



# 2023 Employee Satisfaction Survey Analysis

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Faculty & Staff Institute

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## Legend

SE	Student Experience
RAG	Research, Assessment & Grants
B& A	Business & Administration
AA	Academic Affairs
ATHL	Athletics
IA	Institutional Advancement
OP	Office of the President



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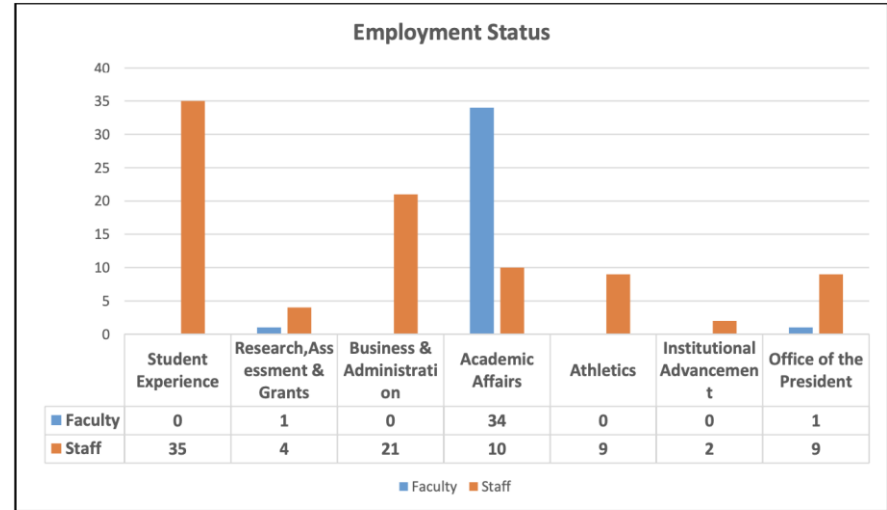
# DEMOGRAPHICS

## SECTION 1 – DEMOGRAPHICS

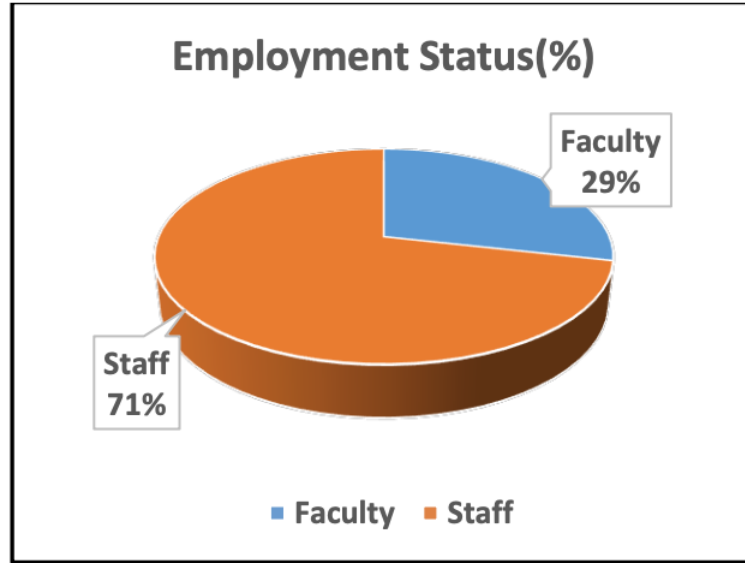
Table 1.1. Employment Status

Division	Faculty	Staff	Total
Student Experience	0	35	35
Research ,Assessment & Grants	1	4	5
Business & Administration	0	21	21
Academic Affairs	34	10	44
Athletics	0	9	9
Institutional Advancement	0	2	2
Office of the President	1	9	10
<b>Grand Total</b>	<b>36</b>	<b>90</b>	<b>126</b>

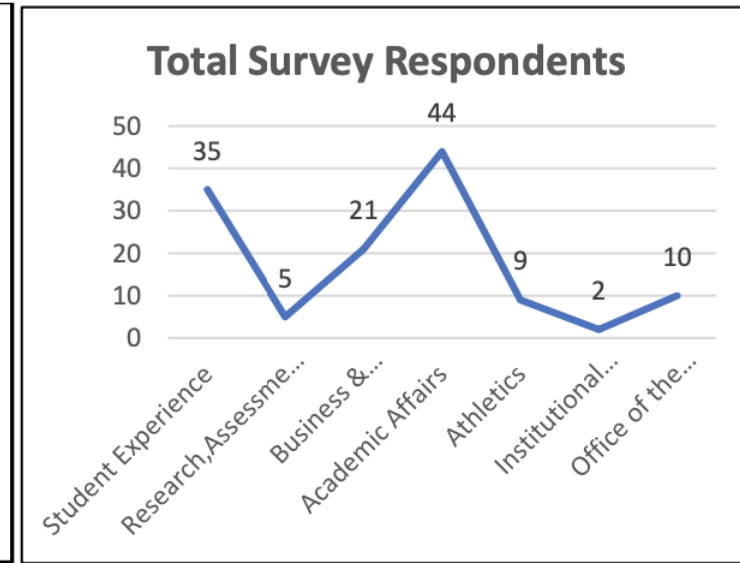
Fig. 1.a



**Fig.1.b**



**Fig. 1.c**



**Table 1.2. Years of Service at SAU by Division**

Division	Less than a year	1 to 5 years	6 to 10 years	11 to 12 years	Over 20 years
Student Experience	12	14	1	3	5
Research, Assessment & Grants	1	2	1	0	1
Business & Administration	3	14	3	1	0
Academic Affairs	4	16	15	4	5
Athletics	2	4	0	0	3
Institutional Advancement	0	2	0	0	0
Office of the President	2	5	1	2	0
<b>Grand total</b>	<b>24</b>	<b>57</b>	<b>21</b>	<b>10</b>	<b>14</b>

**Table 1.3 . Total Count of Service at SAU by Timeframe**

Years of Service at SAU	Count of Years
Less than a year	24
1 to 5 years	57
6 to 10 years	21
11 to 12 years	10
Over 20 years	14



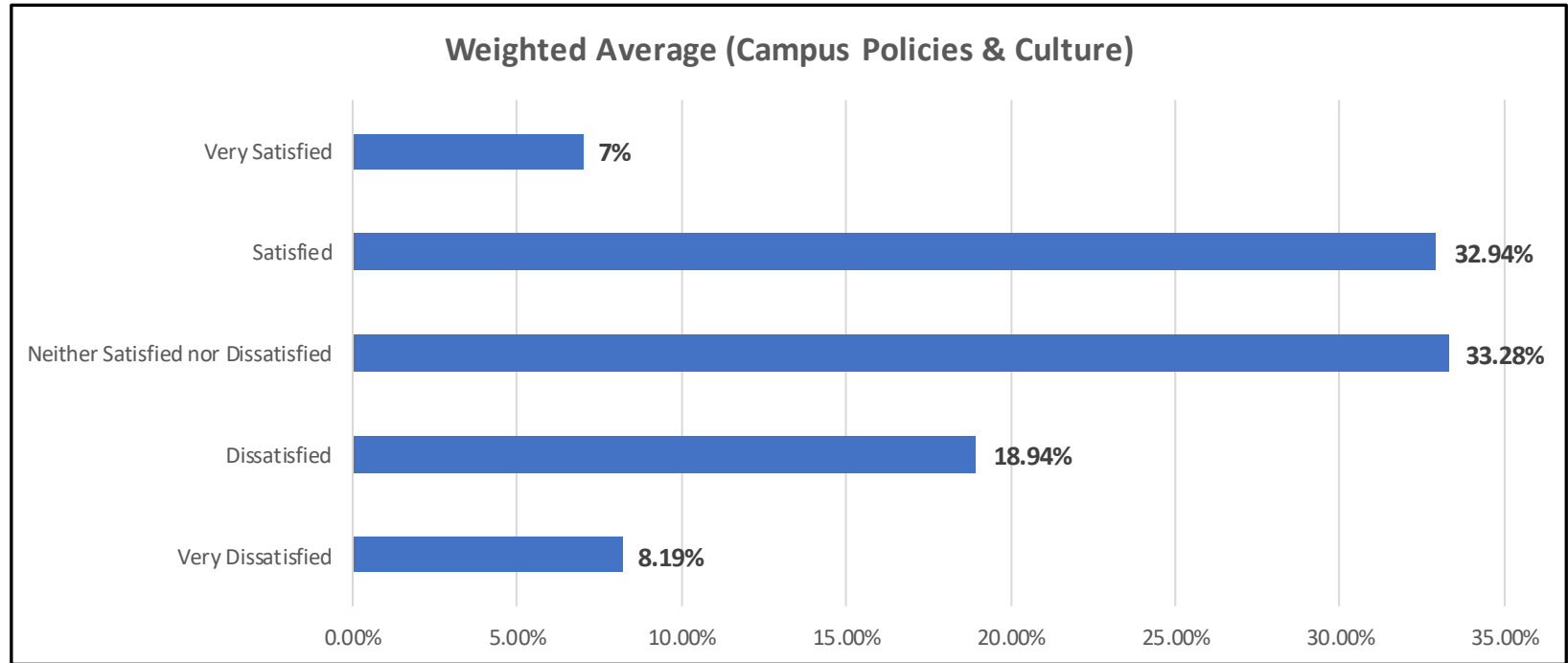
# Campus Cultures & Policies

Level of Satisfaction	SE	RAG	B & A	AA	ATH L.	IA	OP
Spirit of teamwork and cooperation	3.82	2.8	3.52	3.63	3.56	2.5	4.2
Trust and respect promoted by the leadership team	3.85	3.4	2.81	3.63	3.78	3	4
Resources available to achieve important objectives.	3.09	2.2	2.71	2.95	2.67	3.5	3
Communication between the departments.	3.12	2.4	2.62	3.14	3	3	2.9
Importance given to employee suggestions	3.44	3.2	2.62	2.95	3.67	3	3.6
Communication between the employee and the leadership	3.61	3.4	2.67	3.26	3.44	2.5	3.3
Employee recruitment process	3.67	3	2.86	3.21	3.22	3.5	3.1
Meeting the needs of employees	3.45	2.8	2.67	2.98	2.67	2.5	3.1
The leadership's support for shared planning and decision-making	3.67	3.4	2.38	3.19	3.33	3	3.8
New hire training and orientation	3.24	2.8	3.05	2.93	3.44	2.5	3.4
Employees' involvement in future planning	3.33	3	2.25	3.07	3.22	3.5	3.4
Employee recognition	3.45	2.6	2.48	3.19	3.33	2.5	3.1

**Table 2.1 Weighted Average (5)**



**Fig. 2.B.1**



*Figure 2.B.1 shows that, when compared to the percentage of dissatisfied respondents, the majority are satisfied. However, a sizable proportion of respondents chose the midpoint, indicating that they had no opinion on their level of satisfaction.*

## Table 2.7

Level of Satisfaction	Total Institutional Weighted Average(out of 50)
Trust and respect promoted by the leadership team	24.47
Spirit of teamwork and cooperation	24.03
The leadership's support for shared planning and decision-making	22.77
Employee recruitment process	22.56
Importance given to employee suggestions	22.48
Communication between the employee and the leadership	22.18
Employees' involvement in future planning	21.77
New hire training and orientation	21.36
Employee recognition	20.65
Communication between the departments.	20.18
Meeting the needs of employees	20.17
Resources available to achieve important objectives.	20.12

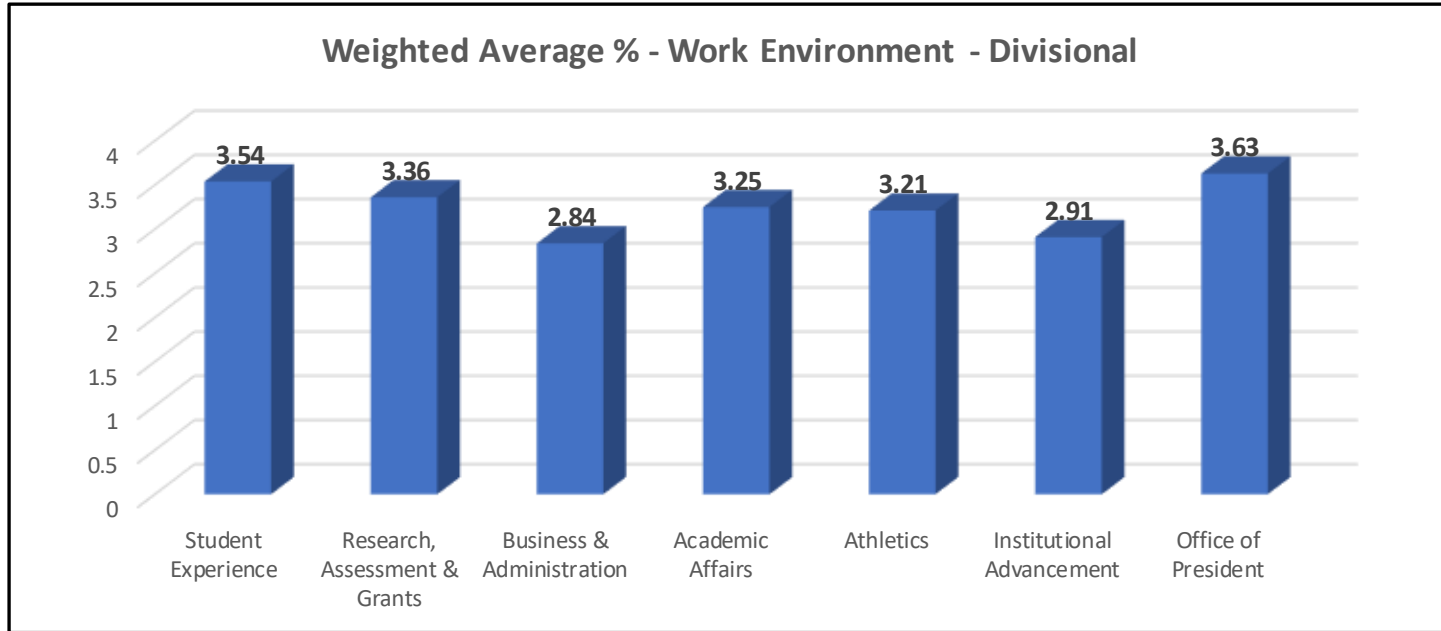




## Table 2.8 Weighted Average

Satisfaction Level - Campus Policies & Culture	SE	RAG	B&A	AA	Athl.	IA	OP
Do you feel your compensation & benefits package is competitive?	1.91	2	1.71	1.65	1.63	1.5	1.8
Do you feel your compensation & benefits are enough to keep you from taking a second job?	2	1.6	1.81	1.76	1.5	2	1.5
Do you feel valued by the institution?	1.73	2	1.95	1.51	1.5	1.5	1.5
Do you feel that you are growing professionally?	1.39	2	2.1	1.5	1.63	1	1.3
Do you feel that your job allows you to develop new skills?	1.52	1.2	1.86	1.5	1.5	1	1.4
Do you feel like your job utilizes your skills as much as it could?	1.55	1.2	1.9	1.52	1.5	1	1.2
Do you feel valuable to the institution?	1.48	1.4	1.62	1.2	1.5	1	1.3
Do you feel you get leave when you need it?	1.15	1	1.48	1.25	1.38	1	1.2
Do you feel valuable by the institution?	1.73	2	1.95	1.51	1.5	1.5	1.5





**Fig. 4.A**



**Fig. 4.B**

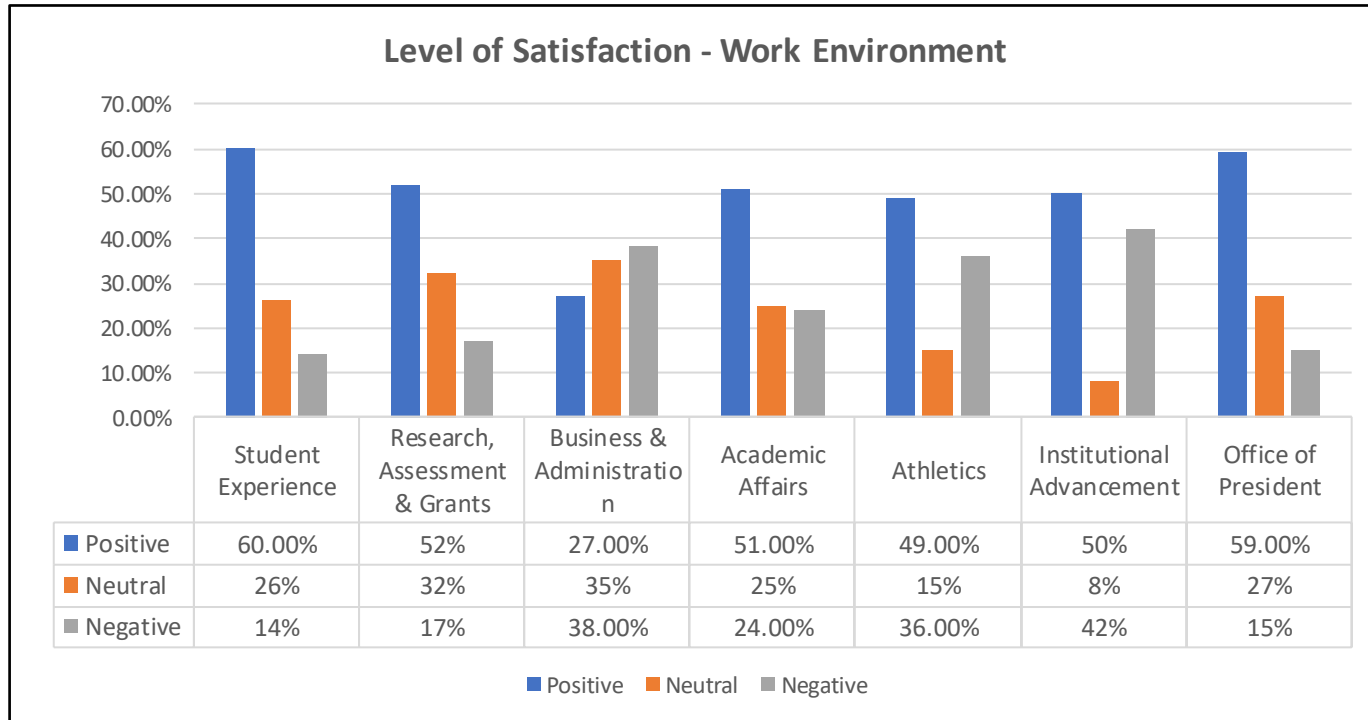
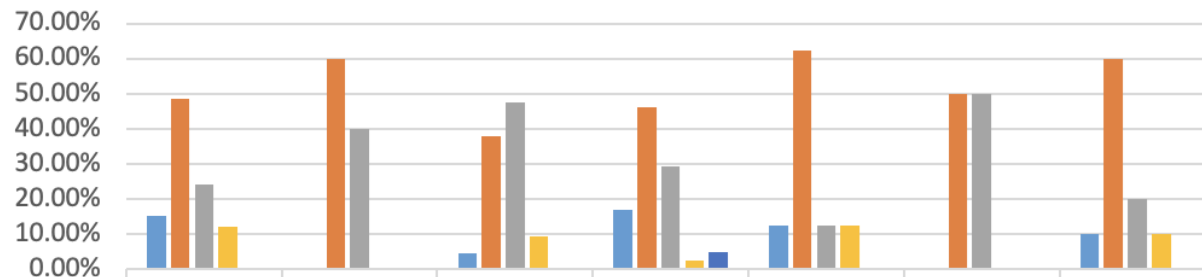


Figure 4.B and table 4.2 below show the direction of the scale (positive to negative) of the statements on the workplace environment. Except for business and administration, all divisions submitted more positive responses, as shown in the table. However, neutral responses have a significant impact on the entire analysis.

# OVERALL SATISFACTION

## Overall Satisfaction with Employment



	SE	RAG	B&A	AA	Athl.	IA	OoP
Very Satisfied	15.15%	0.00%	4.76%	17.07%	12.50%	0.00%	10.00%
Satisfied	48.48%	60.00%	38.10%	46.34%	62.50%	50.00%	60.00%
Neither Satisfied nor Dissatisfied	24.24%	40.00%	47.62%	29.27%	12.50%	50.00%	20.00%
Dissatisfied	12.12%	0.00%	9.52%	2.44%	12.50%	0.00%	10.00%
Very Dissatisfied	0.00%	0.00%	0.00%	4.88%	0.00%	0.00%	0.00%

■ Very Satisfied   
 ■ Satisfied   
 ■ Neither Satisfied nor Dissatisfied   
 ■ Dissatisfied   
 ■ Very Dissatisfied



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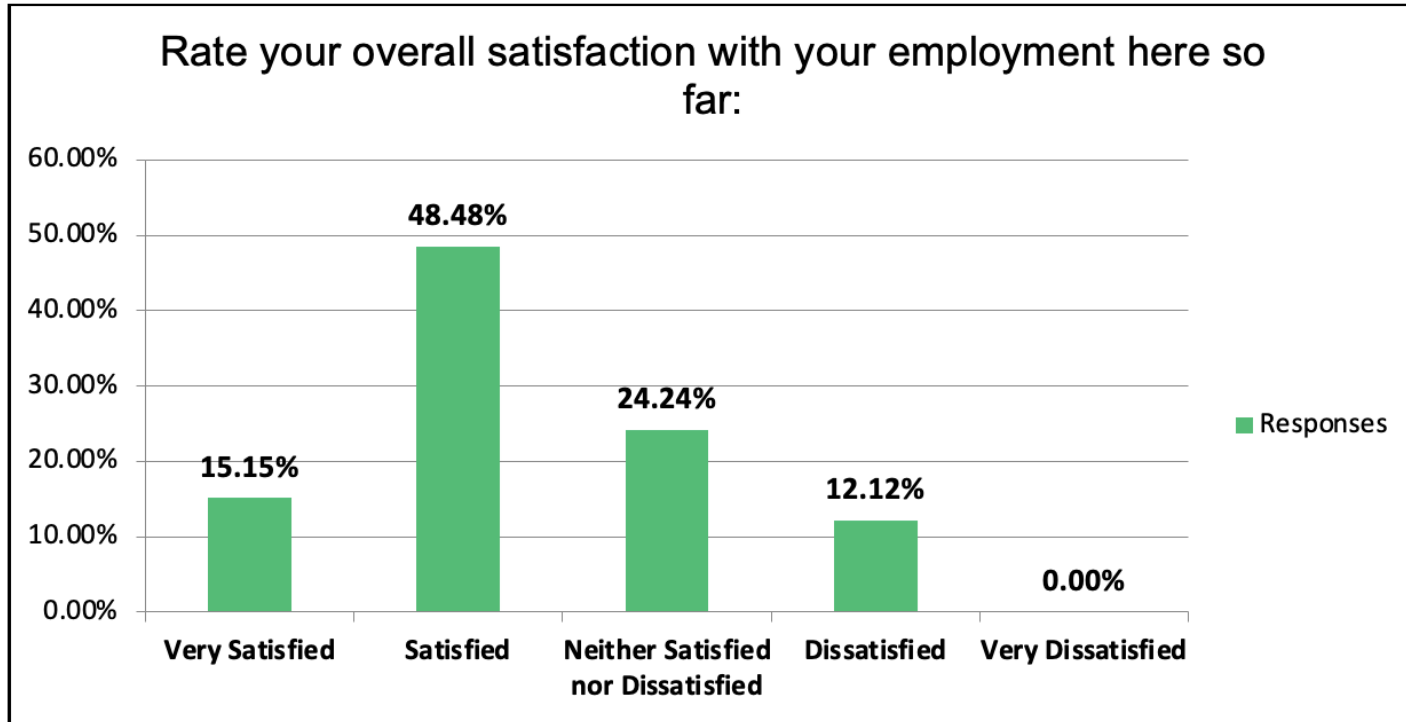
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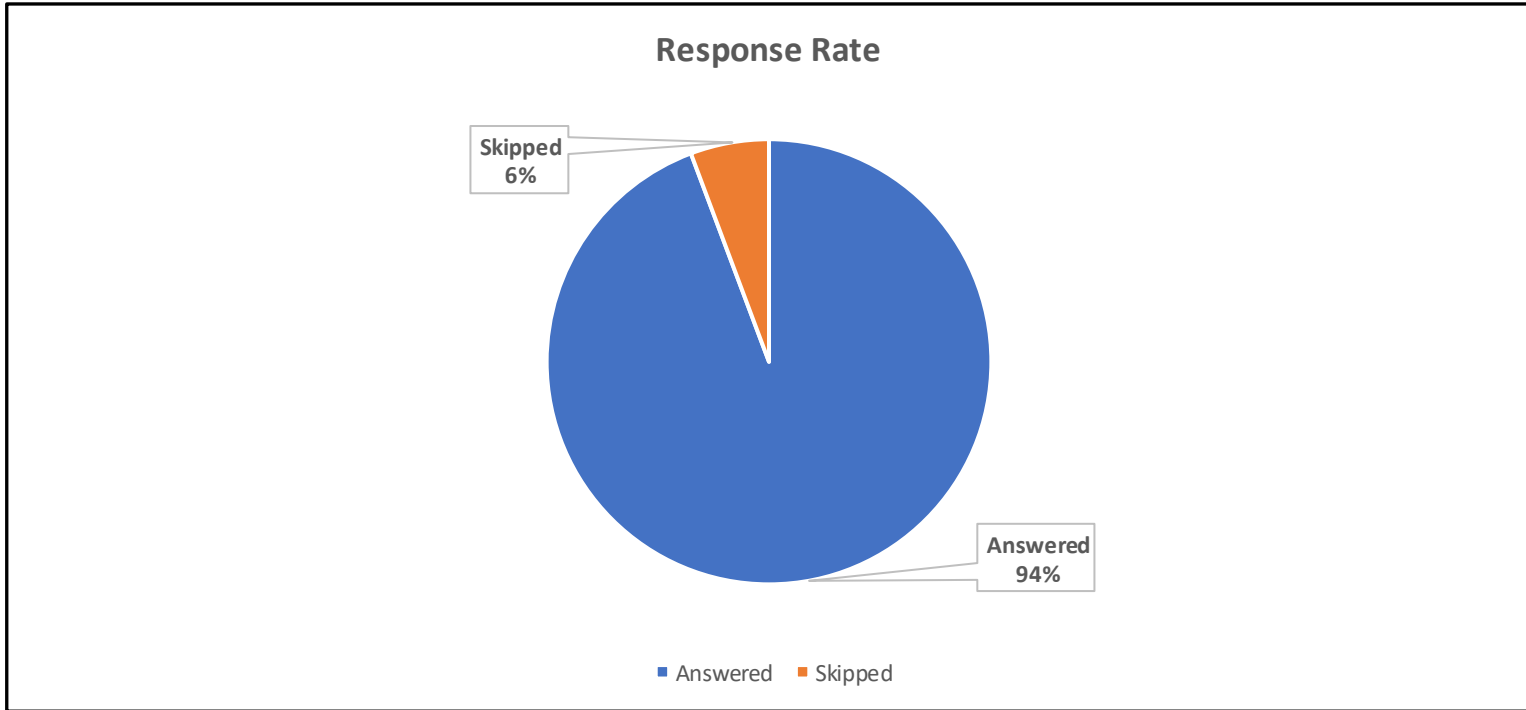


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**THE PRESENTATION & FULL REPORT WILL BE MADE AVAILABLE ON THE  
INSTITUTIONAL RESEARCH WEBSITE!!!**

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