Four custom reports have been developed for the employee engagement survey results. As you review the reports, here are things to know about the data.

Report 1: Agency Employee Engagement Survey Results *provided on Workforce Development Toolkit webpage*
Report 2: Region/Division Survey Results (Primary Geographic Location) *provided in e-mail*
Report 3: Secondary Location Results – Select Questions *provided in e-mail*
Report 4: Region Comparison Results – Select Questions *provided on Workforce Development Toolkit webpage*

- **General Survey**: The survey consists of 21 enterprise questions and 8 agency-specific questions (2 geographic questions; 6 agency strategic plan questions)

- **General Survey**: The survey measures employee satisfaction with several components of the work environment, which can be grouped into categories based on the scope of the question. The survey also includes two questions that more closely approximate “outcomes of engagement,” namely, general job satisfaction and employees’ likelihood of recommending their agency as a great place to work. Lastly, the survey includes several demographic questions (geography, supervisor status, tenure with state, tenure with agency) to allow for group comparisons. Employees may skip questions as they take the survey, and response rates to individual questions may vary.

- **Geographic Questions** (where do you work?): employees sometimes do not identify with the organization they are assigned to. For example, place-based HQ staff may have identified with the region they work at, rather than the org their position number is assigned to. Some employees did not answer the geographic questions, or answered the primary location only, and not the secondary location question.

- **Secondary Location**: If there were fewer than 10 responses selected to a secondary location, the results were rolled up to the Primary List. Some employees selected a Primary List location only.

- **Response Rates**: calculated on headcount as of 10/1/18, consistent with OFM.

- **Secondary Location** Results Report – Select Questions: This report includes information for both the primary and secondary locations for select questions. To access secondary location data for all questions, refer to the Region/Division Survey Results Report, Survey Results tab. Agency-specific questions begin in column AH.

- **Region Comparison** Results Report – Select Questions: This report includes information at the primary location level for select questions, and can be used as a comparison between primary areas statewide.