -Summary
Scored on scale 1-5: 1 - Strongly Disagree; 2 - Disagree; 3 - Undecided; 4 - Agree; 5 - Strongly Agree		
Work and workplace		
1	Many of our rules and procedures need to be streamlined	3.9
2	I like the people I work with.	4.5
3	I find I have to work harder at my job because of the incompetence of people I work with.	2.4
4	I like doing the things I do at work.	4.25
5	I have too many duties and responsibilities	2.8
6	I have the opportunity to take part in trainings, webinars, meetings and outreach activities	4.0
7	I receive the information, tools and resources I need to do my job effectively	3.7
8	I know what is expected of me at work	4.2
9	I am allowed / encouraged to make decisions to solve problems for my customers.	4.3
10	I know how to measure the quality of my work	4.2
11	The people I work with cooperate as a team.	4.0
12	I have a safe workplace	4.5
13	I would not consider leaving my job	3.5
14	I would consider leaving my job for another in BCHD	2.3
15	I would consider leaving my job for another with better pay	3.25
16	I would consider leaving my job for another with greater opportunities for advancement.	3.0
17	All employees have an equal opportunity to further their education	3.7
18	I feel my job has value to the community	4.6
19	There are other job skills I would like to learn	3.9
20	I would like to be cross-trained in another area of BCHD	3.6
21	I am concerned about potential of job loss due to changes in county/state/fed funding.	4.1
Supervisor and management		
22	My department or agency has the right people and skills to do its work	3.7
23	My department or agency practices high standards and ethics.	4.2
24	My supervisor is quite competent in doing his/her job.	4.4
25	My supervisor shows interest in my feelings and acknowledges my concerns.	4.4
26	My supervisor treats me with dignity and respect	4.6
27	My agency consistently demonstrates support for a diverse workforce	4.5
28	My supervisor holds me and my co-workers accountable for performance	4.0
29	I can rely on my supervisor	4.25
30	I often feel that I do not know what is going on with the organization.	3.9
31	I feel I can go to management if my supervisor doesn't listen	4.0
32	There are services we need to offer that we currently do not. <i>If you agree, please explain in the space provided below.</i>	3.4 Th3re were 14 responses to services we need to offer, including 5 duplicate answers.
Benefits and rewards		
34	I feel I am being paid a fair amount for the work I do.	3.2
35	I am not satisfied with the benefits I receive.	3.75
36	I would like to work more/less hours	3.6
37	I would like to see a social committee for lunches and special days (slipper days, tiara days, flowers in your hair day, jewelry day, ugly sweater day, etc.)	3.1
38	There are few rewards for those who work here.	2.75
Recognition		
39	I do not feel that the work I do is appreciated.	3.8

40	My performance evaluation provides me with meaningful information about my performance	3.6
41	I would appreciate management recognition on my anniversary	2.75
42	I would like to see employee recognition and appreciation by management and my fellow employees	3.1
	Communication	
43	Communications seem good within this organization.	3.3
44	As it plans for the future, my department or agency asks for my ideas	4.0
45	I have the opportunity to give input on decisions affecting my work	3.9
46	I know how my agency measures its success	3.25