



	% Fav	% Neu	% Unfav	Distribution
Employee Engagement	57	21	22	
Employee Enablement	60	16	24	
Authority and Empowerment	53	20	28	
Clear and Promising Direction	71	18	12	
Collaboration	48	22	31	
Confidence in Leaders	56	22	22	
Development Opportunities	57	19	24	
Pay and Benefits	40	18	42	
Performance Management	50	19	31	
Quality and Customer Focus	79	14	7	
Resources	62	13	25	
Respect and Recognition	65	17	19	
Training	45	24	32	
Work, Structure, and Process	44	21	36	
CUSTOM DIMENSION	-	-	-	

## Employee Satisfaction Survey Dimensions

1. **Employee Engagement** – Employees feel motivated to do more than what is required of them and are proud to work at Winthrop
2. **Employee Enablement** – Employees’ work is challenging and aligned with their abilities with no significant barriers to doing their jobs well
3. **Authority and Empowerment** – Employees are encouraged and given the authority to develop better ways to do their jobs
4. **Clear and Promising Direction** – Employees have a good understanding of the institutional strategic goals and how their work supports them; employees understand the goals and objectives of their department
5. **Collaboration** – There is teamwork, support, and cooperation within each department and across departments/divisions throughout the university
6. **Confidence in Leaders** – Employees are confident in senior leadership and their immediate supervisor; the university is managed well and communicates effectively
7. **Development Opportunities** – Opportunities for learning and achieving career goals at Winthrop are provided to employees
8. **Pay and Benefits** – Employees are paid fairly for the work they do and the benefits offered meet their needs
9. **Performance Management** – Regular constructive feedback is provided by management on employees’ performance, and poor performance is addressed effectively
10. **Quality and Customer Focus** – Winthrop is student-centered and provides high quality education and services
11. **Resources** – Employees have the resources, information, and staffing needed to do their jobs well
12. **Respect and Recognition** – Employees are respected, recognized for good work, and feel supported in achieving a reasonable work/life balance
13. **Training** – Employees receive the training needed to perform their jobs well
14. **Work, Structure, and Process** – Winthrop is effectively structured, decisions are made in a timely manner, and work is well organized within departments

