

STAFF CLIMATE SURVEY



FULL SURVEY

University wide, the average response was 3.88 out of 5.0 (in 2011, the average was 4.02).

Question	Section Grouping	2012 Rating
I am satisfied with my dining experience at: School of Law Café	Additional Questions	4.81
I am satisfied with my dining experience at: Drescher Café	Additional Questions	4.73
I actively contribute to achieving my department's goals.	Individual Performance	4.48
I actively seek ways to improve my department.	Individual Performance	4.38
I am satisfied with my dining experience at: Catered Events	Additional Questions	4.36
I know how my job impacts the mission of the University.	Personal Growth and Well-Being	4.36
My area's level of service contributes towards Pepperdine being known for its personal touch.	Team Performance	4.30
I feel that Pepperdine University is a good place to work.	Overall Satisfaction	4.28
I understand the University's affiliation with the Churches of Christ.	Sense of Belonging-University	4.27
I am satisfied with my dining experience at: La Brea Bakery	Additional Questions	4.26
I am satisfied with my dining experience at: Waves Café	Additional Questions	4.24
I know the value of my benefits package.	Personal Growth and Well-Being	4.24
I find purpose and a sense of personal accomplishment in my work.	Personal Growth and Well-Being	4.22
I understand and feel a connection with the University's values and mission. (I am a part of the University's mission.)	Sense of Belonging-University	4.20
My school/department has a clear purpose.	Sense of Belonging-Department	4.19
I believe the University's exterior spaces are well maintained.	Additional Questions	4.19
I have a very clear idea of the goals and objectives set for my job.	Individual Performance	4.18
I am aware of and know where to locate the University's policies and Code of Ethics.	Individual Performance	4.13
My job is enjoyable and satisfying.	Overall Satisfaction	4.07
I am satisfied with opportunities available to me to be involved in service at the University.	Personal Growth and Well-Being	4.05
In my department, we care about one another, not just as colleagues but as people.	Sense of Belonging-Department	4.03
My area continually seeks ways to streamline processes and create efficiencies.	Team Performance	4.02
My interactions with Public Safety are courteous and helpful.	Additional Questions	3.99
The University views/values me not just as an employee, but as a person.	Personal Growth and Well-Being	3.93
The University encourages a working atmosphere of mutual trust and respect.	Sense of Belonging-University	3.92
My department encourages diversity.	Sense of Belonging-Department	3.87
The University is proactive in addressing current economic challenges	Additional Questions	3.87
I believe the University's interior spaces are well maintained.	Additional Questions	3.86
The support and assistance I receive from IT enables me to be effective in my role.	Additional Questions	3.85
I feel informed about the economic impact of issues facing the University	Additional Questions	3.83
My work group/department is well motivated to do its job.	Overall Satisfaction	3.82

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Our department communicates together openly and effectively on a regular basis.	Sense of Belonging-Department	3.79
My supervisor models effective leadership.	Team Performance	3.77
My supervisor regularly provides me with fair, accurate, and constructive feedback about my job performance.	Individual Performance	3.74
The University is well managed.	Overall Satisfaction	3.72
Pepperdine is committed to ensuring equal opportunities for all employees.	Development & Compensation	3.71
The support and assistance I receive from Finance enables me to be effective in my role.	Additional Questions	3.67
My department is well managed.	Overall Satisfaction	3.64
I experience Pepperdine University as an inclusive organization.	Sense of Belonging-University	3.64
(In order to achieve its mission,) Pepperdine University encourages diversity.	Sense of Belonging-University	3.63
The support and assistance I receive from HR enables me to be effective in my role.	Additional Questions	3.60
The morale in my department is usually high.	Sense of Belonging-Department	3.60
Information flows effectively in my area.	Team Performance	3.60
There is little likelihood that I will seek employment outside the University within the next year.	Overall Satisfaction	3.57
Employees have the opportunity to give feedback within the University.	Overall Satisfaction	3.56
University policies are administered fairly and consistently.	Overall Satisfaction	3.54
My supervisor and I have identified goals that will further my professional development.	Development & Compensation	3.53
Poor performance is not tolerated in my department.	Team Performance	3.53
Pepperdine celebrates the many diverse aspects of its community members	Sense of Belonging-University	3.51
In the past year, I have not personally observed acts that would discourage Pepperdine's mission of encouraging a diverse environment.	Sense of Belonging-University	3.47
I feel that my total compensation, including benefits, is fair.	Development & Compensation	3.39
The University adequately monitors employee satisfaction.	Overall Satisfaction	3.39
I know where to locate Suggestion/Concern boxes at Pepperdine campuses and on the HR website.	Additional Questions	3.17
I read The Graphic on a regular basis.	Additional Questions	3.00
I attend Waves athletics events on a regular basis.	Additional Questions	2.61

What is most gratifying to you in your relationship with Pepperdine?

Answer		%
Relationships at Work		30%
University Mission		19%
Recognition for a Job Well Done		10%
Meaningful, Challenging Work that Contributes to my Professional Development		33%
Other (Please Specify Below)		9%