

## Spring 2010 - Quality of Work Life at FSU/PC&TC Survey

Request your participation in this survey:

Hello Fairmont State University or Pierpont Community & Technical College Faculty/Staff Member,

This survey is being conducted by the Office of Institutional Research, in an effort to determine the quality of work life at Fairmont State University and Pierpont Community and Technical College. This version of the survey was originally conducted in Spring 2007.

This survey will utilize importance levels, satisfaction levels, stress levels, and other ratings through a variety of characteristics related to work life and environment.

Many of the survey items were chosen after reviewing a variety of information from previous research work, including the Noel-Levitz, NSSE & CCSSE, FSSE, and "First Year Experience" surveys.

Your responses are extremely important to both the University and the C&TC, and will be completely anonymous. Some results will be aggregated based on certain collected demographics and job-type categories.

The entire survey should take approximately 5-15 minutes of your valuable time. At the end, please remember to utilize the "Done" button to record your responses for analysis.

We are very thankful to you for your participation in this important initiative!!!

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## Directions Section I - Importance & Satisfaction

Please indicate the extent to which you rate the importance and then level of satisfaction with the following statements. Give two separate responses for each statement: First, consider and rate the level of importance of this facet of work life; next consider your impression and satisfaction with this characteristic.

[Note: choose one rating response about the level of importance to you and one rating response about the level of satisfaction to you.]

Importance to You Scale of 1-5:

- 1 = Not important at all
- 2 = Not very important
- 3 = Can't decide
- 4 = Somewhat Important
- 5 = Very Important

Satisfaction scale of 1-5:

- 1 = Very Dissatisfied
- 2 = Dissatisfied
- 3 = Neutral
- 4 = Satisfied
- 5 = Very Satisfied

Relationship with co-workers.

	1	2	3	4	5	N/A
Importance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Job security.

	1	2	3	4	5	N/A
Importance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Working conditions (comfort, safety).

	1	2	3	4	5	N/A
Importance	jn	jn	jn	jn	jn	jn
Satisfaction	jn	jn	jn	jn	jn	jn

Flexibility of work hours.

	1	2	3	4	5	N/A
Importance	jn	jn	jn	jn	jn	jn
Satisfaction	jn	jn	jn	jn	jn	jn

Clearly defined job expectations.

	1	2	3	4	5	N/A
Importance	jn	jn	jn	jn	jn	jn
Satisfaction	jn	jn	jn	jn	jn	jn

Salary.

	1	2	3	4	5	N/A
Importance	jn	jn	jn	jn	jn	jn
Satisfaction	jn	jn	jn	jn	jn	jn

Health care benefits.

	1	2	3	4	5	N/A
Importance	jn	jn	jn	jn	jn	jn
Satisfaction	jn	jn	jn	jn	jn	jn

Retirement benefits.

	1	2	3	4	5	N/A
Importance	jn	jn	jn	jn	jn	jn
Satisfaction	jn	jn	jn	jn	jn	jn

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Fair and equitable work performance evaluations.

	1	2	3	4	5	N/A
Importance	jq	jq	jq	jq	jq	jq
Satisfaction	jn	jn	jn	jn	jn	jn

Opportunities to develop new skills.

	1	2	3	4	5	N/A
Importance	jq	jq	jq	jq	jq	jq
Satisfaction	jn	jn	jn	jn	jn	jn

Sense that your work is meaningful.

	1	2	3	4	5	N/A
Importance	jq	jq	jq	jq	jq	jq
Satisfaction	jn	jn	jn	jn	jn	jn

Relationship with your immediate supervisor.

	1	2	3	4	5	N/A
Importance	jq	jq	jq	jq	jq	jq
Satisfaction	jn	jn	jn	jn	jn	jn

Special recognition for achievements and milestones.

	1	2	3	4	5	N/A
Importance	jq	jq	jq	jq	jq	jq
Satisfaction	jn	jn	jn	jn	jn	jn

Access to cultural events and/or sporting events.

	1	2	3	4	5	N/A
Importance	jq	jq	jq	jq	jq	jq
Satisfaction	jn	jn	jn	jn	jn	jn

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Availability of on-campus child care.

	1	2	3	4	5	N/A
Importance	jñ	jñ	jñ	jñ	jñ	jñ
Satisfaction	jñ	jñ	jñ	jñ	jñ	jñ

Access to and the cost of recreational/fitness facilities.

	1	2	3	4	5	N/A
Importance	jñ	jñ	jñ	jñ	jñ	jñ
Satisfaction	jñ	jñ	jñ	jñ	jñ	jñ

Productivity of work-related meetings.

	1	2	3	4	5	N/A
Importance	jñ	jñ	jñ	jñ	jñ	jñ
Satisfaction	jñ	jñ	jñ	jñ	jñ	jñ

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## Directions Section II - Source of Stress

Please indicate the extent to which you rate the following items as a possible source of stress for you during the past year.

Stress scale of 1-5:

1 = Not a source of Stress

2 = Minimal Stress

3 = Can't decide

4 = Moderate Stress

5 = Extreme Stress

	1	2	3	4	5	N/A
Keeping up with technology.	jñ	jñ	jñ	jñ	jñ	jñ
Rapid pace of workplace change.	jñ	jñ	jñ	jñ	jñ	jñ
Availability and cost of child care.	jñ	jñ	jñ	jñ	jñ	jñ
Personal finances.	jñ	jñ	jñ	jñ	jñ	jñ
Care of elderly parent.	jñ	jñ	jñ	jñ	jñ	jñ
Availability of promotion opportunities.	jñ	jñ	jñ	jñ	jñ	jñ
Availability and cost of food services.	jñ	jñ	jñ	jñ	jñ	jñ
Inefficient use of technology on campus.	jñ	jñ	jñ	jñ	jñ	jñ
Discrimination (e.g. prejudice, racism, sexism)	jñ	jñ	jñ	jñ	jñ	jñ
Marital friction.	jñ	jñ	jñ	jñ	jñ	jñ
Managing household responsibilities.	jñ	jñ	jñ	jñ	jñ	jñ
Insufficient available information for decision-	jñ	jñ	jñ	jñ	jñ	jñ

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making.						
Frequency of work-related meetings.	jñ	jñ	jñ	jñ	jñ	jñ
Conflict among co-workers in the work place.	jñ	jñ	jñ	jñ	jñ	jñ
Work load.	jñ	jñ	jñ	jñ	jñ	jñ
Availability of parking.	jñ	jñ	jñ	jñ	jñ	jñ
Commuting.	jñ	jñ	jñ	jñ	jñ	jñ
Ineffective communication methods.	jñ	jñ	jñ	jñ	jñ	jñ
Difficulties with other work units.	jñ	jñ	jñ	jñ	jñ	jñ
Rude or inconsiderate students.	jñ	jñ	jñ	jñ	jñ	jñ
Illness or death of a family member.	jñ	jñ	jñ	jñ	jñ	jñ
Institutional procedures and "red tape".	jñ	jñ	jñ	jñ	jñ	jñ
Cost of parking.	jñ	jñ	jñ	jñ	jñ	jñ
Top-down decisions contrasting with departmental expertise/knowledge.	jñ	jñ	jñ	jñ	jñ	jñ
Difficult relationship with immediate supervisor.	jñ	jñ	jñ	jñ	jñ	jñ
Physical health.	jñ	jñ	jñ	jñ	jñ	jñ
Review / promotion process.	jñ	jñ	jñ	jñ	jñ	jñ
Departmental budget concerns.	jñ	jñ	jñ	jñ	jñ	jñ
Unproductive committee	jñ	jñ	jñ	jñ	jñ	jñ

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work.

Difficult relationship with  
subordinate.

jn

jn

jn

jn

jn

jn

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## Directions Section III - Level of Agreement

Please indicate the extent to to which you agree with the following statements.

Agreement scale of 1-5:

1 = Strongly Disagree

2 = Disagree

3 = Can't decide

4 = Agree

5 = Strongly Agree

	1	2	3	4	5	N/A
The institution really cares about my well-being.	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>
Management strongly considers my goals and values.	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>
The college/university community operates from a strong sense of shared mission and goals.	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>
Help is available when I have a problem.	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>
The organization cares about and values my opinions.	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>
I feel a strong sense of belonging to this institution.	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>
In general, managers in this institution are quite accommodating of family-related needs.	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>	j <sub>n</sub>

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Colleagues and supervisors support my work endeavors.	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>
The amount of time required to perform the responsibilities of my position has increased beyond the normal work day.	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>
I enjoy discussing this institution with people outside it.	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>
I do not feel "emotionally attached" to this organization.	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>
The institution would forgive an honest mistake on my part.	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>
My organization shows very little concern for me.	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>
I would be very happy to spend the rest of my career with this institution.	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>
Considering everything, the quality of my work life is very good.	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>
The demands of my work interfere with my home and family life.	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>	j <sup>n</sup>
The demands of my family or spouse/partner interfere with work-related	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>	j <sup>q</sup>

activities.

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## Directions Section IV: Categories

What is your age [in years]?

24 or younger

25-34

35-44

45-54

55 or older

What is your gender?

Female

Male

Are you a full-time employee?

Yes

No

How long have you worked at Fairmont State University and/or Pierpont C&TC?

less than 3 years

3 - 5 years

6 - 8 years

9 - 11 years

more than 12 years

How long have you worked in your current position?

less than 3 years

3 - 5 years

6 - 8 years

9 - 11 years

more than 12 years

How would you classify your position?

Administration

Administrative faculty

Full-time faculty (benefits eligible)

Part-time faculty

Non-classified staff

Full-time classified staff (benefits eligible)

Part-time staff

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You are employed with:

- Fairmont State University
- Pierpont Community & Technical College

What is your marital status?

- Married/Living with partner
- Separated / Divorced
- Single
- Widowed

What is the highest educational level you have attained?

- High school / GED
- Some college
- Associate/Technical degree
- Bachelor's Degree
- Master's Degree
- Doctorate

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What is your racial or ethnic group?

- White
- African-American
- Latino / Hispanic
- Asian American / Asian
- Native American
- Other

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### Section V: Almost Done!!!

What improvements could your institution make that would add to your quality of work life? [Please be as specific as possible!!!]

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Thank You!!!!!!!!!!!!!!!

Thank you for your time and effort on this initiative. Your responses on this survey provide a very valuable service in establishing trending for a variety of measures about "Quality of Work Life" at both Fairmont State University and Pierpont Community & Technical College.

It is the intention that this project will serve as the basis for on-going and longitudinal research in the area of work life quality at FSU and PC&TC.

Thank you again, and have a great day!

Please click "Done" to record/include your responses for analysis.