

STAFF CLIMATE SURVEY

AN OVERVIEW



FULL SURVEY

University wide, the average response was 3.94 out of 5.0 (in 2013, the average was 3.92). The following table shows average ratings for each section of questions (sorted by rating):

Question	Section Grouping	2014 Rating
I actively contribute to achieving my department's goals.	Individual Performance	4.48
I actively seek ways to improve my department.	Individual Performance	4.34
I know how my job impacts the mission of the University.	Personal Growth and Well-Being	4.34
I feel that Pepperdine University is a good place to work.	Satisfaction in Association/ Overall Satisfaction	4.31
I am aware of and know where to locate the University's policies and Code of Ethics.	Individual Performance	4.29
I have a very clear idea of the goals and objectives set for my job, and understand what is expected of me at work.	Individual Performance	4.29
I understand the University's affiliation with the Churches of Christ.	Sense of Belonging-University	4.29
I understand and feel a connection with the University's values and mission.	Sense of Belonging-University	4.29
My area's level of service contributes towards Pepperdine being known for its personal touch.	Team Performance	4.28
I have a positive relationship with my supervisor.	Supervisor Performance: Mentor	4.26
I find purpose and a sense of personal accomplishment in my work.	Personal Growth and Well-Being	4.25
I know the value of my benefits package.	Satisfaction in Association/ Overall Satisfaction	4.23
I receive a performance review annually.	Supervisor Performance: Manager	4.22
My supervisor appreciates me as an individual.	Supervisor Performance: Mentor	4.18
In my department, we care about one another, not just as colleagues but as people.	Sense of Belonging-Department	4.17
My school/department has a clear purpose.	Team Performance	4.17
My job is enjoyable and satisfying.	Satisfaction in Association/ Overall Satisfaction	4.09
I am satisfied with opportunities available to me to be involved in service at the University.	Personal Growth and Well-Being	4.04
My supervisor is aware and keeps my department informed of University policies.	Supervisor Performance: Manager	4.01
The University encourages a working atmosphere of mutual trust and respect.	Sense of Belonging-University	4.00
My work group/department is well motivated to do its job.	Team Performance	4.00
My area continually seeks ways to streamline processes and create efficiencies.	Team Performance	4.00
My supervisor embraces change and new ideas.	Supervisor Performance: Leadership	3.99
My supervisor cares about my growth and development.	Supervisor Performance: Mentor	3.99
The University views/values me not just as an employee, but as a person.	Personal Growth and Well-Being	3.97

STAFF CLIMATE SURVEY

AN OVERVIEW



Question	Section Grouping	2014 Rating
My supervisor is an effective manager.	Supervisor Performance: Manager	3.96
I receive praise and recognition when I do good work.	Supervisor Performance: Manager	3.95
This past year, I have had opportunities at work to learn and grow.	Development & Compensation	3.93
My supervisor regularly provides me with fair, accurate, and constructive feedback about my job performance.	Supervisor Performance: Manager	3.93
My department encourages diversity.	Sense of Belonging-Department	3.92
My supervisor is an effective leader.	Supervisor Performance: Leadership	3.90
My supervisor addresses challenges raised by my coworkers and me.	Supervisor Performance: Manager	3.90
I learn from my supervisor.	Supervisor Performance: Mentor	3.90
Our department communicates together openly and effectively on a regular basis.	Sense of Belonging-Department	3.89
My supervisor discusses how our department's work ties into the overall University mission.	Supervisor Performance: Leadership	3.89
My supervisor regularly communicates with staff regarding strategic goals.	Supervisor Performance: Leadership	3.89
My supervisor engages staff in opportunities to provide feedback and creative/innovative ideas.	Supervisor Performance: Leadership	3.87
Employees have the opportunity to give feedback within the University.	Satisfaction in Association/ Overall Satisfaction	3.85
My department is well managed.	Team Performance	3.85
My supervisor help to identify my strengths.	Supervisor Performance: Mentor	3.84
Pepperdine is committed to ensuring equal opportunities for all employees.	Development & Compensation	3.82
My supervisor helps me find opportunities to use my strengths in my job.	Supervisor Performance: Mentor	3.80
I experience Pepperdine University as an inclusive organization.	Sense of Belonging-University	3.78
My supervisor provides ongoing feedback throughout the year about my job performance.	Supervisor Performance: Manager	3.78
My supervisor is an effective mentor.	Supervisor Performance: Mentor	3.74
(In order to achieve its mission,) Pepperdine University encourages diversity.	Sense of Belonging-University	3.73
I have the resources I need to do my work right. (I am provided with the resources to do my work.)	Individual Performance	3.72
The University is well managed.	Satisfaction in Association/ Overall Satisfaction	3.71
The morale in my department is usually high.	Sense of Belonging-Department	3.71
University policies are administered fairly and consistently.	Satisfaction in Association/ Overall Satisfaction	3.70
I have witnessed Pepperdine's commitment to diversity, which flows from its Christian mission.	Sense of Belonging-University	3.70
Information flows effectively in my area.	Team Performance	3.68
There is little likelihood that I will seek employment outside the University within the next year.	Satisfaction in Association/ Overall Satisfaction	3.61

STAFF CLIMATE SURVEY

AN OVERVIEW



Question	Section Grouping	2014 Rating
Pepperdine celebrates the many diverse aspects of its community members	Sense of Belonging-University	3.61
My supervisor and I have identified goals that will further my professional development.	Supervisor Performance: Mentor	3.61
Poor performance is not tolerated in my department.	Team Performance	3.60
The University adequately monitors employee satisfaction.	Satisfaction in Association/ Overall Satisfaction	3.59
I feel that my total compensation, including benefits, is fair.	Development & Compensation	3.50
I have been inspired by the invitation to shape Pepperdine's future through the Waves of Innovation initiative.	Development & Compensation	3.32