

2008 Employee Satisfaction Survey Results

Never=0% - Always=100%

Question	Percent %
1. My job is important in serving the mission of HMC.	94
2. I know what is expected of me at work and why it is important.	90
3. My supervisor shares necessary info with me about HMC policies and activities.	87
4. My supervisor is honest, truthful, and competent.	89
5. My work supervisor holds people accountable.	85
6. If I share a work problem with my supervisor I know that she/he will respond constructively.	85
7. I have regular face-to-face contact with my supervisor.	86
8. I receive consistent direction from my supervisor.	87
9. Other supervisors, with whom I have contact, provide consistent direction.	79
10. I receive recognition, praise or feedback on a regular basis from my supervisor.	75
11. I receive a performance appraisal at least annually.	80
12. There is teamwork at my work site.	85
13. At HMC, I have the opportunity to do what I do best every day.	85
14. This last year, I have had opportunities at work to learn and to grow.	89
15. There is someone at HMC who encourages my development.	83
16. I have at least one good staff friend at HMC.	86
17. I have the materials and equipment I need to do my work.	85
18. I am paid fairly for the work I do.	67
19. I believe my wage is competitive with local health care agencies.	66
20. The work I do at HMC reflects the 14 values.	92
21. I would recommend this organization as a good place to work.	90
22. What do you like best about our organization/what makes you want to stay at our organization? The top three responses were 1) <i>Individuals supported</i> ; 2) <i>flexible hours/schedule</i> ; 3) <i>Our mission and values</i> .	
23. What could our organization do differently to help you in your job? Overwhelming, the top response was <i>increase wages</i> .	
24. What are the top factors that would make you leave our organization? The top three reasons staff gave that would make them leave our organization were 1) <i>relocating out of the area</i> ; 2) <i>low wages or benefits</i> ; 3) <i>personal reasons</i> .	

229 of 300 employees responding - 76%