

Renville Health Services Employee Engagement Survey Inquiries		2020	2019	2018	SFHS COMBINED AVERAGE RESPONSE		
					2020	2019	2018
	<b>Total Number of Employee Responses</b>	63	54	61	1,219	1,335	1,299
	<b>Total Employees for the Calendar Year</b>	155	139	161	3,326	3,165	3,477
	<b>% of Employees Responding in current year</b>	41%	39%	38%	37%	42%	37%
	<b>% of Employees Responding in previous year</b>	38%	38%	63%	42%	37%	44%
What do I get?	<b>I have the materials, equipment and technology I need to do my work.</b>	4.37	4.06	3.67	4.02	3.88	3.88
	<b>I can manage the amount of work I am expected to do.</b>	4.41	4.19	3.89	3.91	3.83	3.83
	<b>I receive feedback from my immediate supervisor for doing a good job.</b>	3.67	3.75	3.26	3.73	3.58	3.57
	<b>I receive feedback from my co-workers for doing a good job.</b>	3.79	3.62	3.44	3.75	3.70	3.70
	<b>I feel my wage and benefits are comparable to similar MN locations near this facility.</b>	4.26	3.23	2.66	3.58	3.21	3.21
	<b>I believe the workplace is a safe place to work.</b>	4.66	4.33	4.03	4.27	4.21	4.21
What do I give?	<b>At work, I am motivated to do what I do best every day.</b>	4.28	4.35	4.05	4.26	4.20	4.20
	<b>At work, I am comfortable sharing my opinion.</b>	4.18	3.63	3.26	3.95	3.49	3.47
	<b>I have an opportunity to receive the training needed to do quality work.</b>	4.54	3.94	4.34	4.19	4.24	4.25
	<b>My attitude has a positive impact on others at work.</b>	4.45	4.38	4.34	4.40	4.40	4.39
	<b>I believe I influence the quality of care delivered at my workplace.</b>	4.06	4.40	4.28	4.35	4.37	4.36
Do I belong here?	<b>People on my team collaborate and help each other.</b>	4.06	3.75	3.85	3.90	3.71	3.73
	<b>I leave work feeling good about my job.</b>	3.83	4.23	3.82	3.93	3.92	3.92
	<b>My employer offers supportive resources to help me deal with stress and burnout.</b>	4.39	3.32	3.36	3.77	3.49	3.46
	<b>My work makes a difference in people's lives.</b>	4.08	4.22	4.41	4.43	4.39	4.37
	<b>I have someone at work who encourages and supports me.</b>	3.79	4.04	3.92	4.09	4.10	4.10
How can we all grow?	<b>I feel recognized and valued for my hard work and service.</b>	3.76	3.13	2.97	3.70	3.28	3.29
	<b>This last year, I have had opportunities at work to learn and grow.</b>	3.54	3.49	3.44	3.83	3.77	3.78
	<b>I know what I have to do for a promotion or career move.</b>	3.83	3.21	3.18	3.58	3.46	3.47
	<b>I receive appropriate training to deal with difficult situations.</b>	3.67	3.51	3.67	3.72	3.77	3.77
	<b>There is good collaboration between departments.</b>	4.31	3.62	3.23	3.45	3.38	3.37
How do we communicate?	<b>I know what is expected of me at work.</b>	3.92	4.42	4.23	4.16	4.37	4.36
	<b>My performance evaluations are within 30-60 days of expected.</b>	3.85	3.36	3.20	3.51	3.47	3.46
	<b>I am comfortable communicating with the administrator.</b>	3.91	3.21	2.85	3.92	3.82	3.82
	<b>My direct supervisor regularly communicates with me regarding work-related information.</b>	4.25	3.85	3.57	4.01	3.80	3.79
General	<b>We are living up to the mission and core values.</b>	4.35	3.93	3.79	4.10	3.87	3.88
	<b>I recommend this care center to others.</b>	4.41	3.92	3.49	4.19	3.72	3.73
	<b>I believe we have a good reputation.</b>	4.28	3.94	3.56	4.13	3.80	3.80
	<b>I recommend this care center as a great place to work.</b>	4.29	4.00	3.63	3.73	3.84	3.85
	<b>I plan to be here in three years.</b>	60%	-	-	61%	-	-
	Average Response	4.11	3.83	3.63	3.95	3.83	3.83
	Average Response %	82%	77%	73%	79%	77%	77%

Scale 1 to 5, 5 being the highest