

# STAFF CLIMATE SURVEY

## AN OVERVIEW



### FULL SURVEY

University wide, the average response was 4.10 out of 5.0 (in 2014, the average was 3.94). The following table shows average ratings for each section of questions (sorted by rating):

Survey Sections	2015 Avg Rating
Additional Questions	4.46
Individual Performance	4.41
Personal Growth and Well-Being	4.32
Supervisor Performance: Manager	4.20
Team Performance	4.17
Supervisor Performance: Leader	4.13
Supervisor Performance: Mentor	4.12
Sense of Belonging: Department	4.11
Overall Satisfaction	4.07
Professional Development & Compensation	3.86
Sense of Belonging: University	3.81
<b>Grand Total</b>	<b>4.10</b>

Below are all survey questions, ranked from most to least favorable in response. This list indicates areas employees see as strengths/weaknesses, but those are not necessarily the same factors influencing their overall satisfaction. A positive ranking does not necessarily indicate the statistical strength or significance in relation to overall employee satisfaction.

Question	Section Grouping	2015 Rating	2014 Rating
I actively contribute to achieving my department's goals.	Individual Performance	4.62	4.48
I actively seek ways to improve my department.	Individual Performance	4.52	4.34
I know how to, and to whom to, report security concerns regarding my campus location.	Additional Questions	4.47	
I know how my job impacts the mission of the University.	Personal Growth and Well-Being	4.46	4.34
I know how to, and to whom to, report threats/safety concerns about colleagues and students.	Additional Questions	4.45	
I am aware of and know where to locate the University's policies and Code of Ethics.	Individual Performance	4.44	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	4.44	4.29
I feel that Pepperdine University is a good place to work.	Overall Satisfaction	4.44	4.31

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Question	Section Grouping	2015 Rating	2014 Rating
My area's level of service contributes towards Pepperdine being known for its personal touch.	Team Performance	4.44	4.28
I find purpose and a sense of personal accomplishment in my work.	Personal Growth and Well-Being	4.42	4.25
I receive a performance review annually.	Supervisor Performance: Manager	4.42	4.22
My school/department has a clear purpose.	Team Performance	4.39	4.17
I have a positive relationship with my supervisor.	Supervisor Performance: Mentor	4.38	4.26
I know the value of my benefits package.	Overall Satisfaction	4.34	4.23
My supervisor appreciates me as an individual.	Supervisor Performance: Mentor	4.33	4.18
I understand the University's affiliation with the Churches of Christ.	Sense of Belonging-University	4.31	4.29
Regardless of my role or background, I understand and feel a connection with the University's values and mission.	Sense of Belonging-University	4.30	4.29
In my department, we care about one another, not just as colleagues but as people.	Sense of Belonging-Department	4.29	4.17
My job is enjoyable and satisfying.	Overall Satisfaction	4.28	4.09
My area continually seeks ways to streamline processes and create efficiencies.	Team Performance	4.26	4.00
I am satisfied with opportunities available to me to be involved in service at the University.	Personal Growth and Well-Being	4.24	4.04
My supervisor keeps my department informed of University policies.	Supervisor Performance: Manager	4.24	4.01
My work group/department is well motivated to do its job.	Team Performance	4.23	4.00
My supervisor embraces change and new ideas.	Supervisor Performance: Leadership	4.21	3.99
My supervisor addresses challenges raised by my coworkers and me.	Supervisor Performance: Manager	4.19	3.90
My supervisor is an effective manager.	Supervisor Performance: Manager	4.18	3.96
I receive praise and recognition when I do good work.	Supervisor Performance: Manager	4.18	3.95
This past year, I have had opportunities at work to learn and grow.	Development & Compensation	4.17	3.93
My supervisor provides me with fair, constructive feedback about how my work can improve.	Supervisor Performance: Manager	4.17	
My department encourages diversity.	Sense of Belonging-Department	4.16	3.92
My supervisor cares about my growth and development.	Supervisor Performance: Mentor	4.16	3.99
The University views/values me not just as an employee, but as a person.	Personal Growth and Well-Being	4.15	3.97
I learn from my supervisor.	Supervisor Performance: Mentor	4.14	3.90
My supervisor engages staff in opportunities to provide feedback and creative/innovative ideas.	Supervisor Performance: Leadership	4.12	3.87
My supervisor regularly communicates with staff regarding strategic goals.	Supervisor Performance: Leadership	4.11	3.89
My supervisor is an effective leader.	Supervisor Performance: Leadership	4.10	3.90
Our department communicates together openly and effectively on a regular basis.	Sense of Belonging-Department	4.09	3.89
My supervisor discusses how our department's work ties into the overall University mission.	Supervisor Performance: Leadership	4.09	3.89
My department is well managed.	Team Performance	4.07	3.85
I assimilate and integrate Christianity into the way I work.	Sense of Belonging-University	4.05	

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Question	Section Grouping	2015 Rating	2014 Rating
My supervisor help to identify my strengths.	Supervisor Performance: Mentor	4.05	3.84
Pepperdine is committed to ensuring equal opportunities for all employees.	Development & Compensation	4.03	3.82
My supervisor provides ongoing feedback throughout the year about my job performance.	Supervisor Performance: Manager	4.03	3.78
My supervisor helps me find opportunities to use my strengths in my job.	Supervisor Performance: Mentor	4.03	3.80
I have the resources I need to do my work right.	Individual Performance	4.02	3.72
Employees have the opportunity to give feedback within the University.	Overall Satisfaction	4.02	3.85
The University encourages a working atmosphere of mutual trust and respect.	Sense of Belonging-University	4.00	4.00
The University is well managed.	Overall Satisfaction	3.99	3.71
My supervisor is an effective mentor.	Supervisor Performance: Mentor	3.98	3.74
Spiritual formation is an intentional practice with the goal of Christ-like living. I feel Pepperdine encourages spiritual formation as part of my experience at the University.	Sense of Belonging-University	3.96	
Information flows effectively in my area.	Team Performance	3.95	3.68
The morale in my department is usually high.	Sense of Belonging-Department	3.91	3.71
University policies are administered fairly and consistently.	Overall Satisfaction	3.90	3.70
My supervisor and I have identified goals that will further my professional development.	Supervisor Performance: Mentor	3.89	3.61
Poor performance is not tolerated in my department.	Team Performance	3.86	3.60
The University adequately monitors employee satisfaction.	Overall Satisfaction	3.85	3.59
I view my work at the University as a service to God.	Sense of Belonging-University	3.84	
Pepperdine University encourages diversity.	Sense of Belonging-University	3.83	3.73
I experience Pepperdine University as an inclusive organization.	Sense of Belonging-University	3.80	3.78
I have witnessed Pepperdine's commitment to diversity, which flows from its Christian mission.	Sense of Belonging-University	3.76	3.70
Pepperdine celebrates the many diverse aspects of its community members	Sense of Belonging-University	3.72	3.61
There is little likelihood that I will seek employment outside the University within the next year.	Overall Satisfaction	3.70	3.61
I feel that my total compensation, including benefits, is fair.	Development & Compensation	3.66	3.50
I have been inspired by the invitation to shape Pepperdine's future through the Waves of Innovation initiative.	Development & Compensation	3.59	3.32
The heritage and Christian mission of the University was important in my decision to apply to or accept a job at the university.	Sense of Belonging-University	2.35	