

Town of Chapel Hill 2013 Employee Perspectives Survey

Leisha DeHart-Davis, Associate
Professor

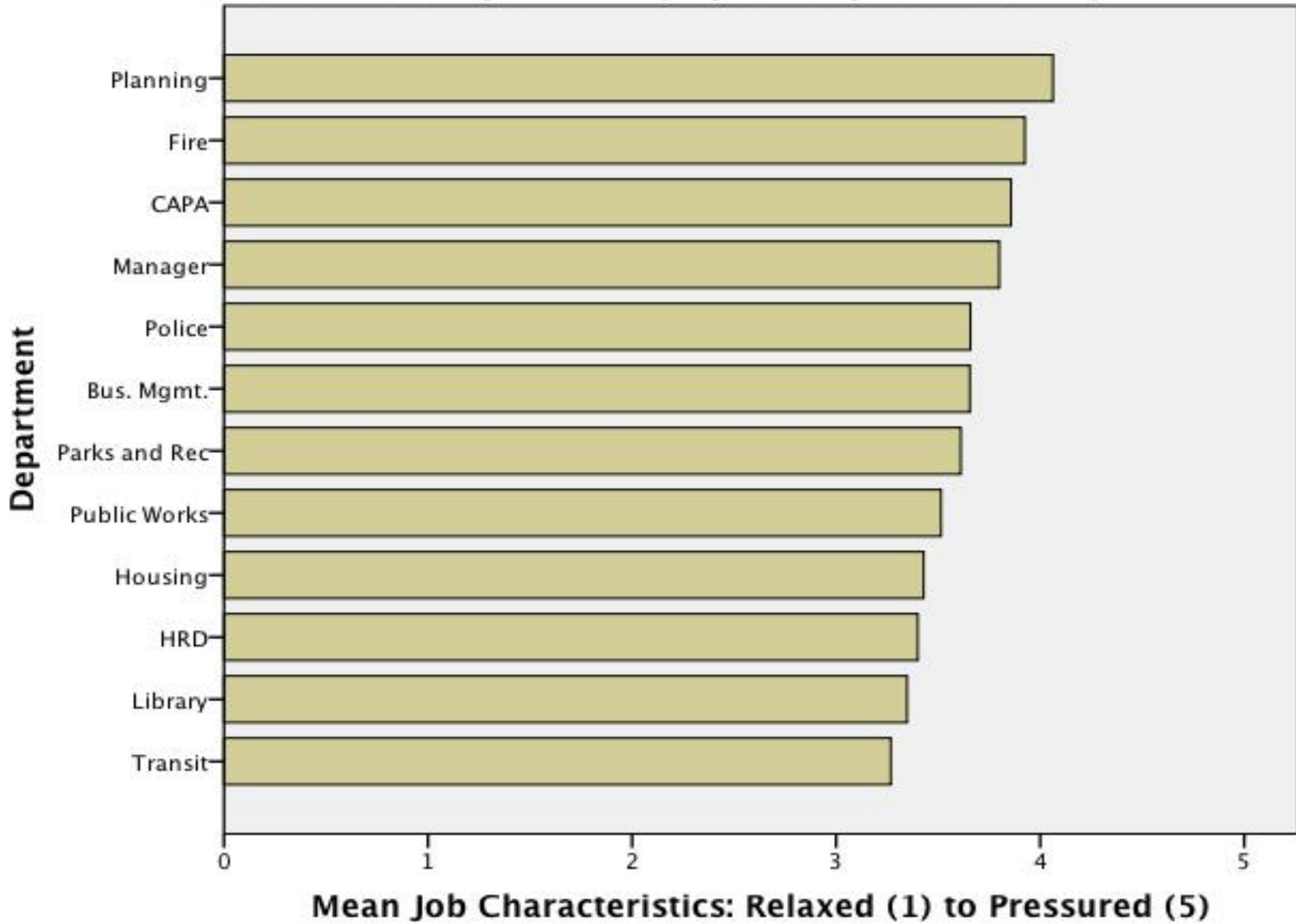
Megan Dale, MPA Student



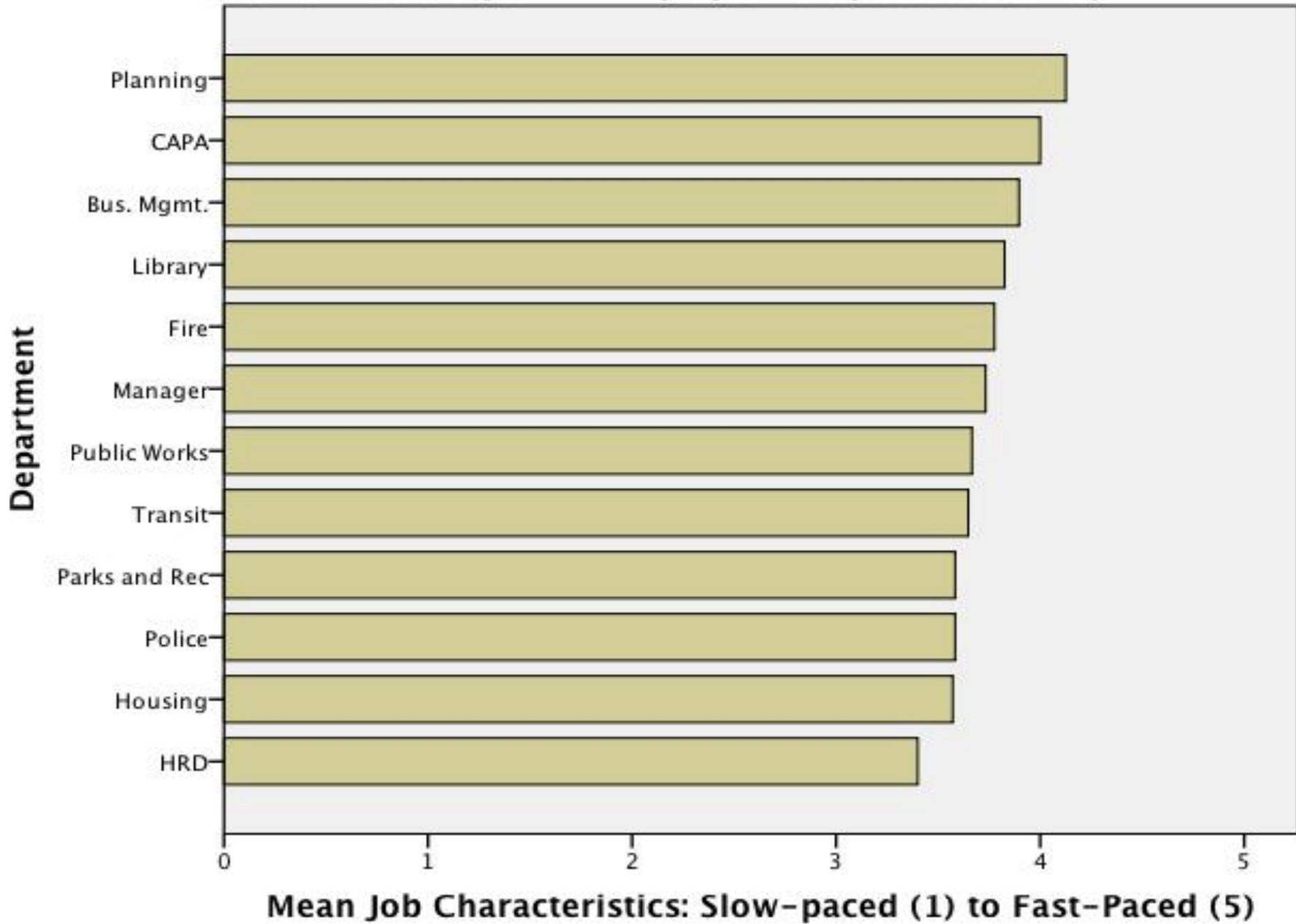
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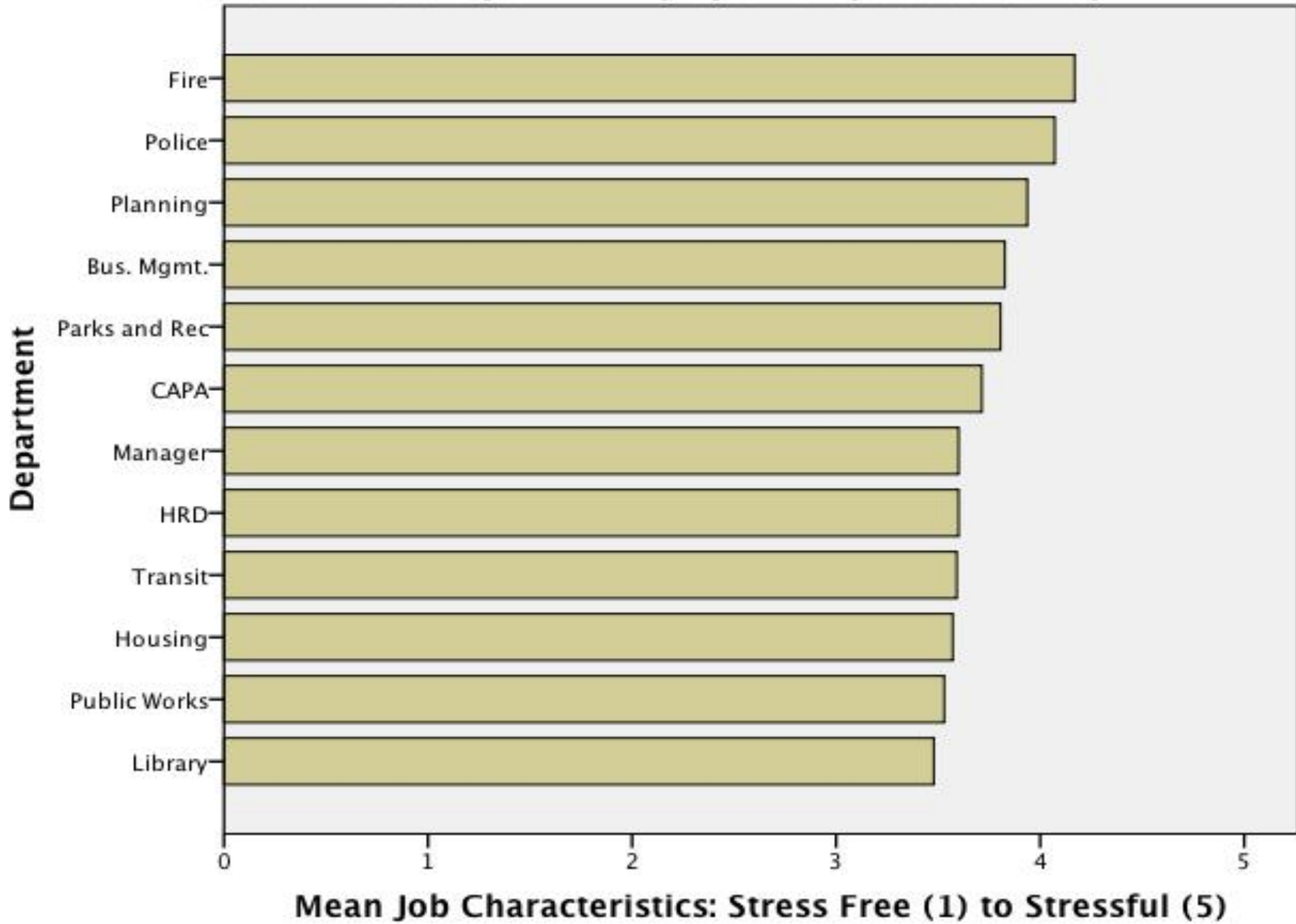
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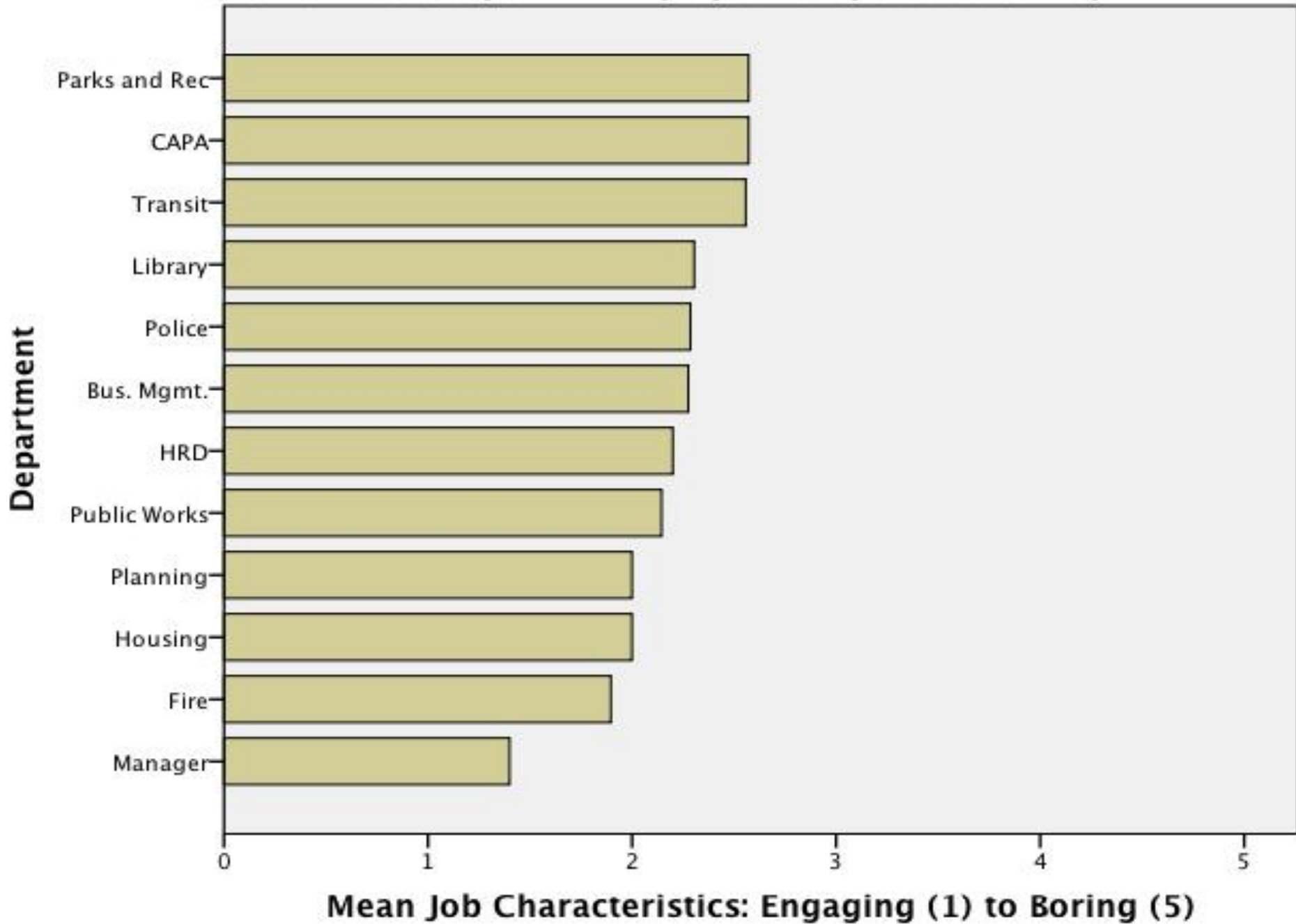
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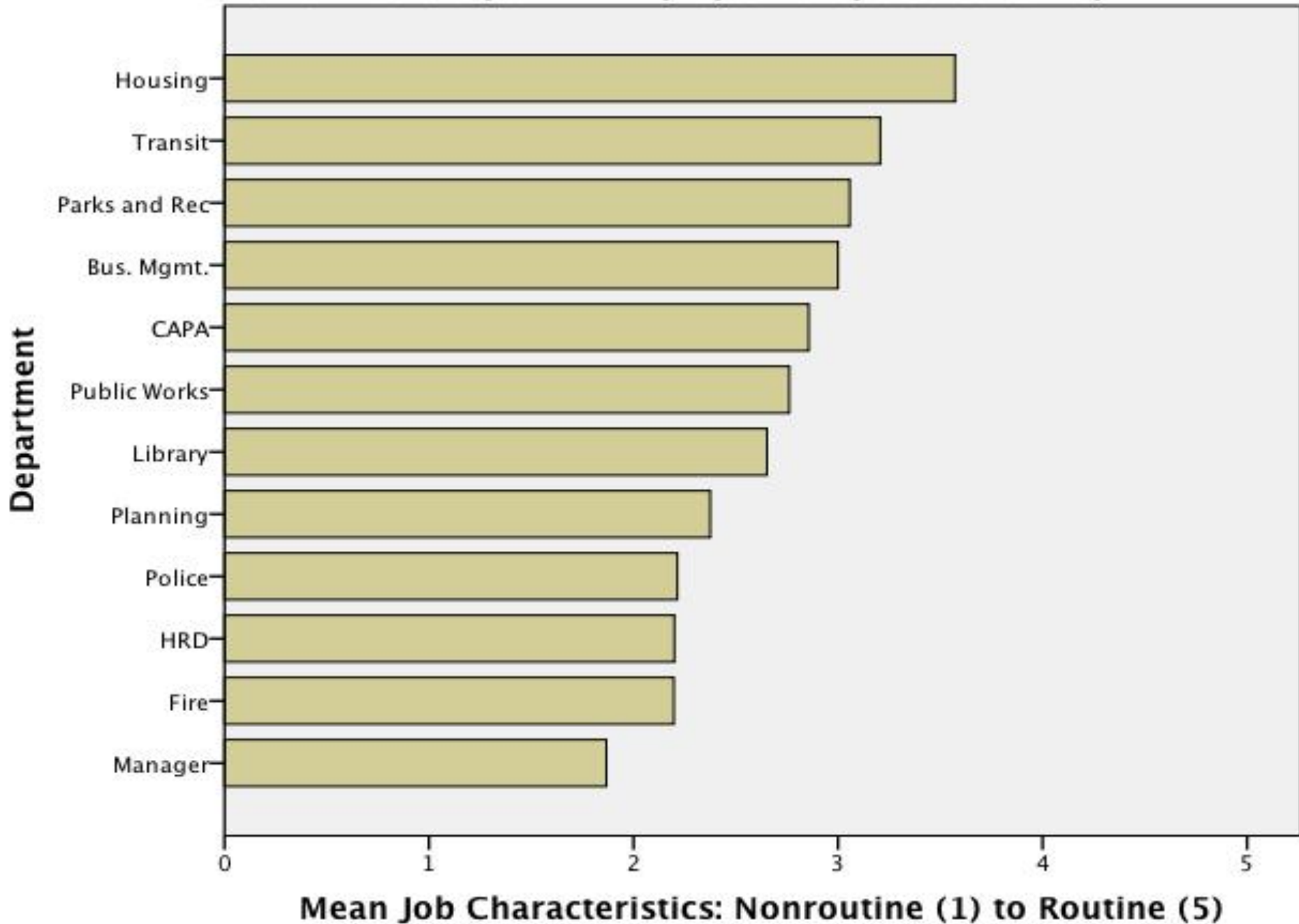
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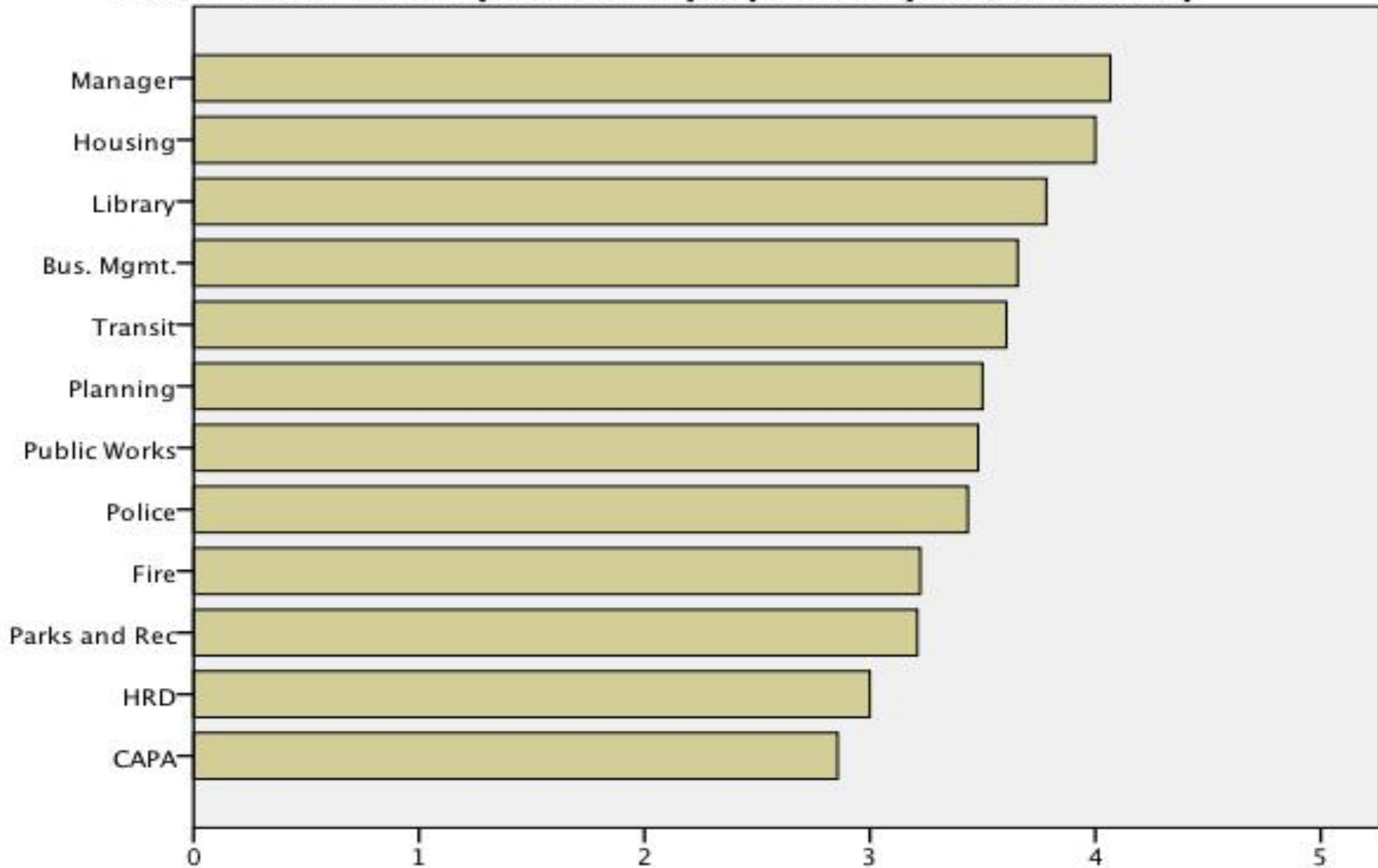


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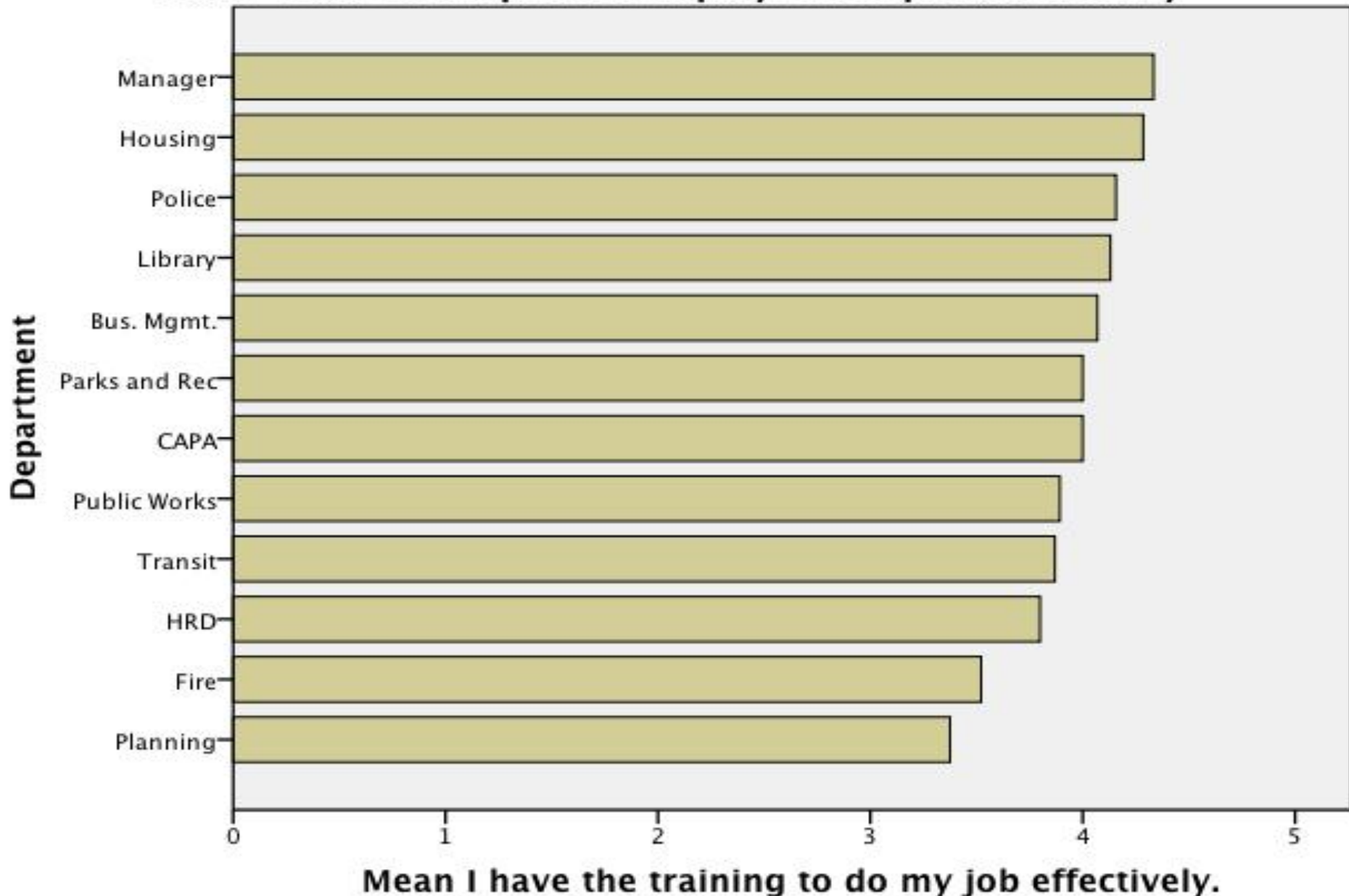
Department



Mean I have the physical resources (equipment, materials) to do my job effectively.

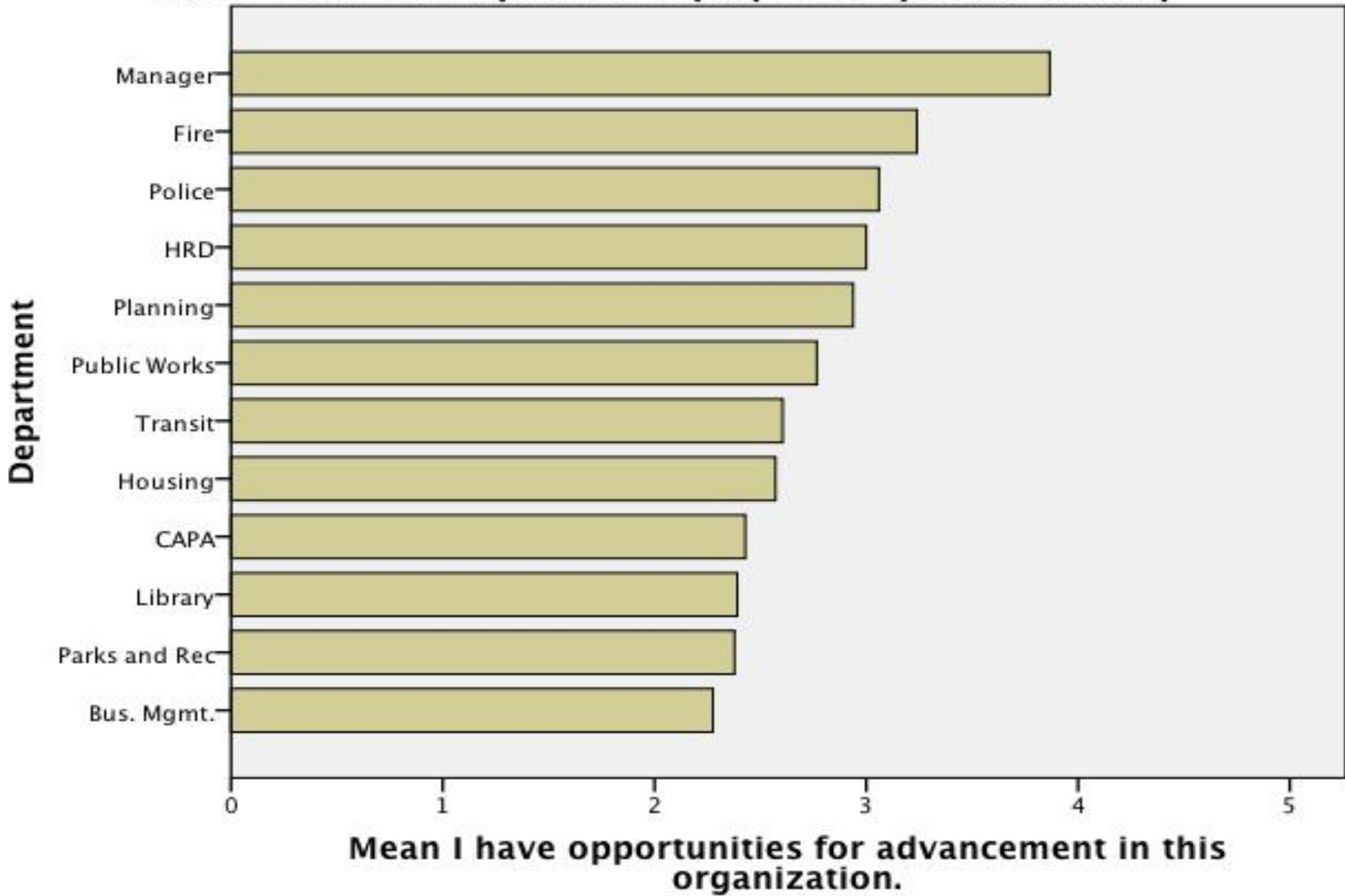
1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

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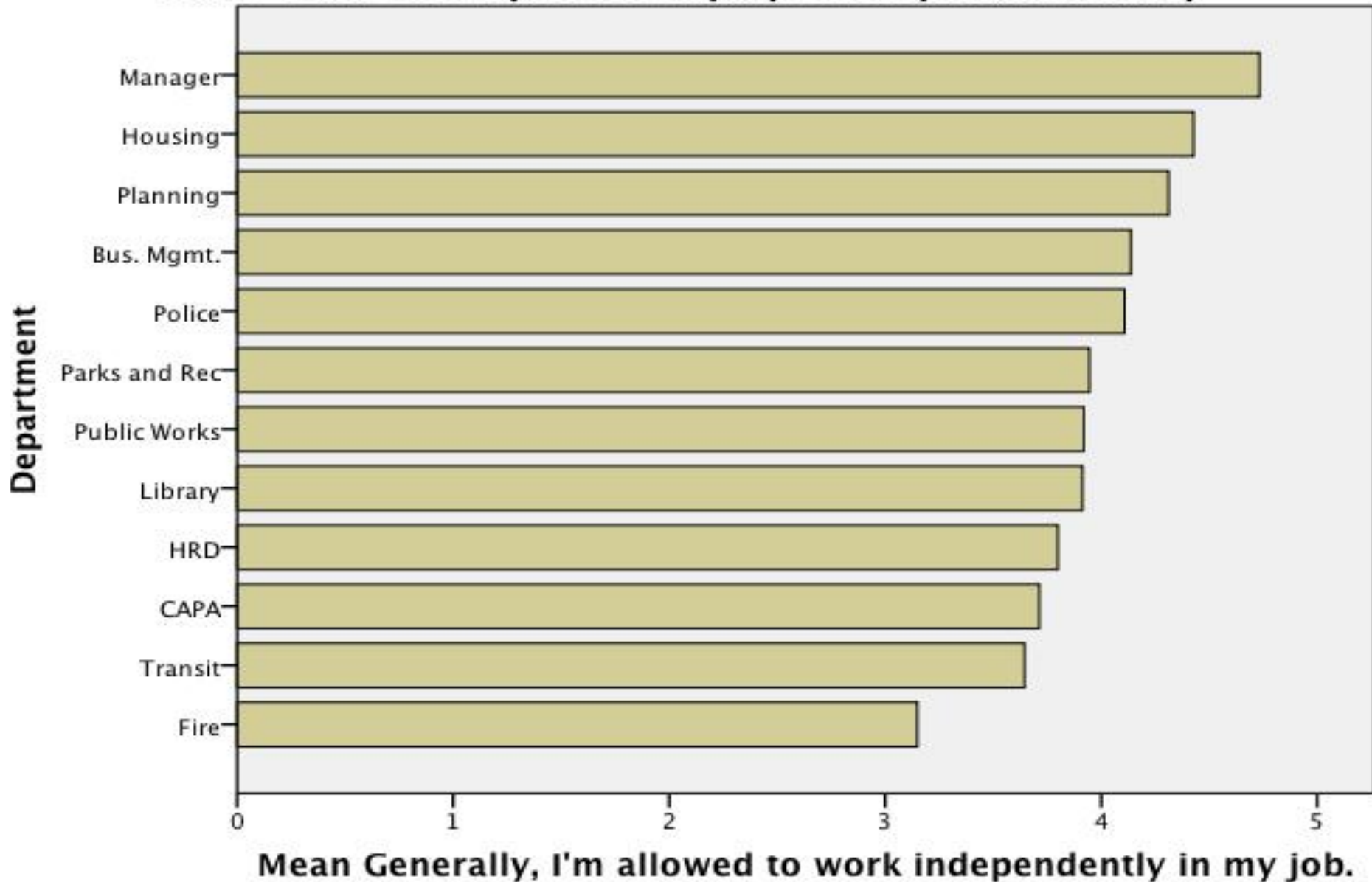
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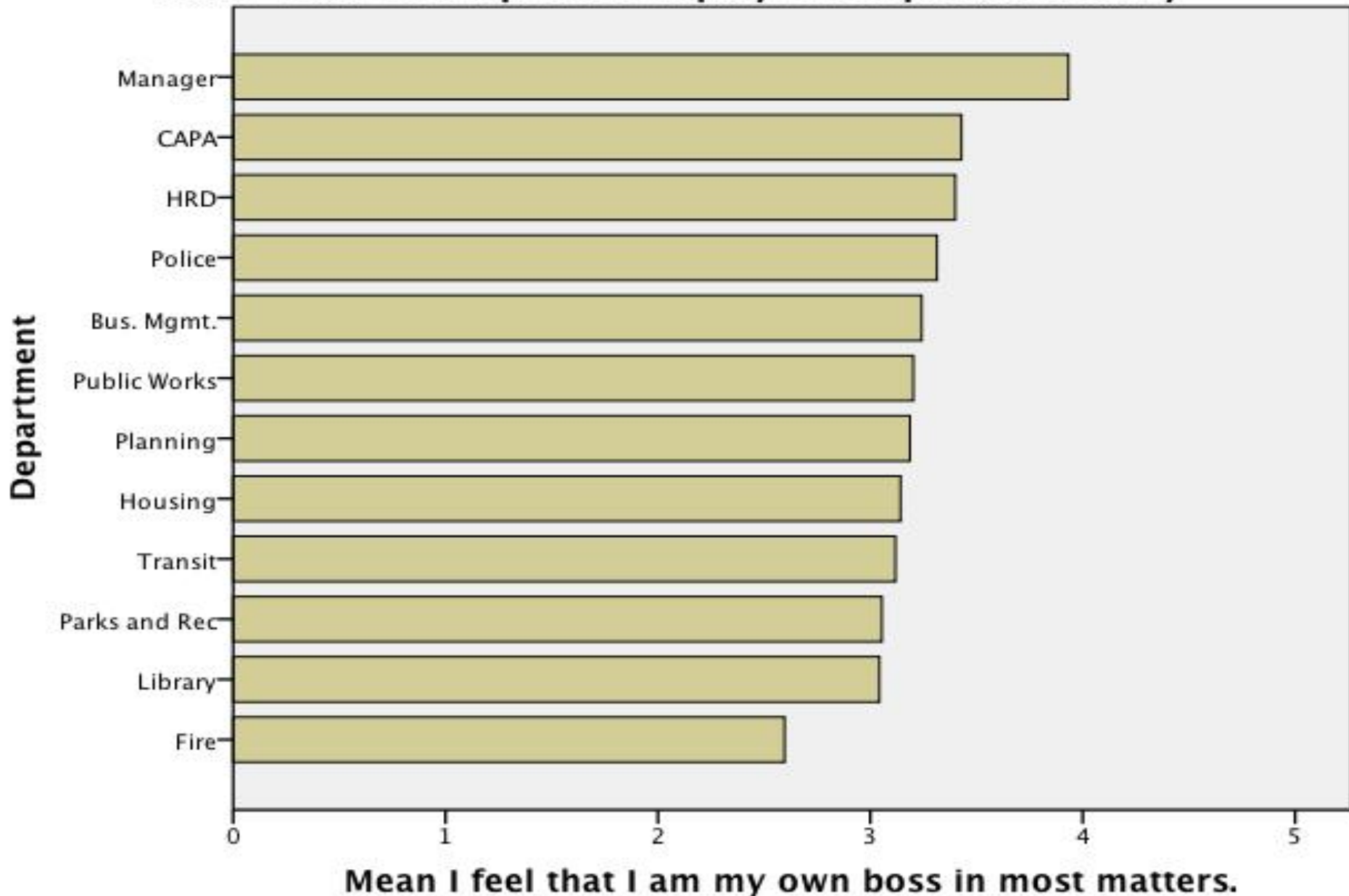
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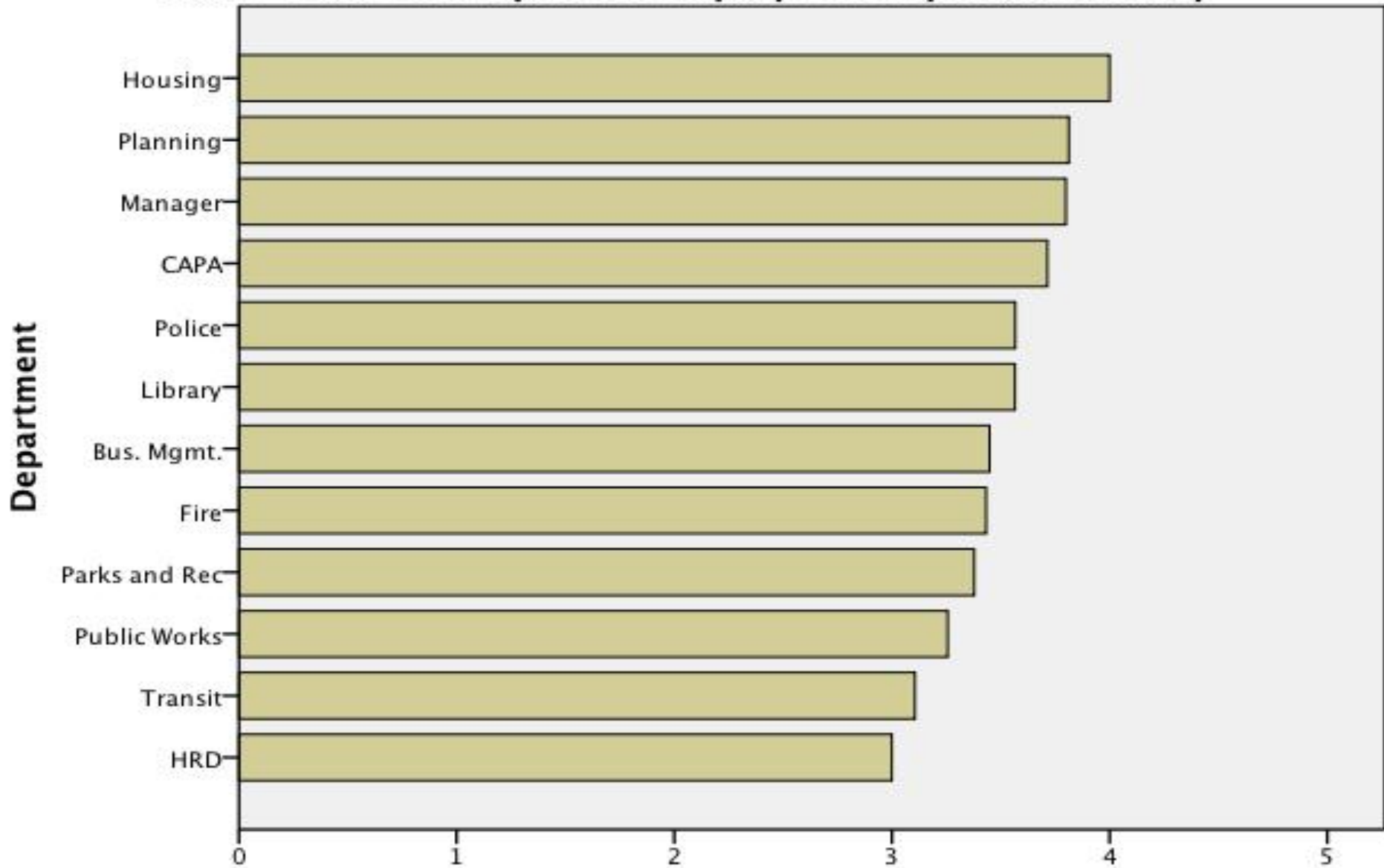
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1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

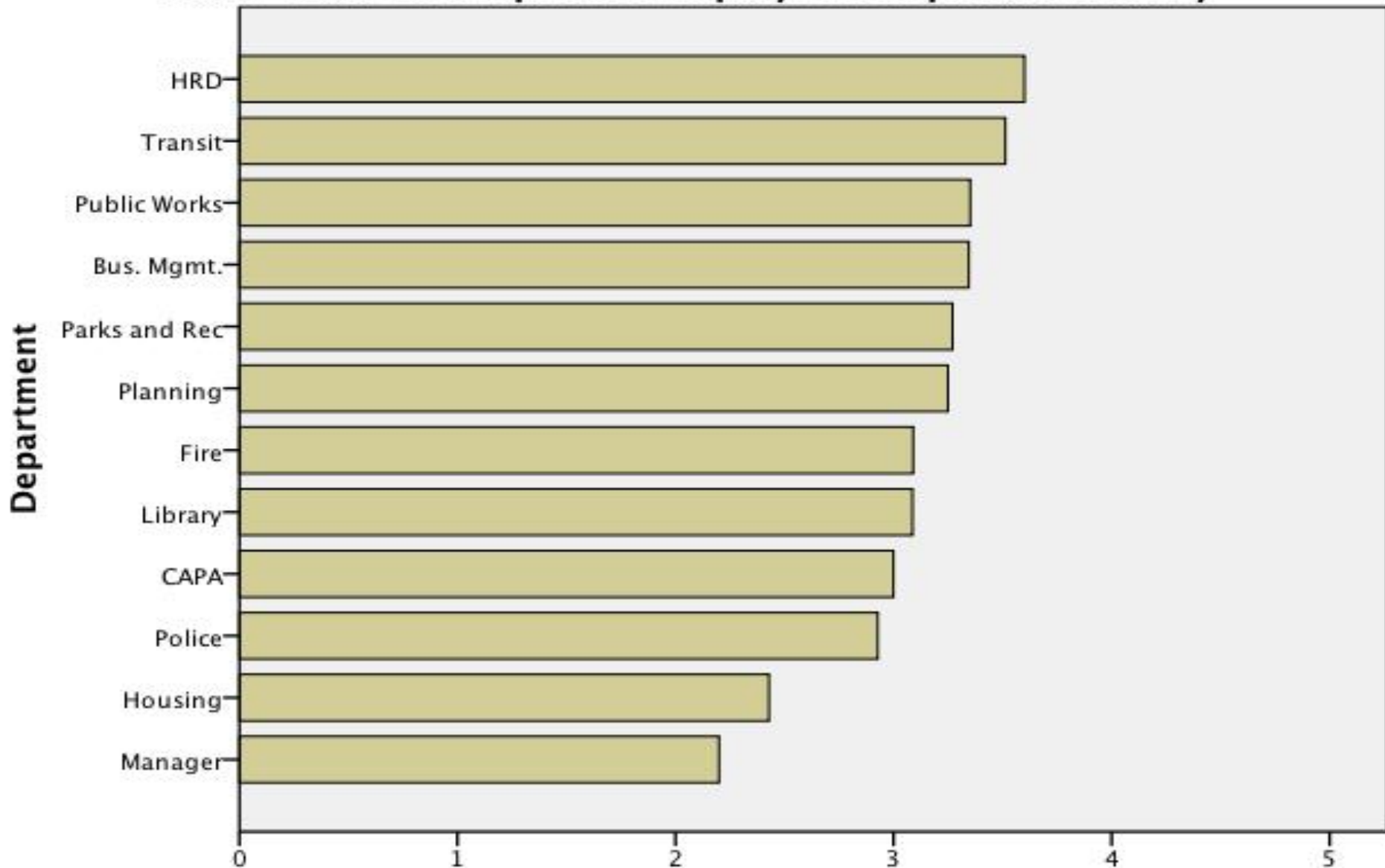
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Mean I am certain how much authority I have.

1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

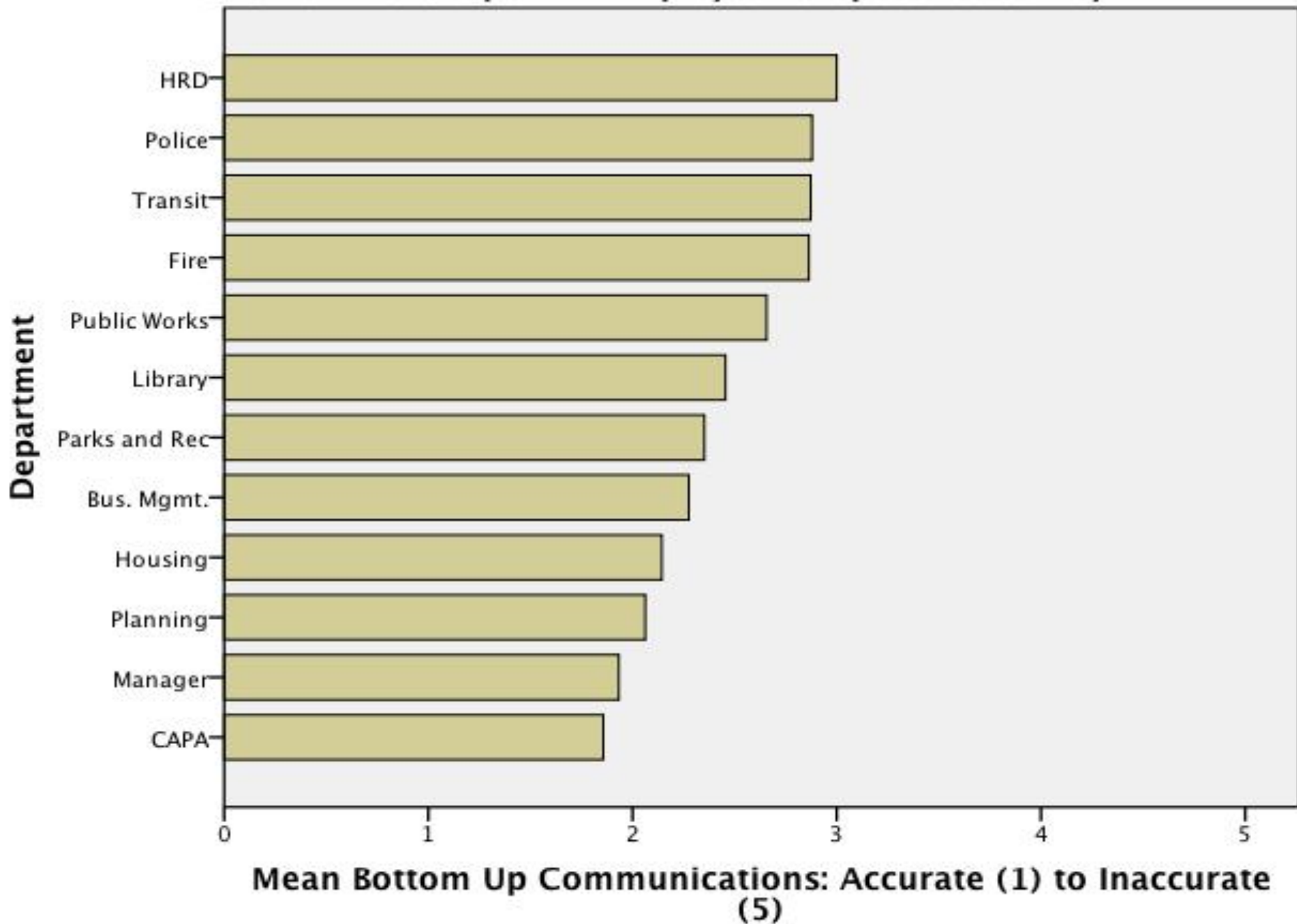
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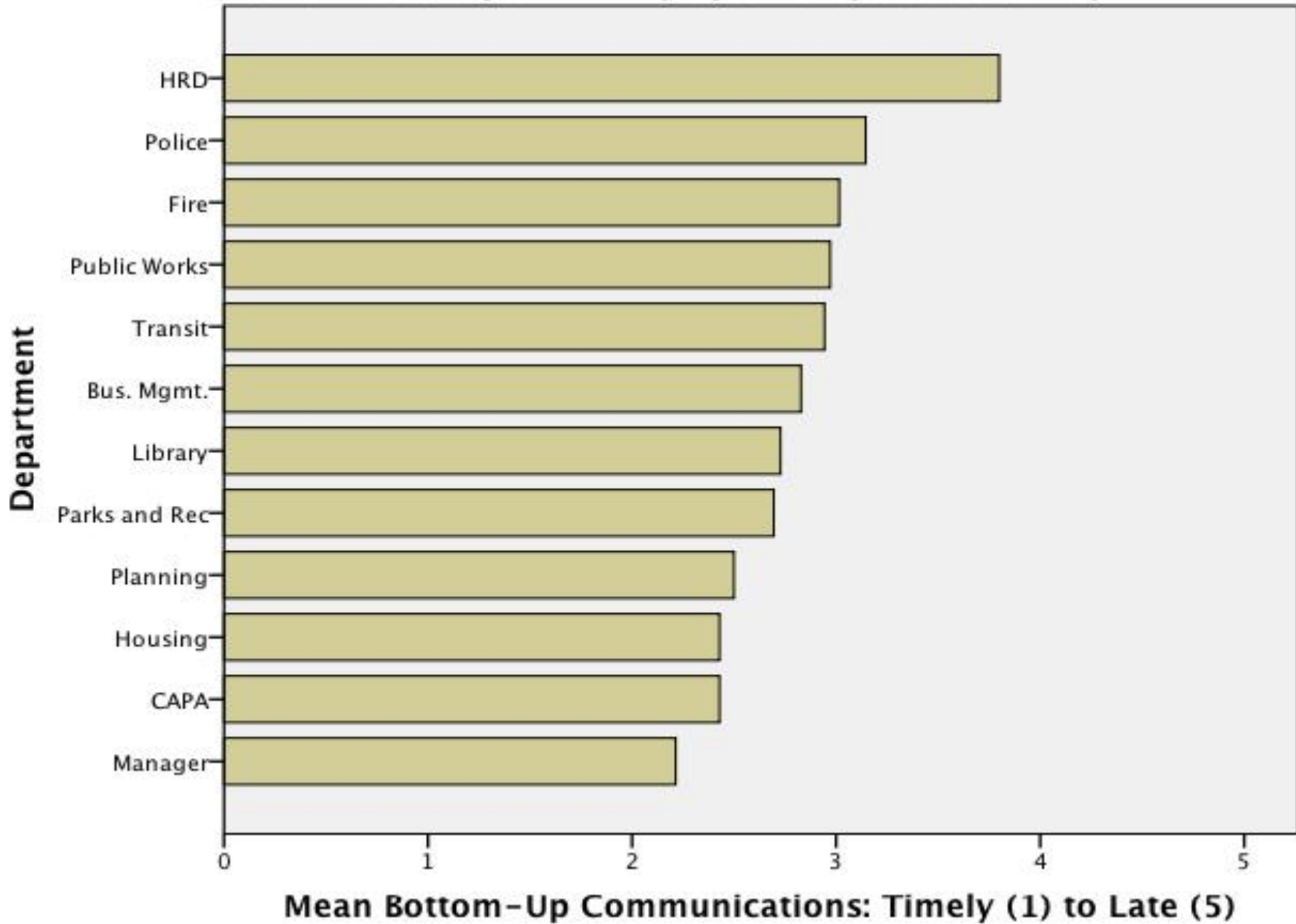
Mean I could do a better job if I had more authority.

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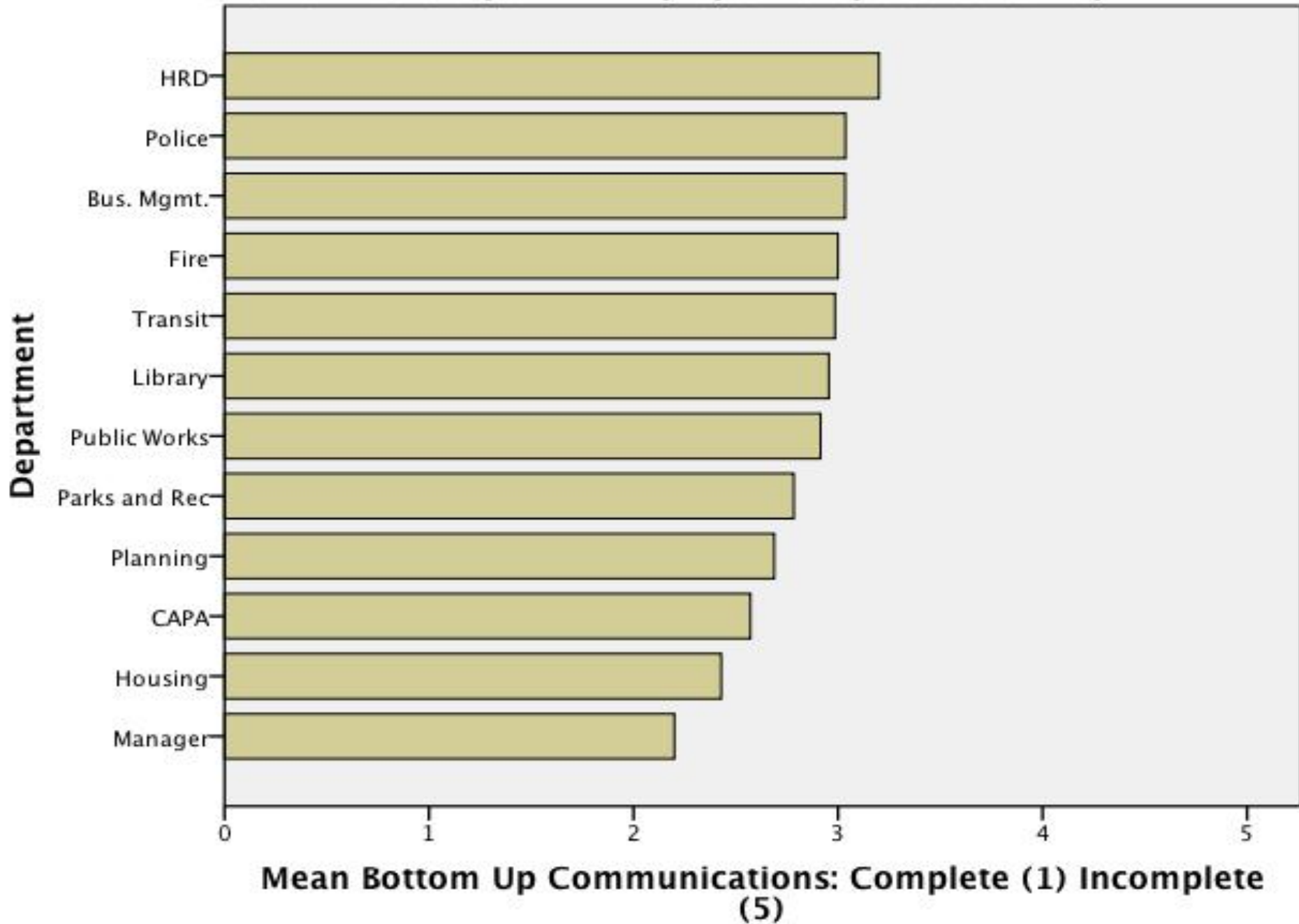
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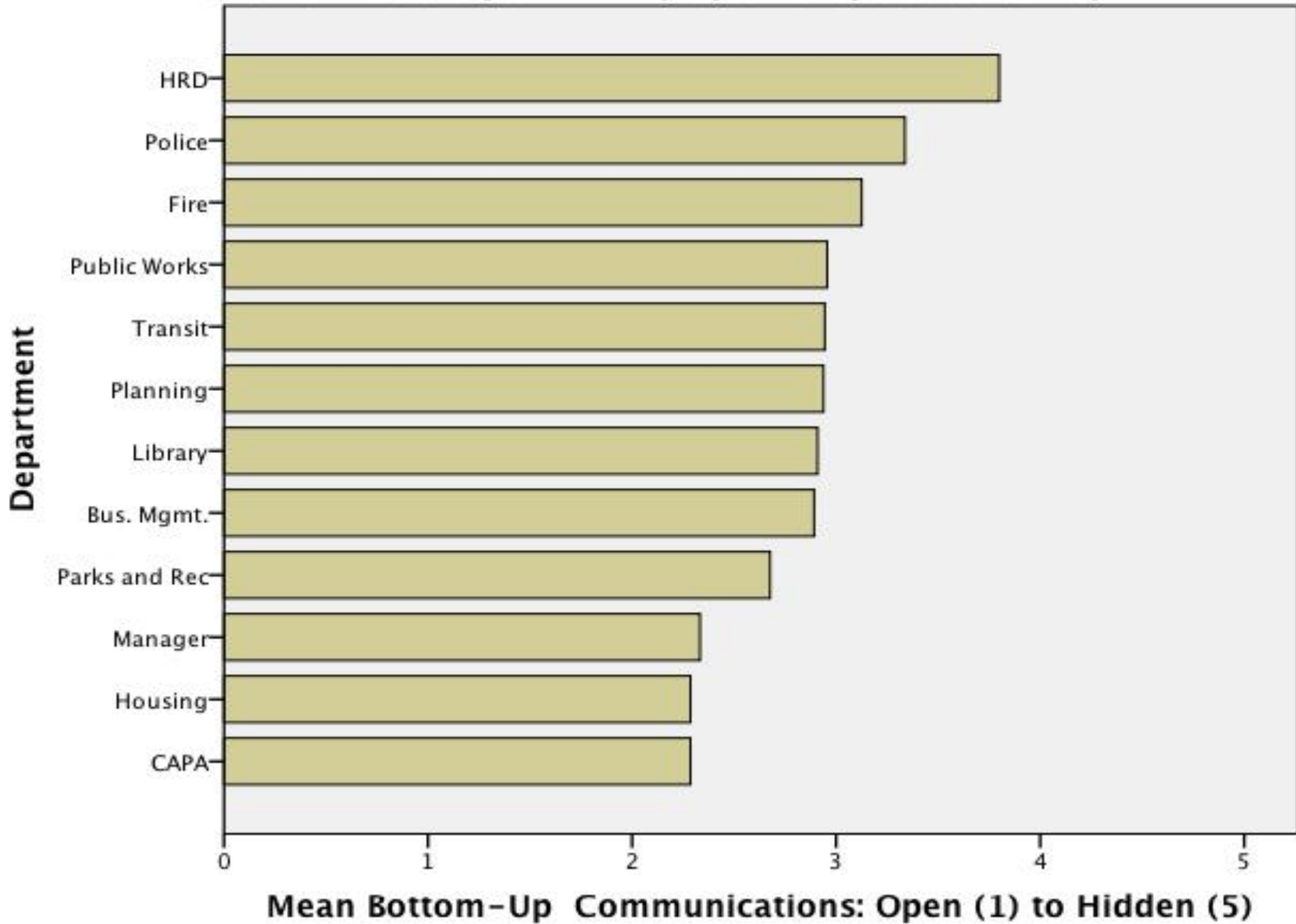
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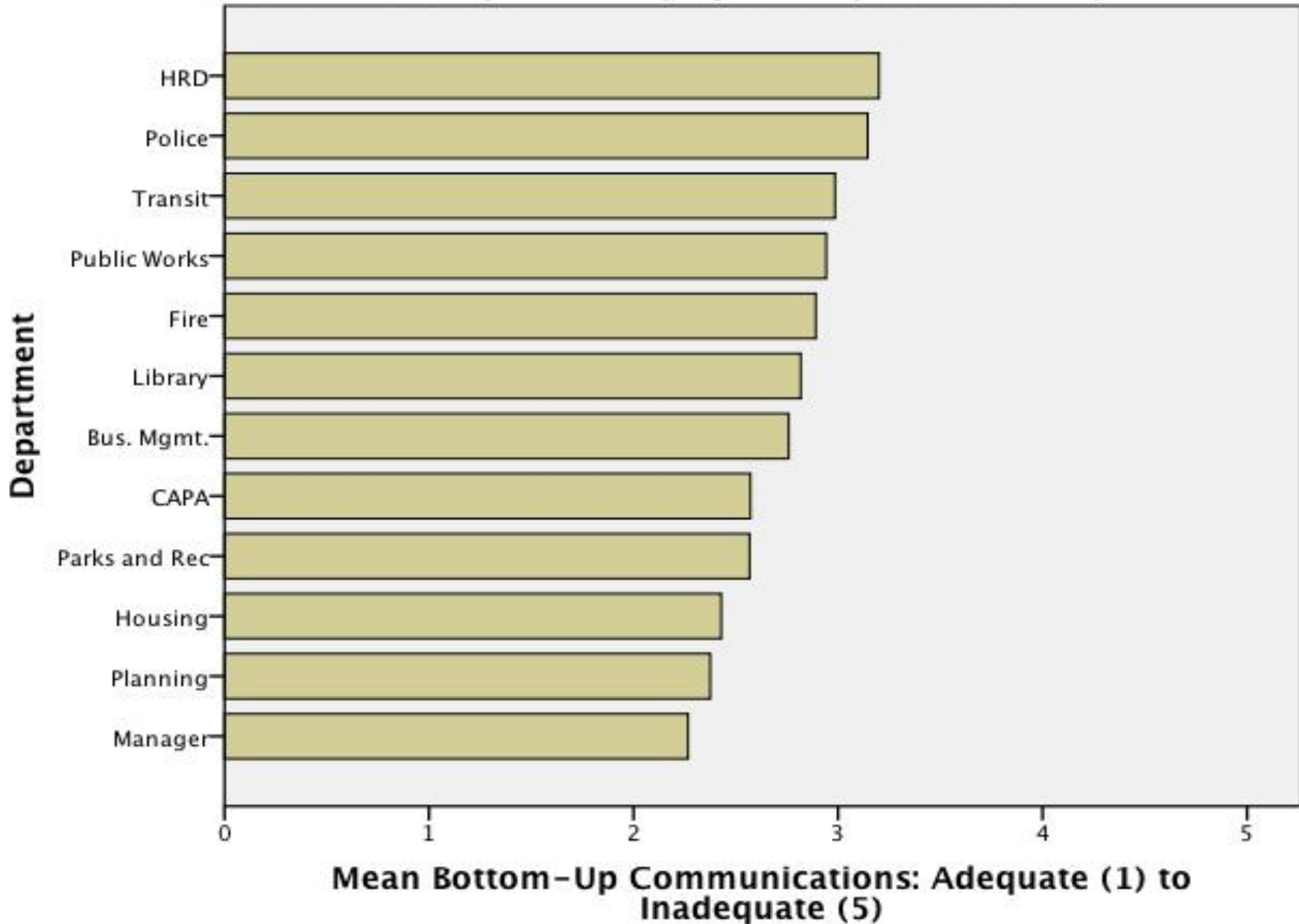
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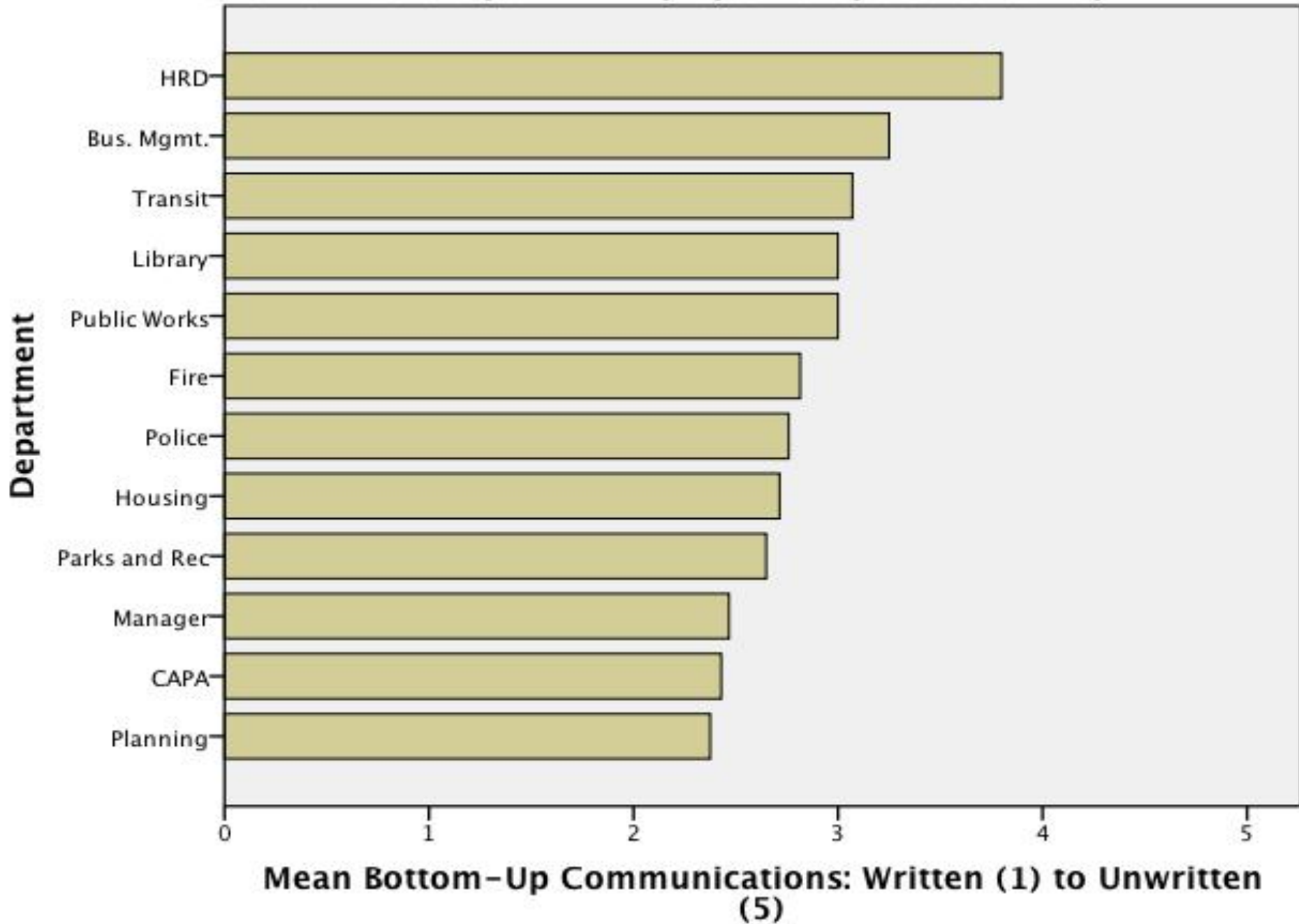
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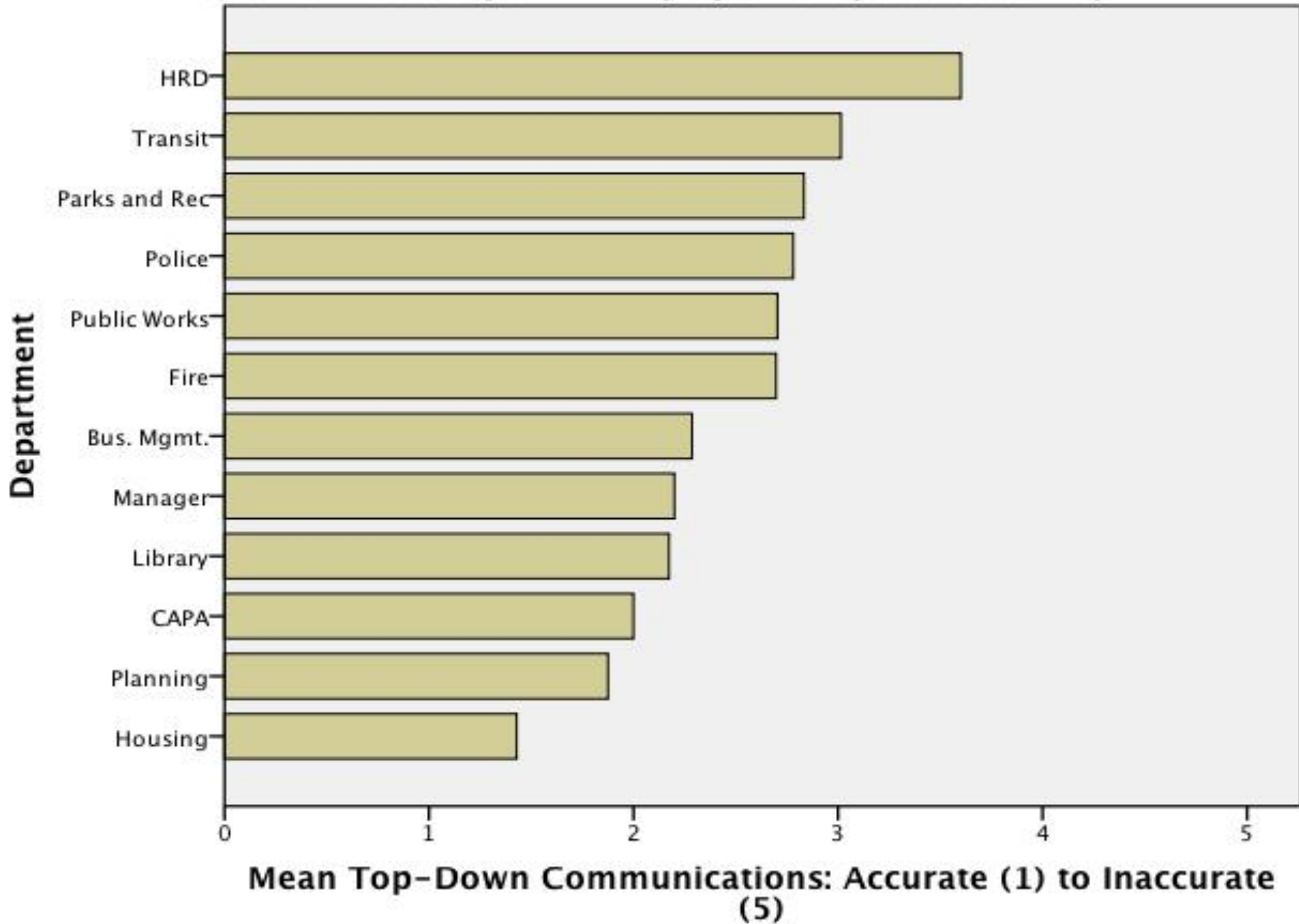
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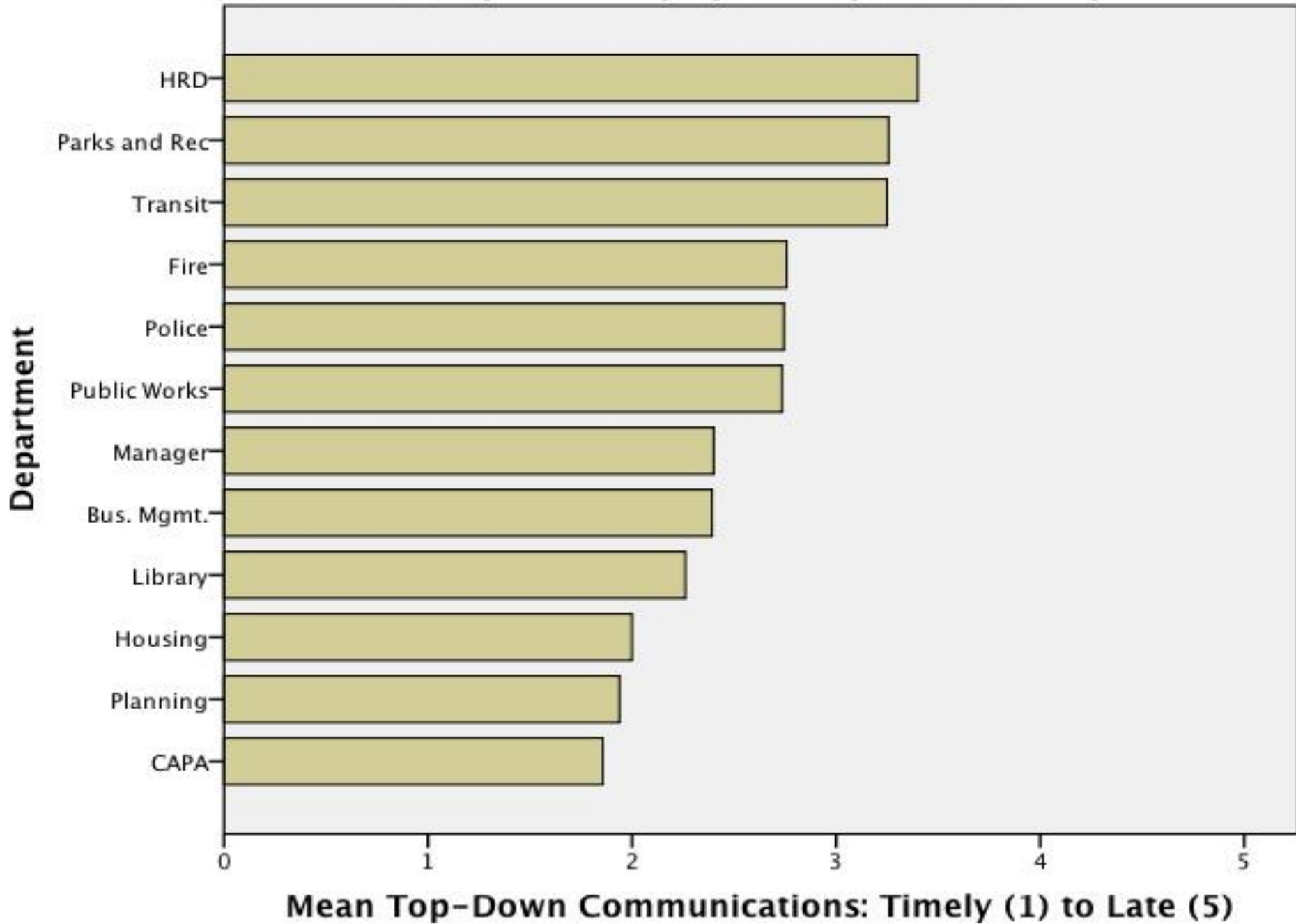
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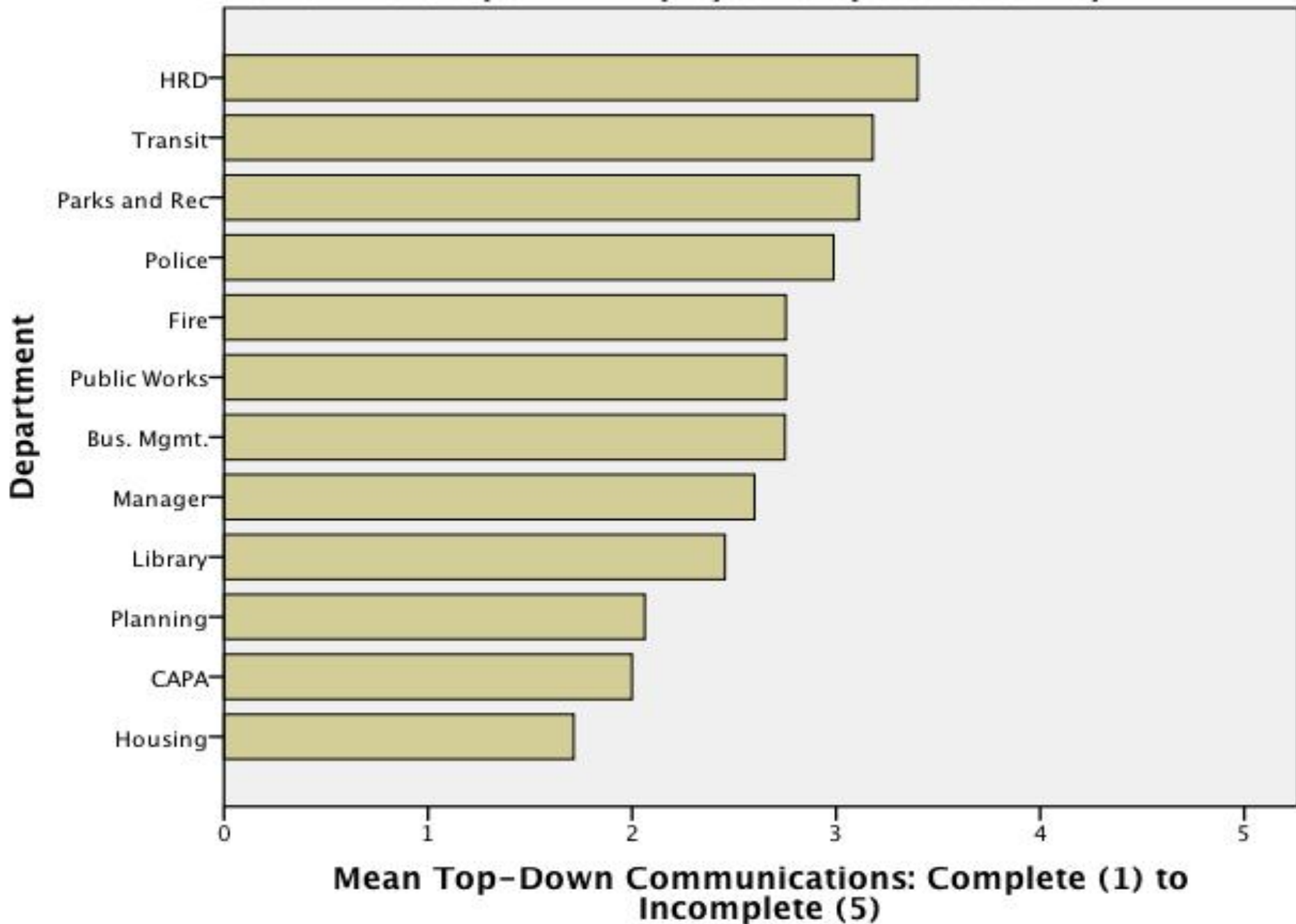
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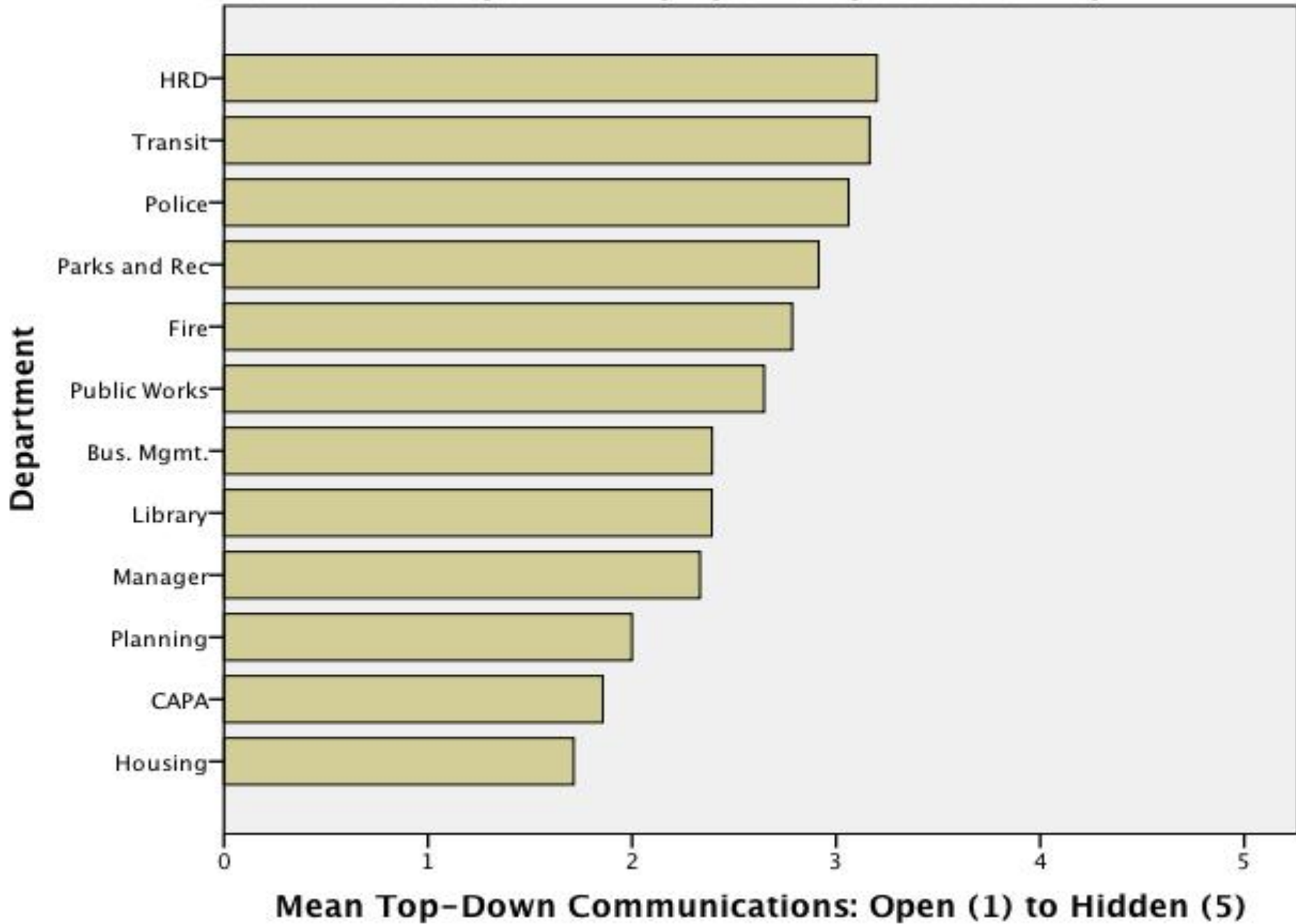
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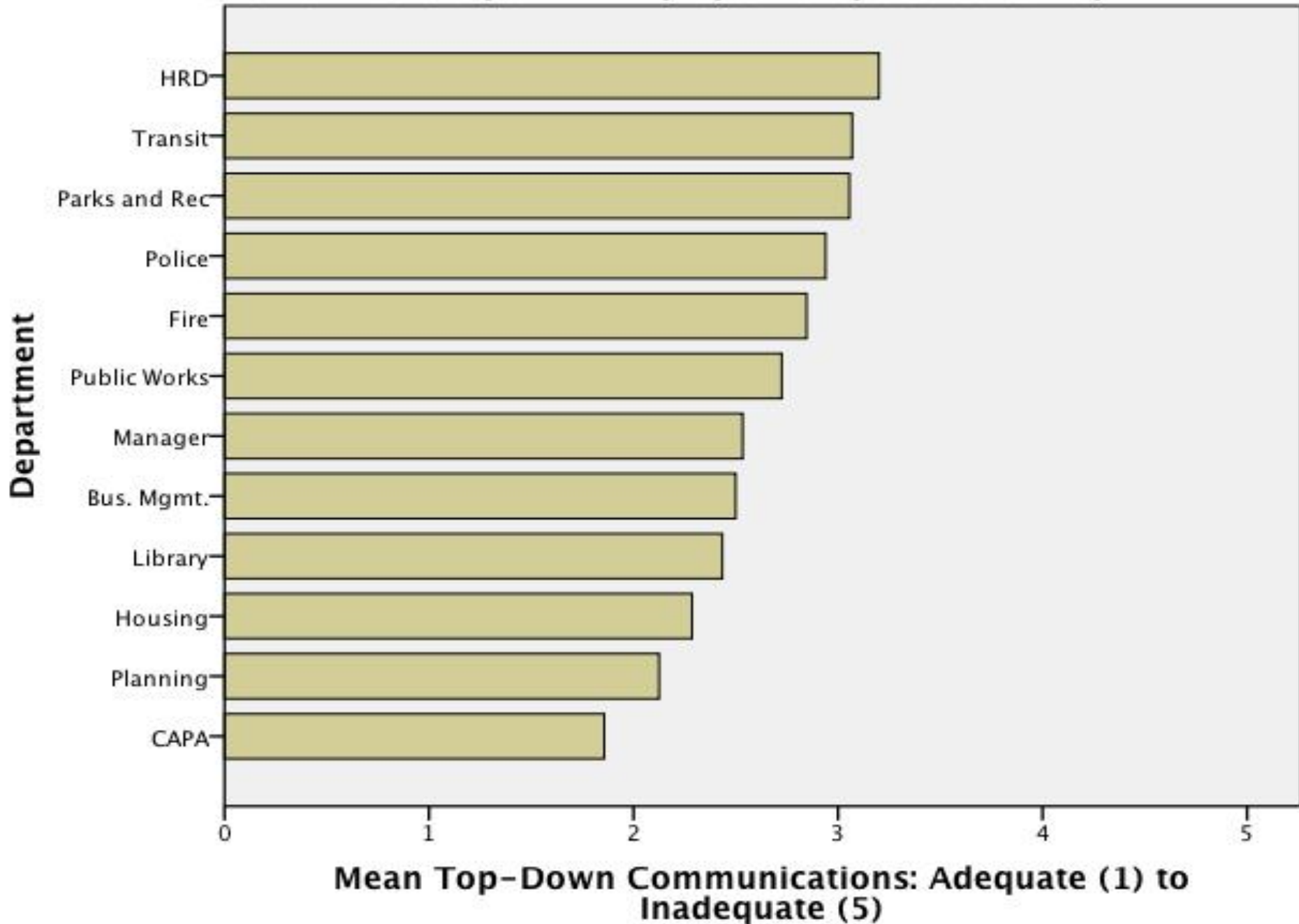
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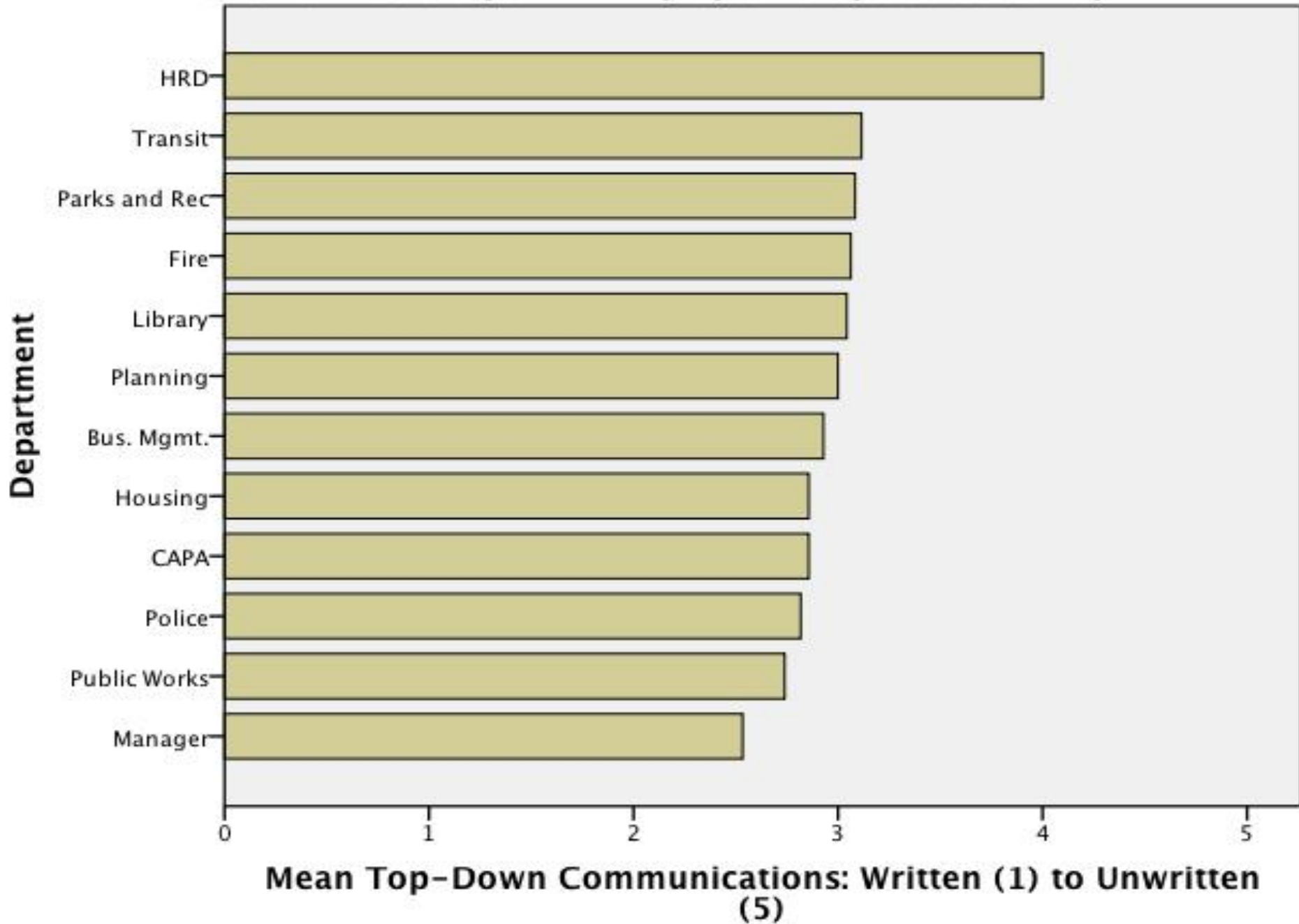
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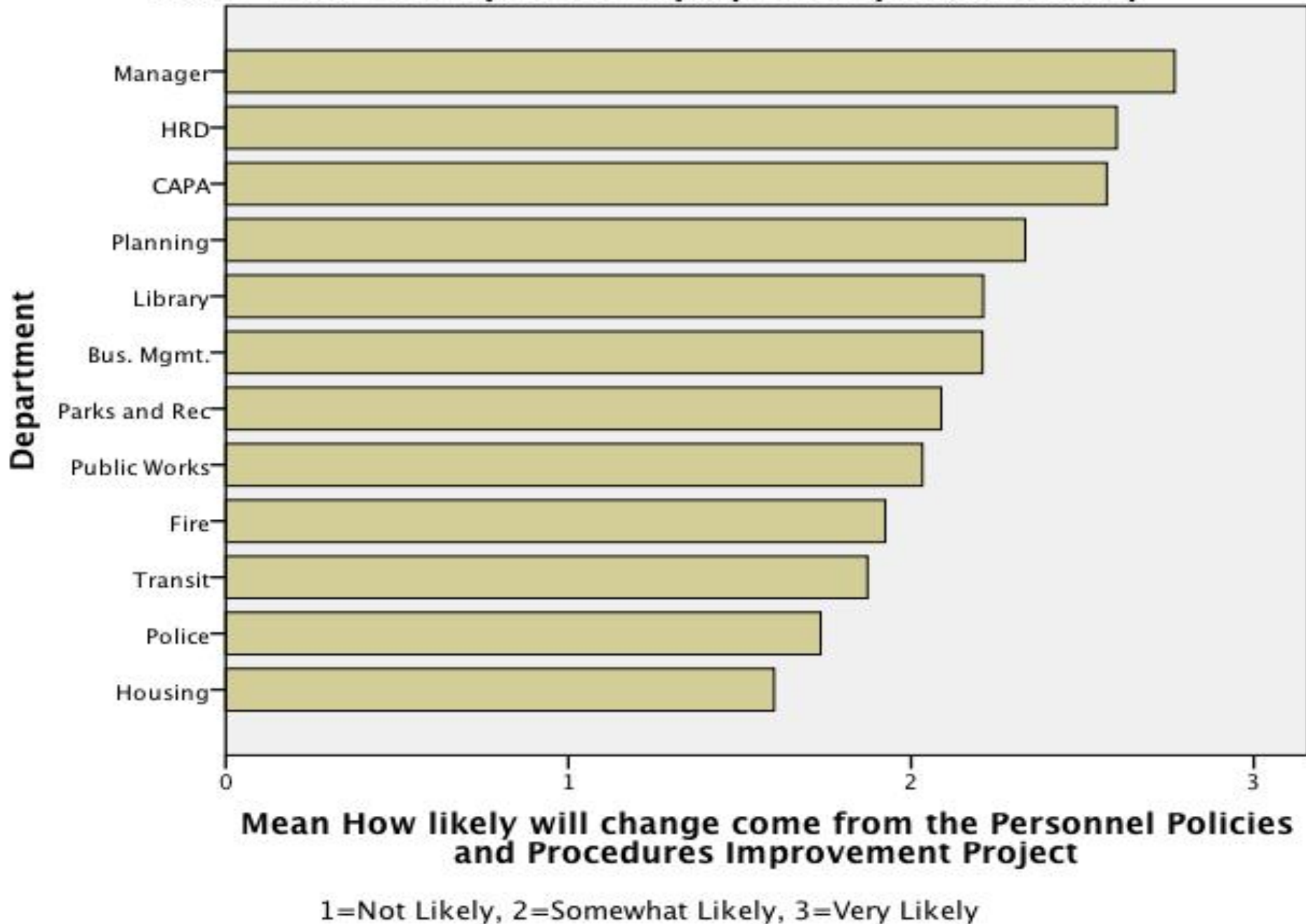
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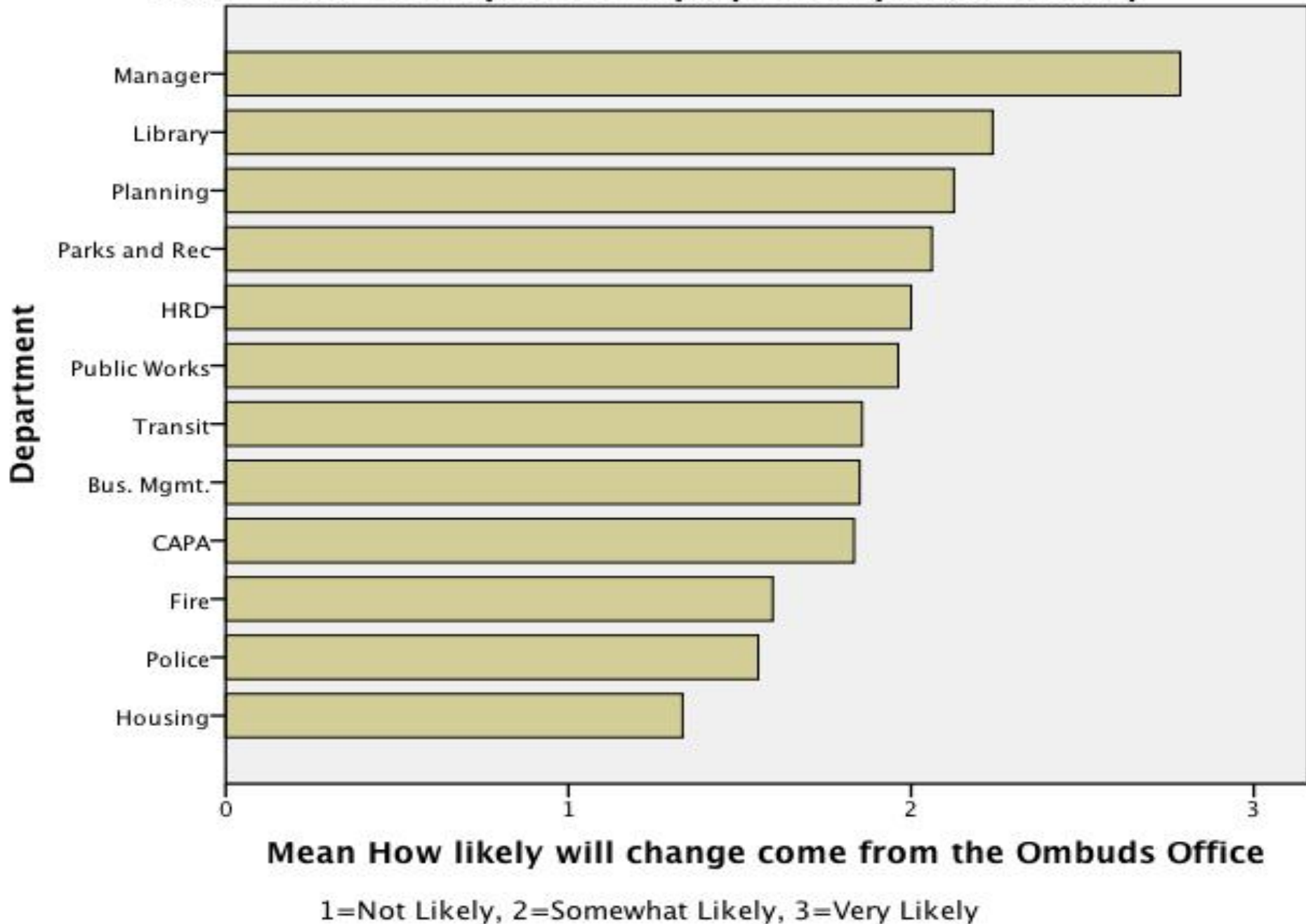
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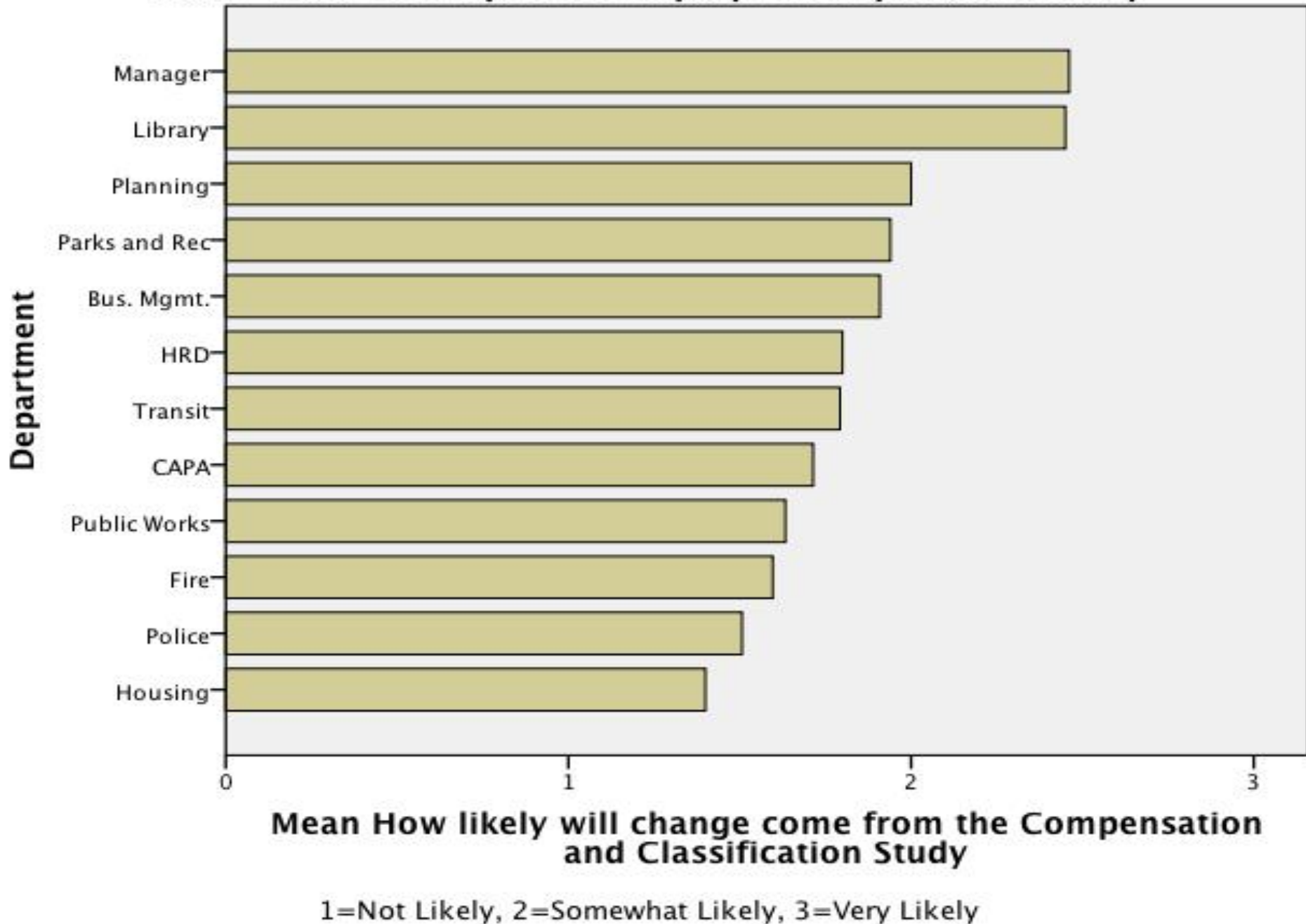
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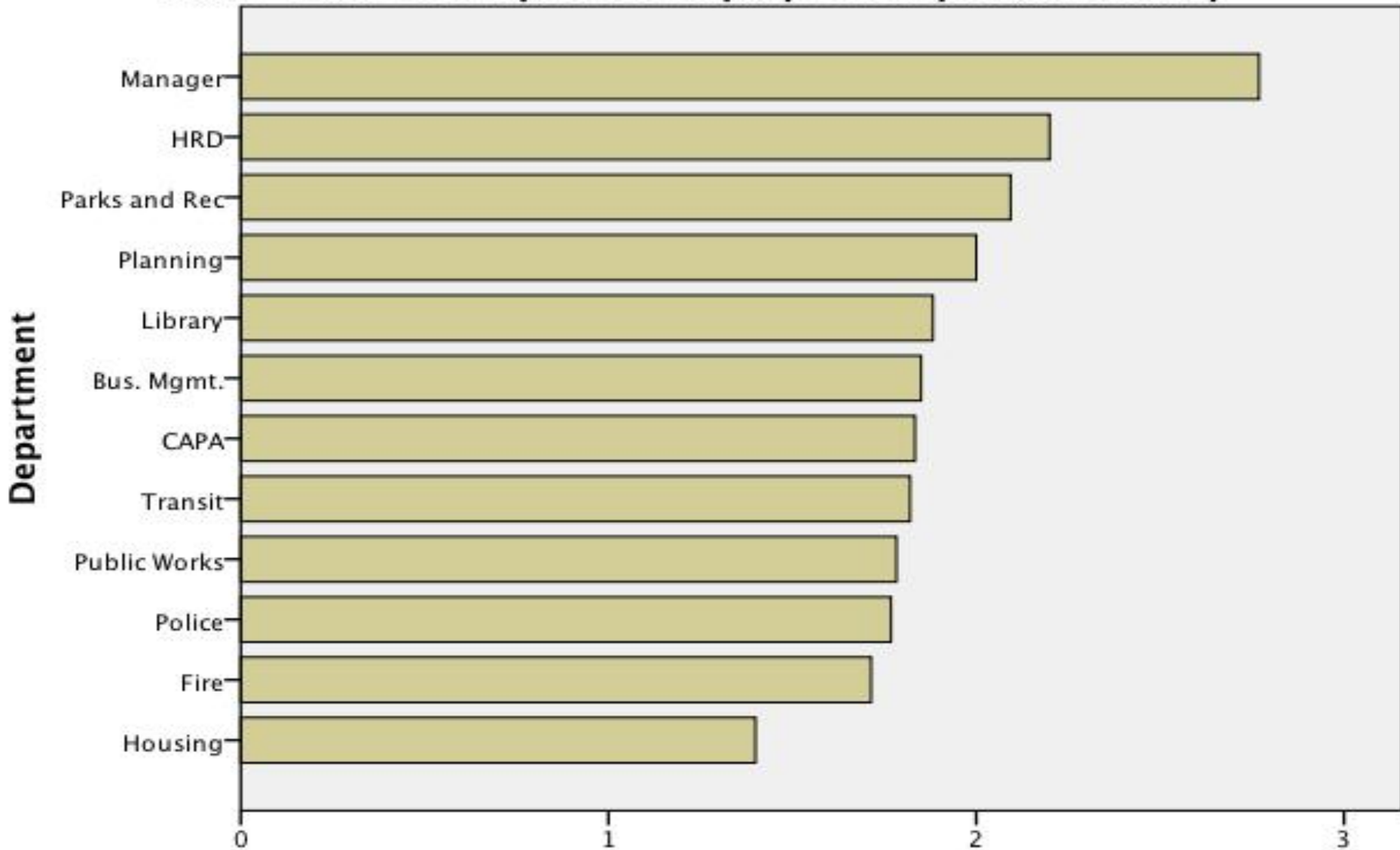
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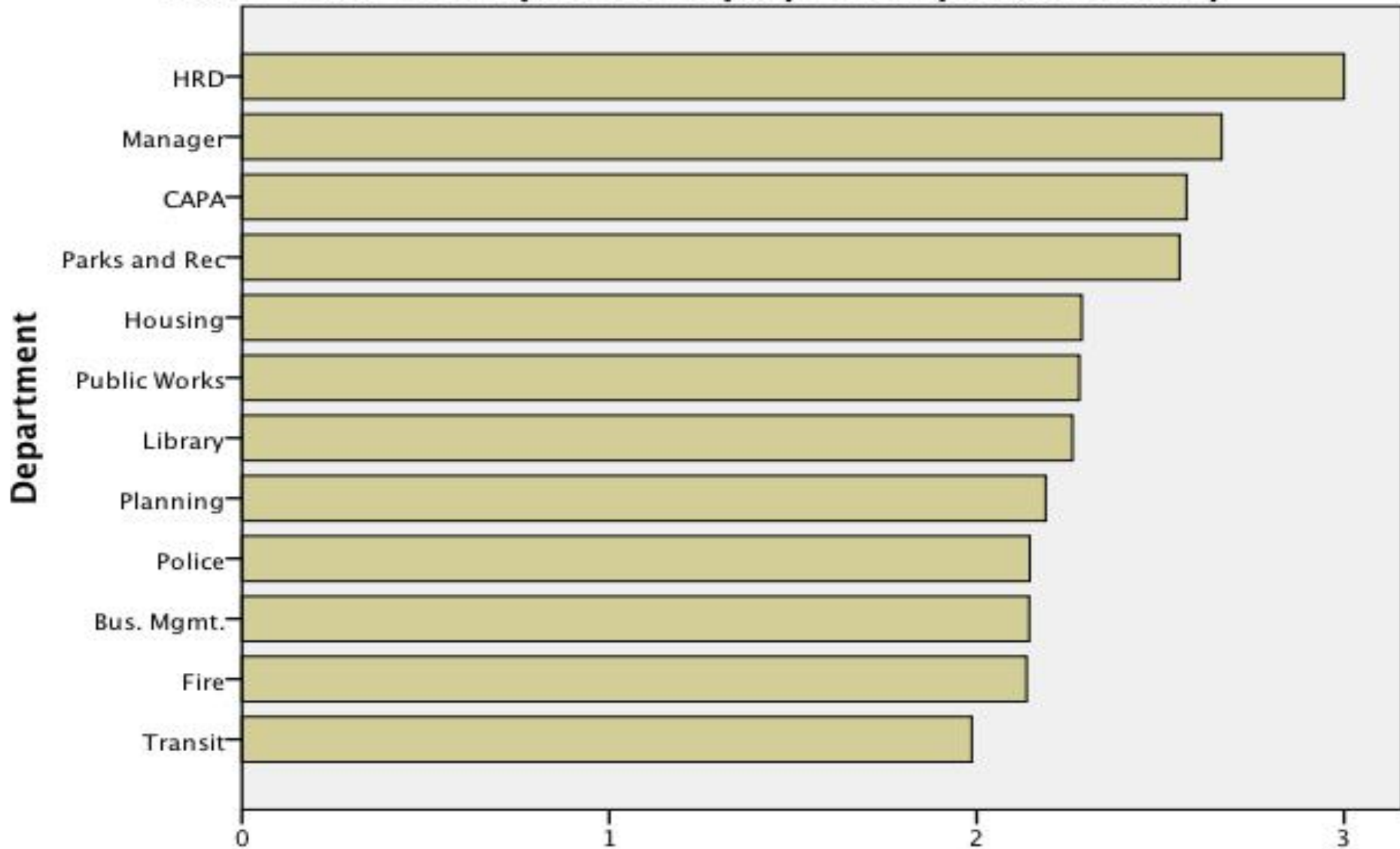
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Mean How likely will change come from the Employee Performance Management and Development System

1=Not Likely, 2=Somewhat Likely, 3=Very Likely

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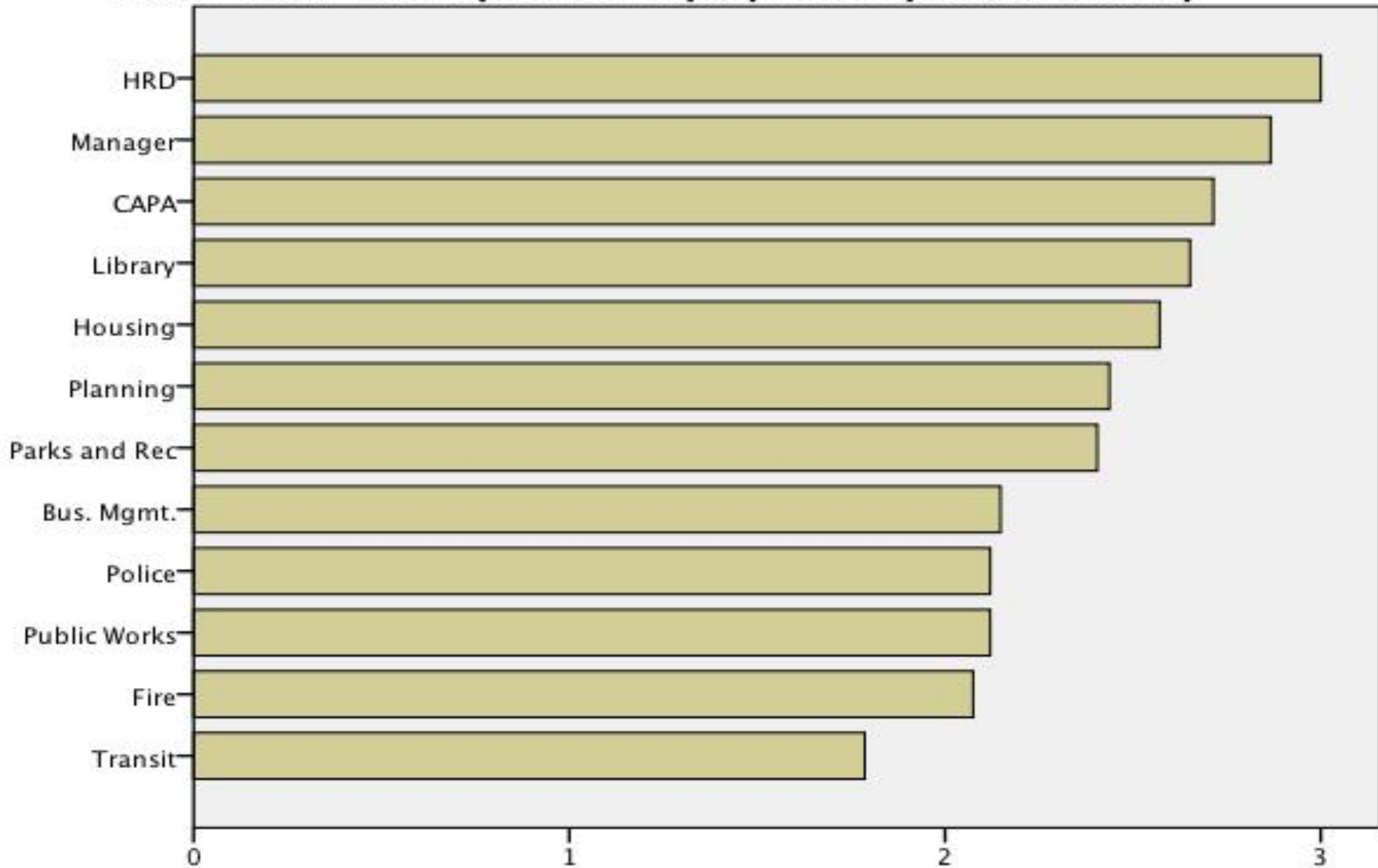


Mean Familiarity with Town of Chapel Hill Initiative: Personnel Policies and Procedures Improvement Project

1=Not Familiar, 2=Somewhat Familiar, 3=Very Familiar

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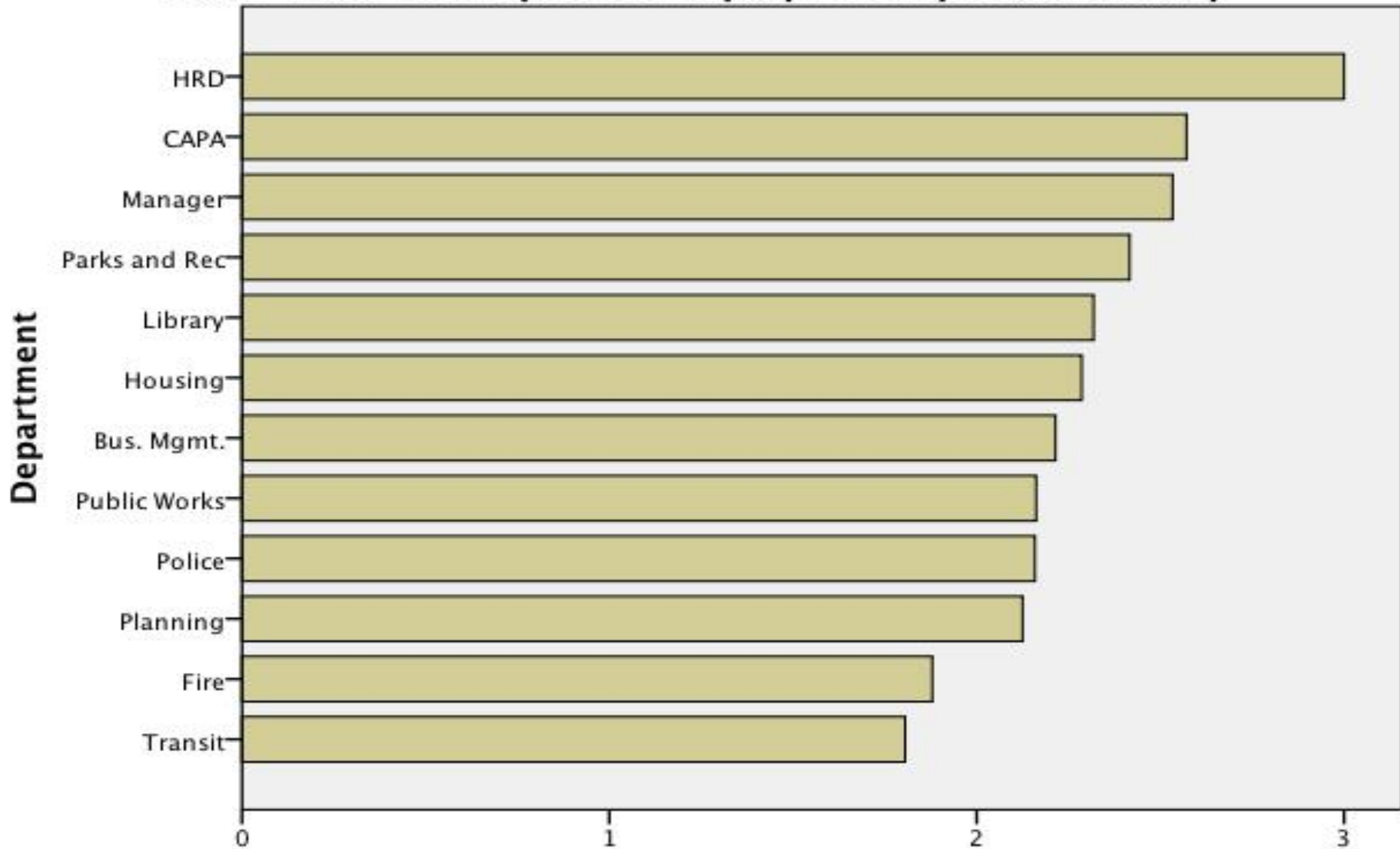
Department



Mean Familiarity with Town of Chapel Hill Initiative: Ombuds Office

1=Not Familiar, 2=Somewhat Familiar, 3=Very Familiar

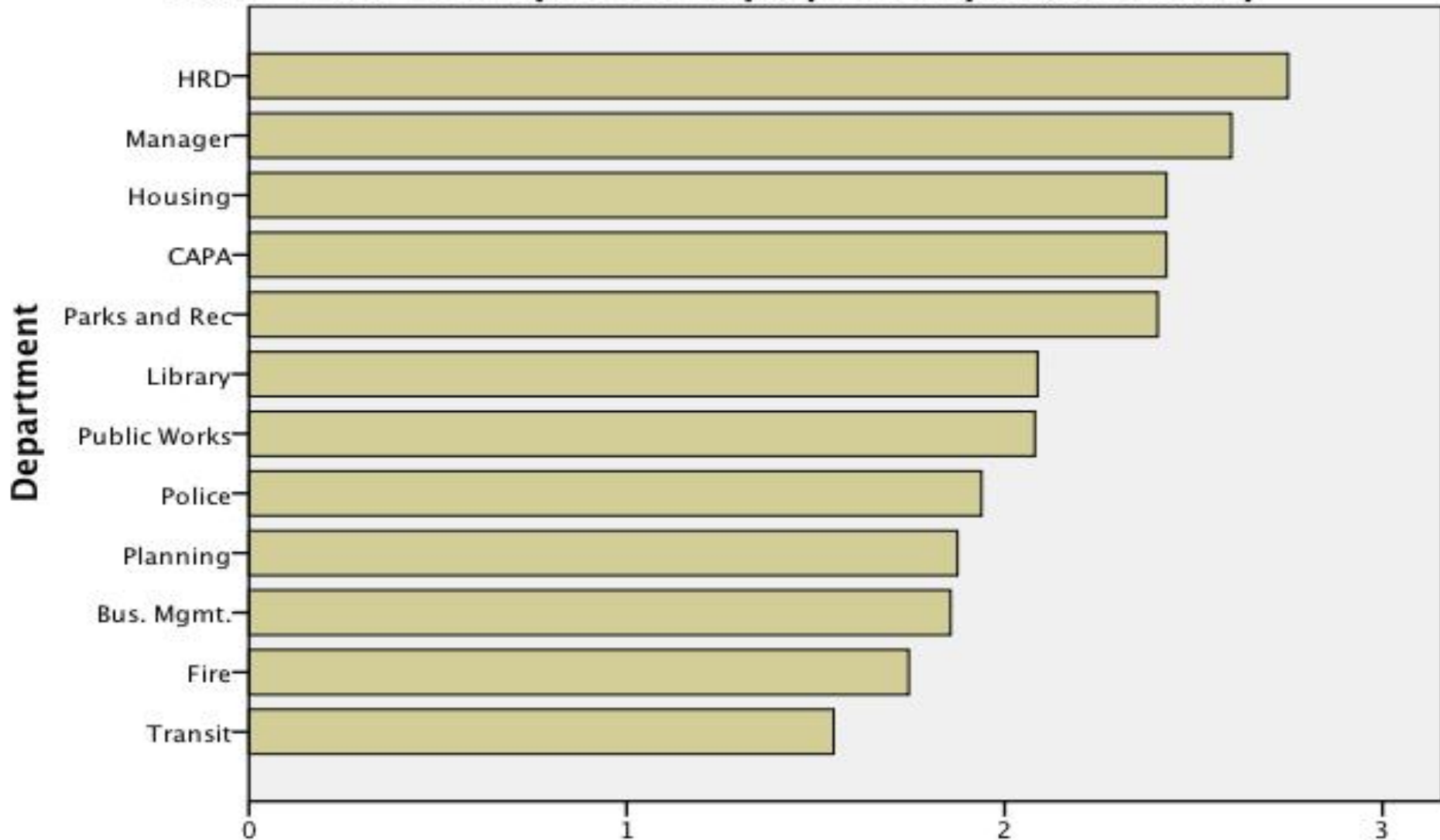
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**Mean Familiarity with Town of Chapel Hill Initiative:
Compensation and Classification Study**

1=Not Familiar, 2=Somewhat Familiar, 3=Very Familiar

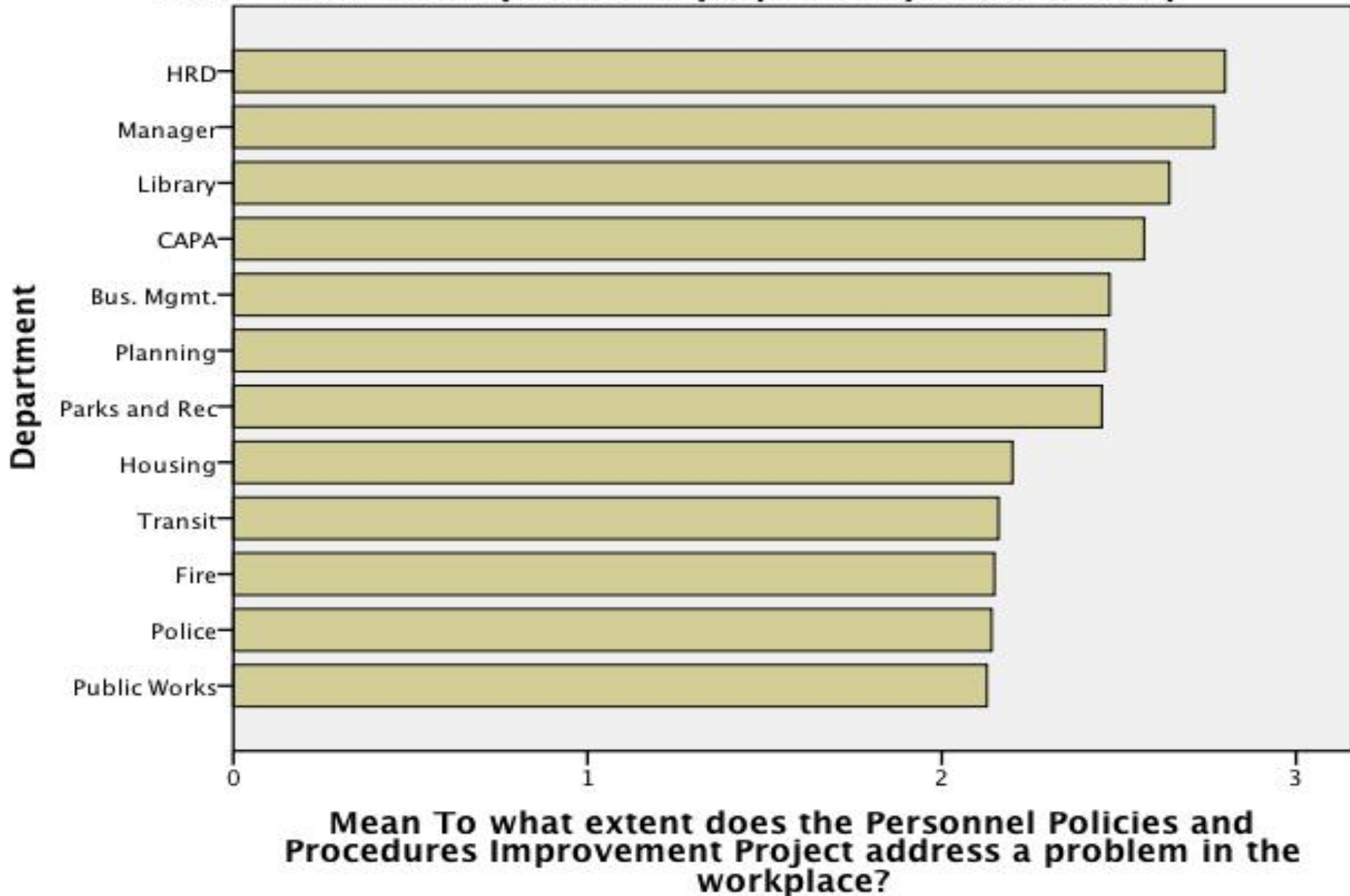
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Mean Familiarity with Town of Chapel Hill Initiative: Employee Performance Management and Development System

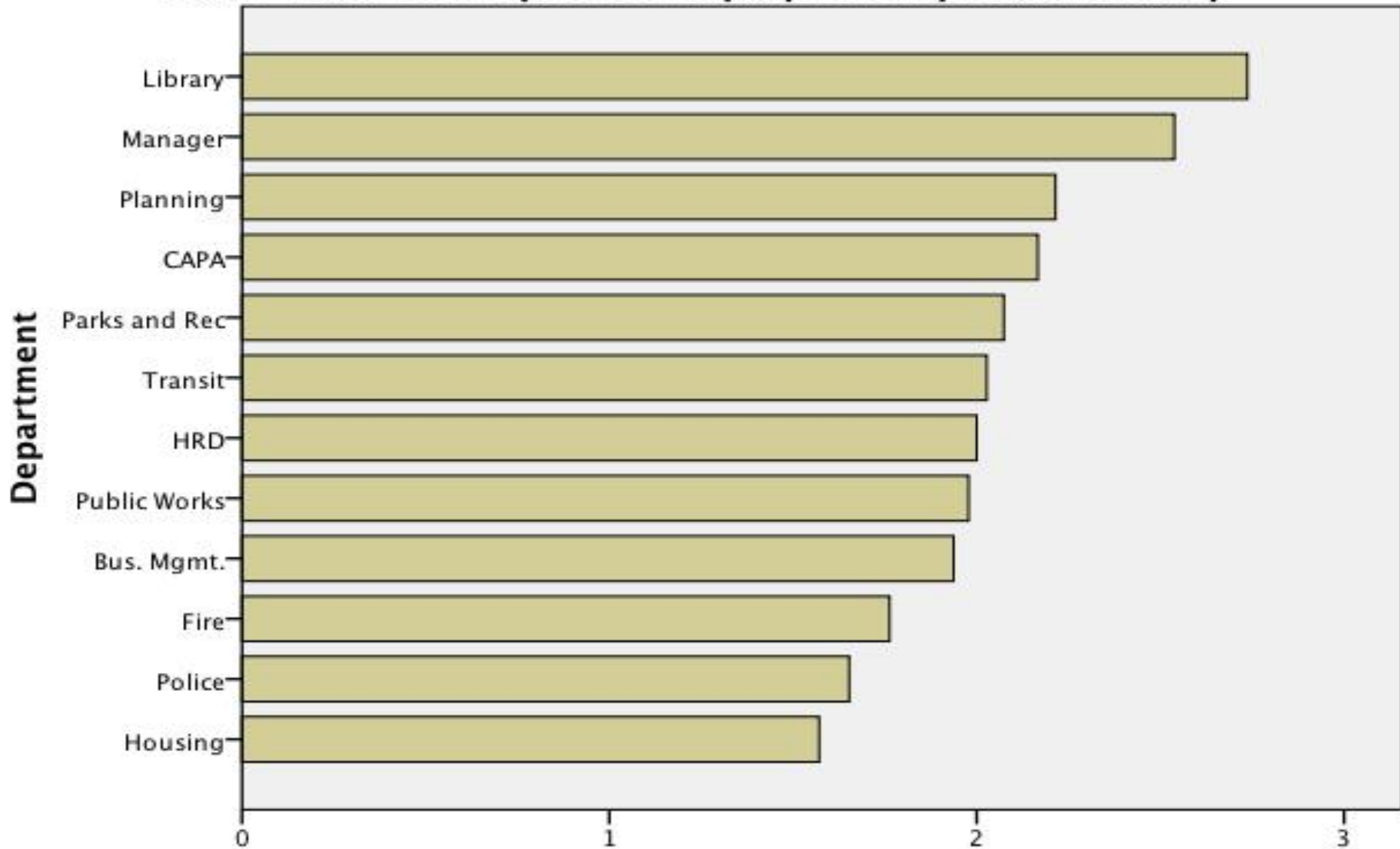
1=Not Familiar, 2=Somewhat Familiar, 3=Very Familiar

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1=No Problem, 2=Partial Problem, 3=Clear Problem

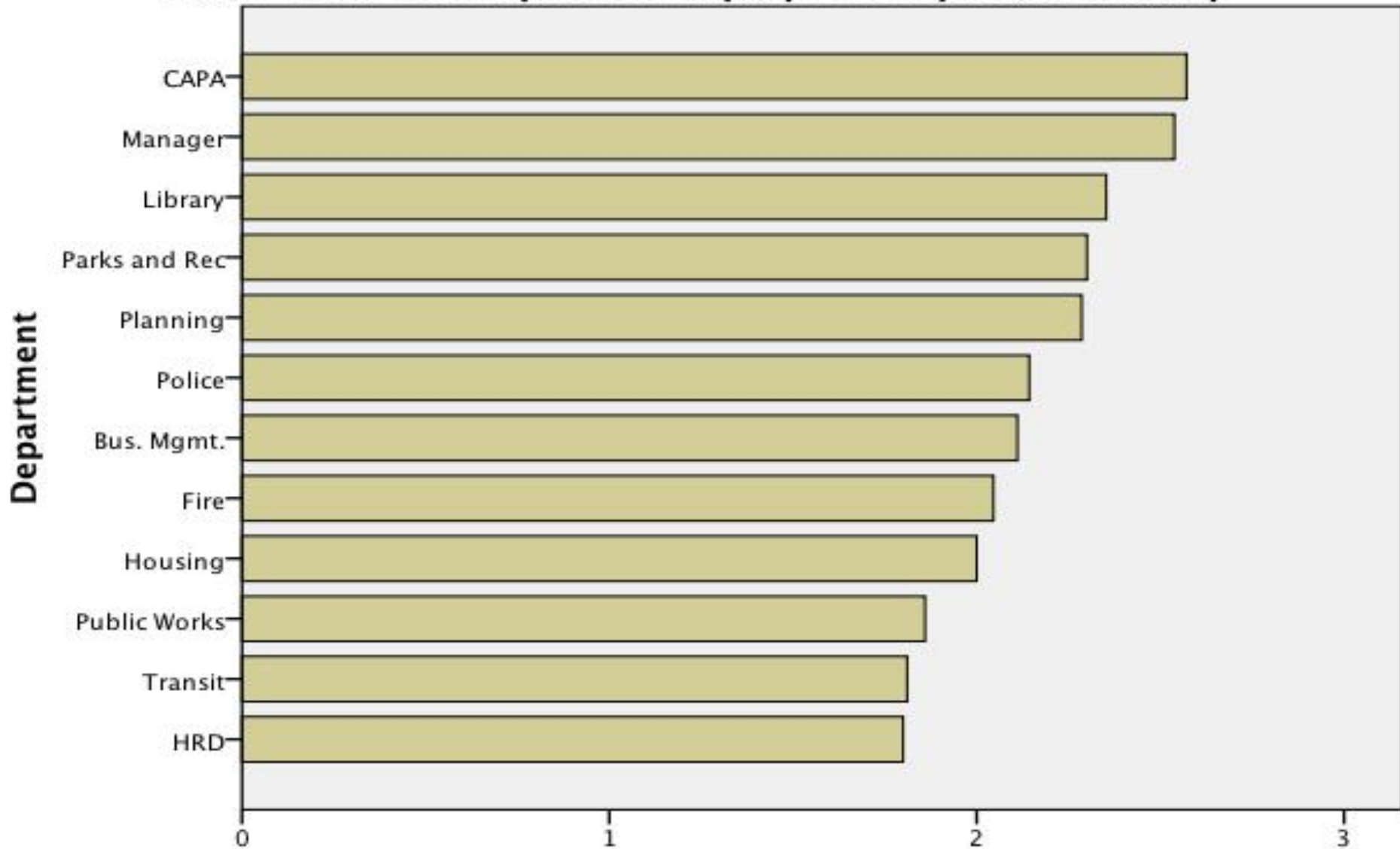
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Mean To what extent does the Ombuds Office address a problem in the workplace?

1=No Problem, 2=Partial Problem, 3=Clear Problem

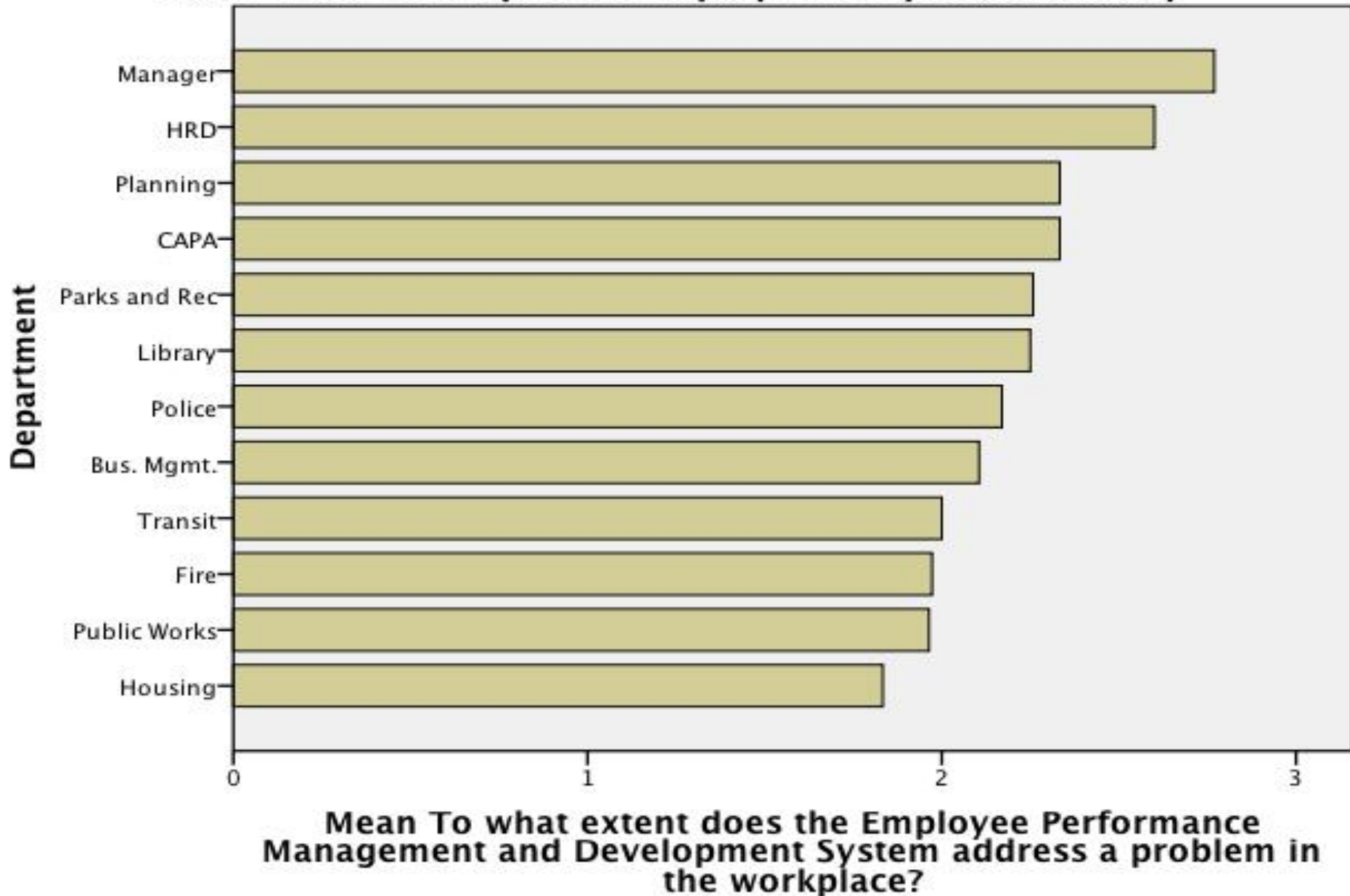
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Mean To what extent does the Compensation and Classification Study address a problem in the workplace?

1=No Problem, 2=Partial Problem, 3=Clear Problem

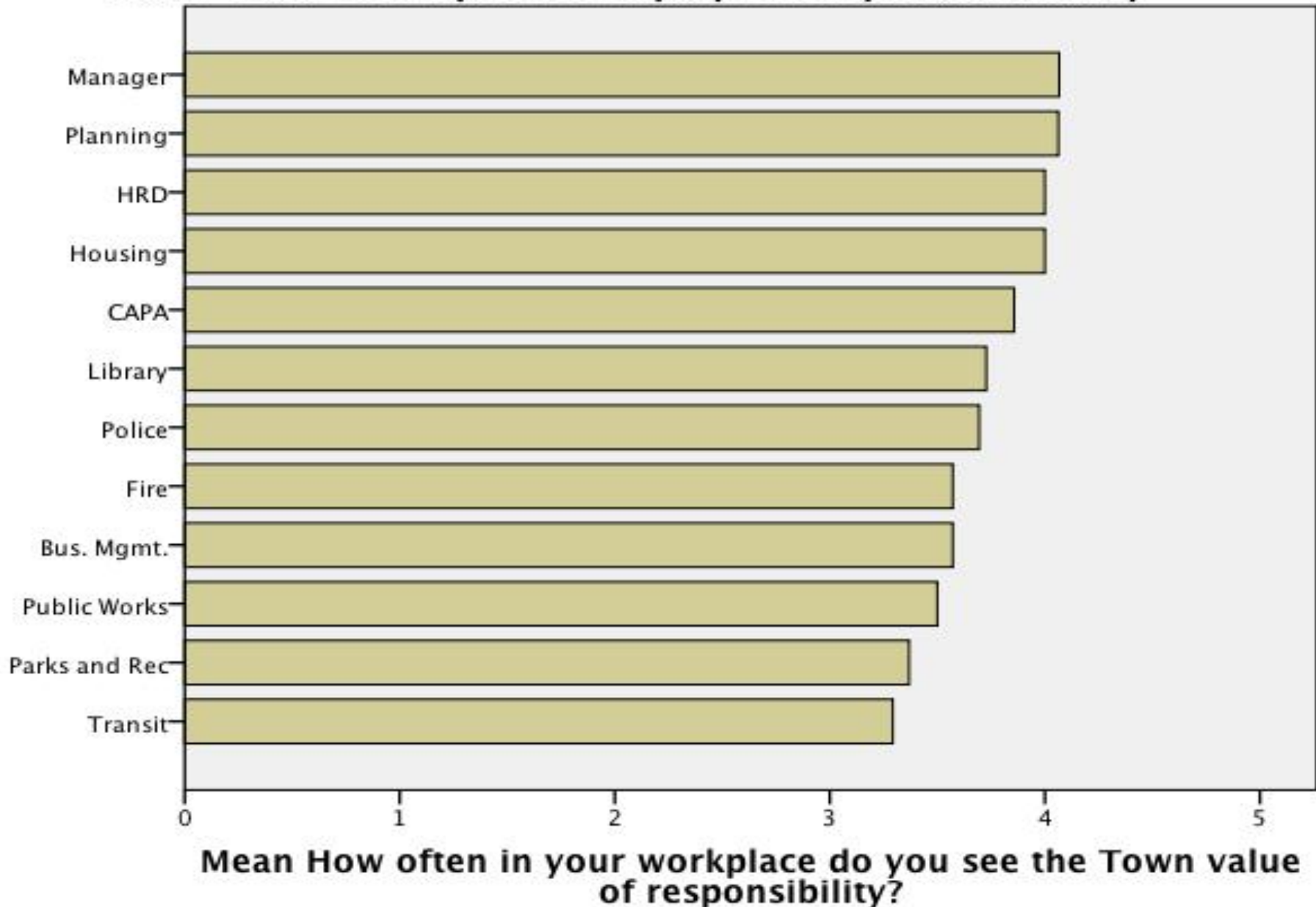
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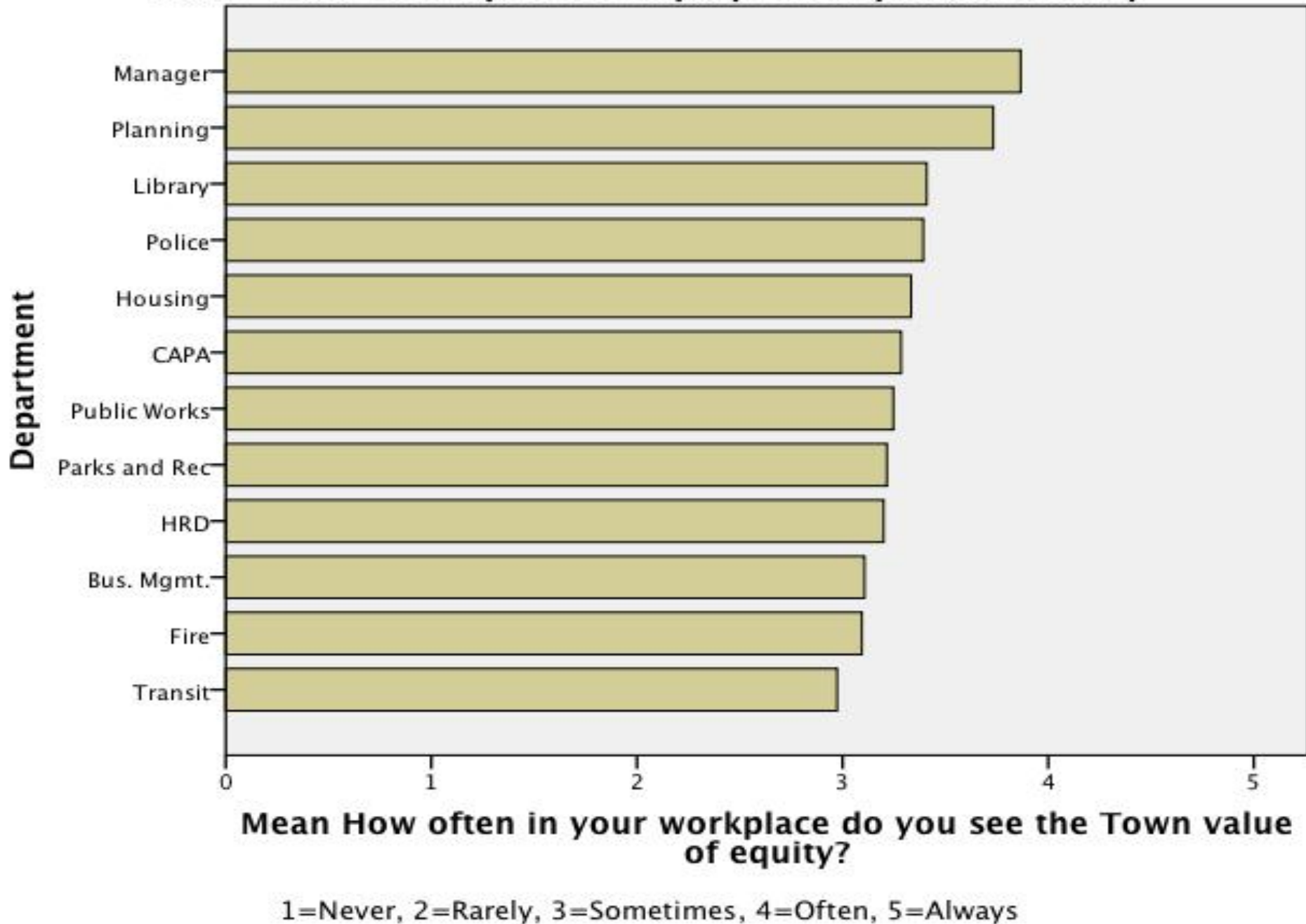
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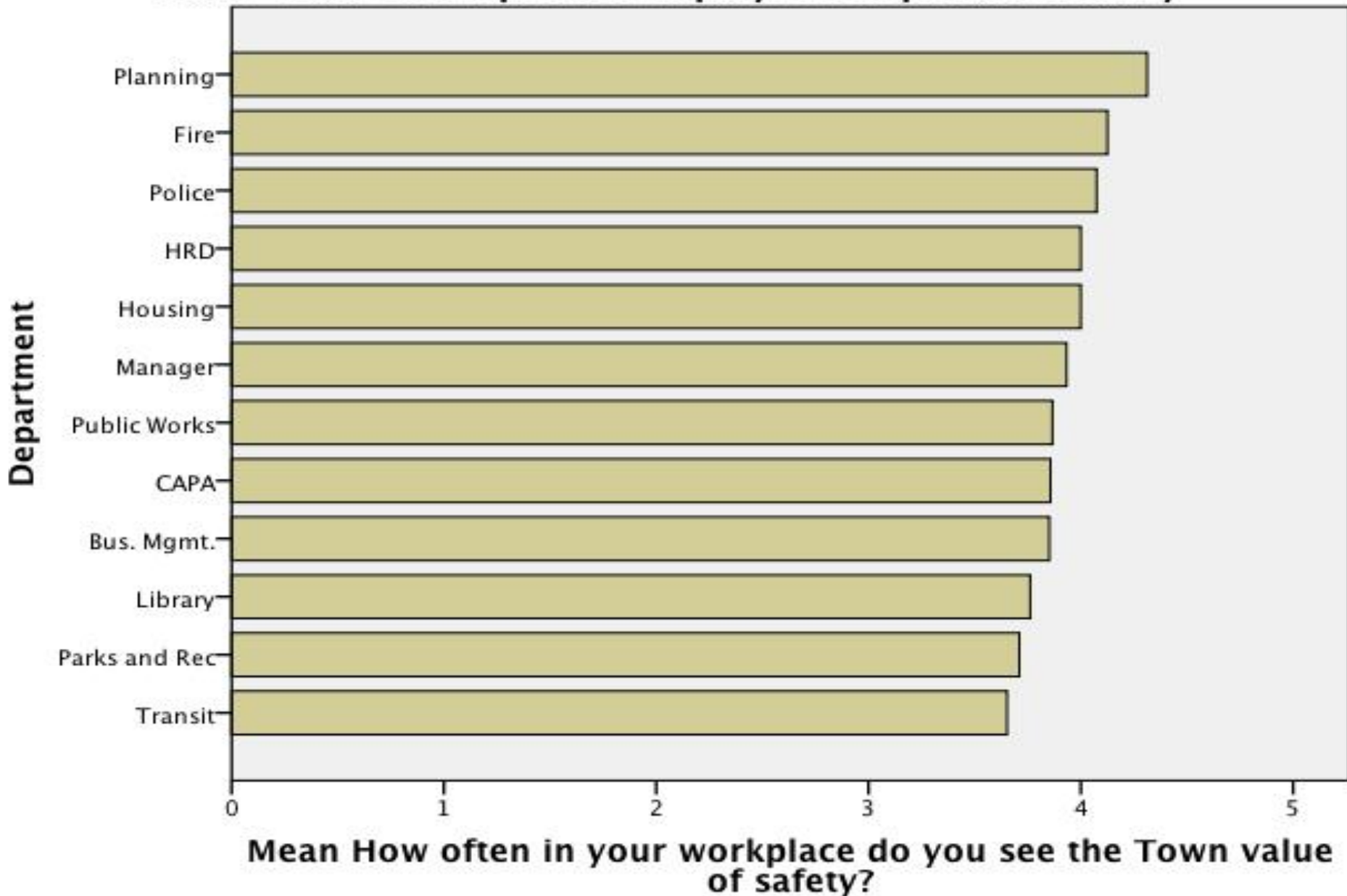


1=Never, 2=Rarely, 3=Sometimes, 4=Often, 5=Always

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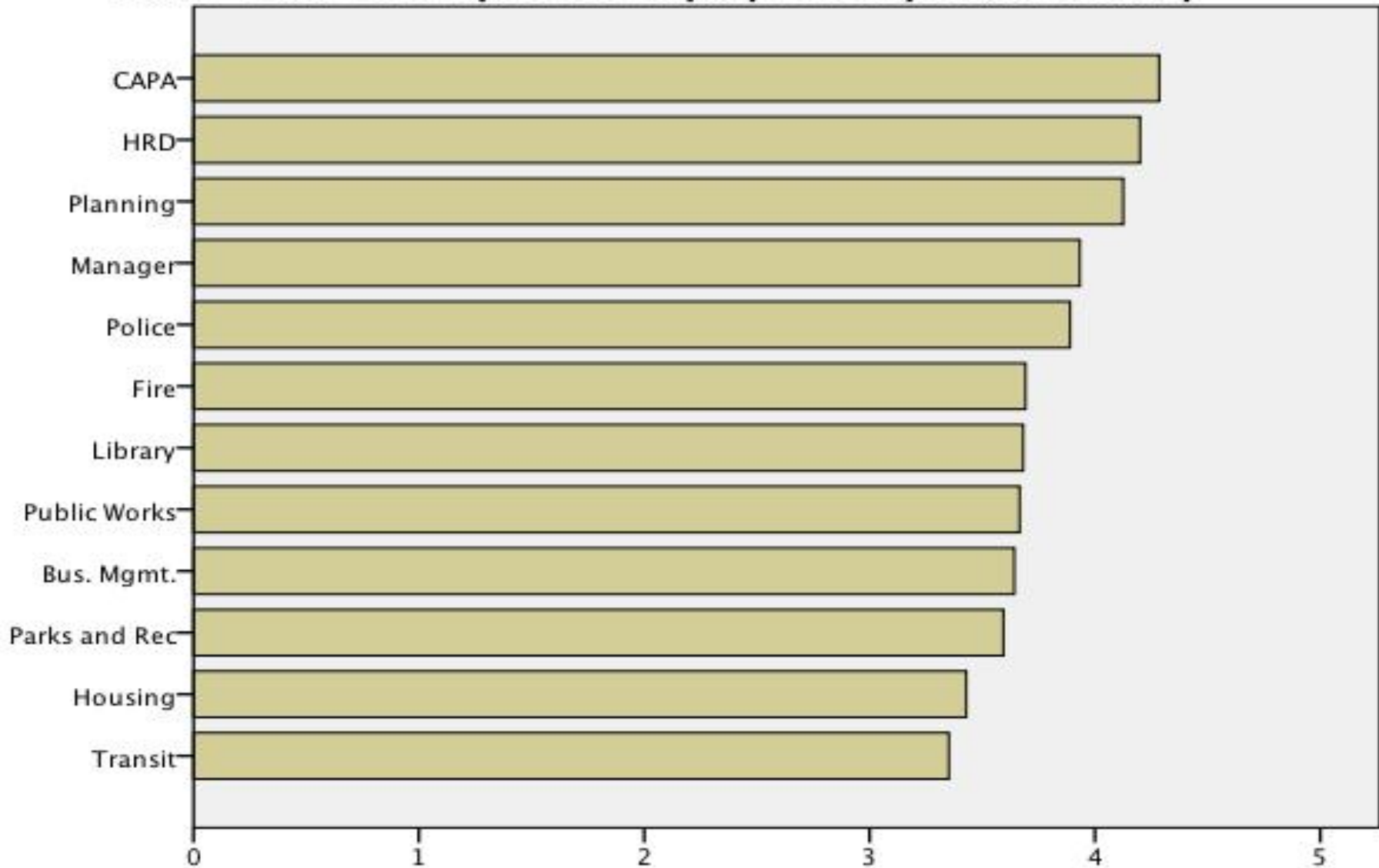
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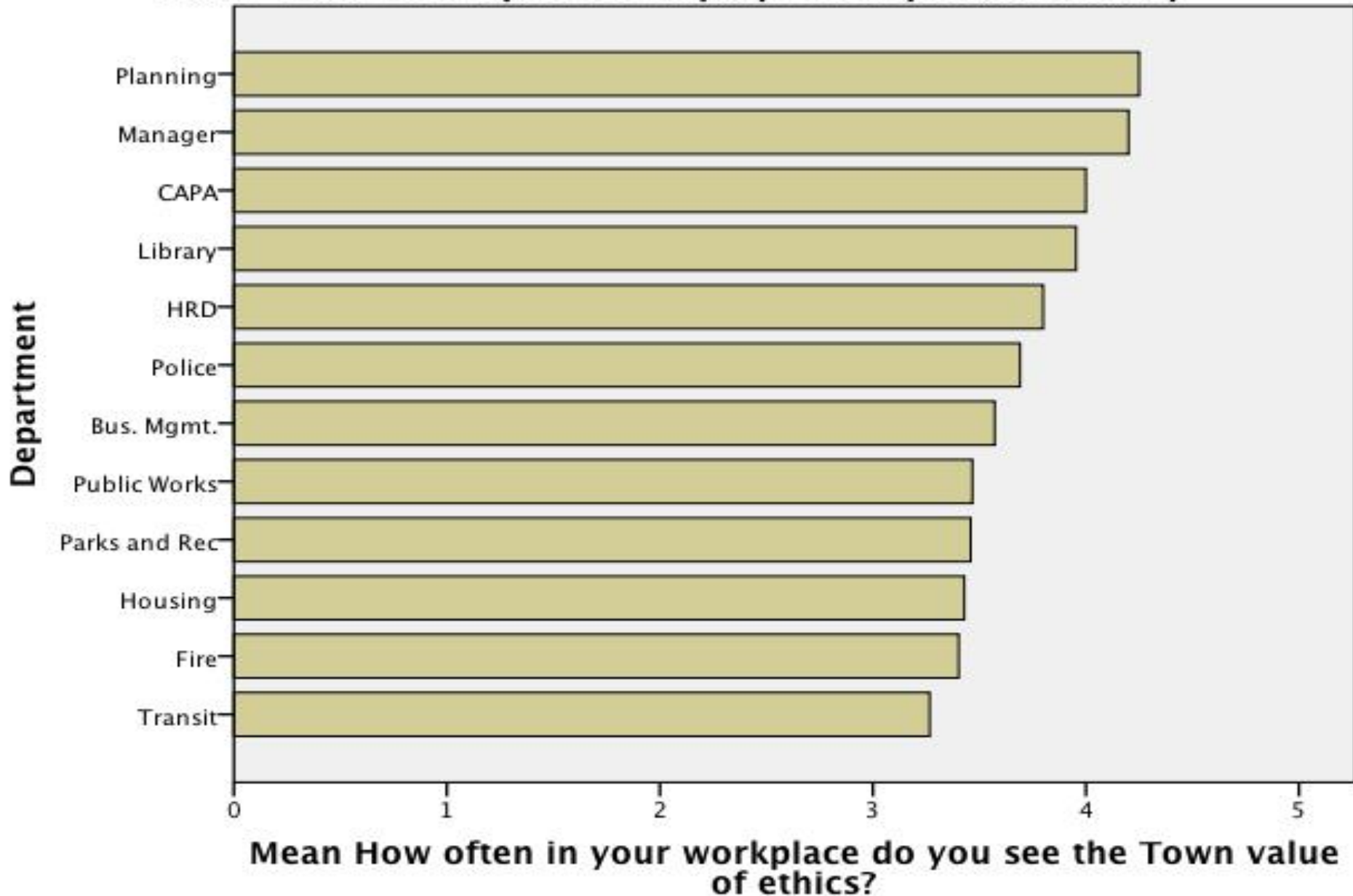
Department



Mean How often in your workplace do you see the Town value of professionalism?

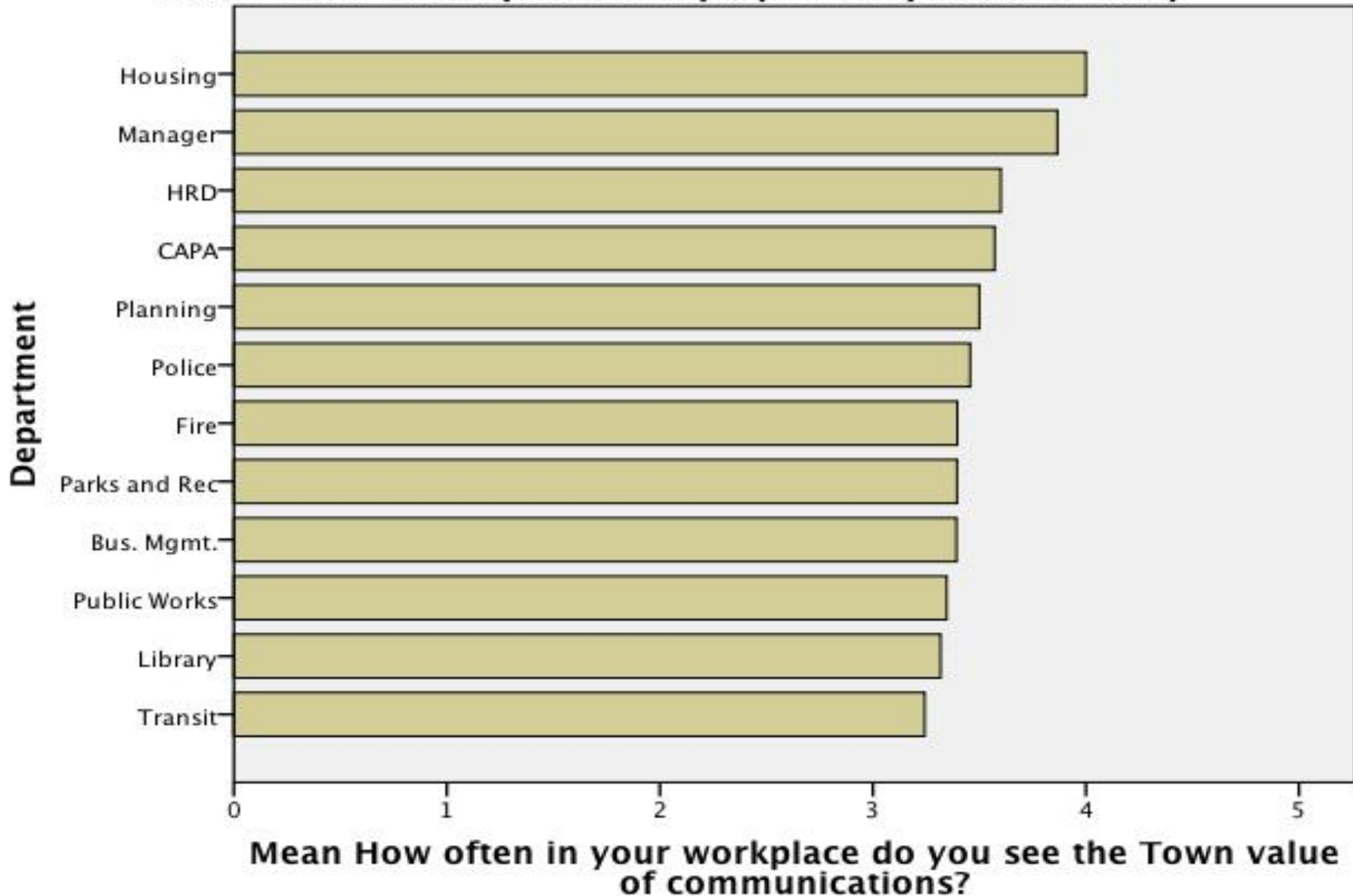
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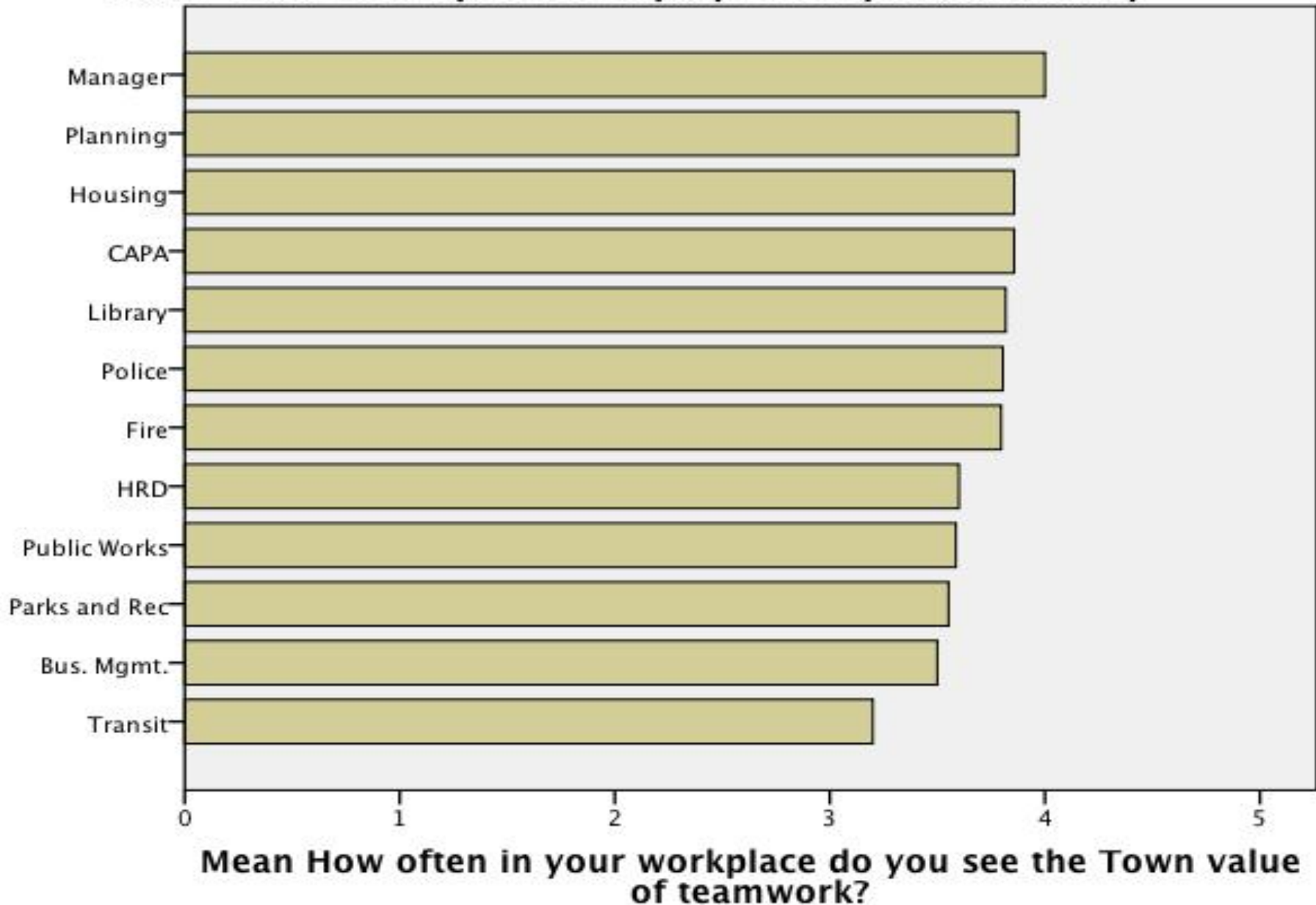
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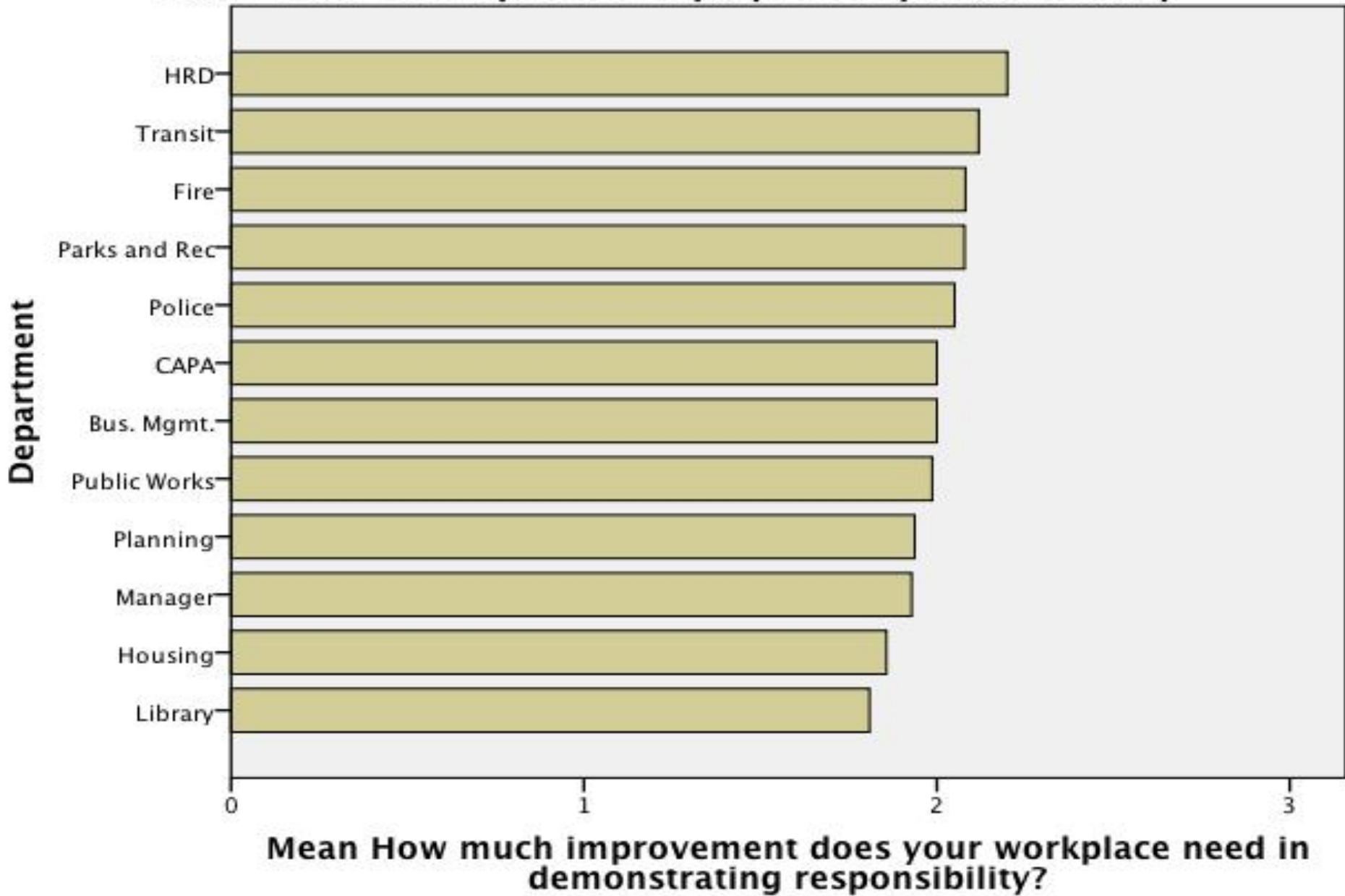
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Department



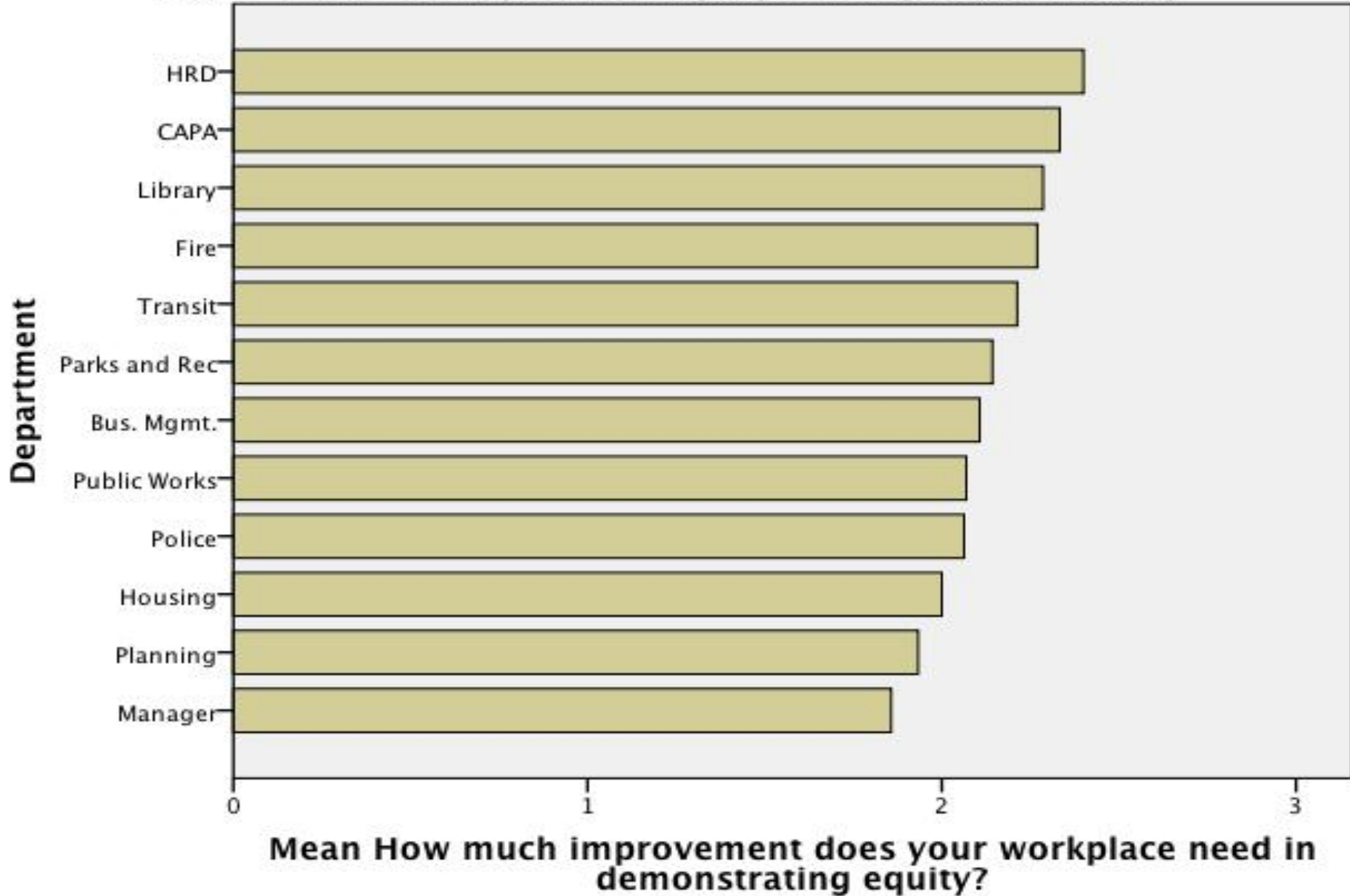
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1=No Improvement, 2=Some Improvement, 3=Major Improvement

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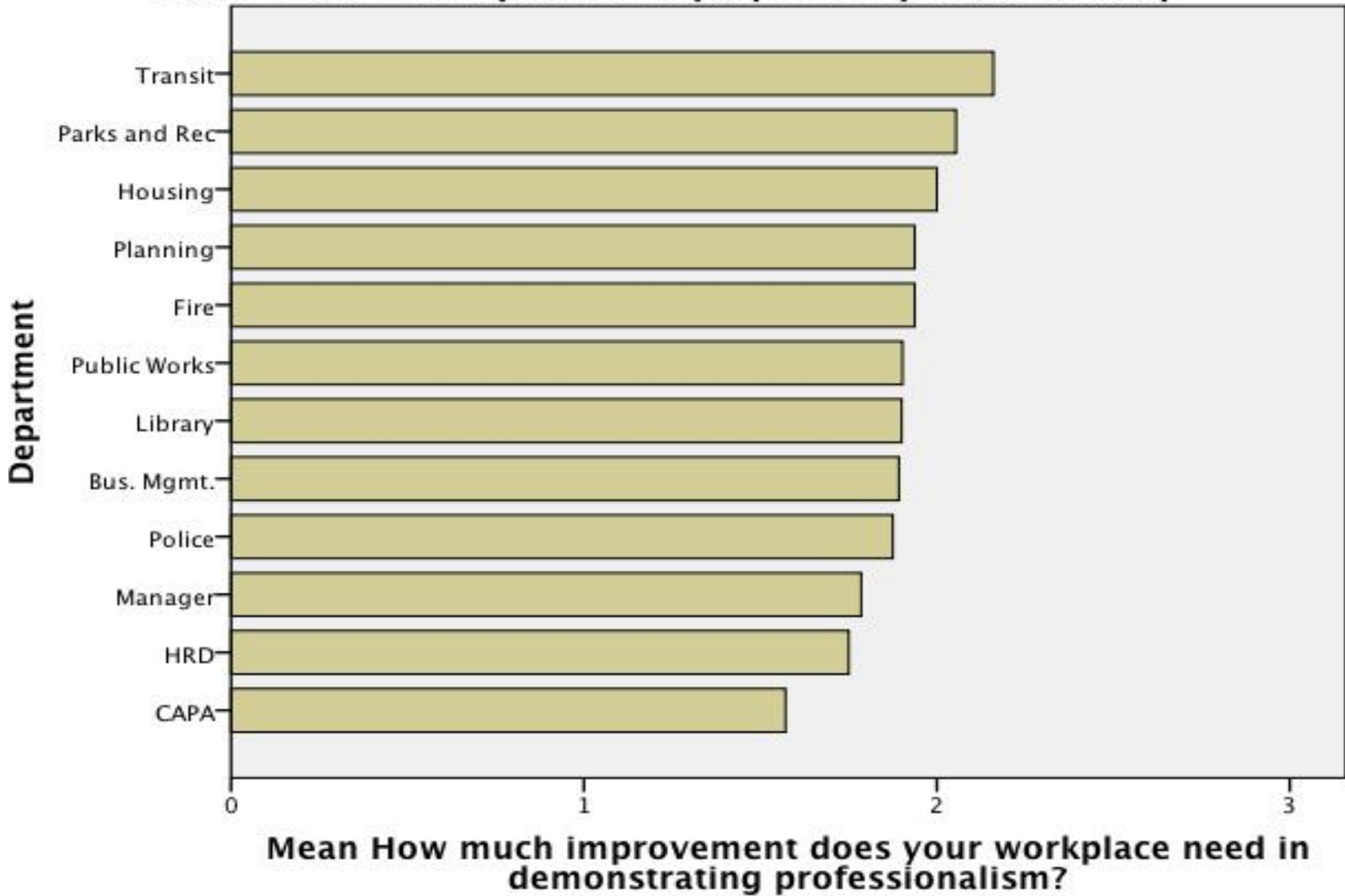
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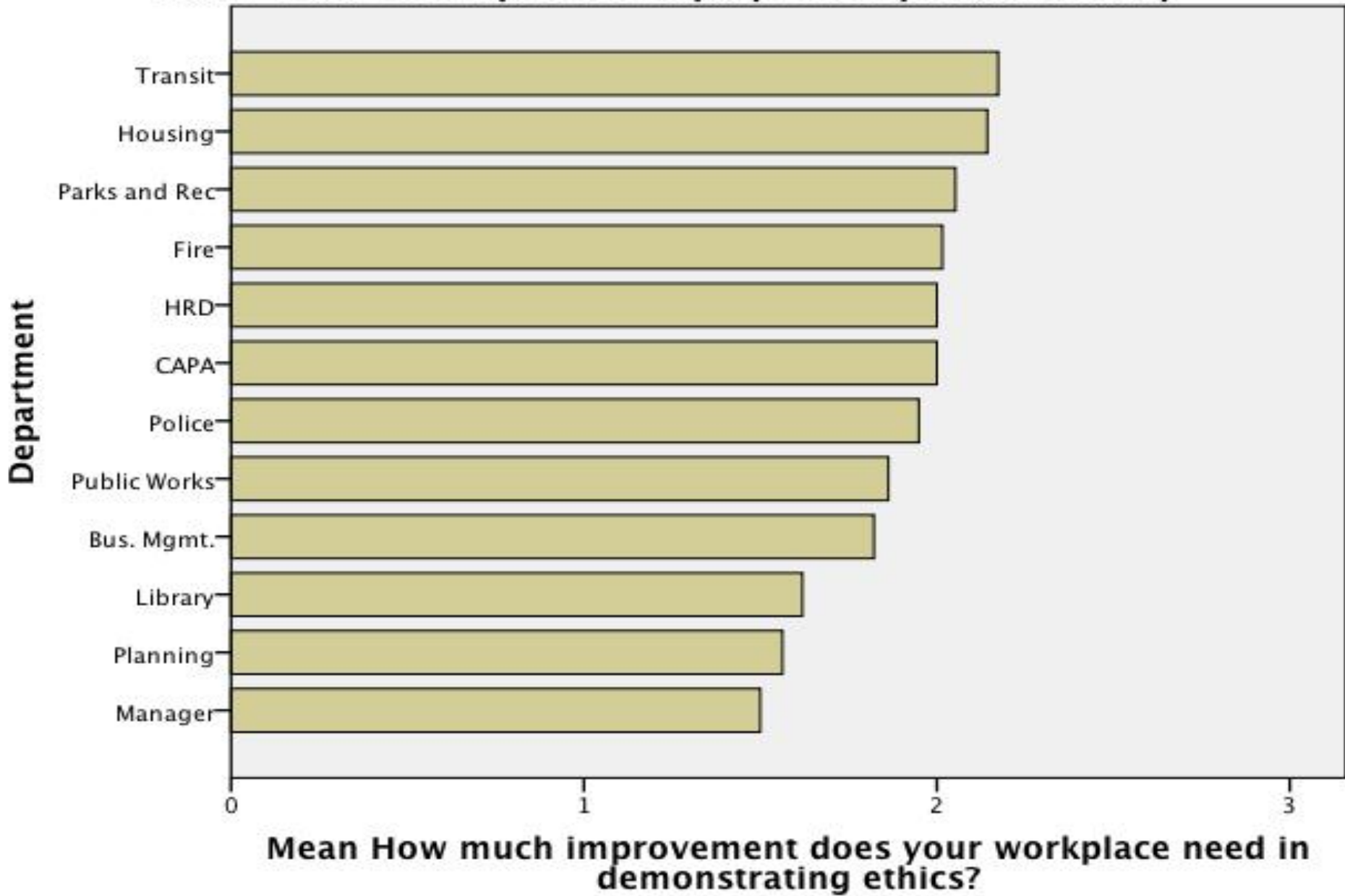
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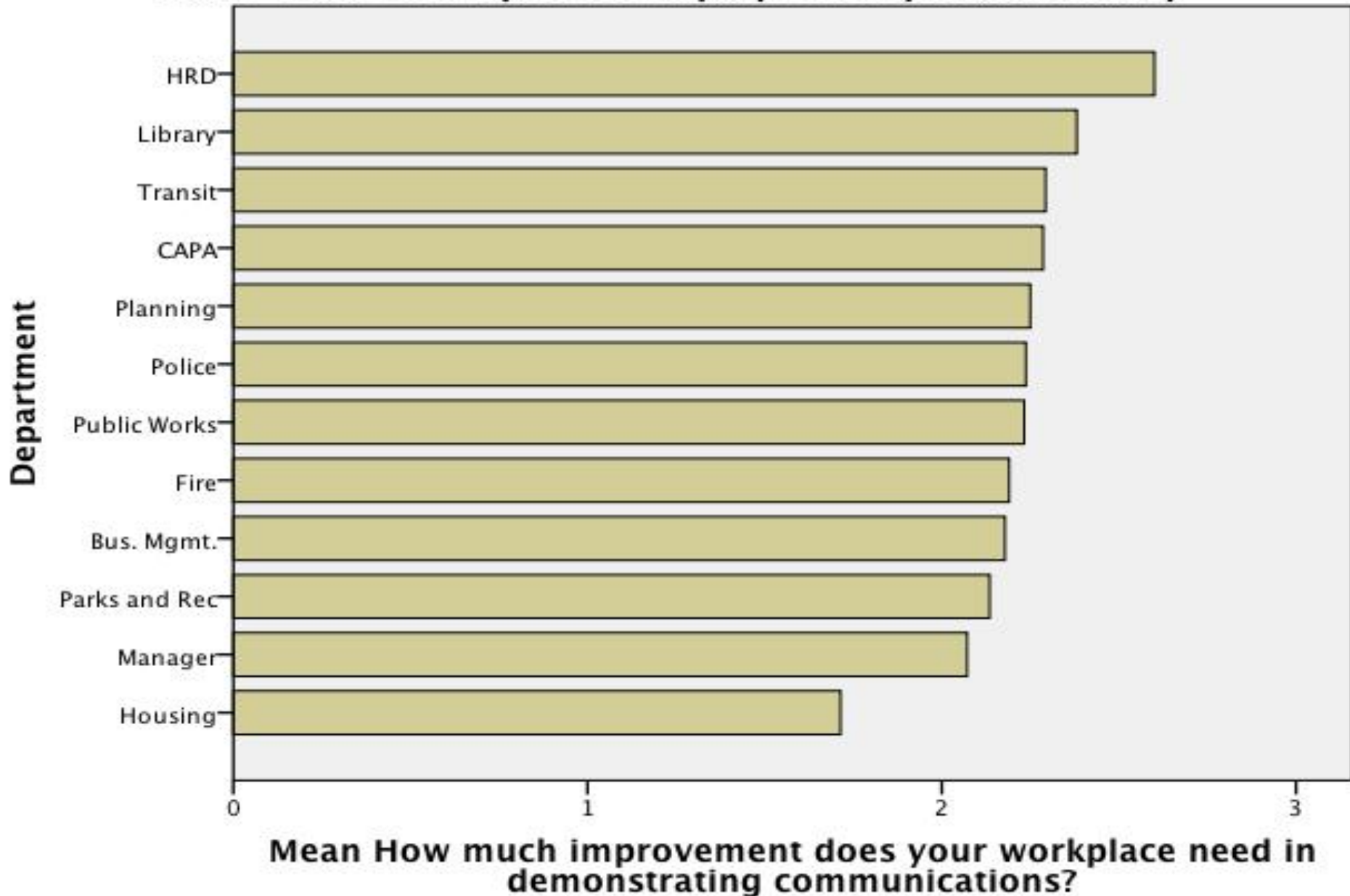
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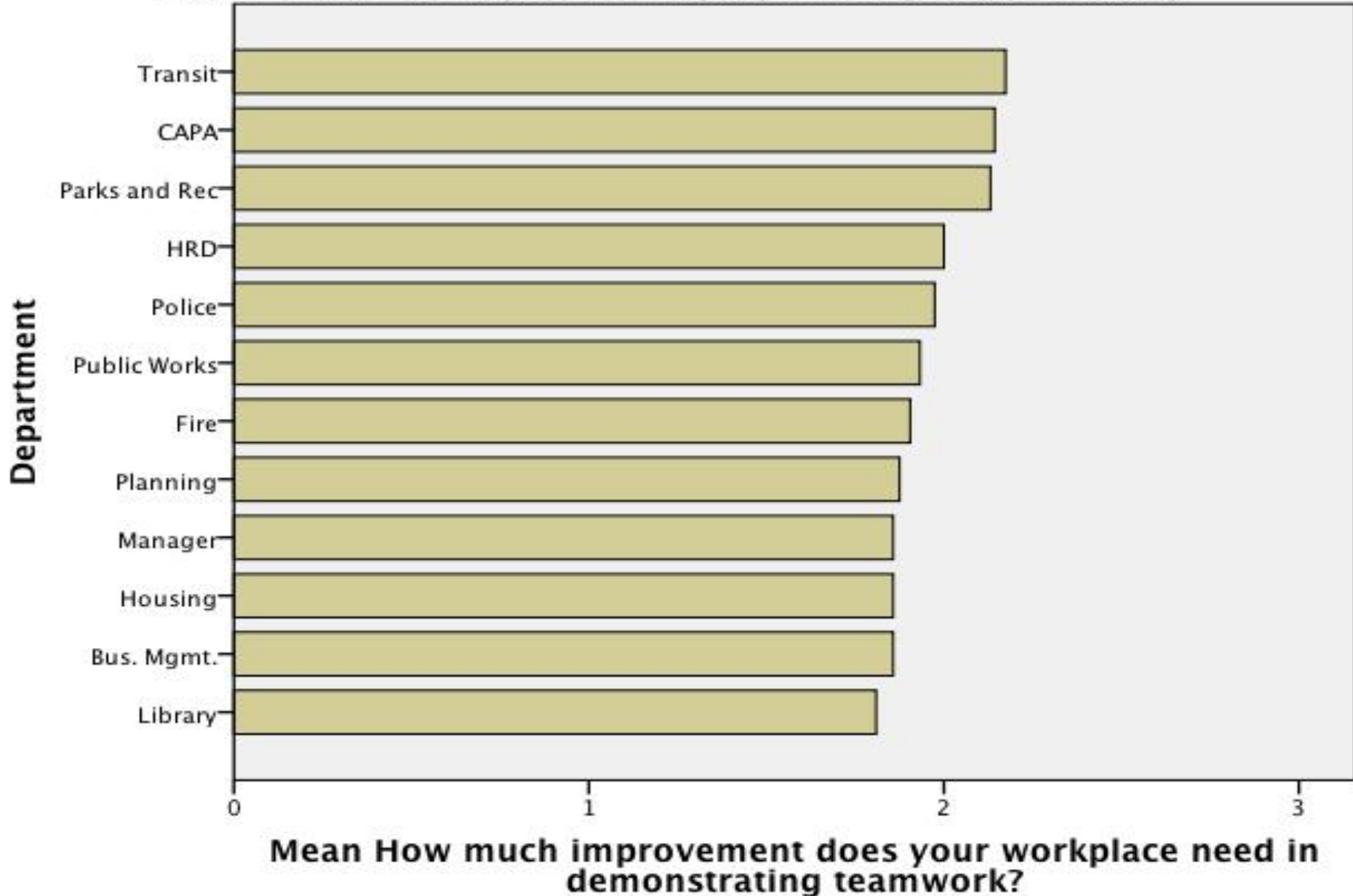
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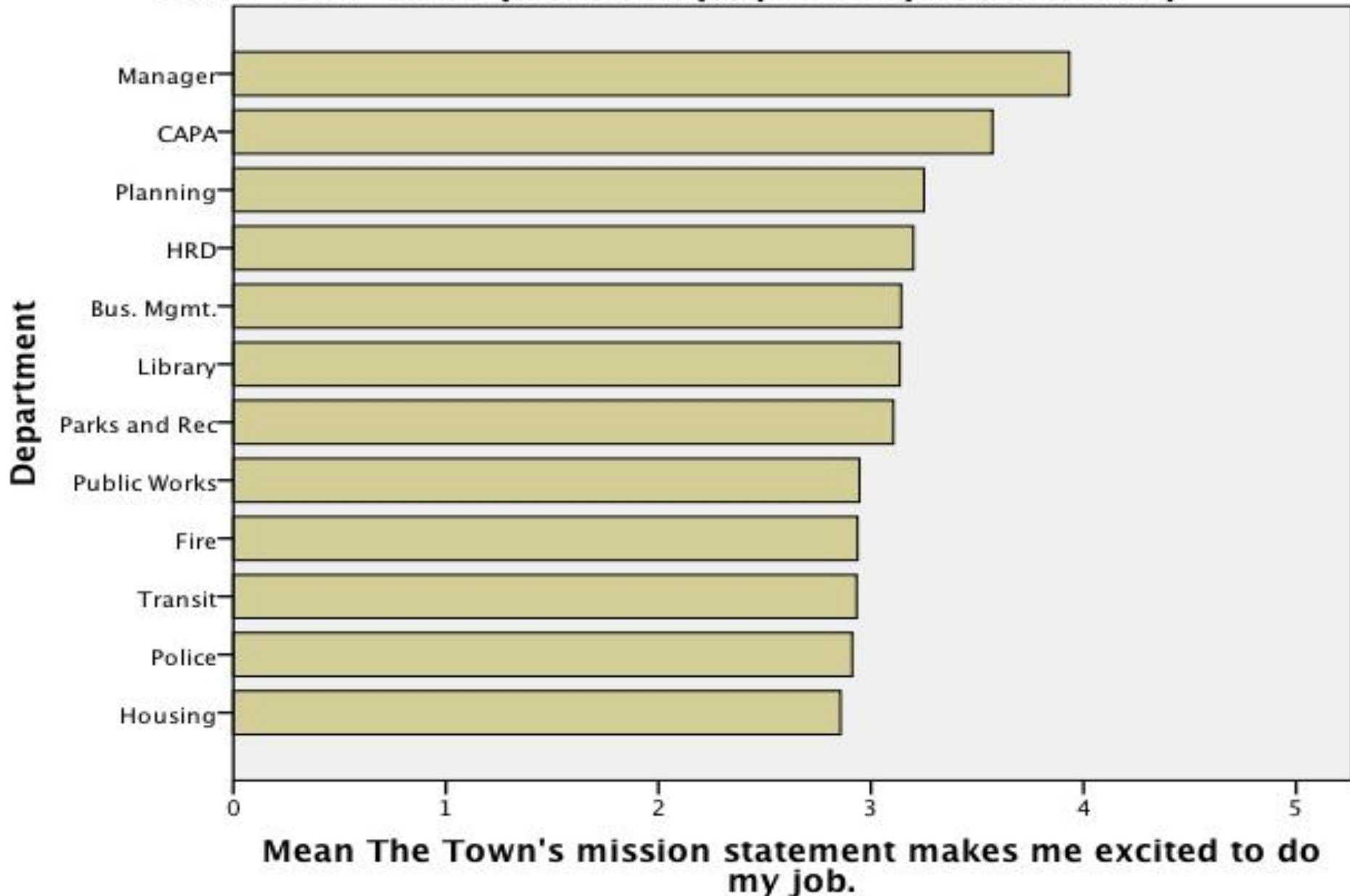
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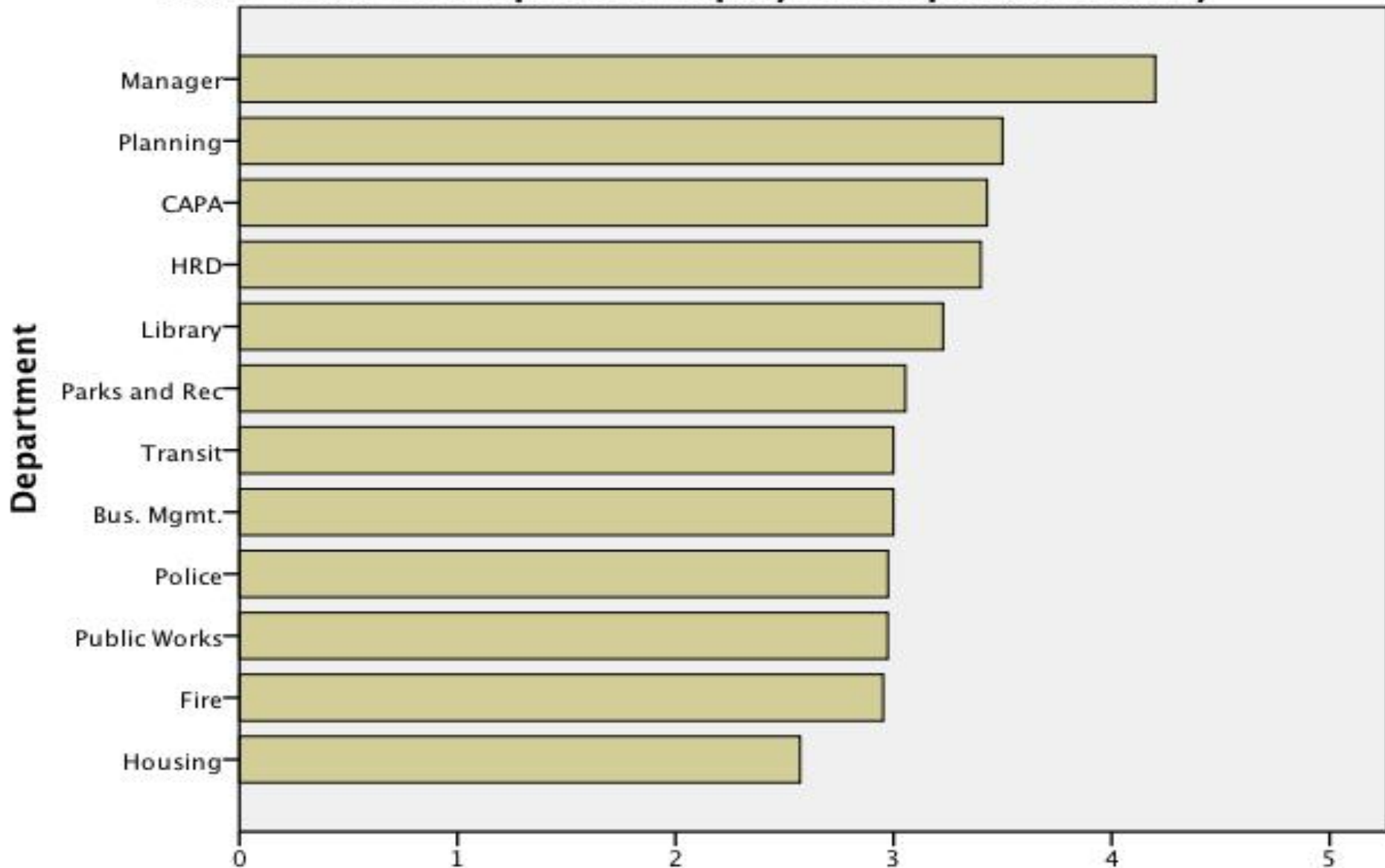
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1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

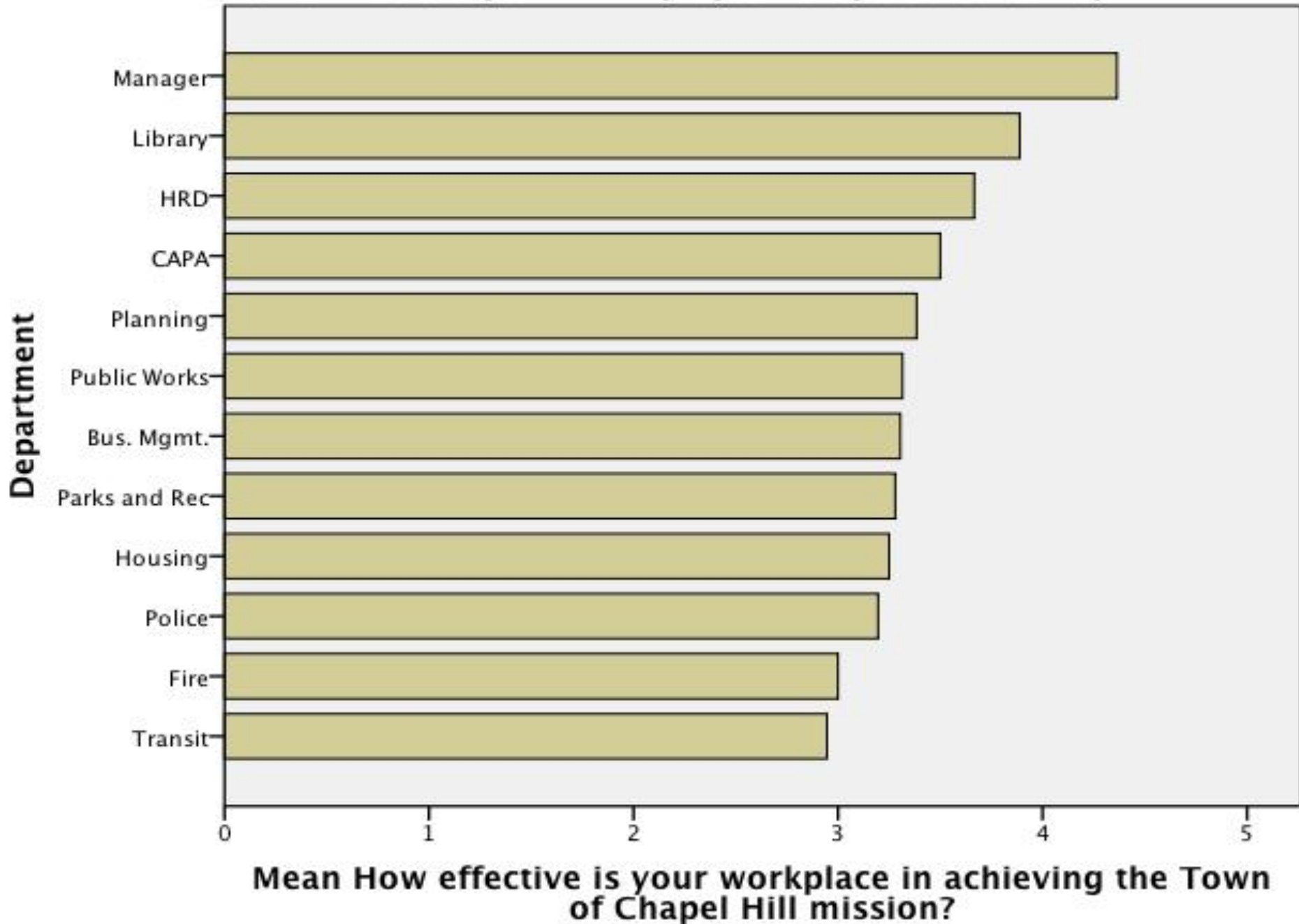
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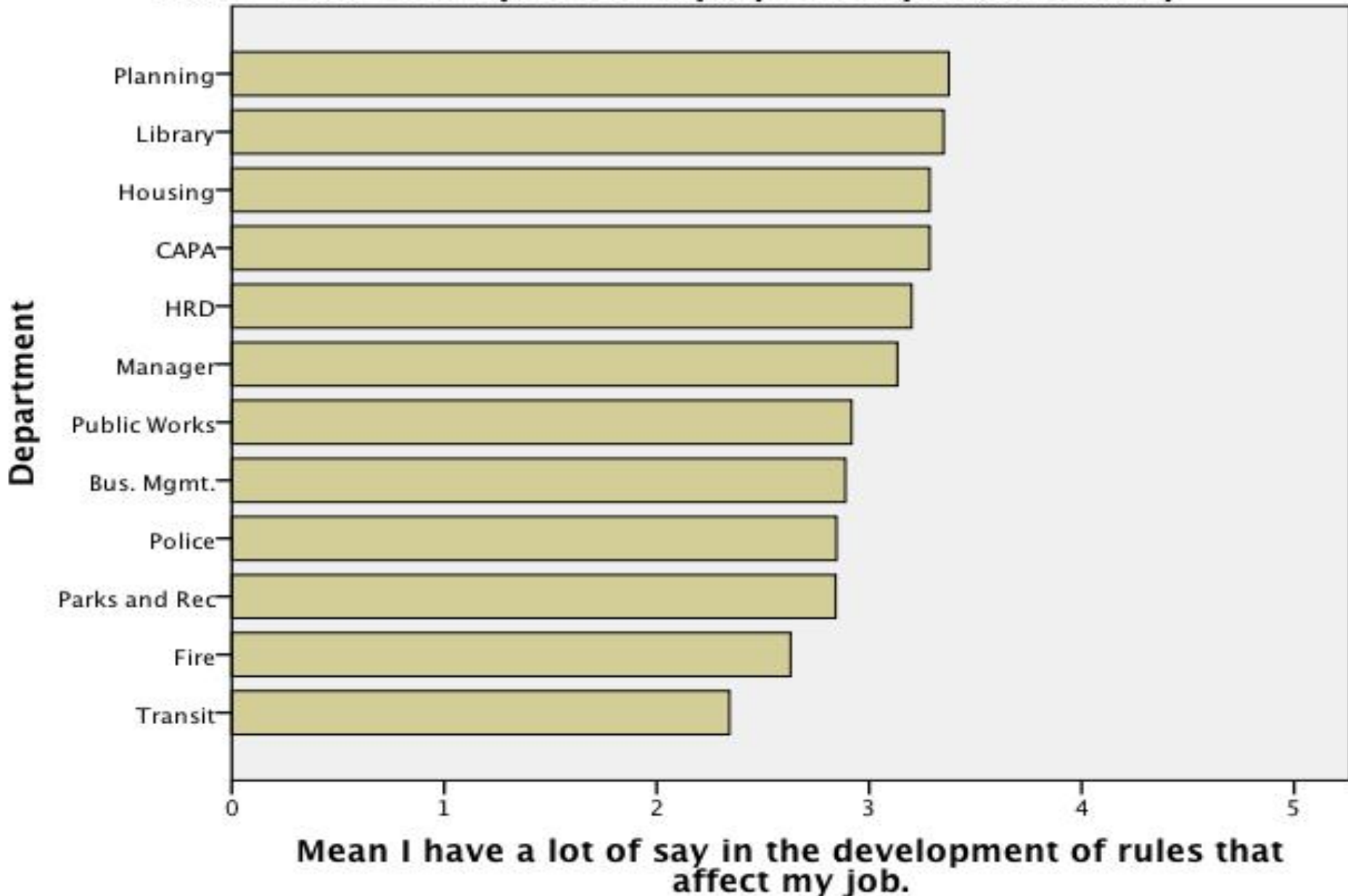
Mean The Town's values make me excited to do my job.

1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

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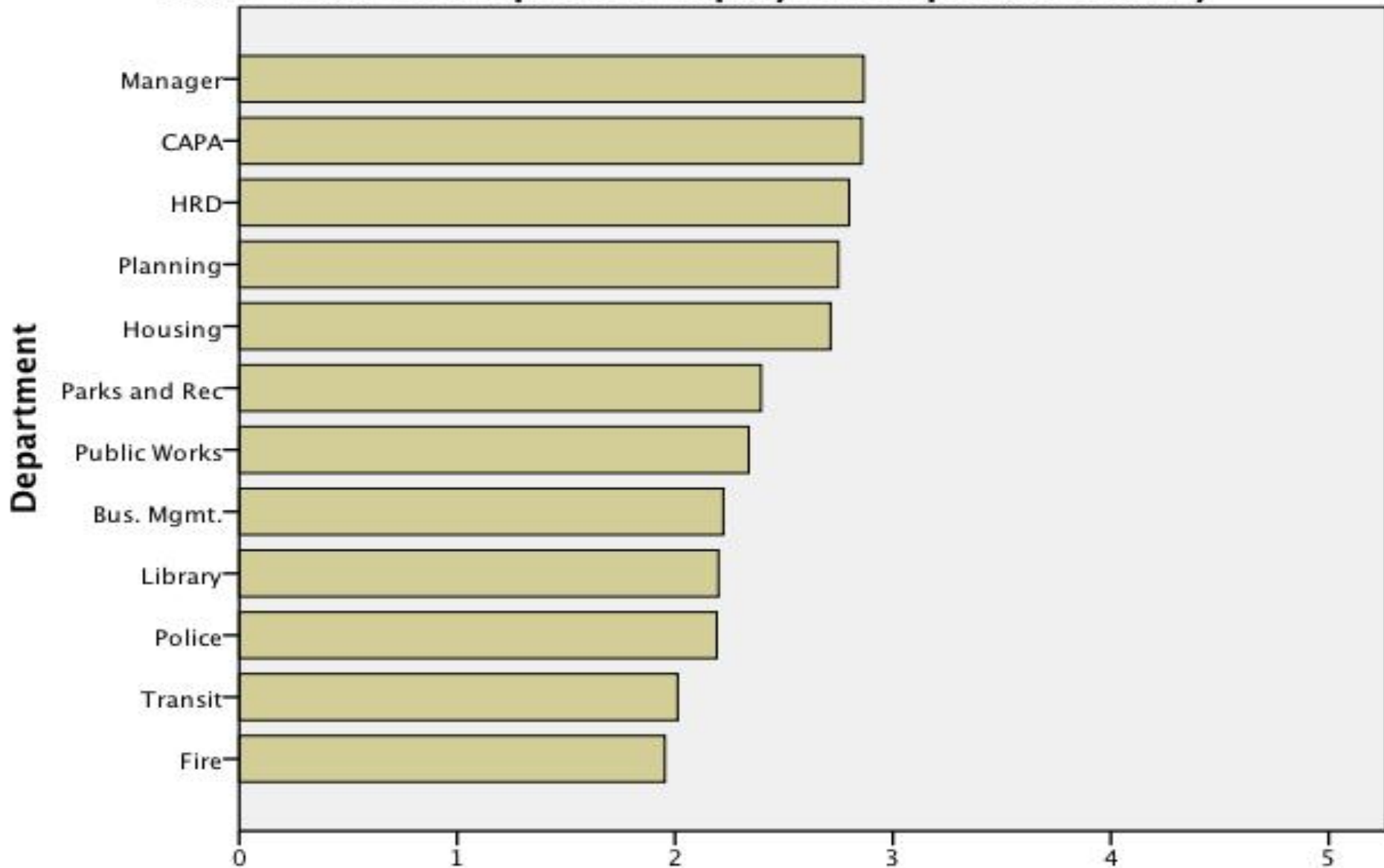


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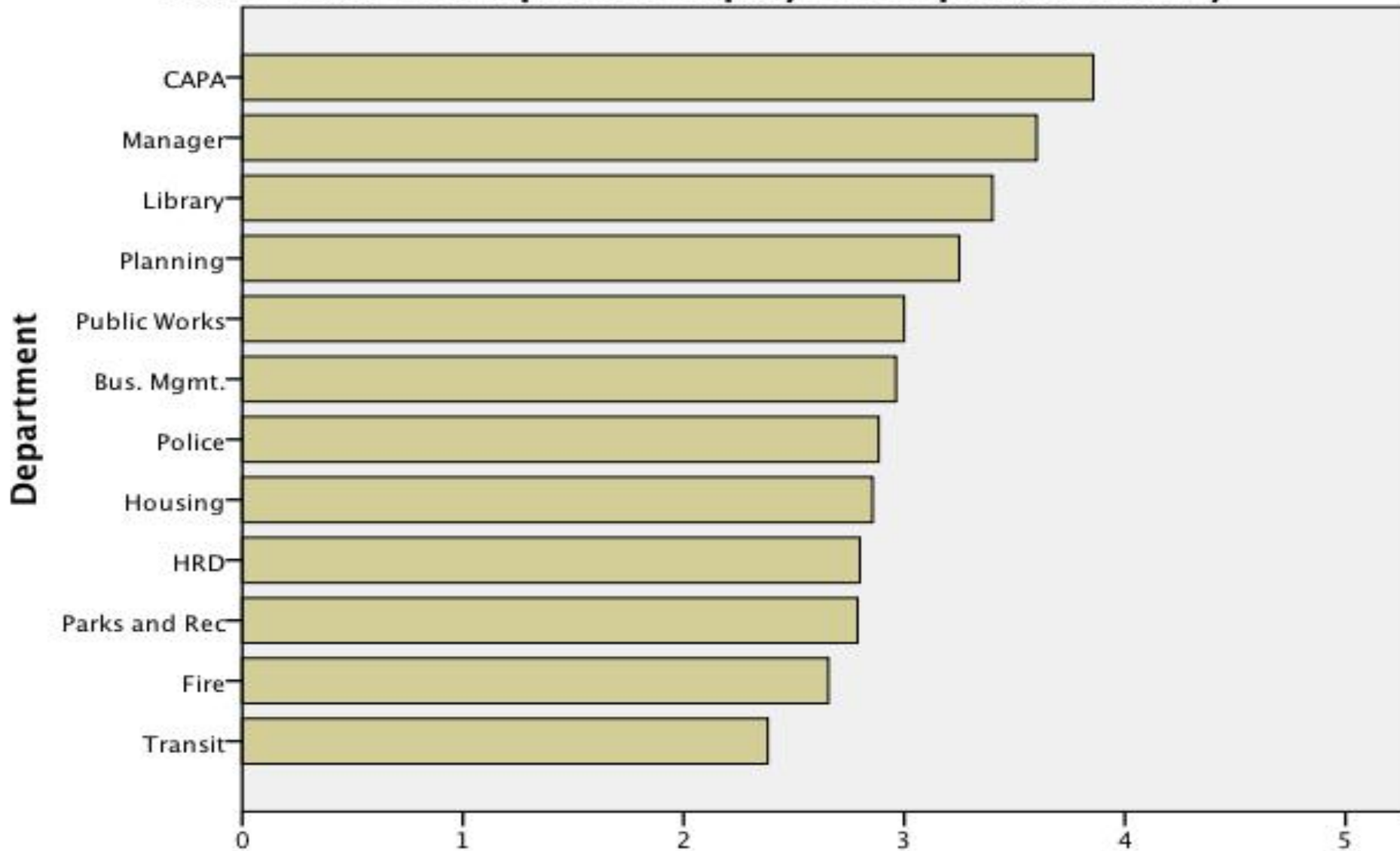
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Mean I have a lot of say in developing Town rules.

1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

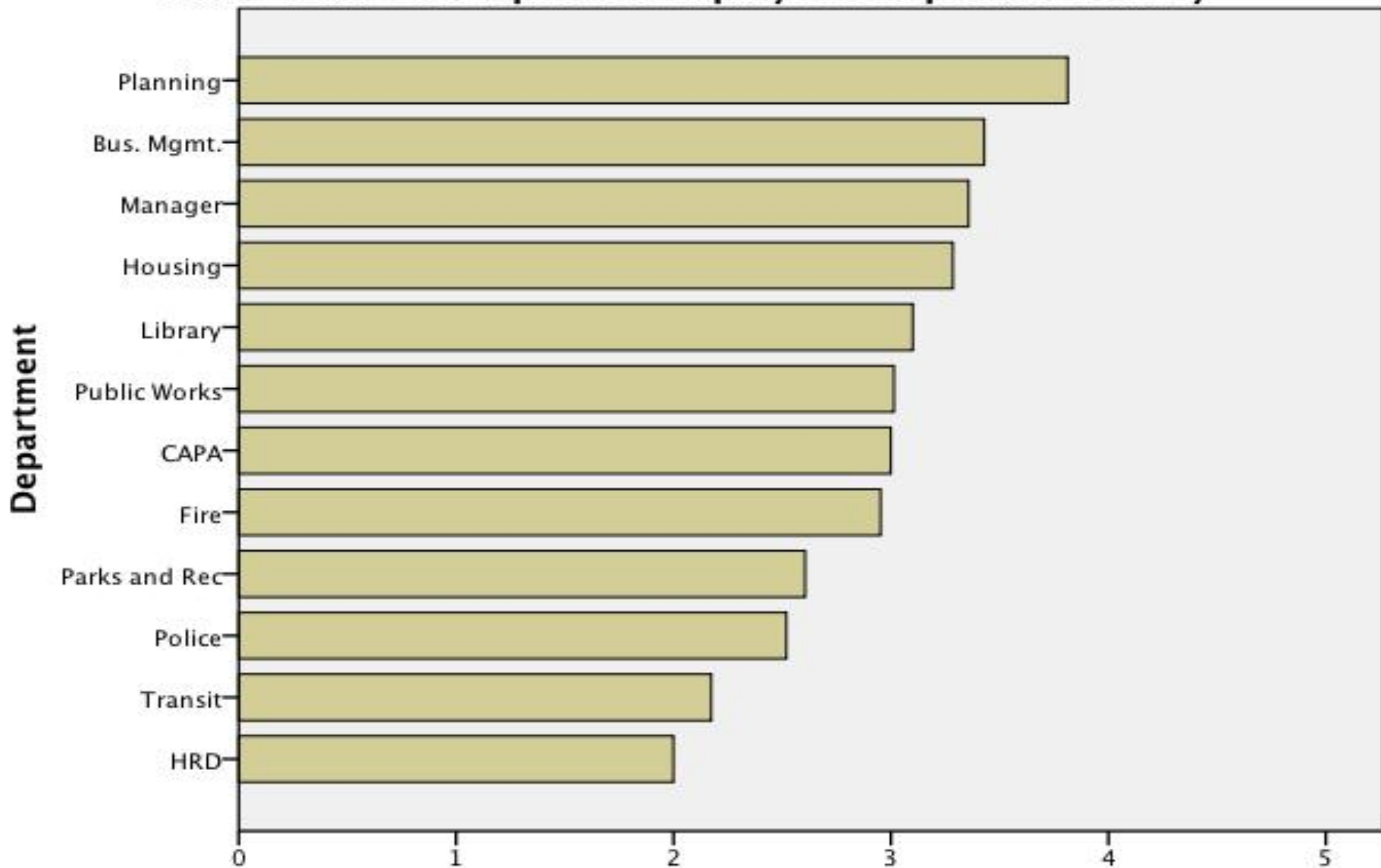
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Mean I am given the chance to contribute to important decisions made about my workplace.

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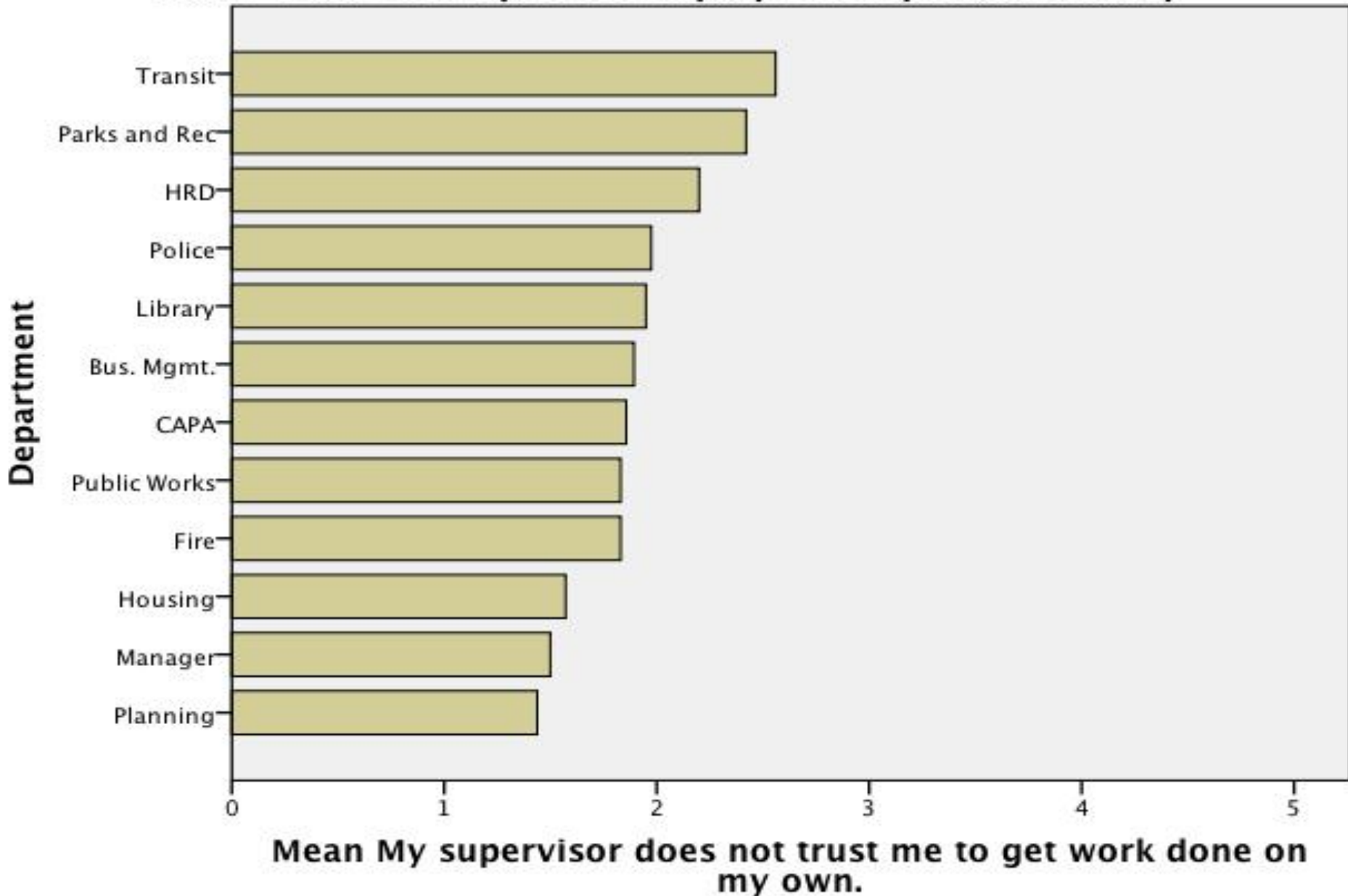
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Mean Employees here trust supervisors.

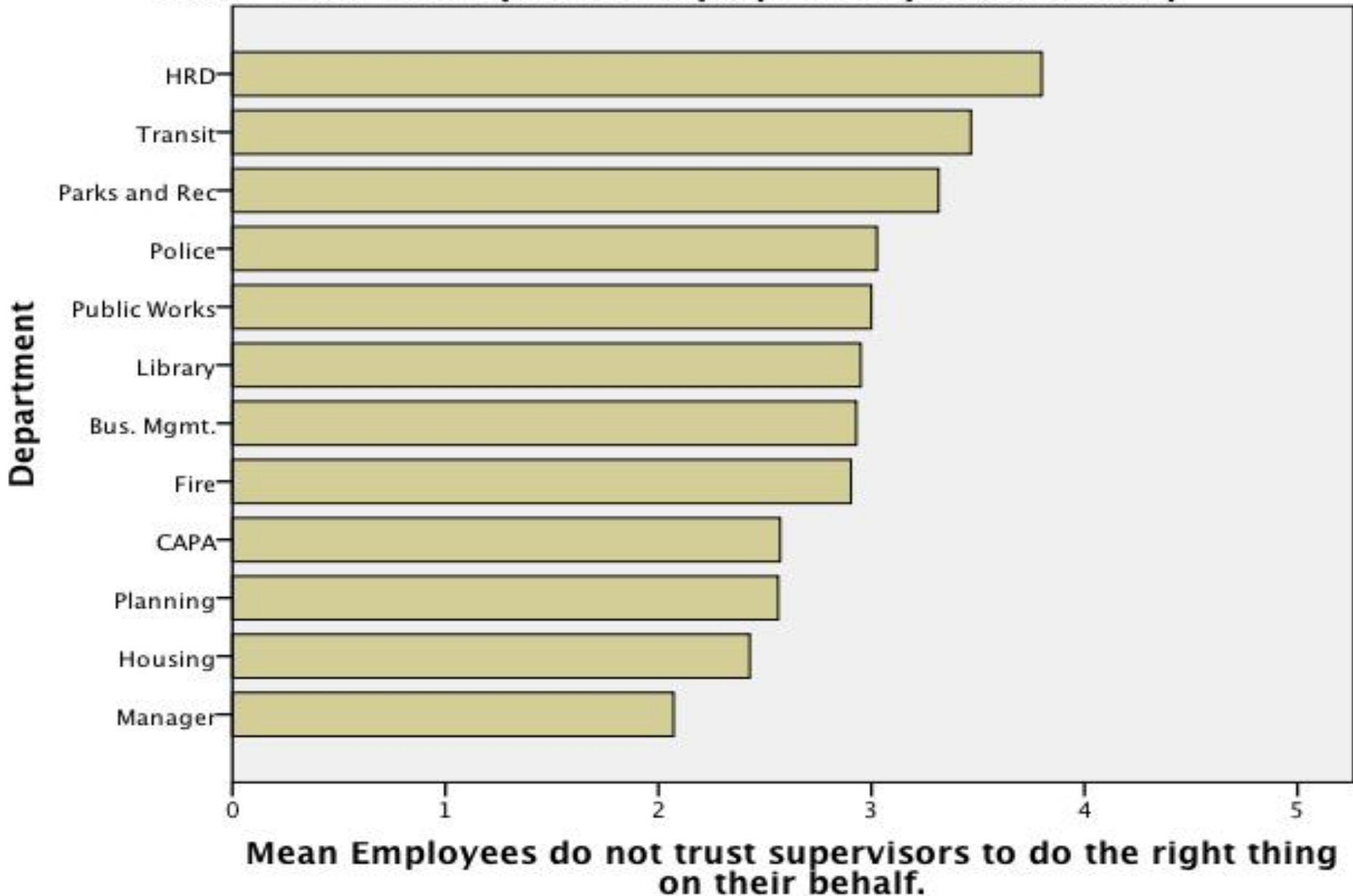
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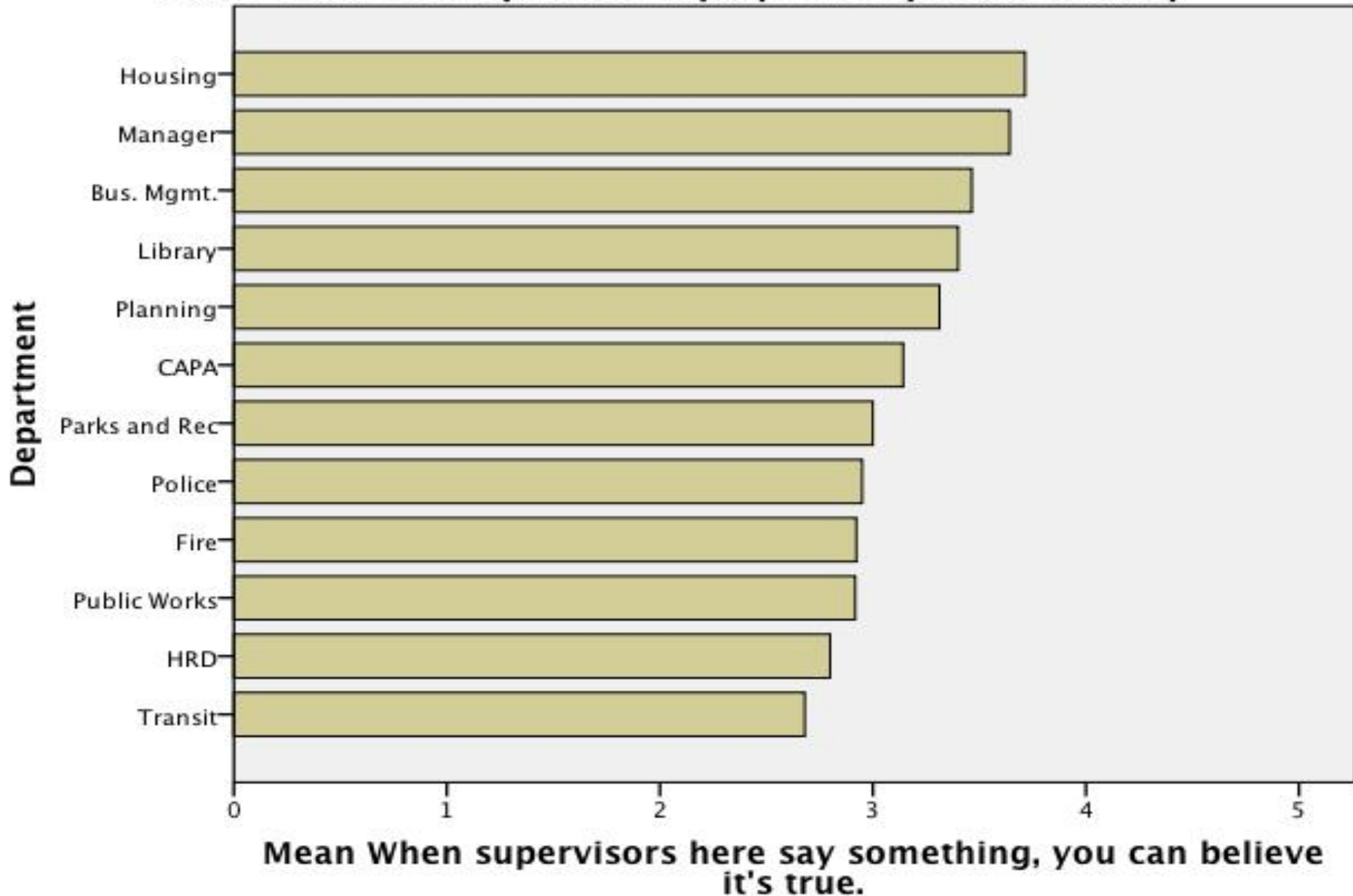
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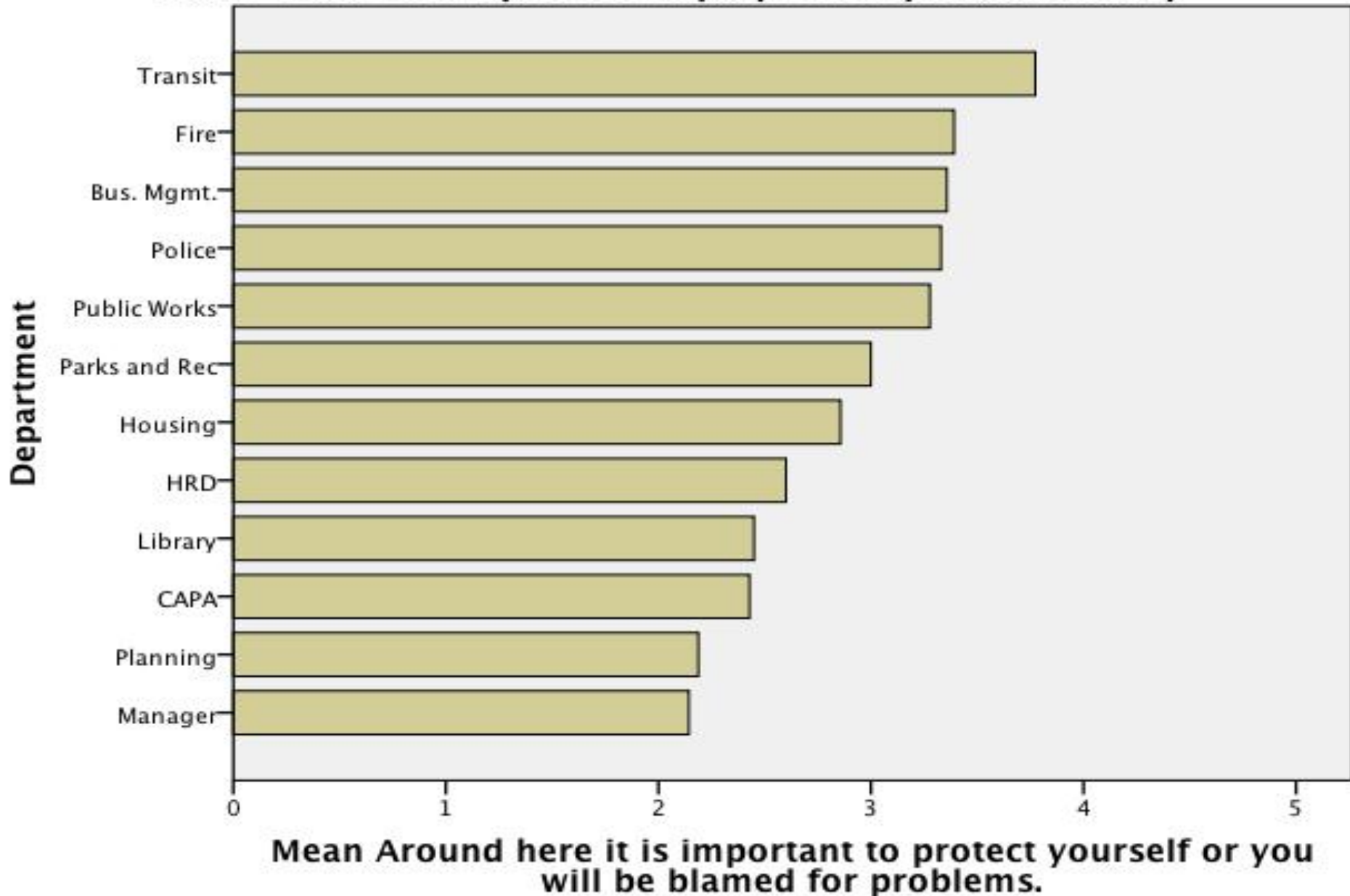
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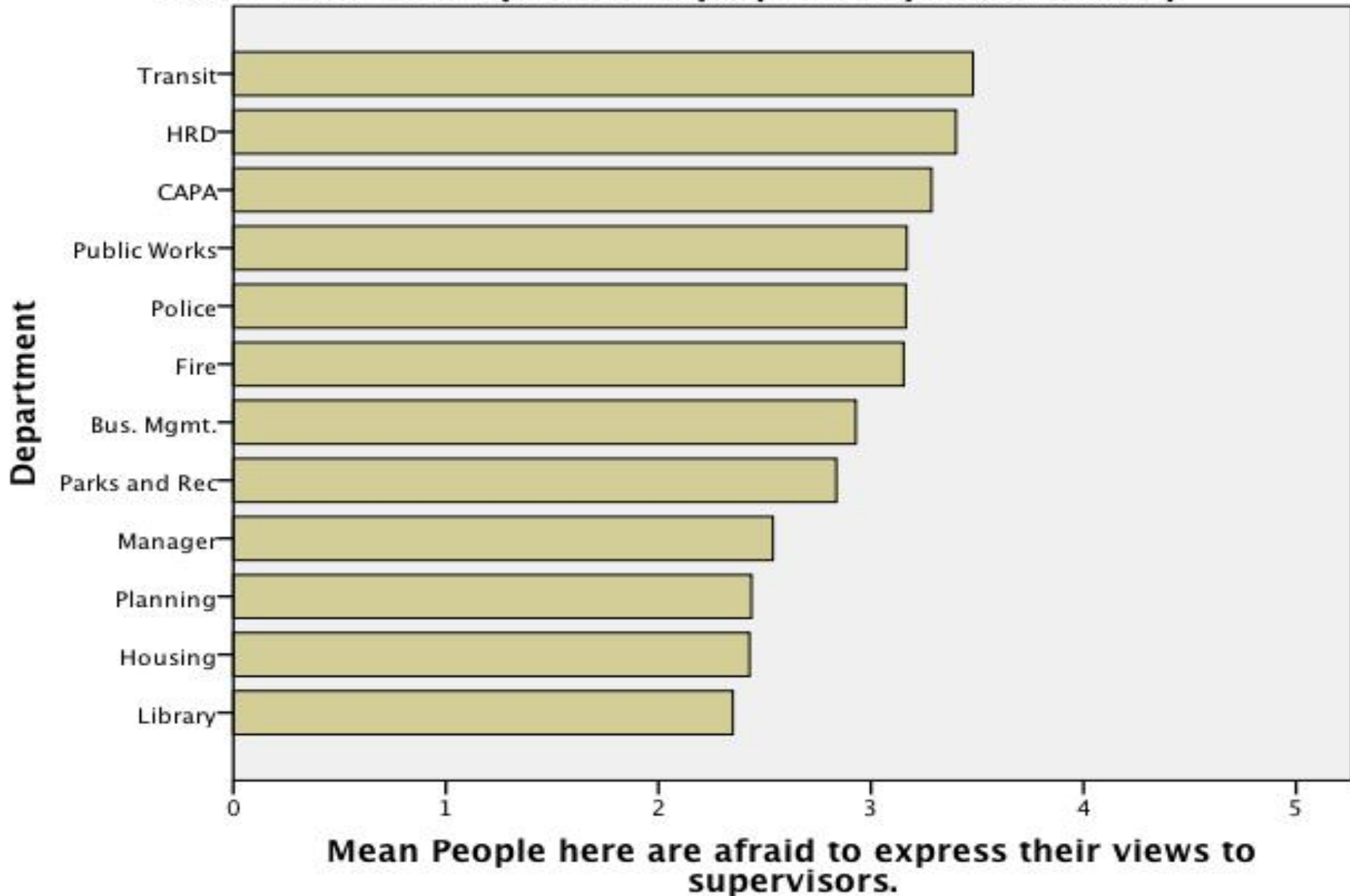
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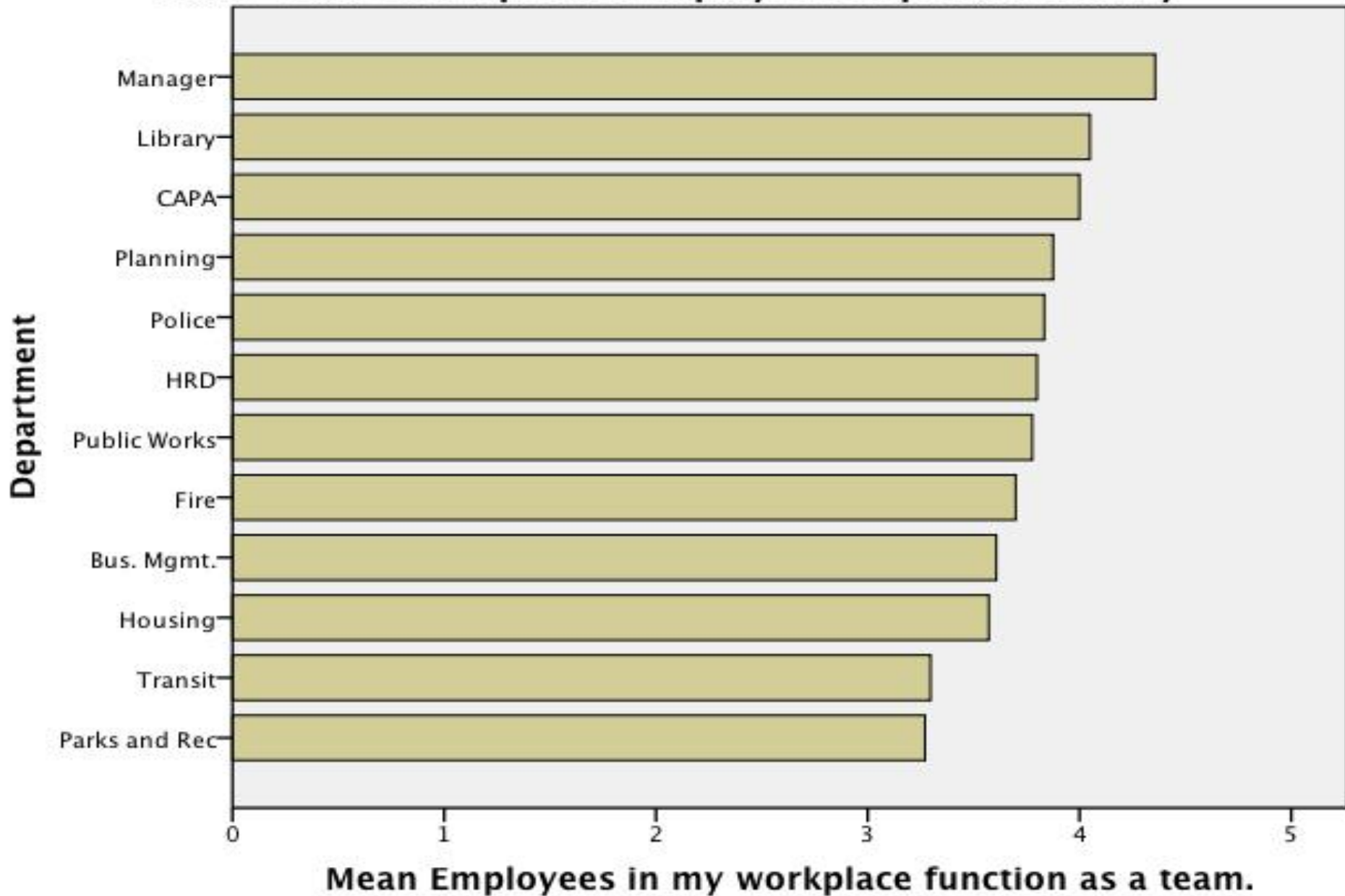
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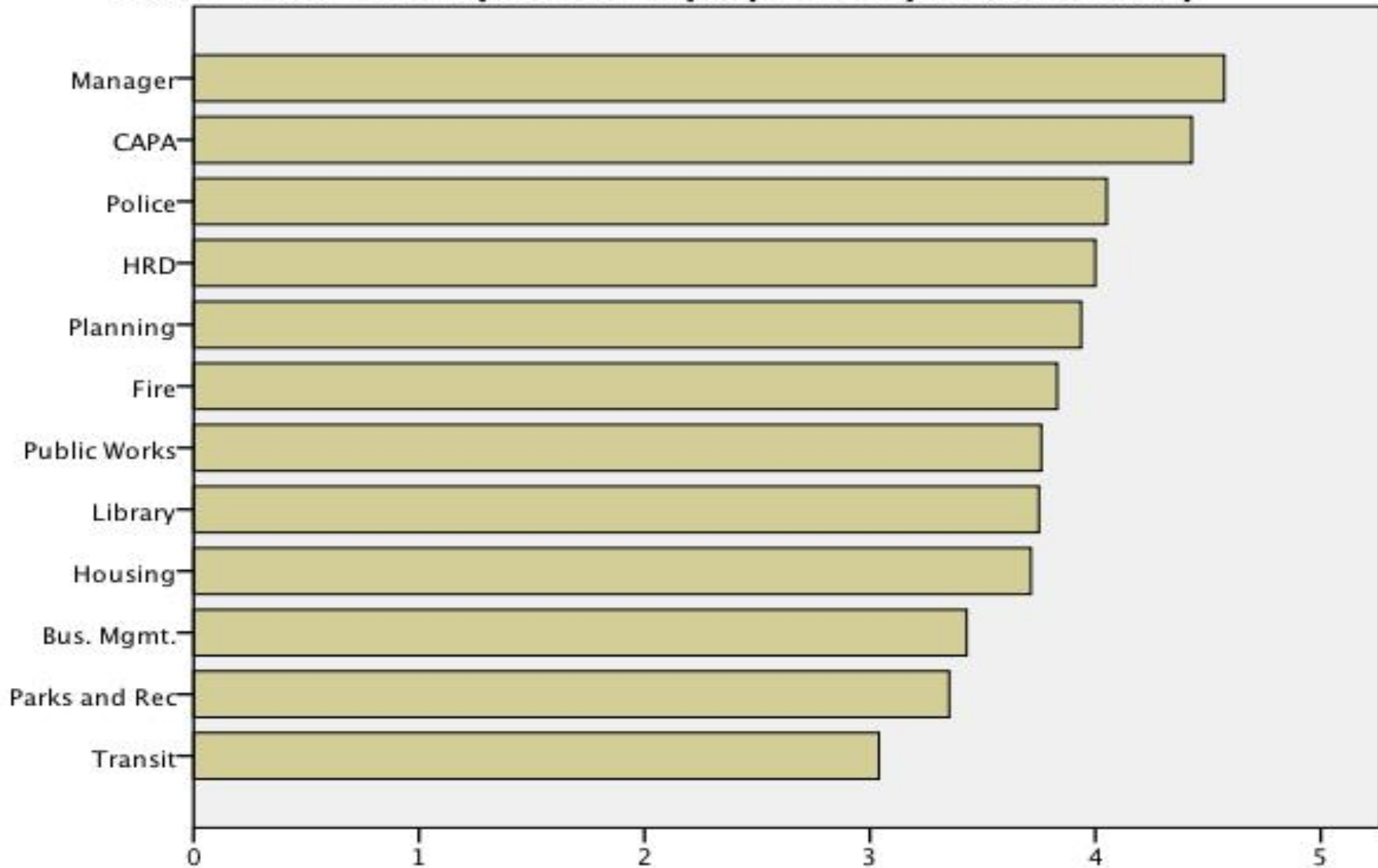
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Department

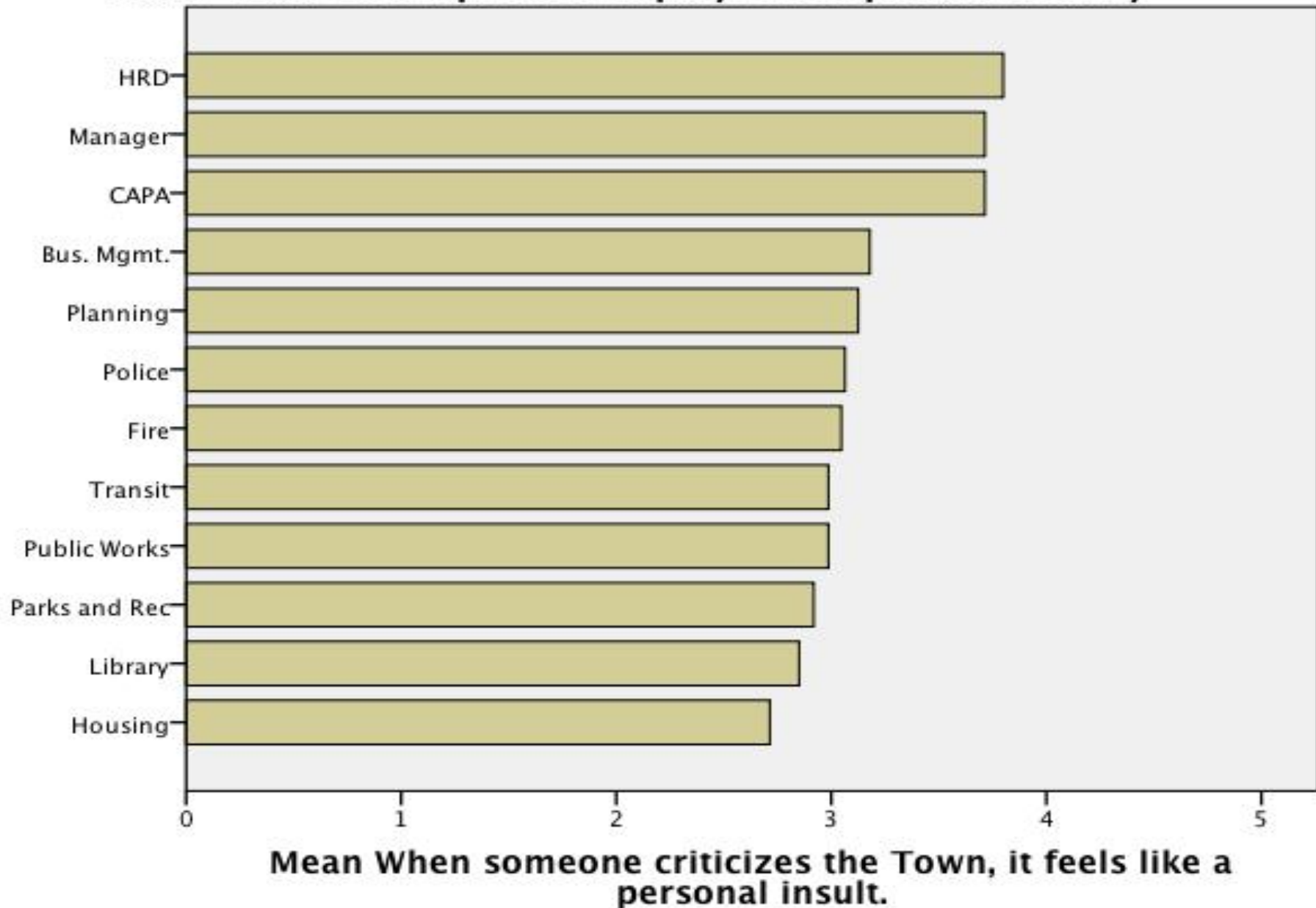


Mean My supervisor encourages employees to work together to solve problems.

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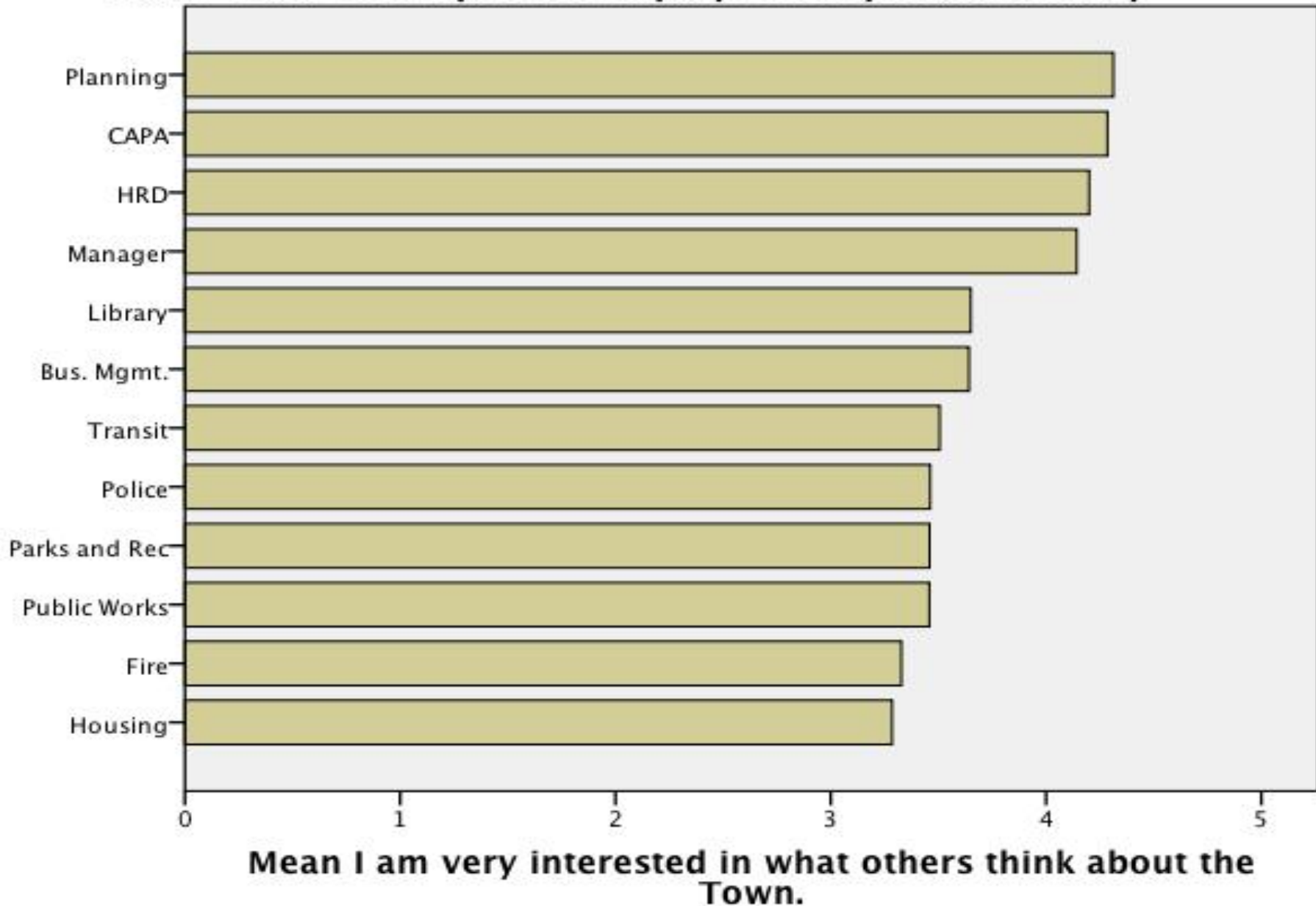
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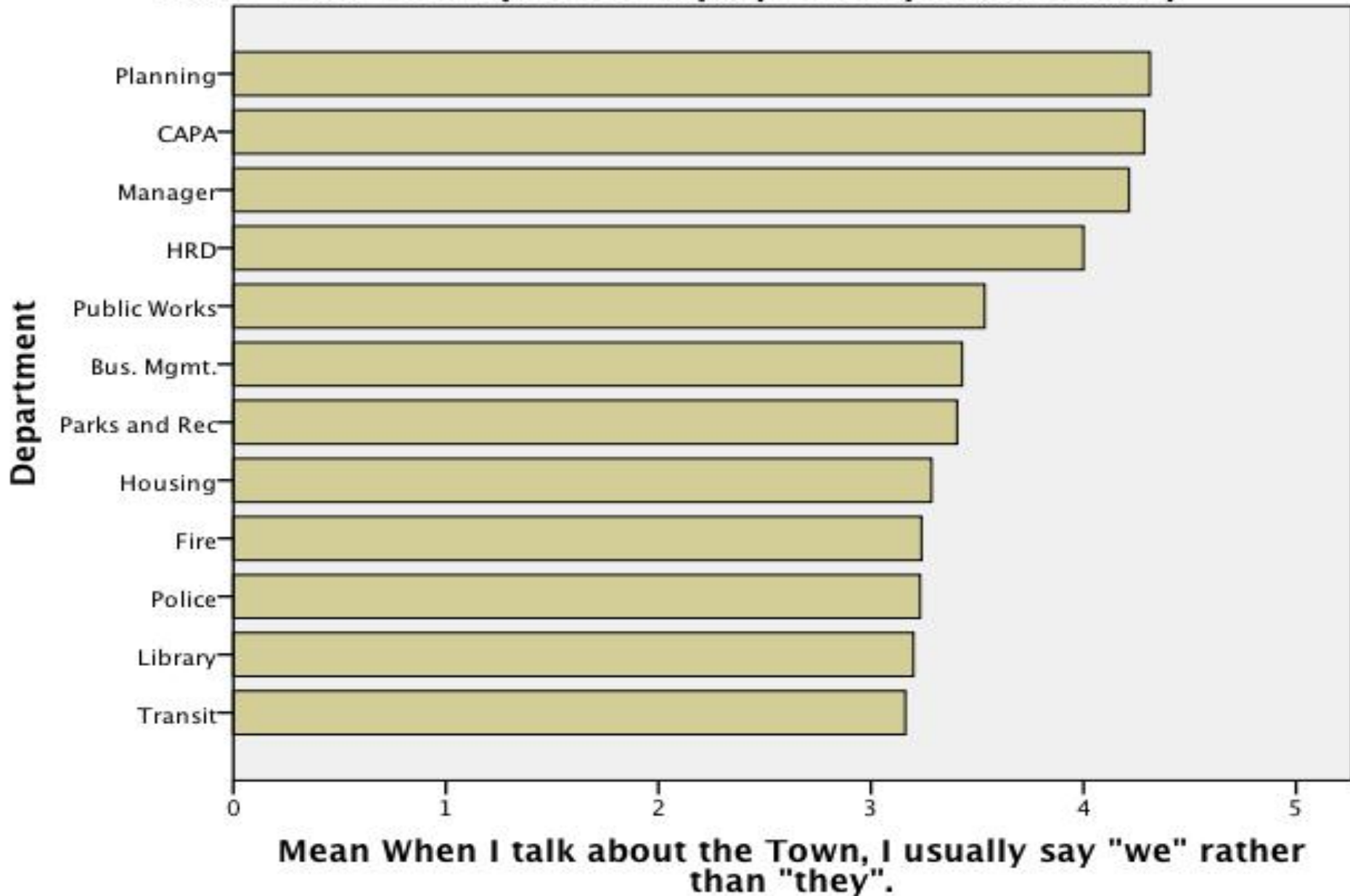
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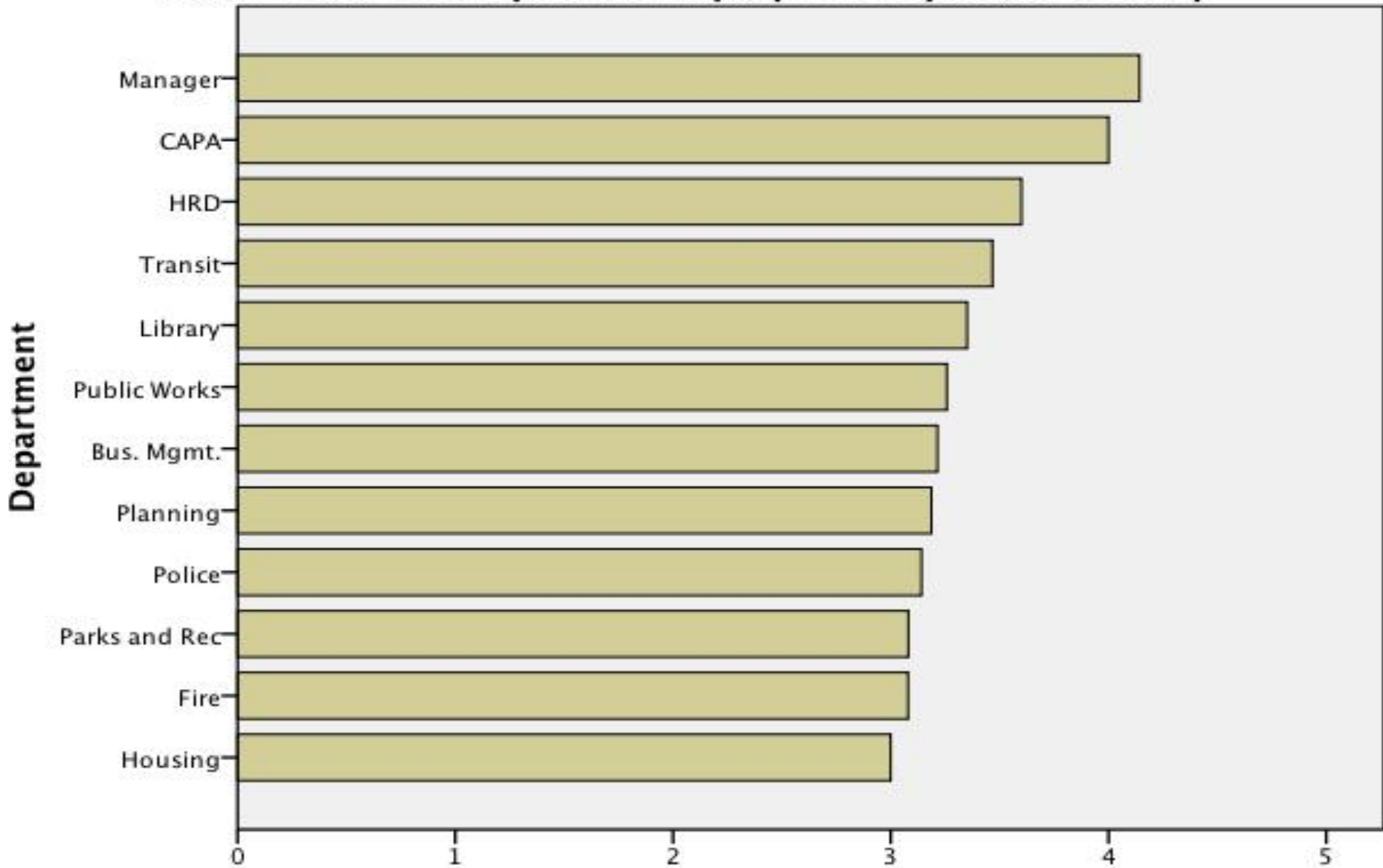
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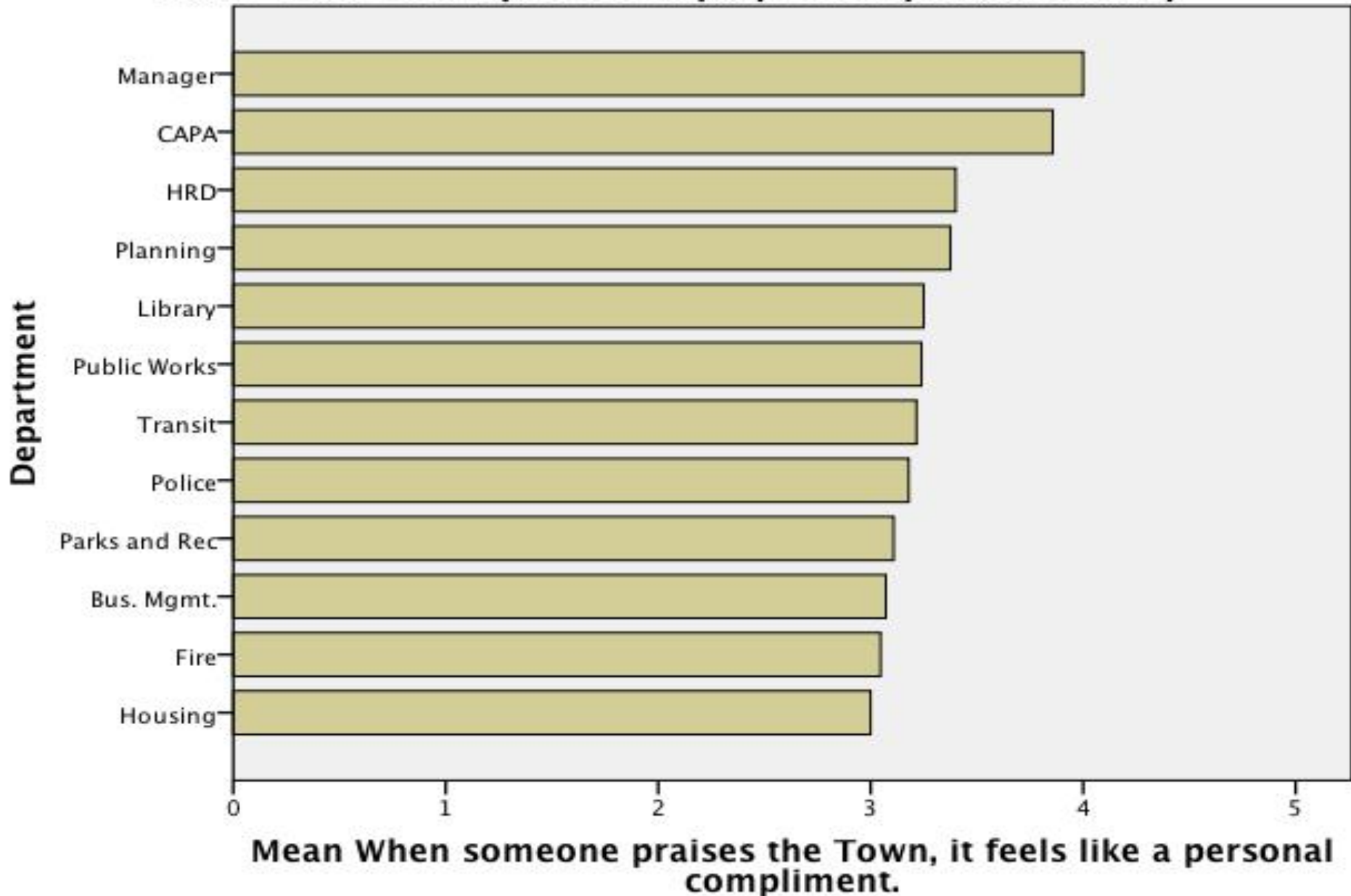
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Mean The Town's successes are my successes.

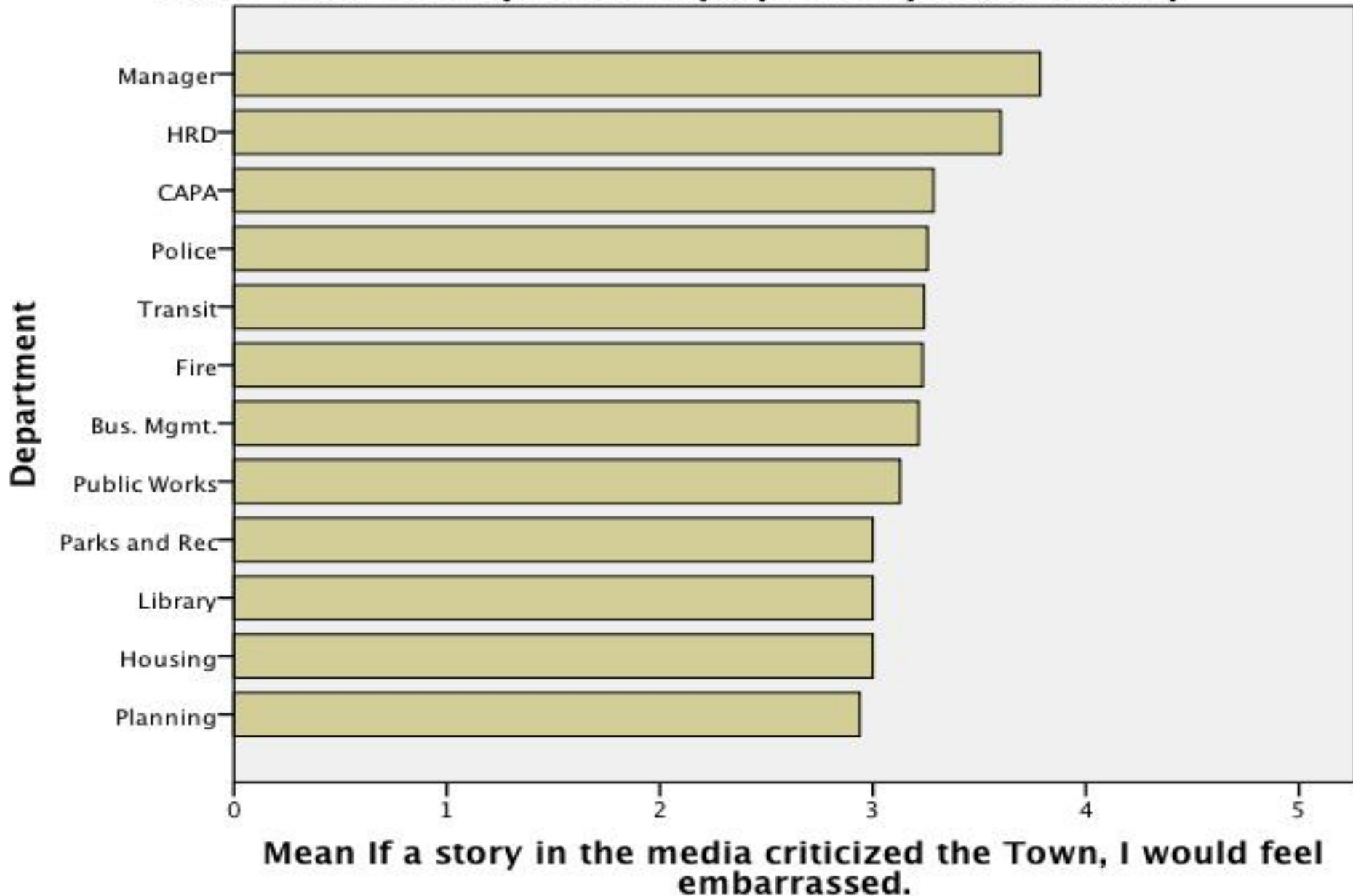
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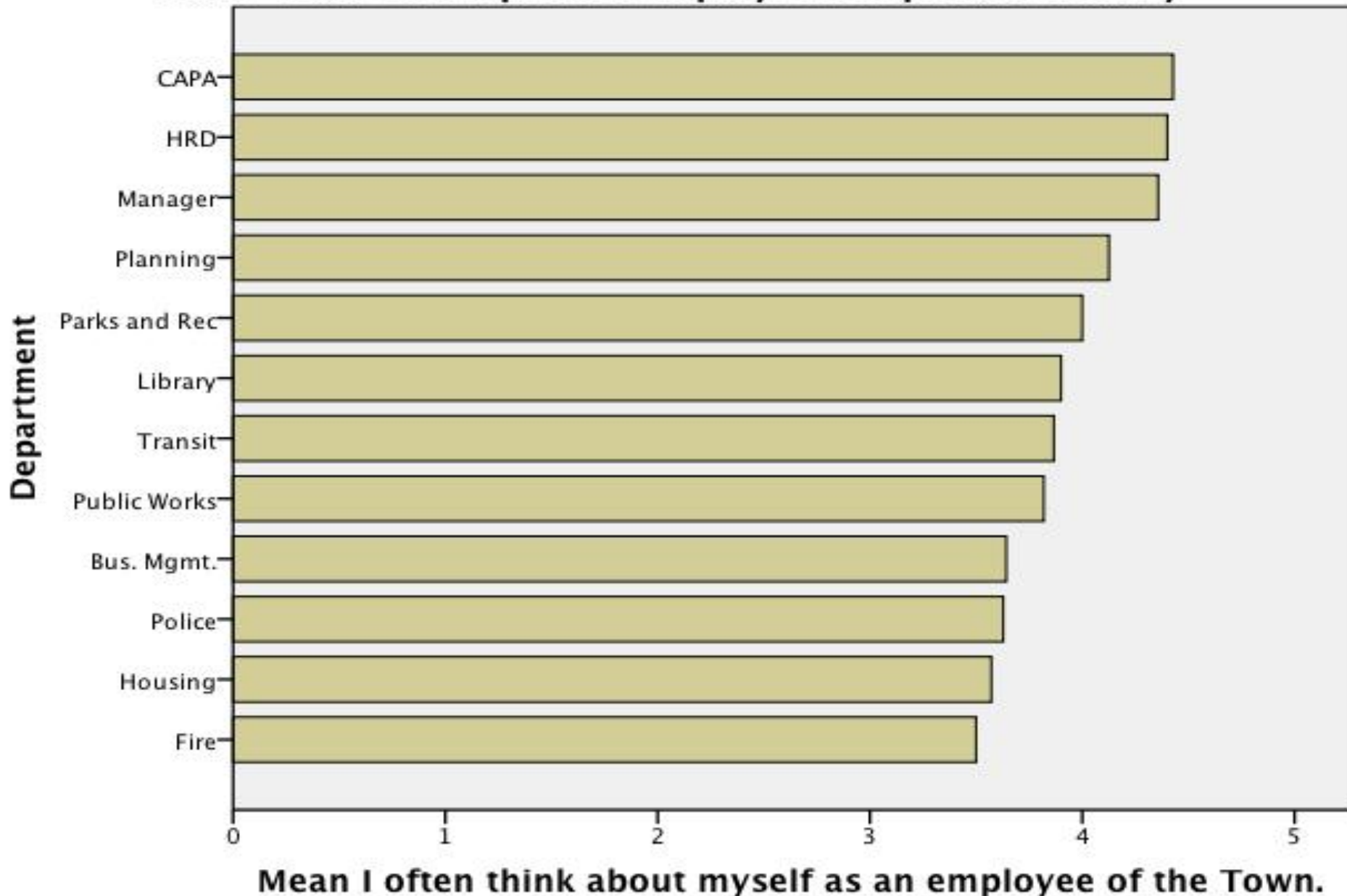
1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

2013 Town of Chapel Hill Employee Perspectives Survey



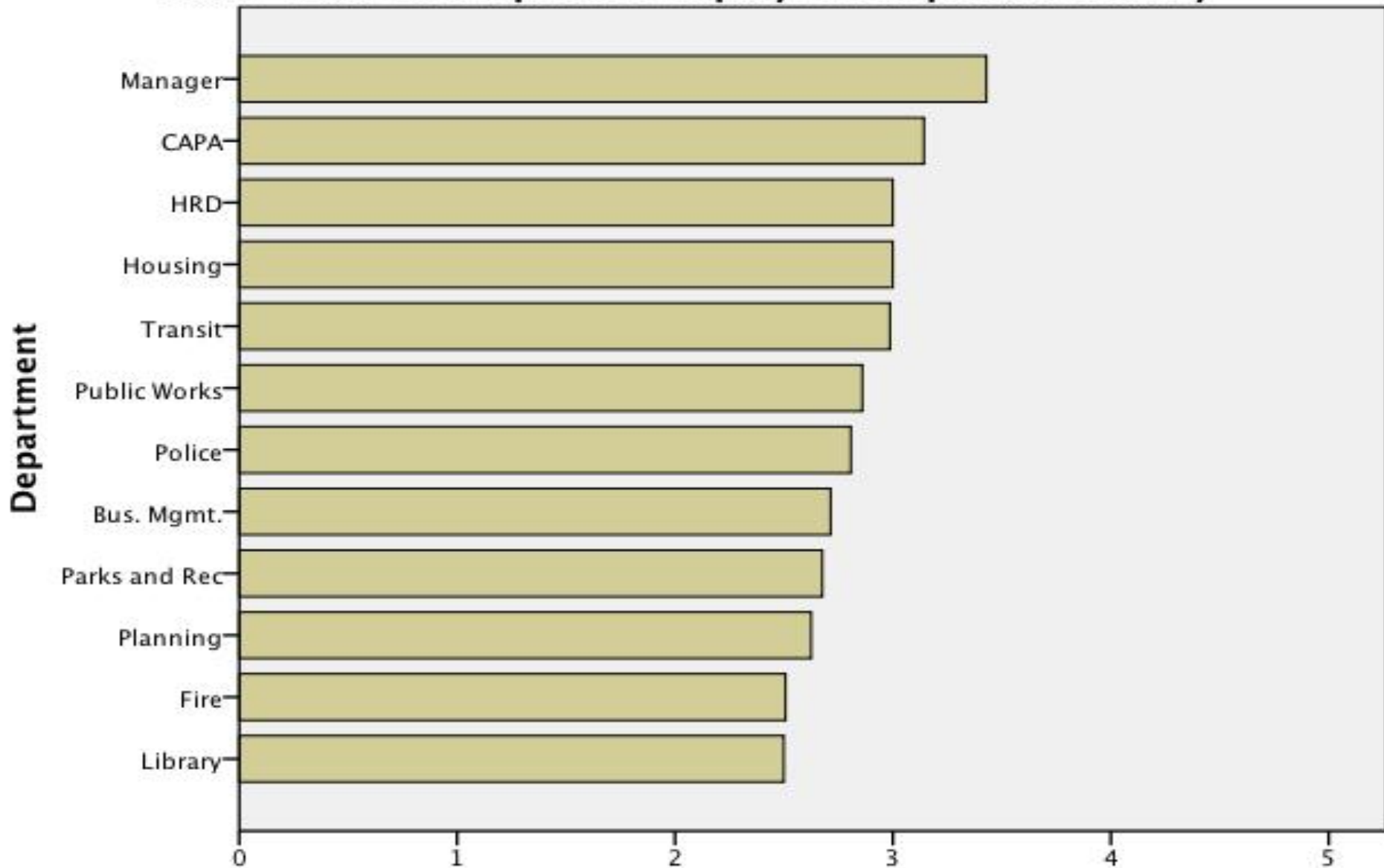
1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

2013 Town of Chapel Hill Employee Perspectives Survey



1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

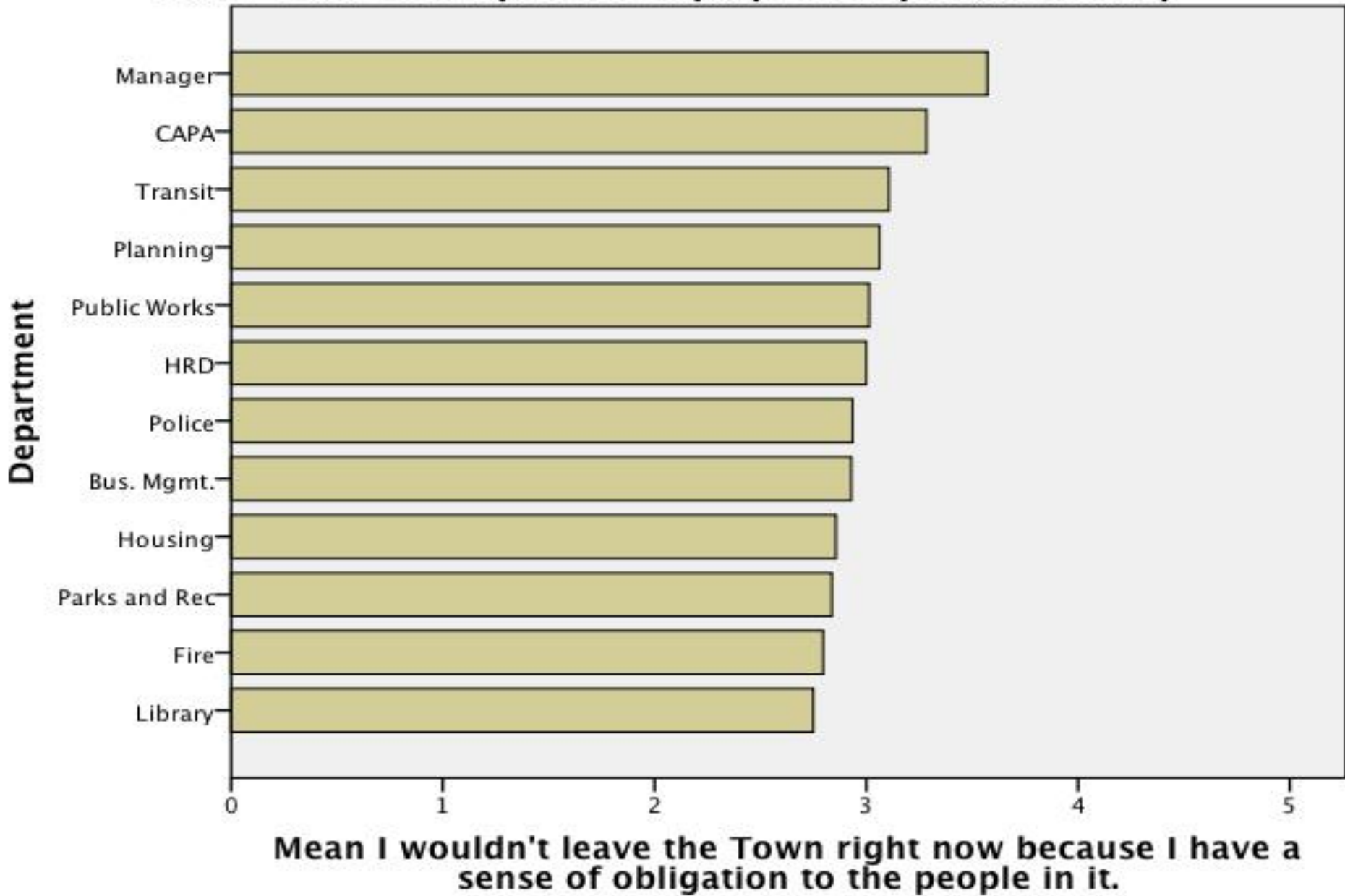
2013 Town of Chapel Hill Employee Perspectives Survey



Mean I would feel guilty if I left the Town now.

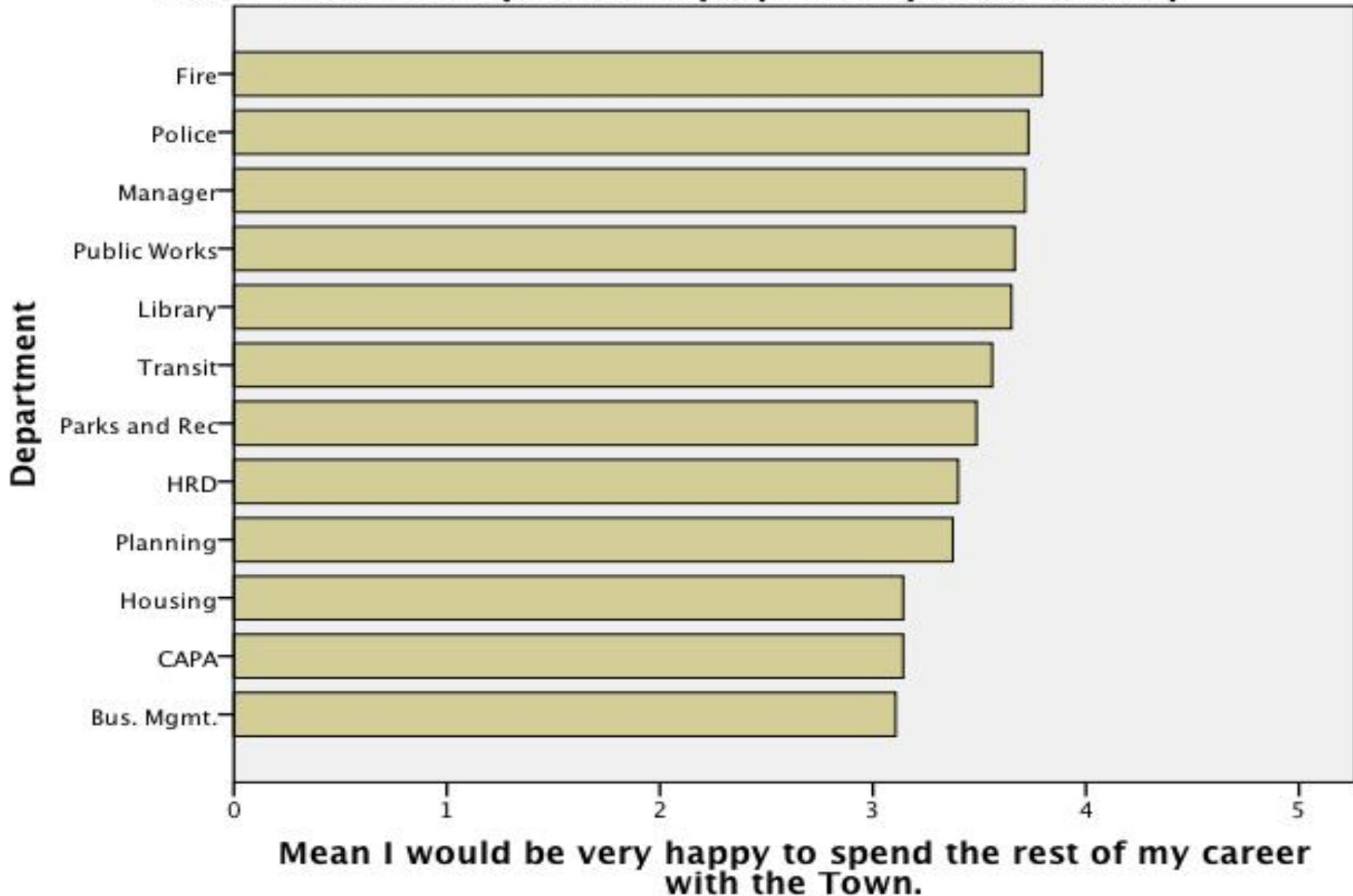
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2013 Town of Chapel Hill Employee Perspectives Survey



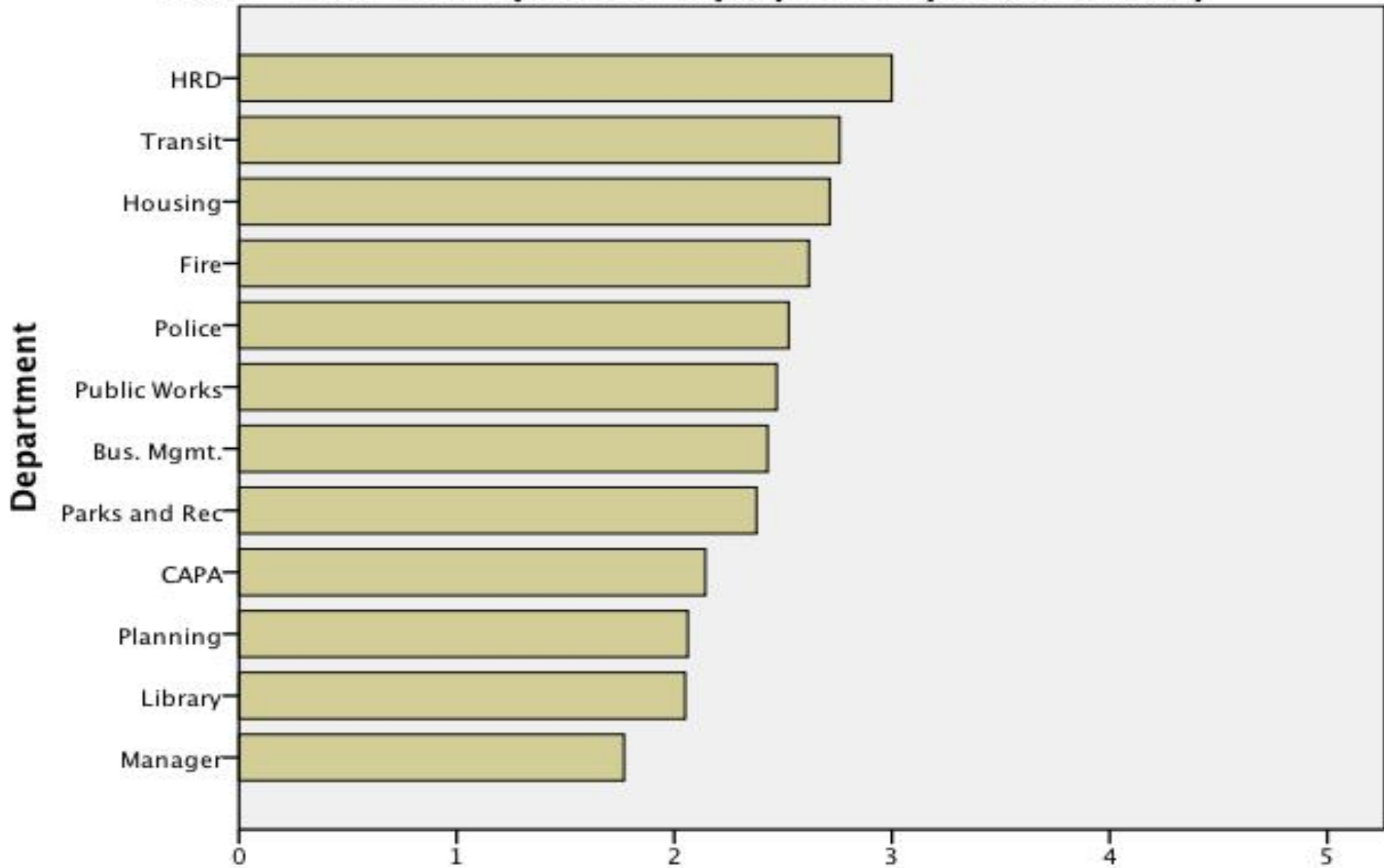
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2013 Town of Chapel Hill Employee Perspectives Survey



1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

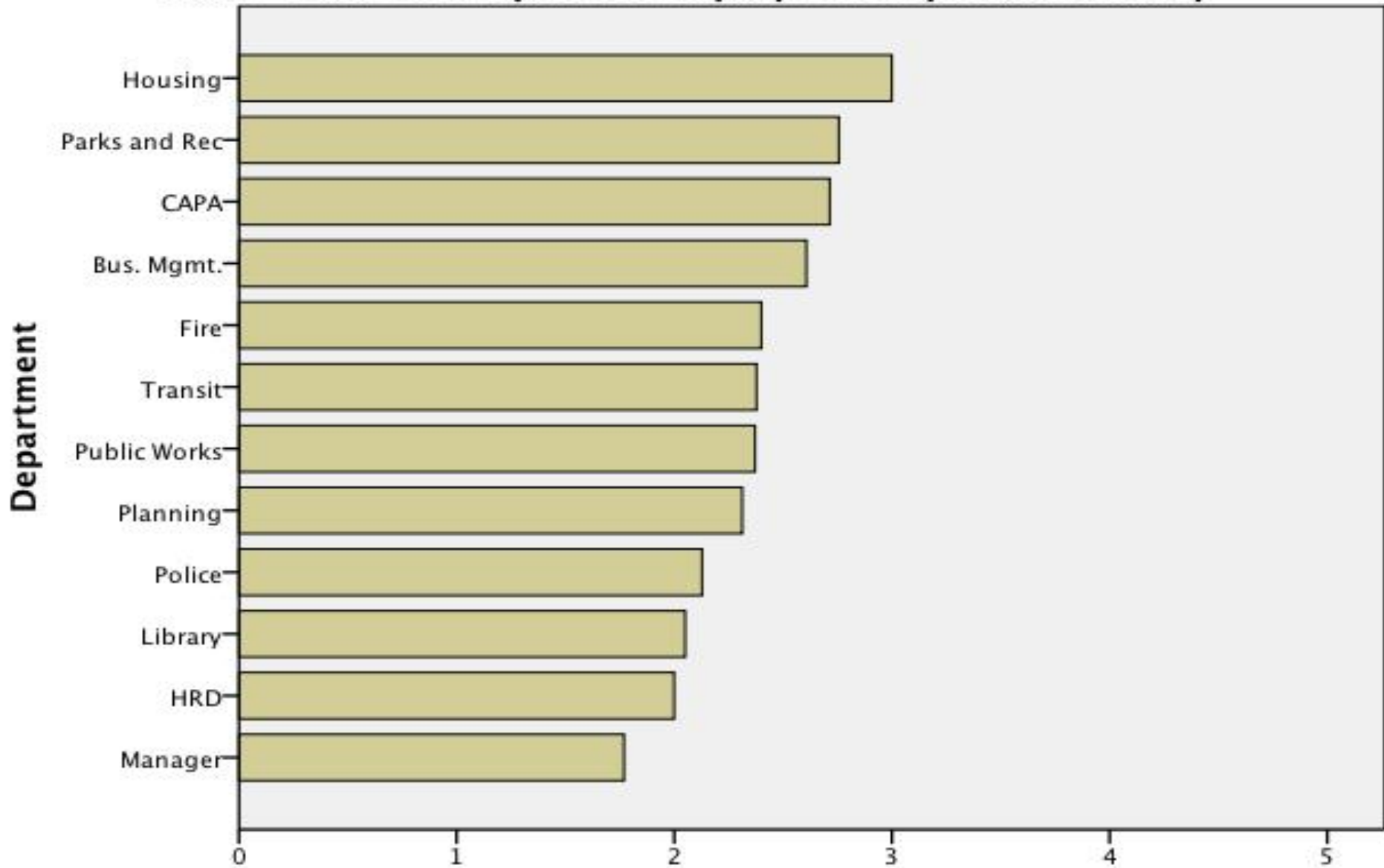
2013 Town of Chapel Hill Employee Perspectives Survey



Mean Each workday seems like it will never end.

1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

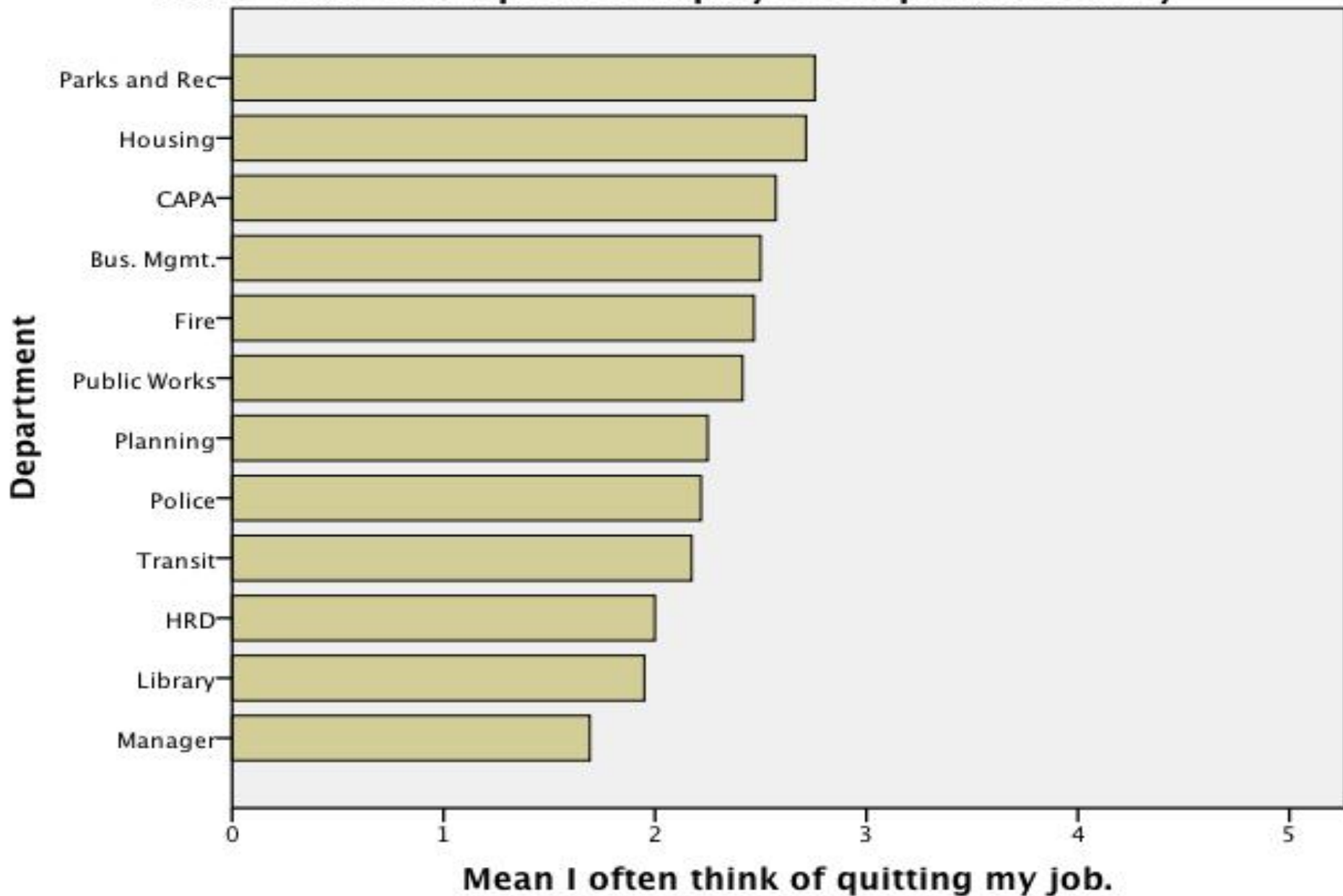
2013 Town of Chapel Hill Employee Perspectives Survey



Mean As soon as I find a better job, I'll leave the Town.

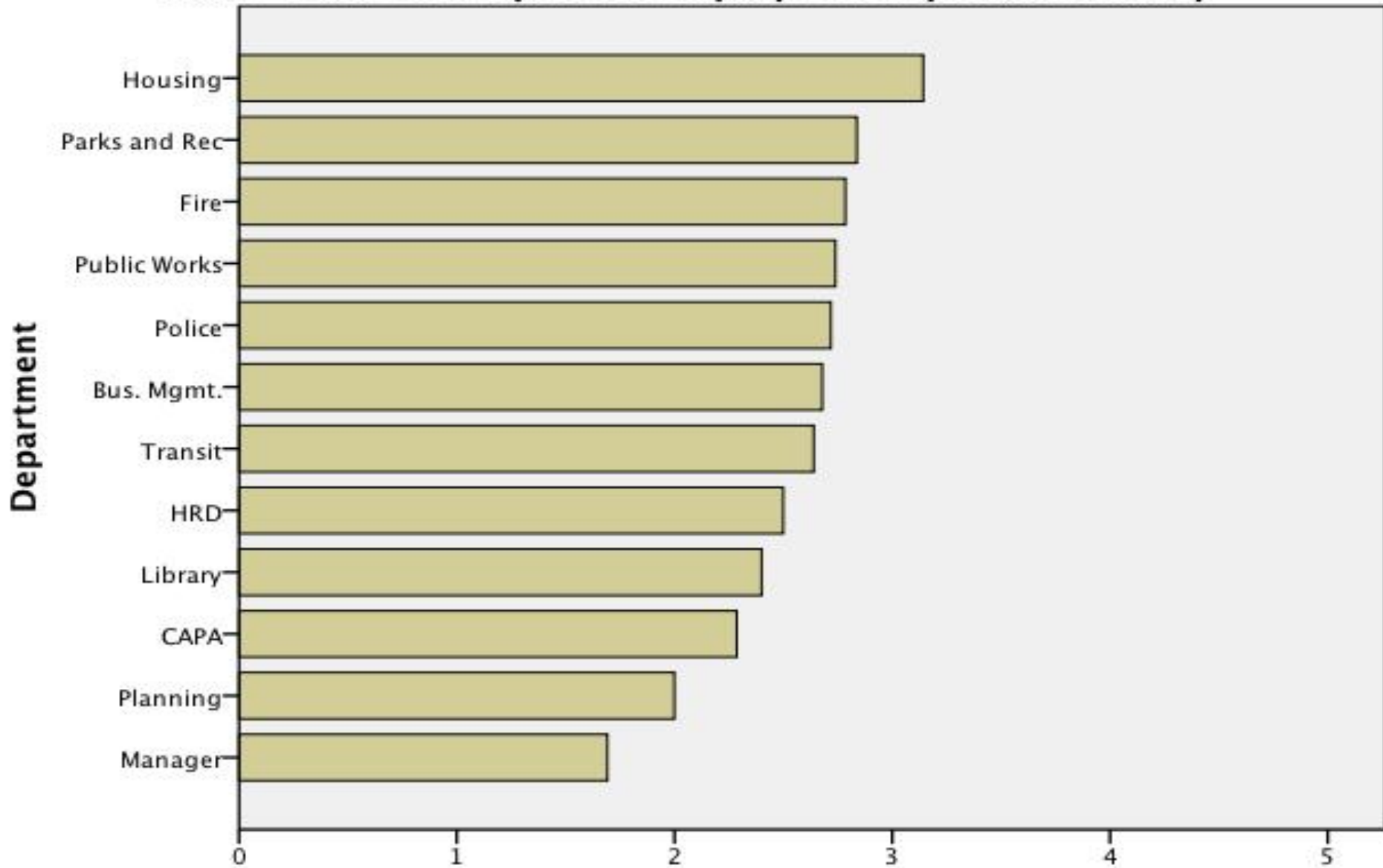
1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

2013 Town of Chapel Hill Employee Perspectives Survey



1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

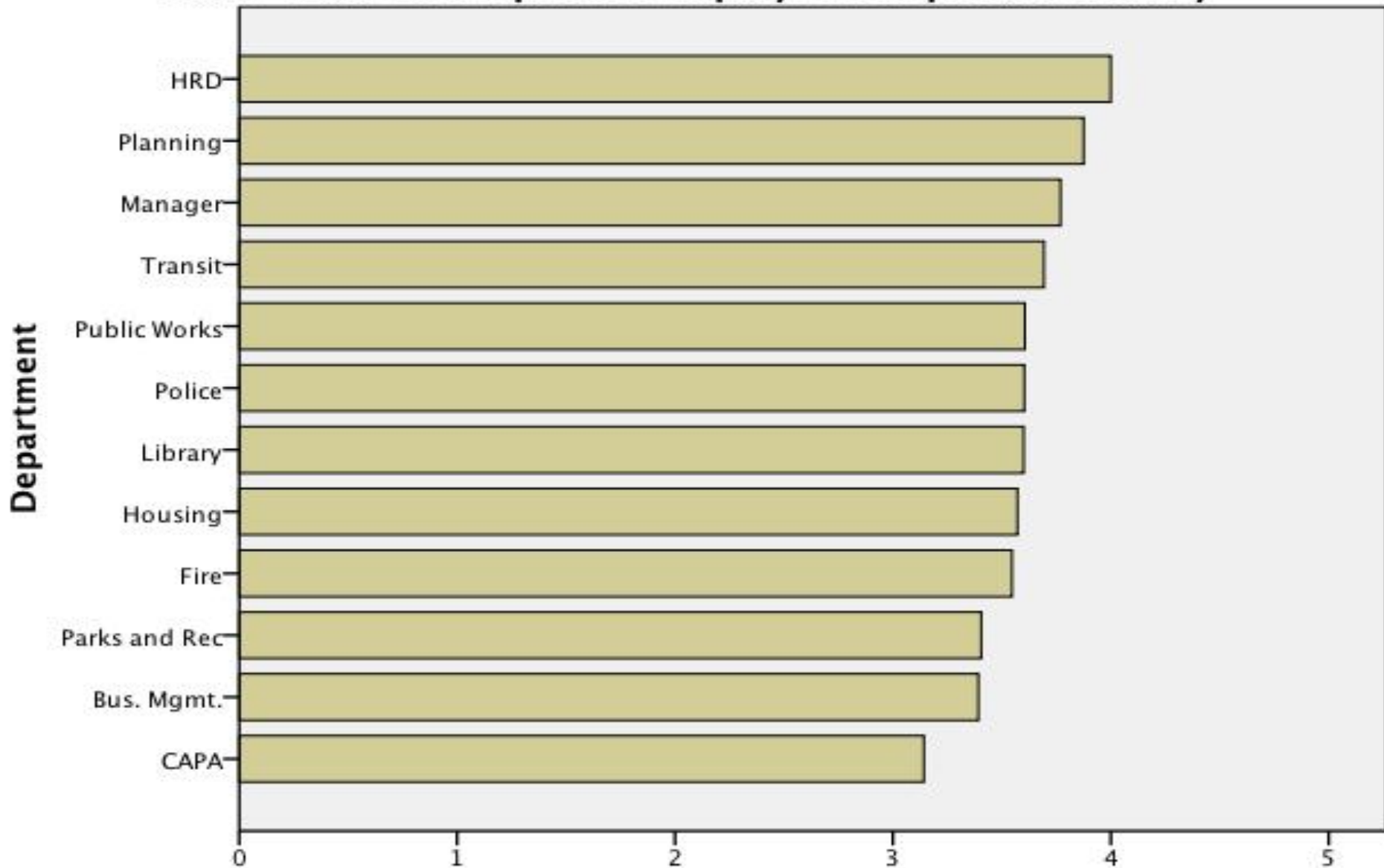
2013 Town of Chapel Hill Employee Perspectives Survey



Mean I do not feel emotionally attached to the Town.

1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

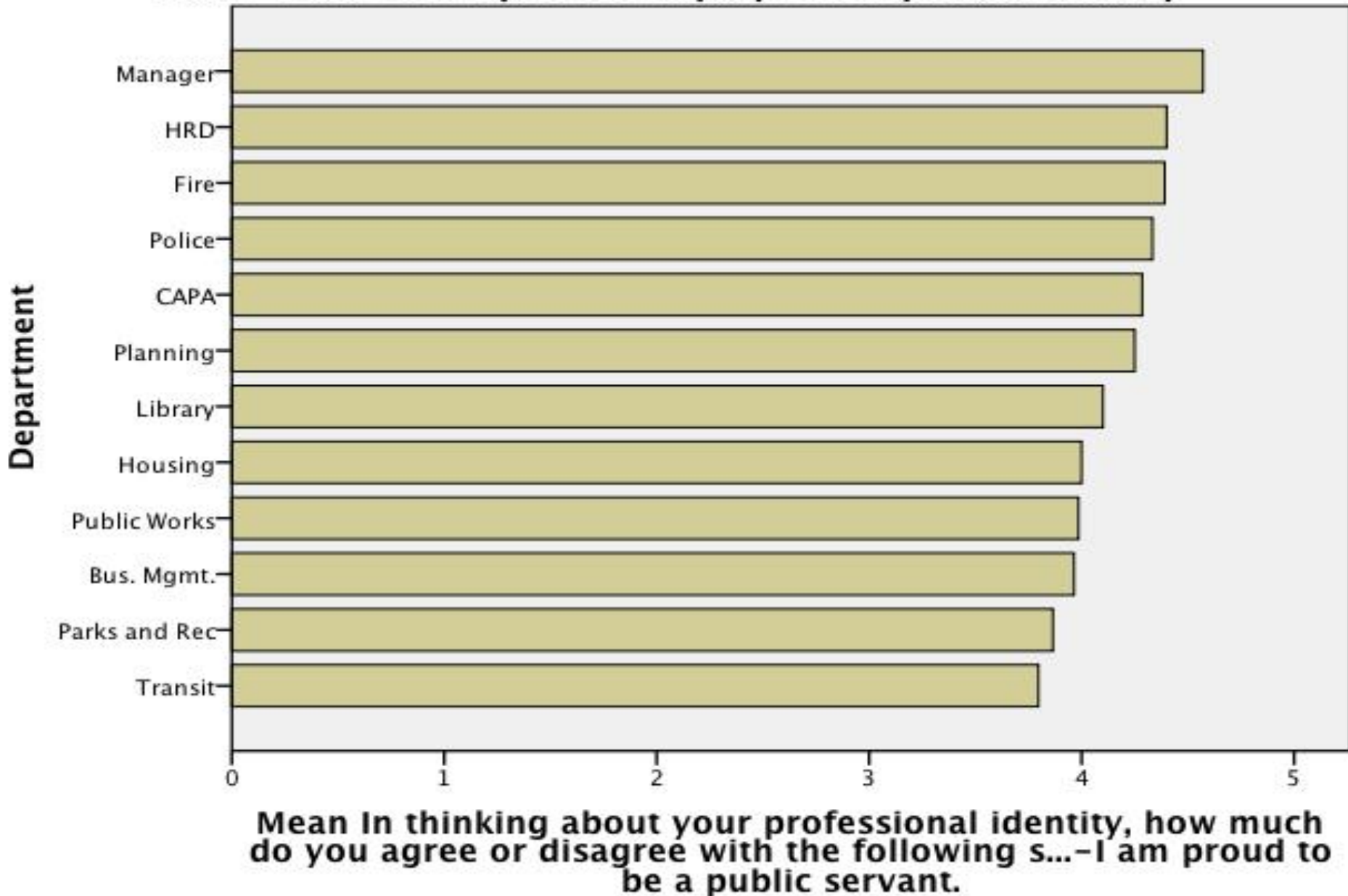
2013 Town of Chapel Hill Employee Perspectives Survey



Mean All in all, I am satisfied with my job with the Town.

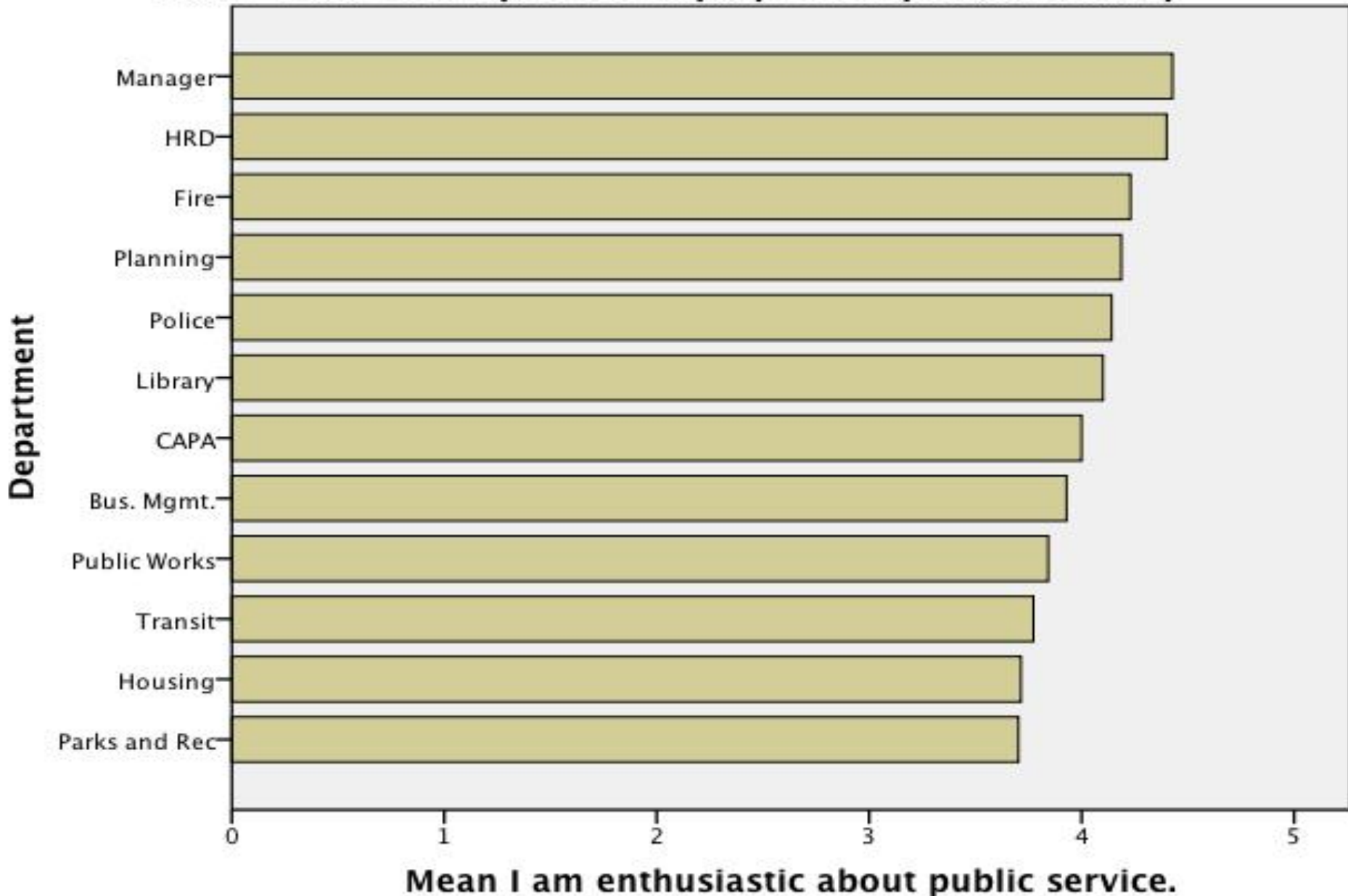
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2013 Town of Chapel Hill Employee Perspectives Survey



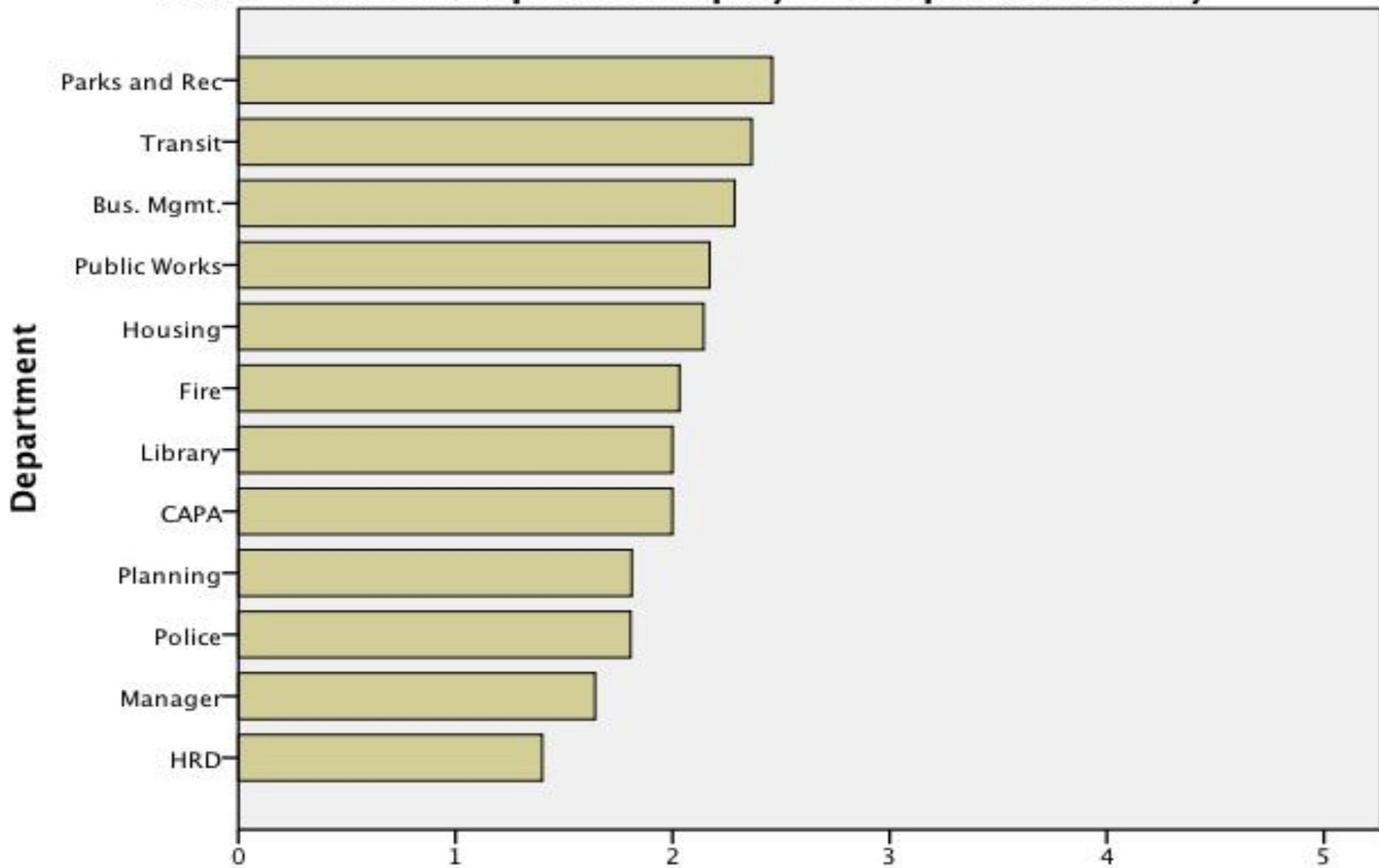
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2013 Town of Chapel Hill Employee Perspectives Survey



1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

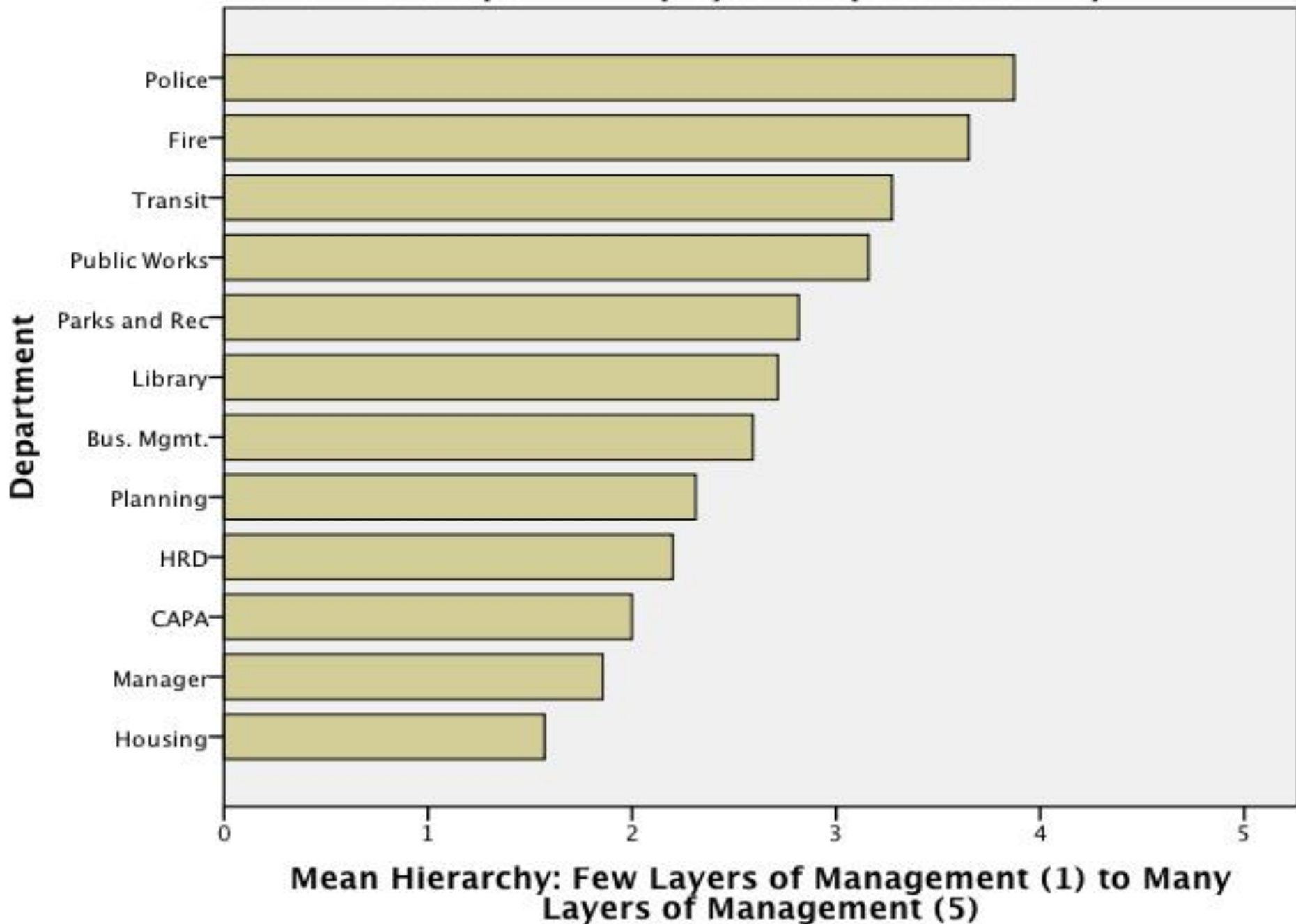
2013 Town of Chapel Hill Employee Perspectives Survey



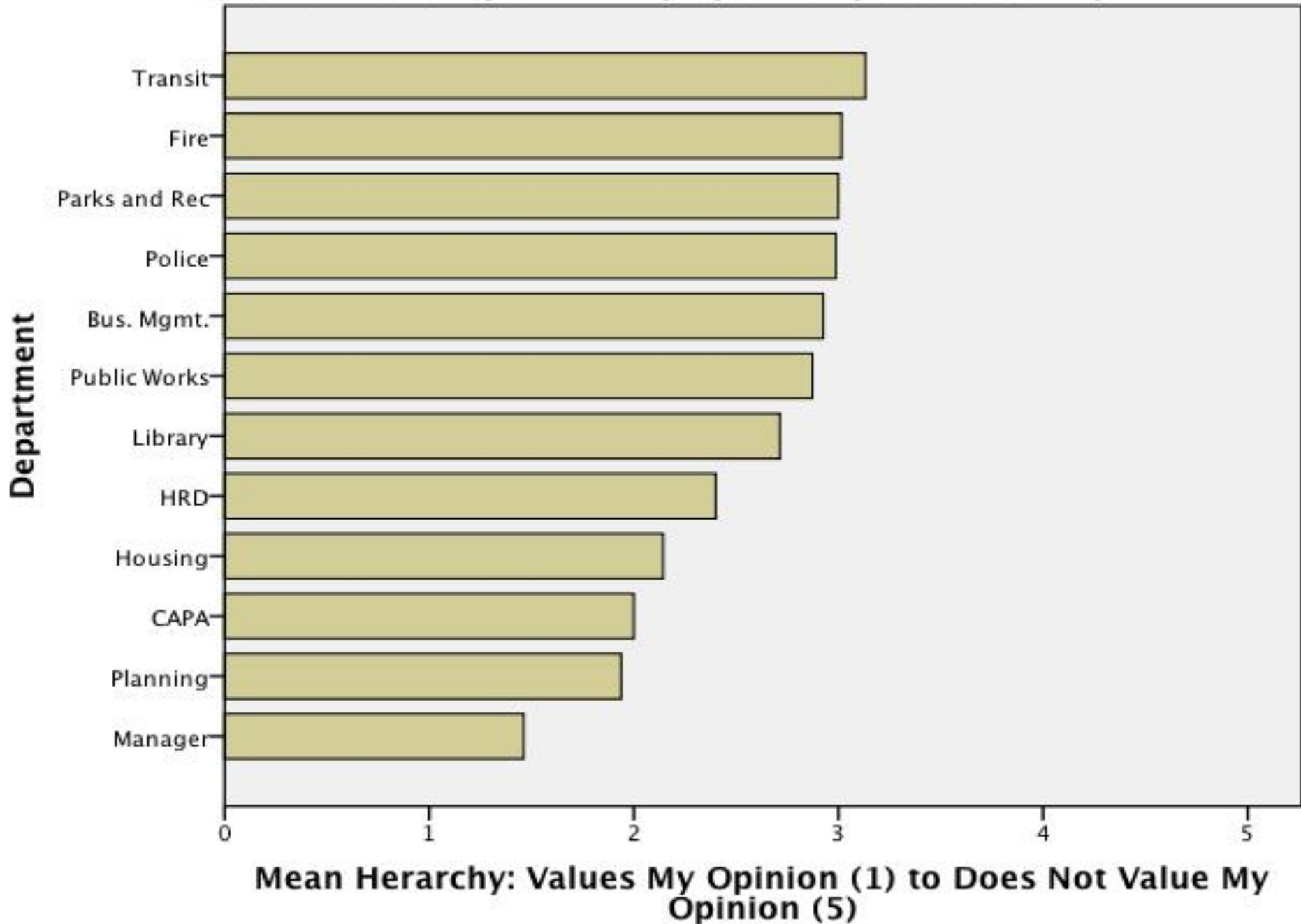
Mean I do not identify myself as a public servant.

1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree, 5=Strongly Agree

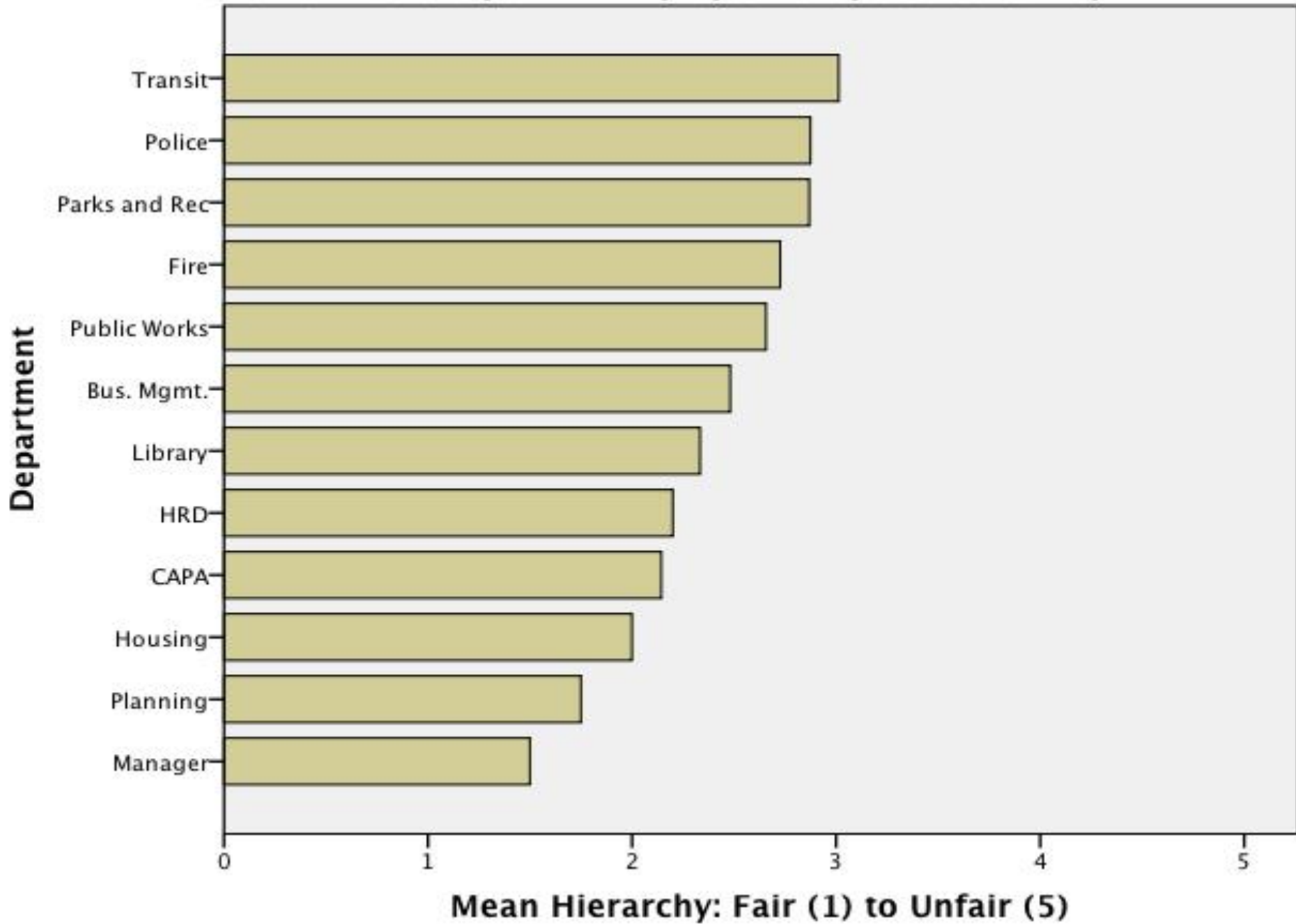
2013 Town of Chapel Hill Employee Perspectives Survey



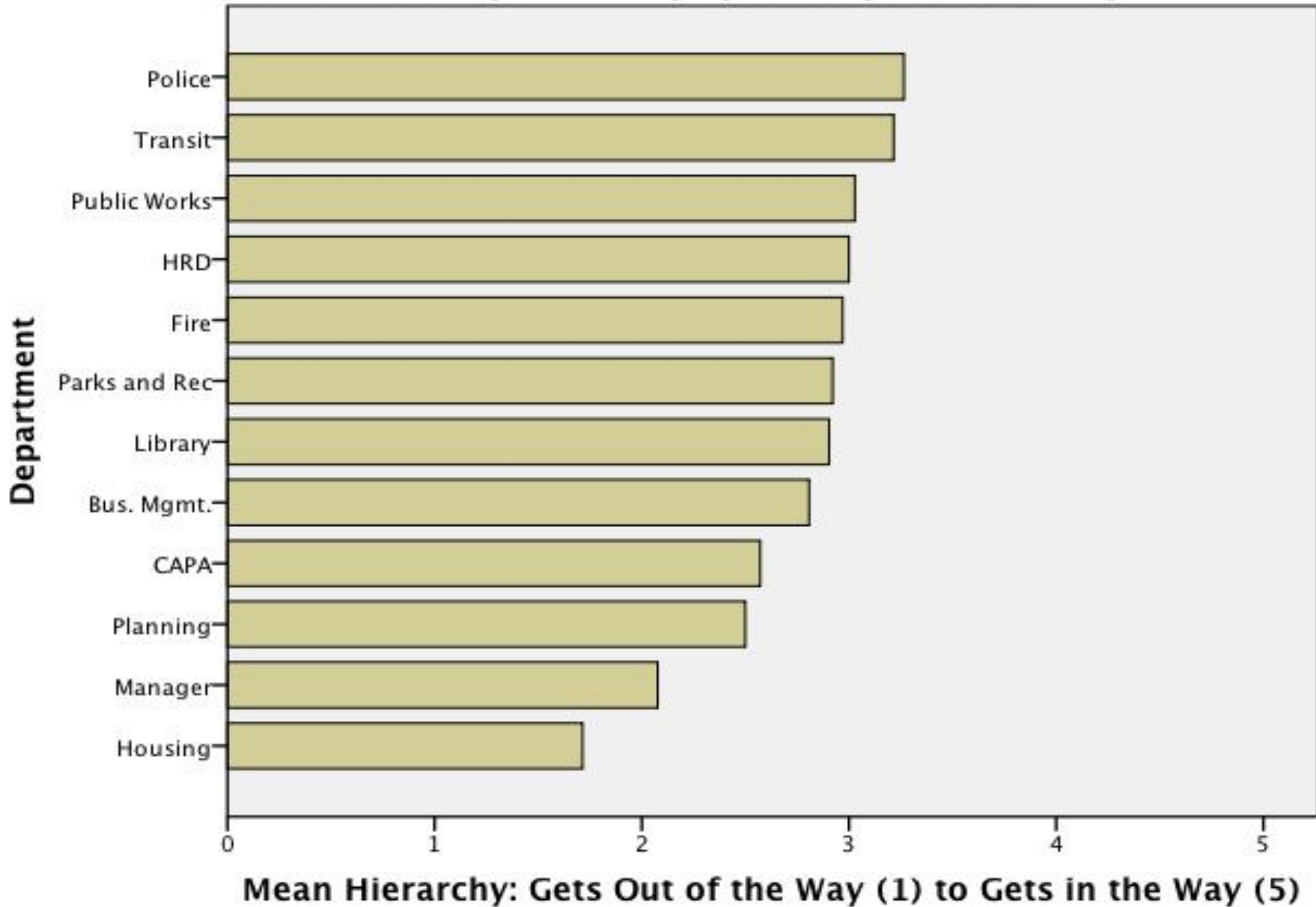
2013 Town of Chapel Hill Employee Perspectives Survey



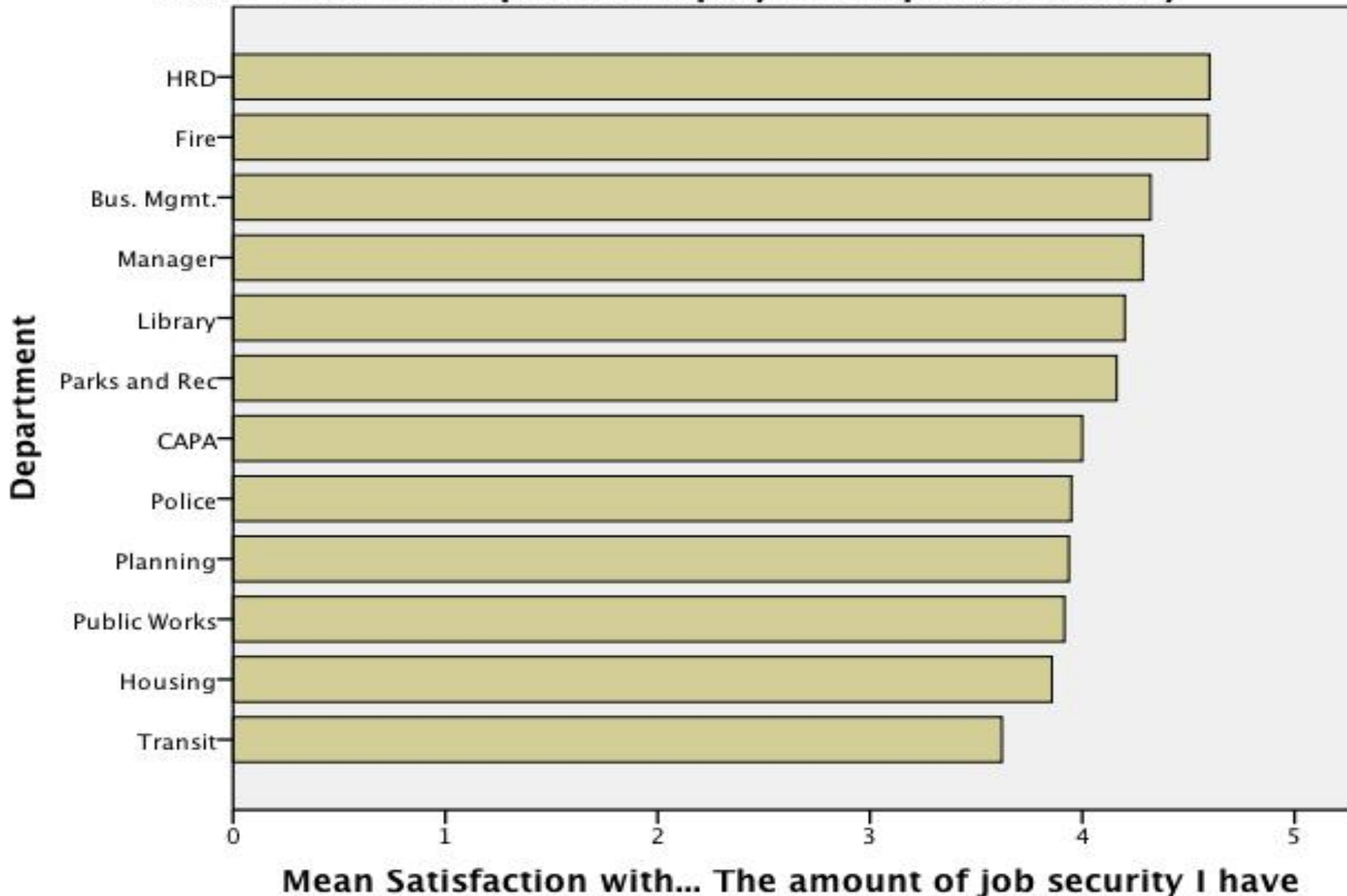
2013 Town of Chapel Hill Employee Perspectives Survey



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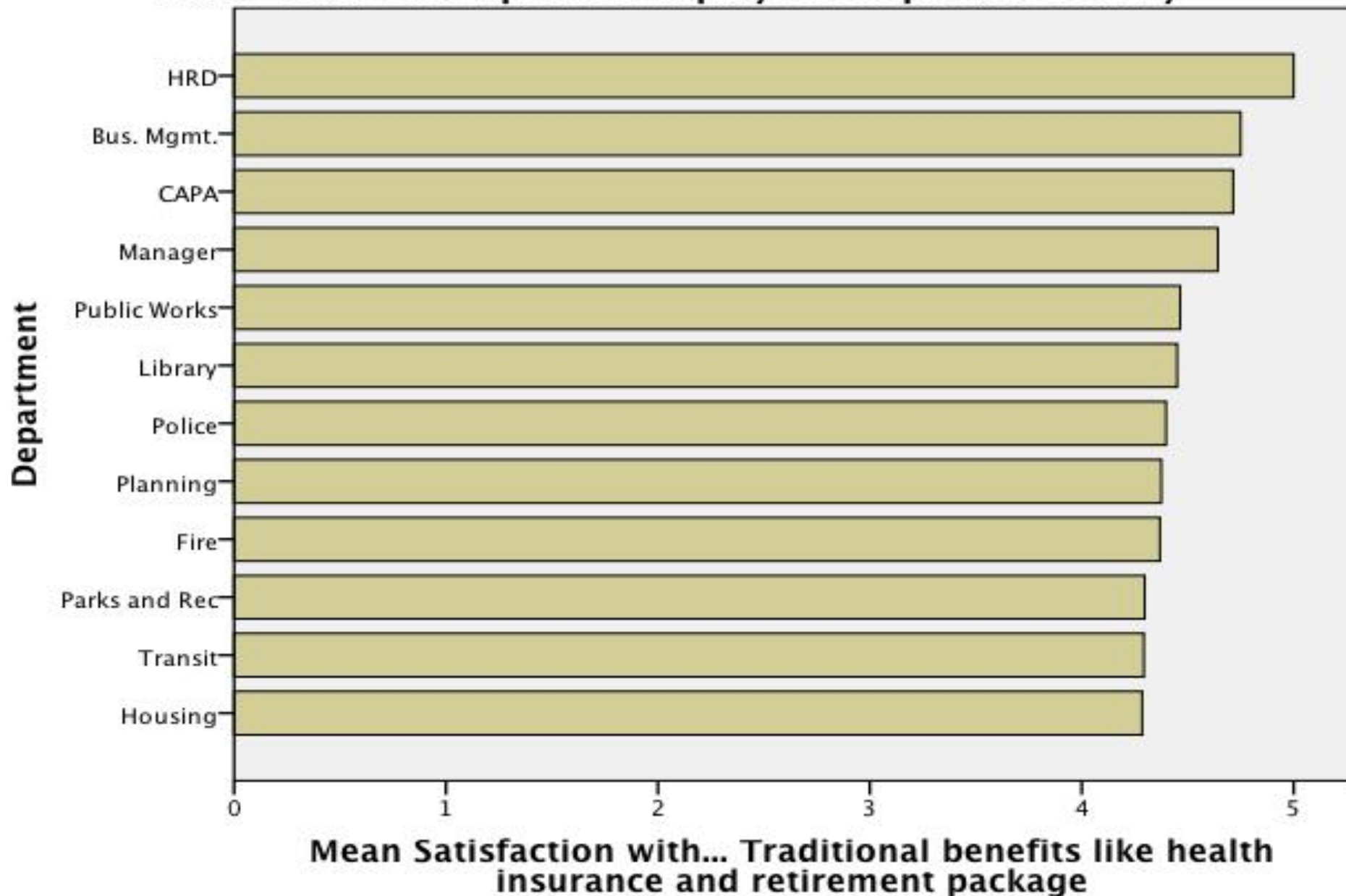


2013 Town of Chapel Hill Employee Perspectives Survey



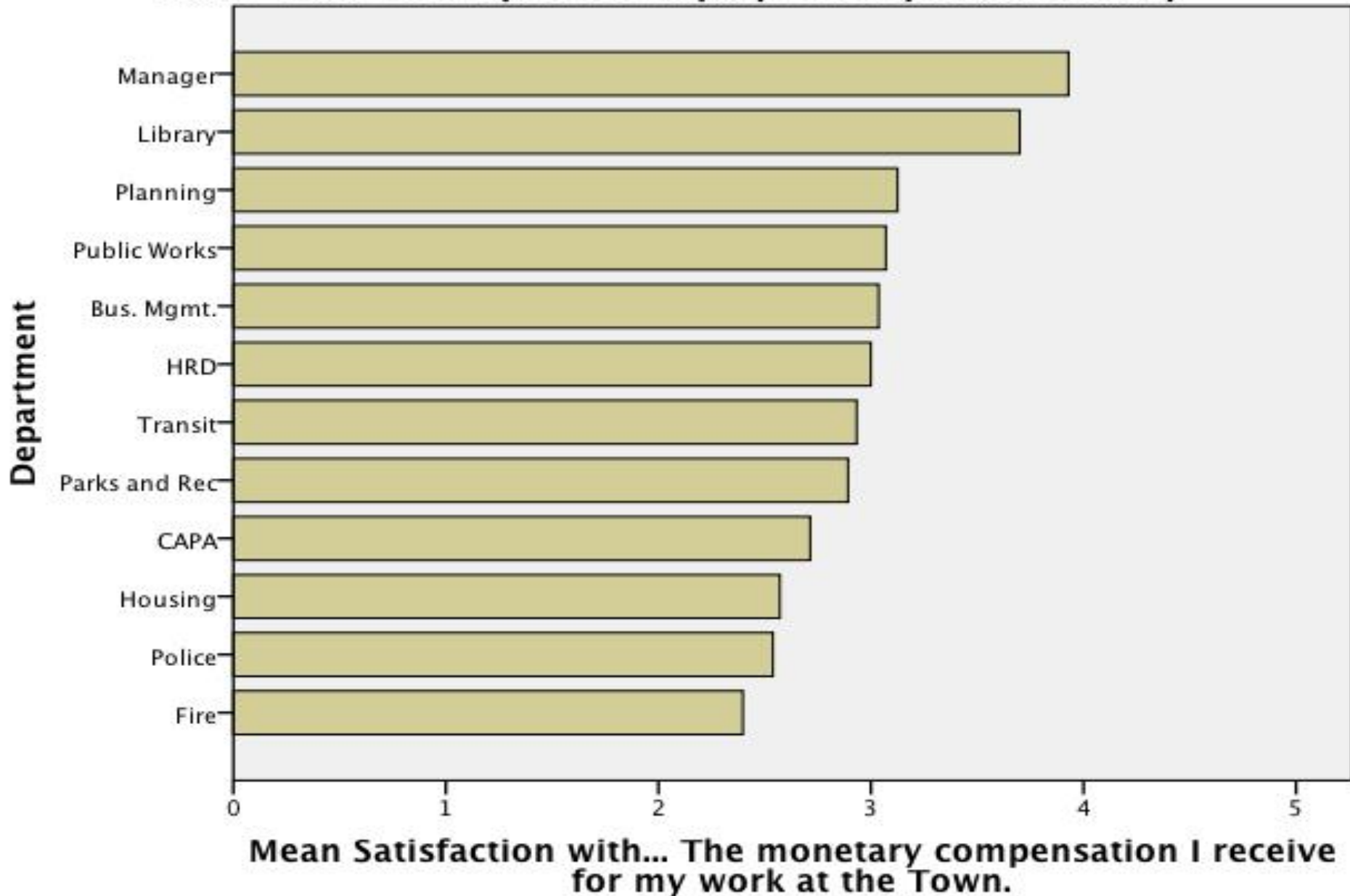
1=Very Dissatisfied, 2= Dissatisfied, 3=Neutral, 4=Satisfied, 5=Very Satisfied

2013 Town of Chapel Hill Employee Perspectives Survey



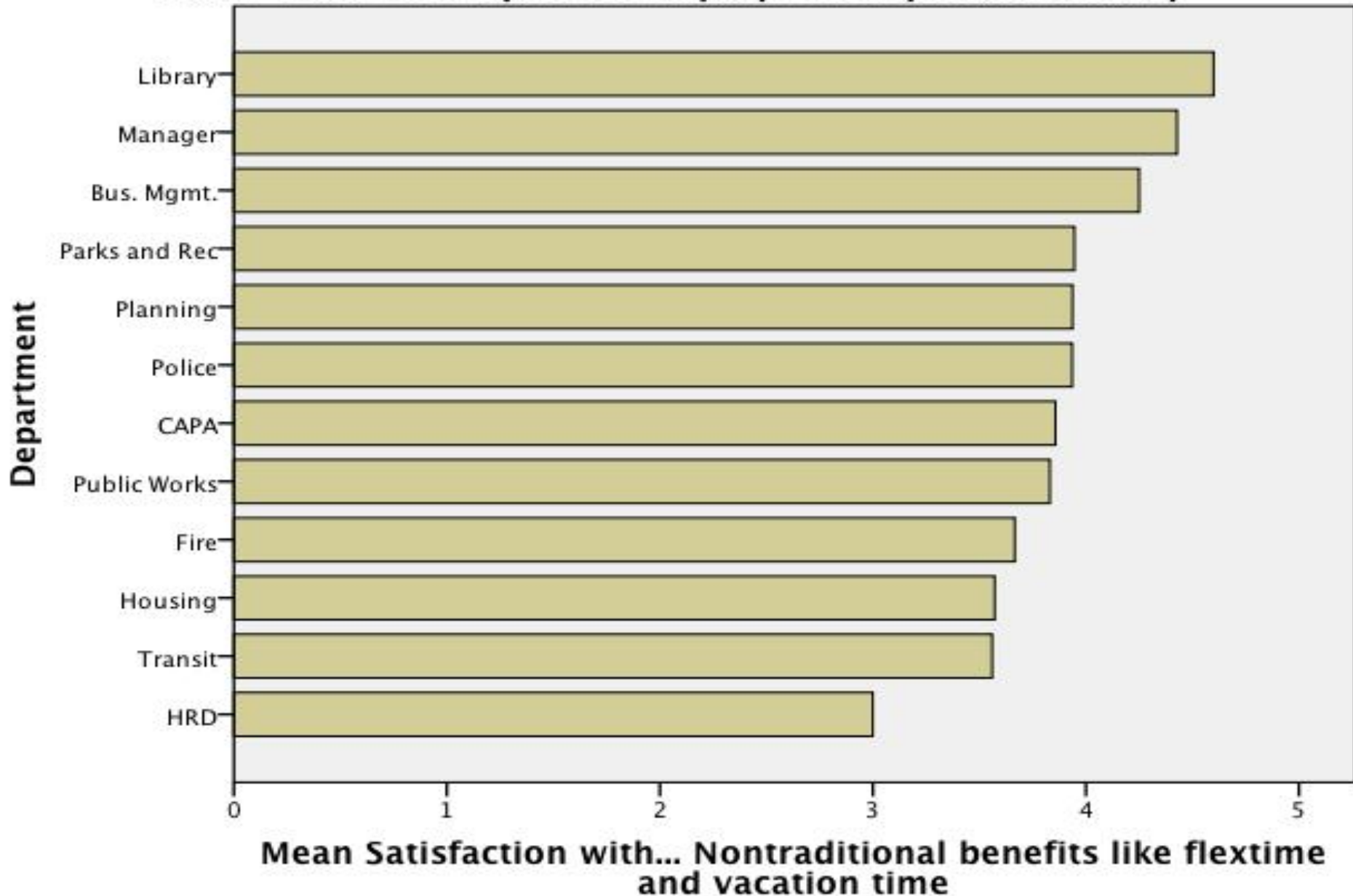
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2013 Town of Chapel Hill Employee Perspectives Survey



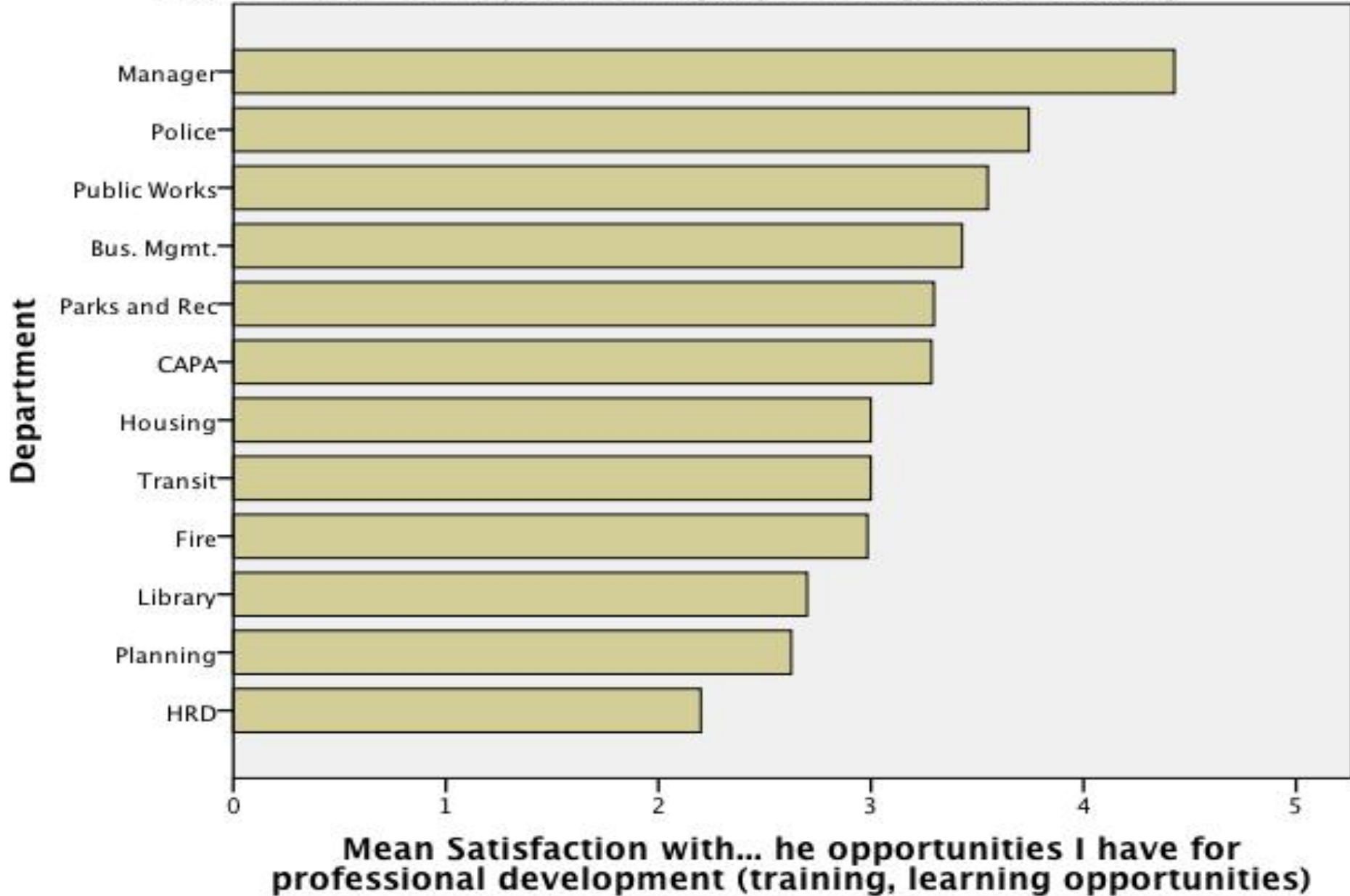
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2013 Town of Chapel Hill Employee Perspectives Survey



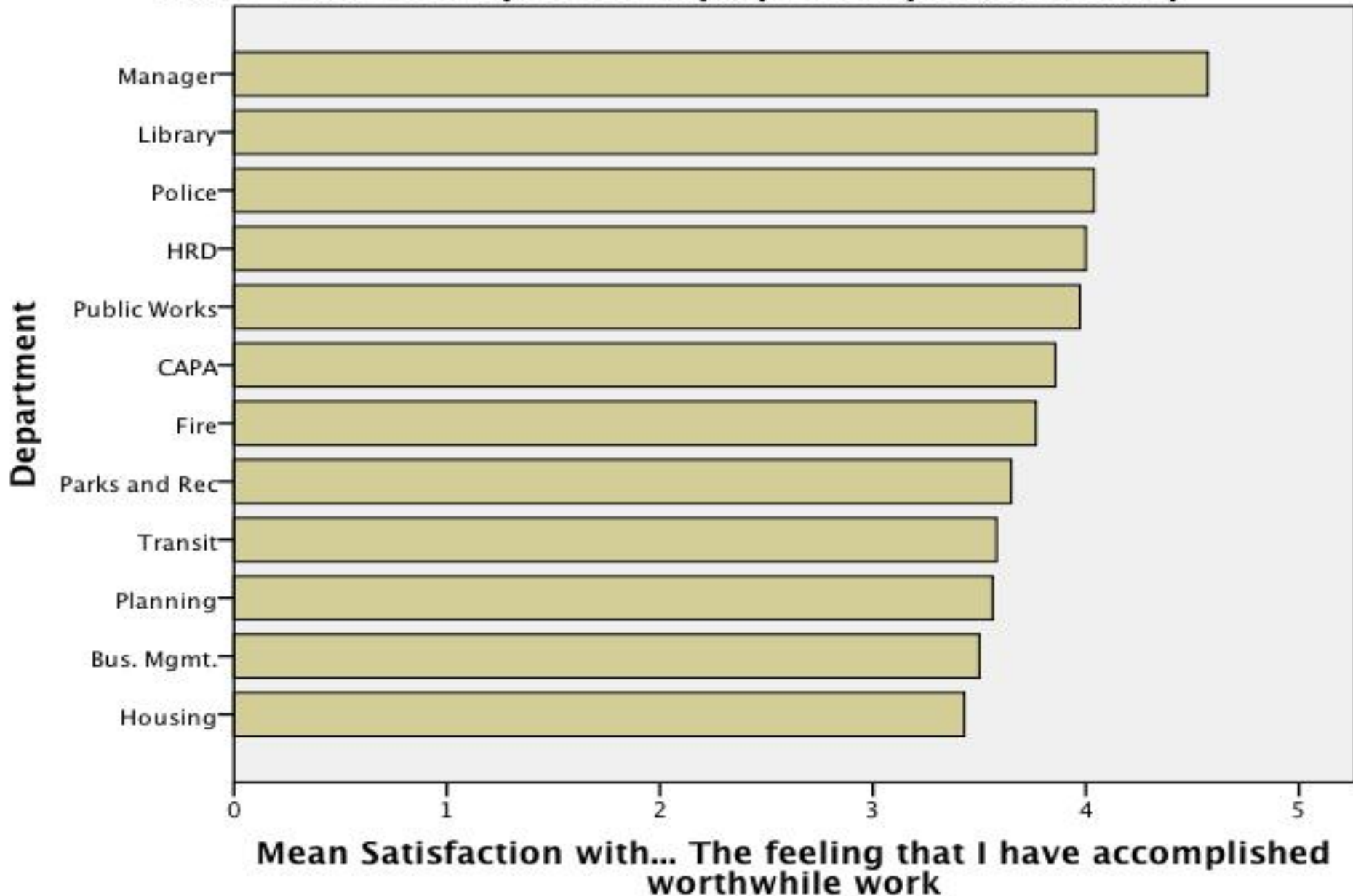
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2013 Town of Chapel Hill Employee Perspectives Survey



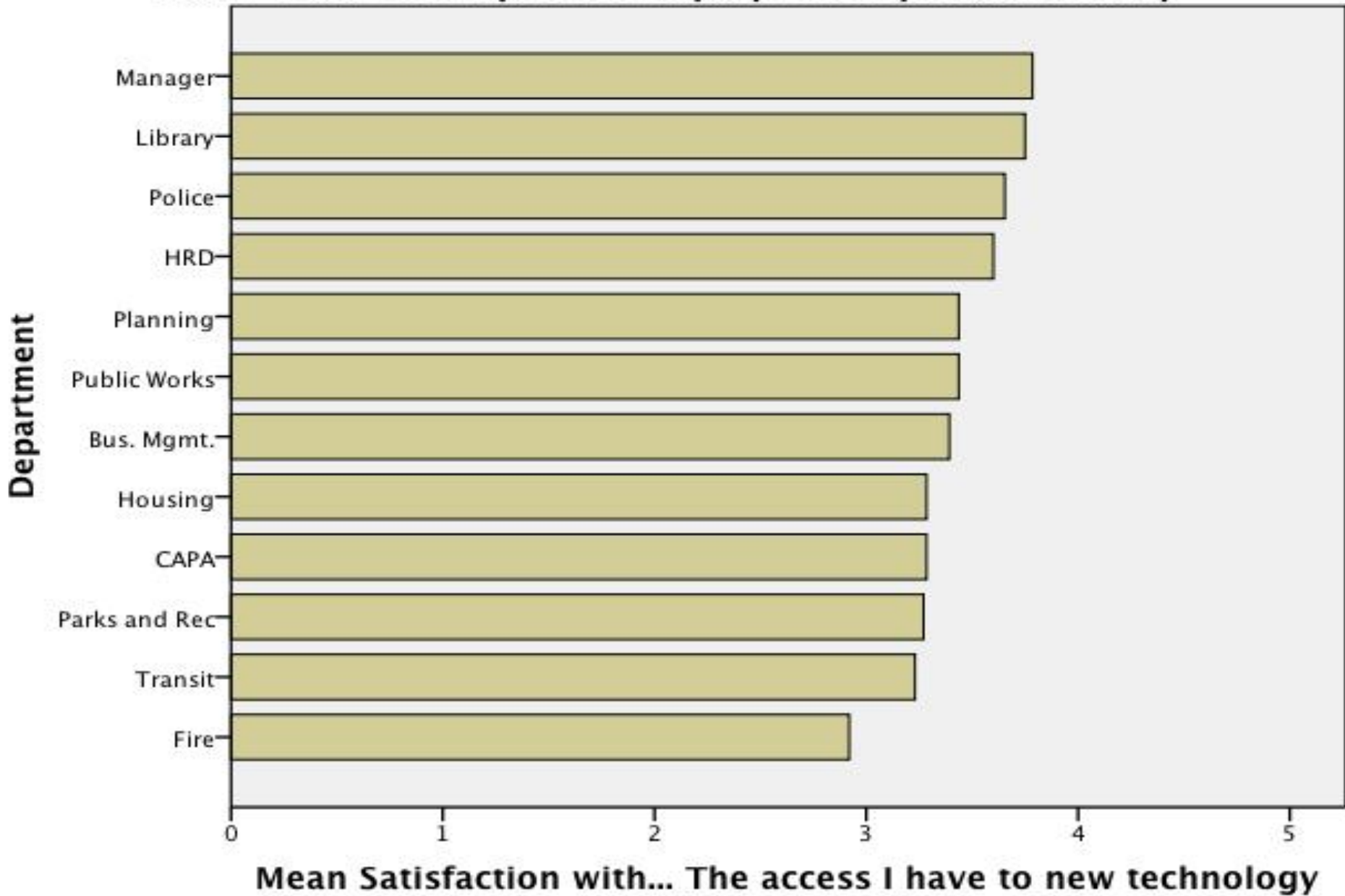
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2013 Town of Chapel Hill Employee Perspectives Survey



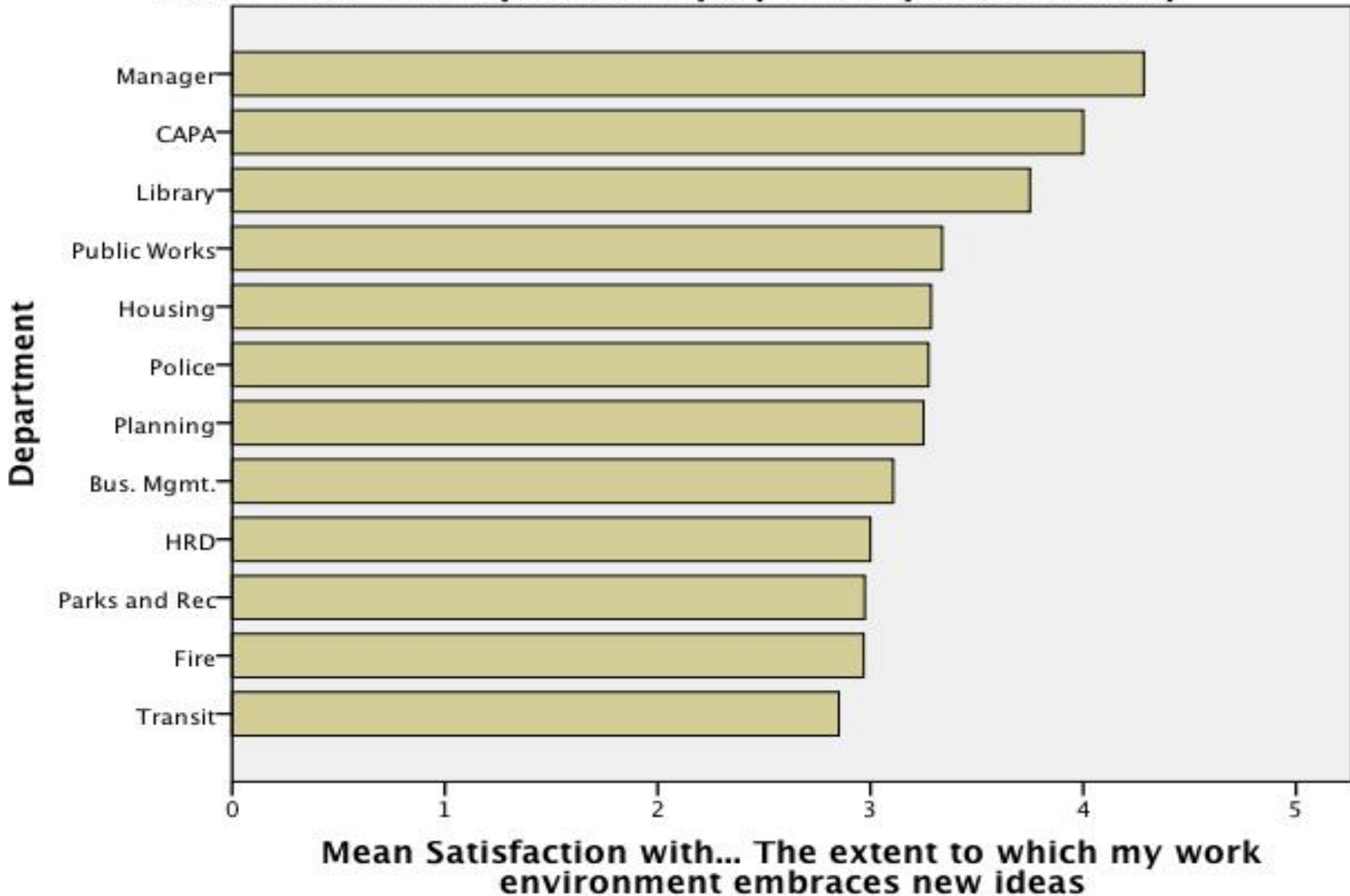
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2013 Town of Chapel Hill Employee Perspectives Survey



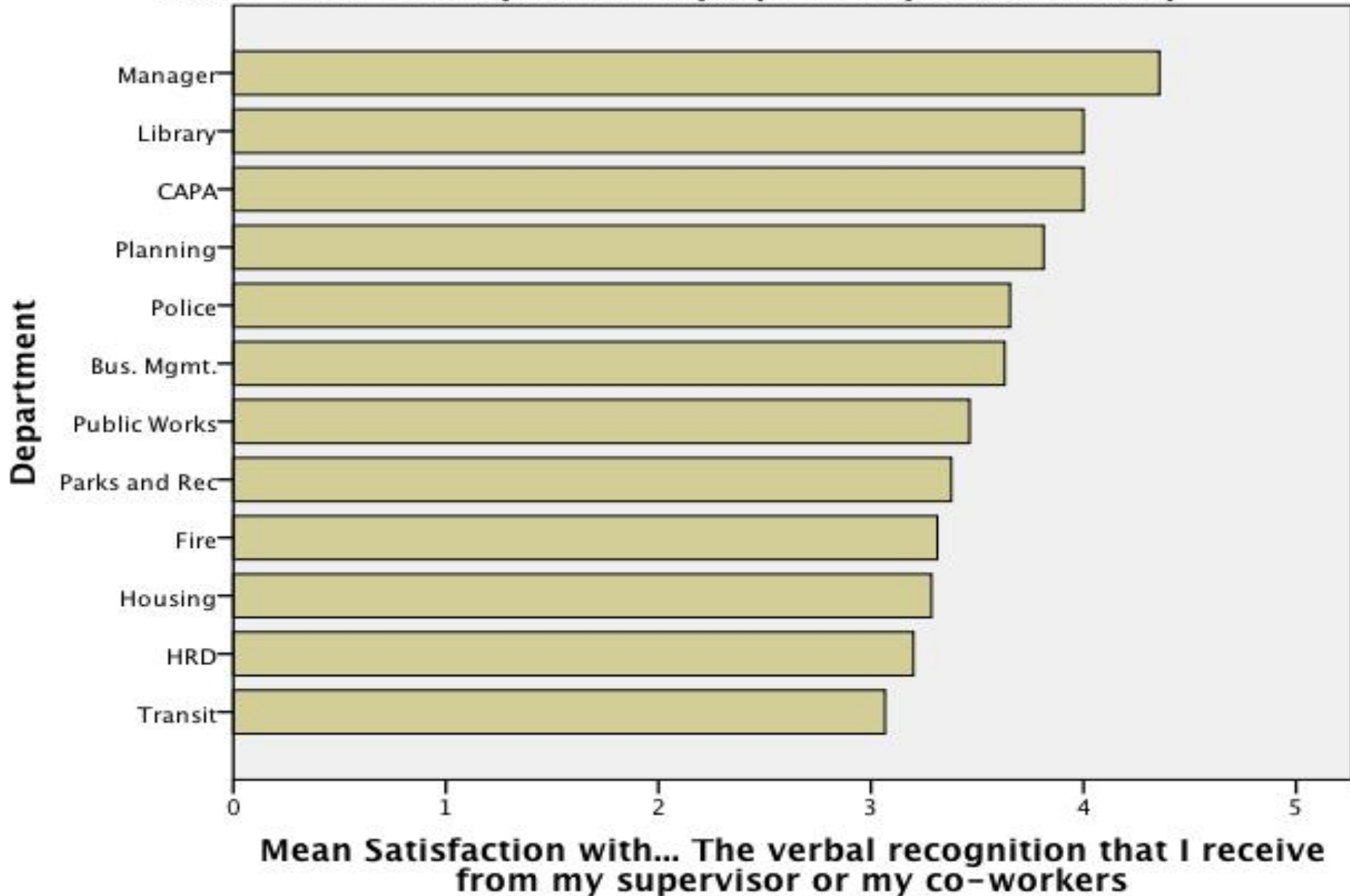
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2013 Town of Chapel Hill Employee Perspectives Survey



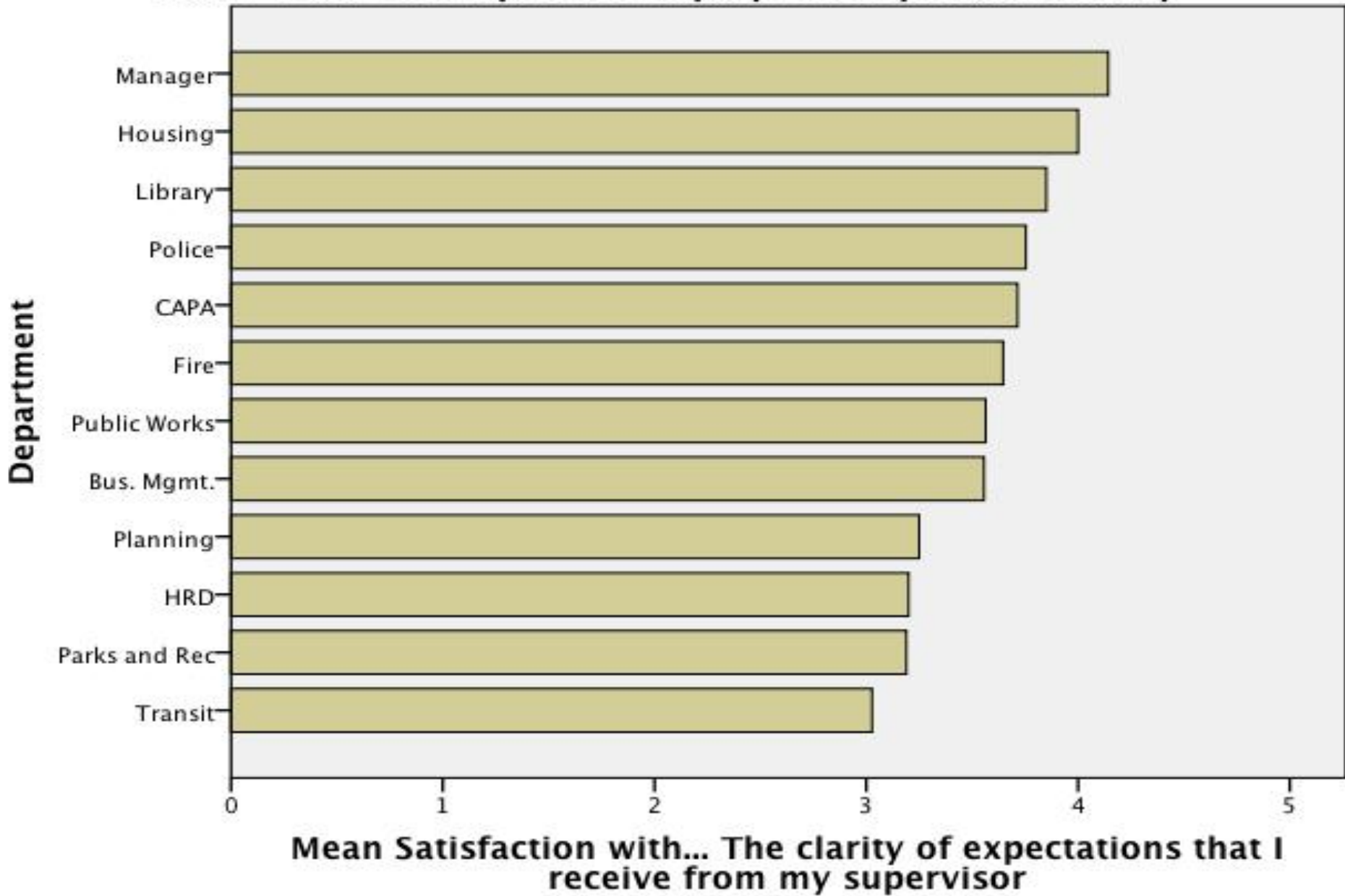
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2013 Town of Chapel Hill Employee Perspectives Survey



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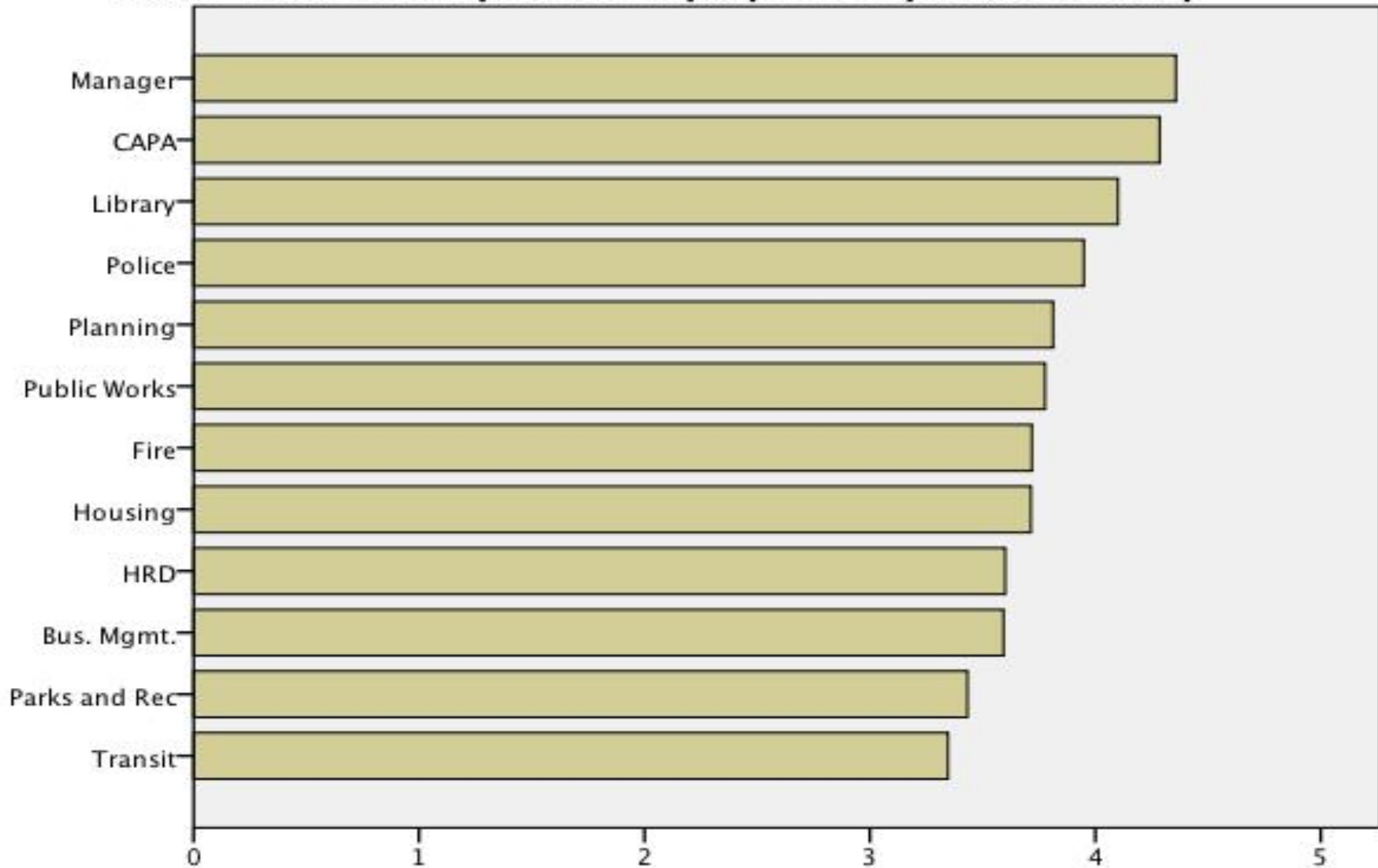
2013 Town of Chapel Hill Employee Perspectives Survey



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2013 Town of Chapel Hill Employee Perspectives Survey

Department

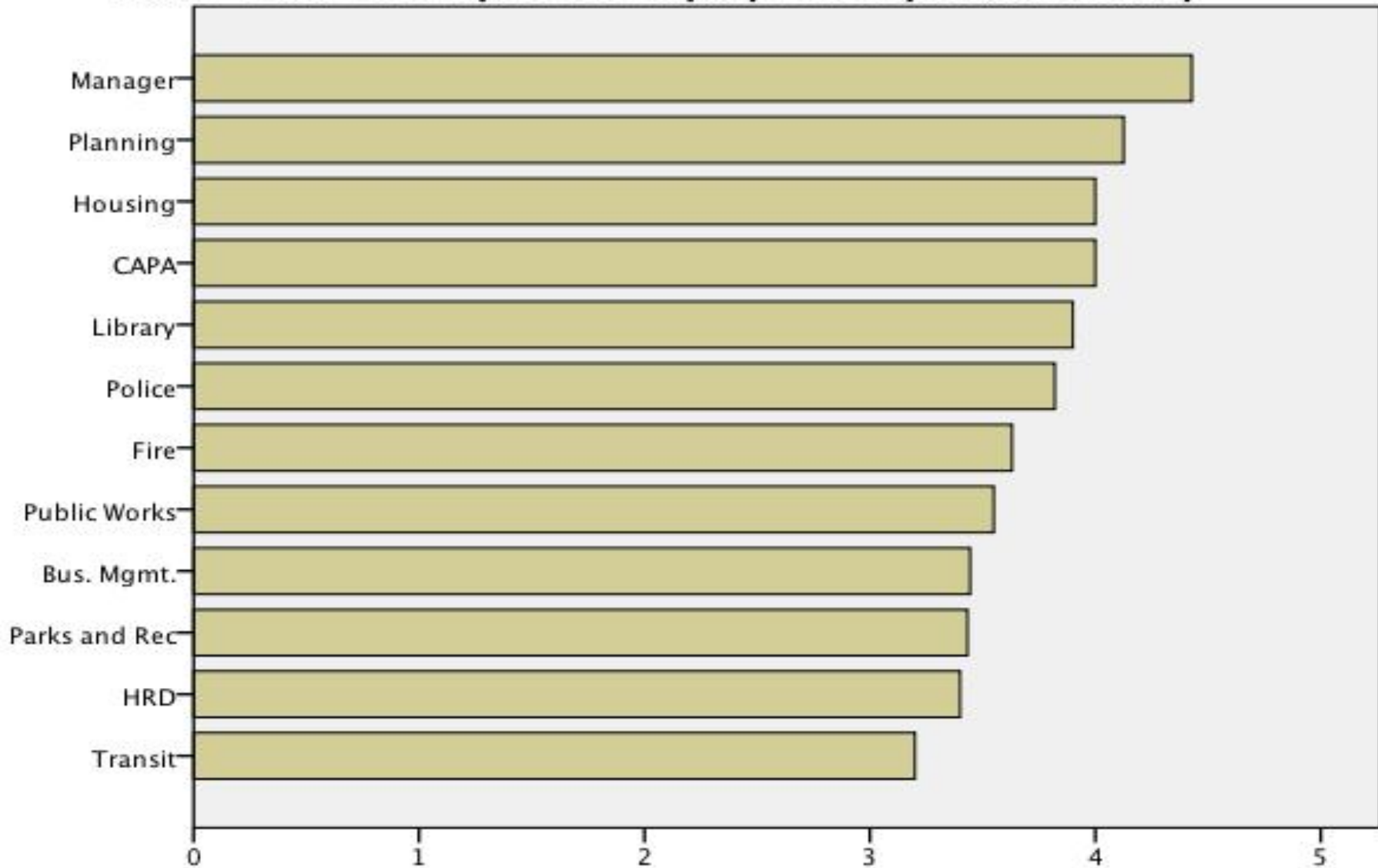


Mean Satisfaction with... The extent to which my supervisor has high expectations for my work

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

2013 Town of Chapel Hill Employee Perspectives Survey

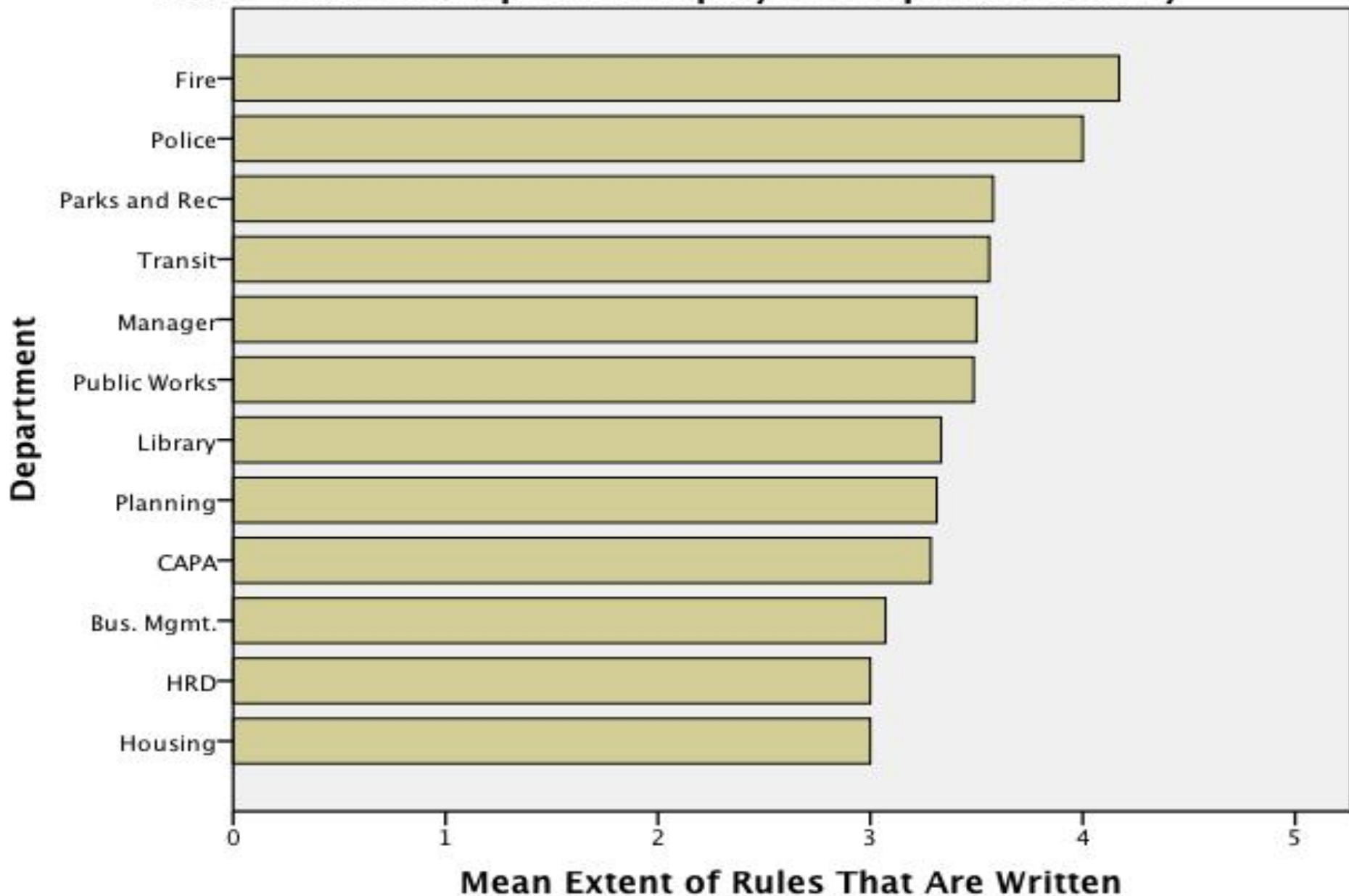
Department



Mean Satisfaction with... The amount of guidance that I receive from my supervisor throughout a work assignment

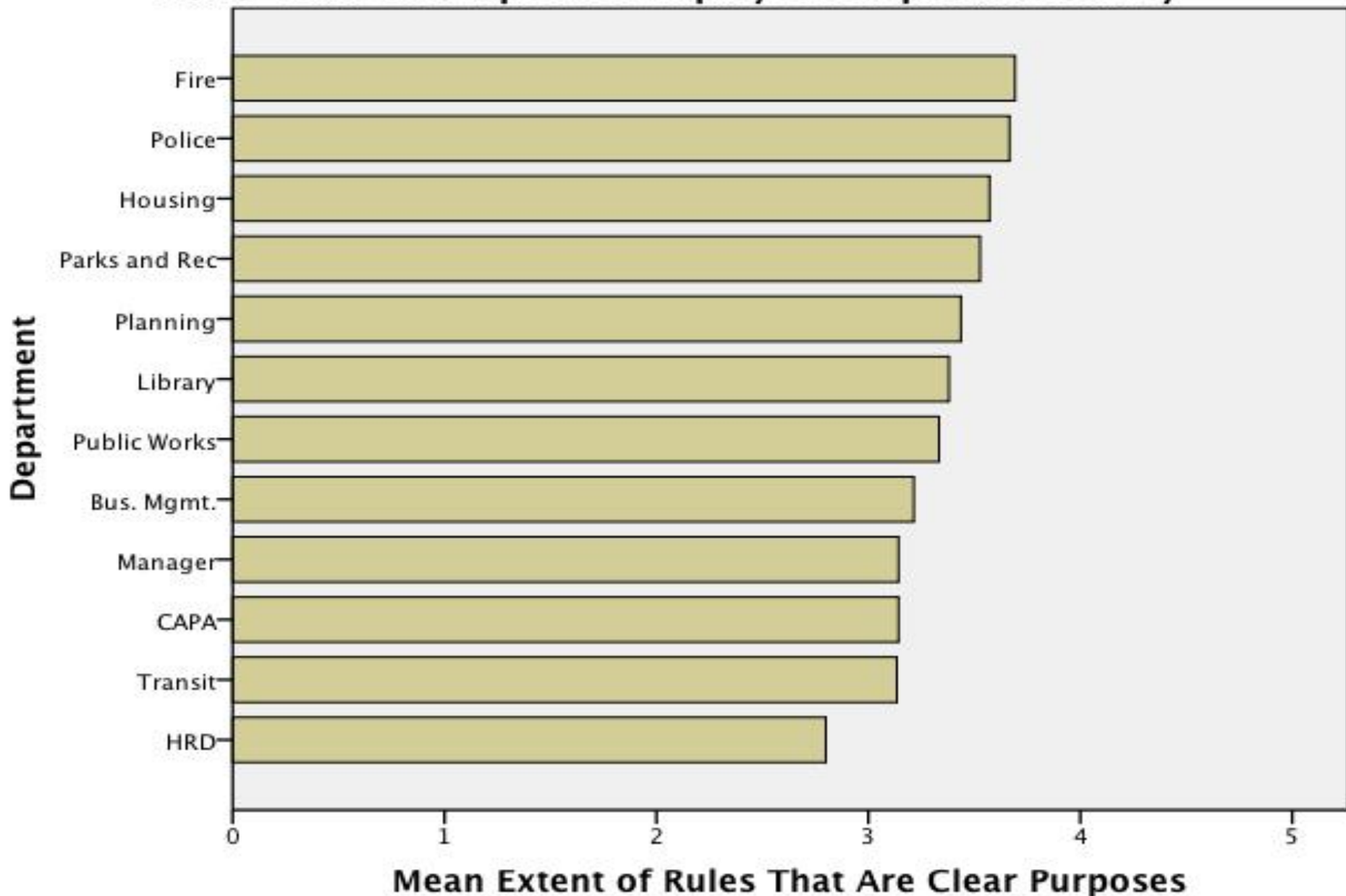
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2013 Town of Chapel Hill Employee Perspectives Survey



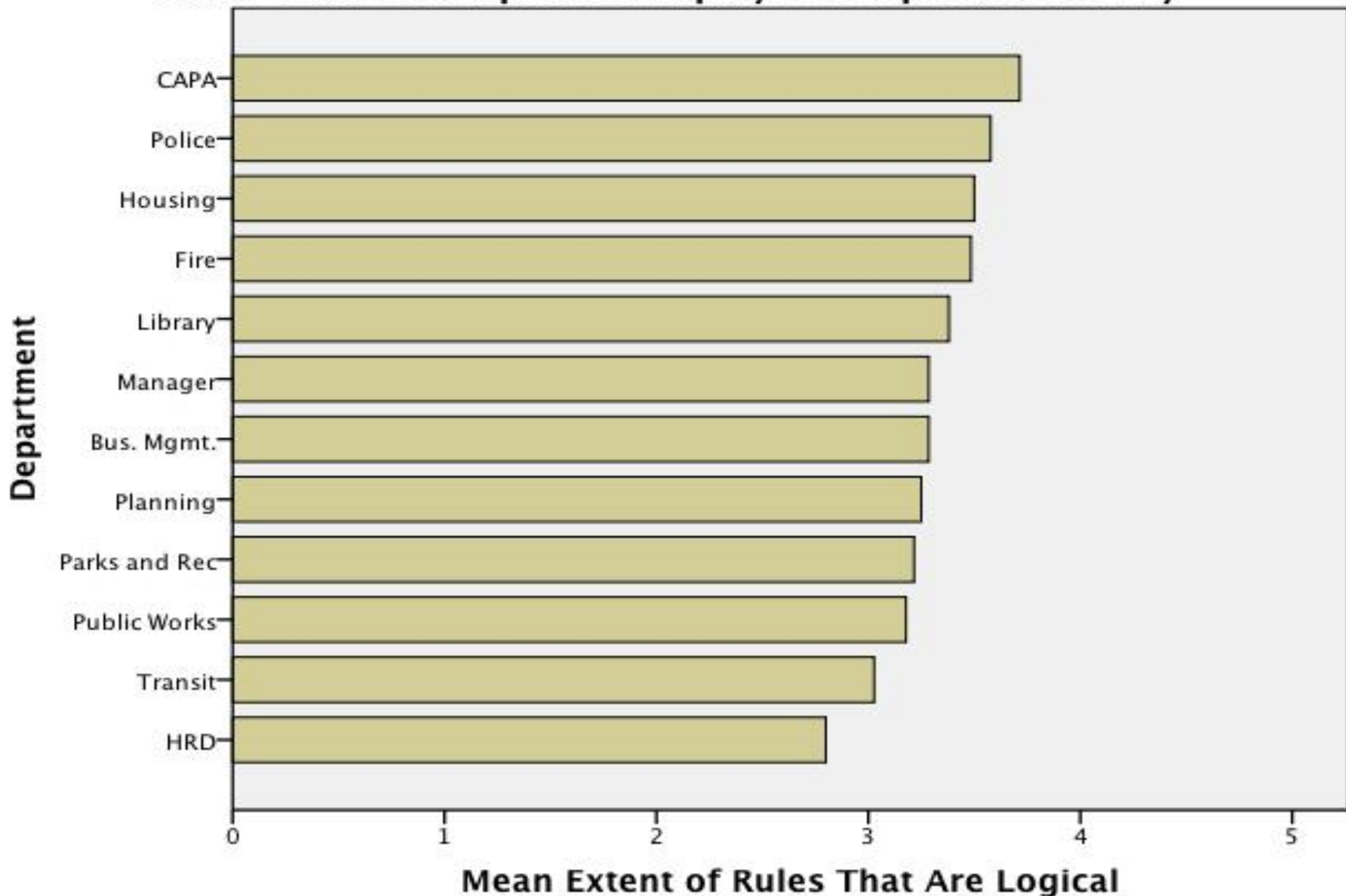
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2013 Town of Chapel Hill Employee Perspectives Survey



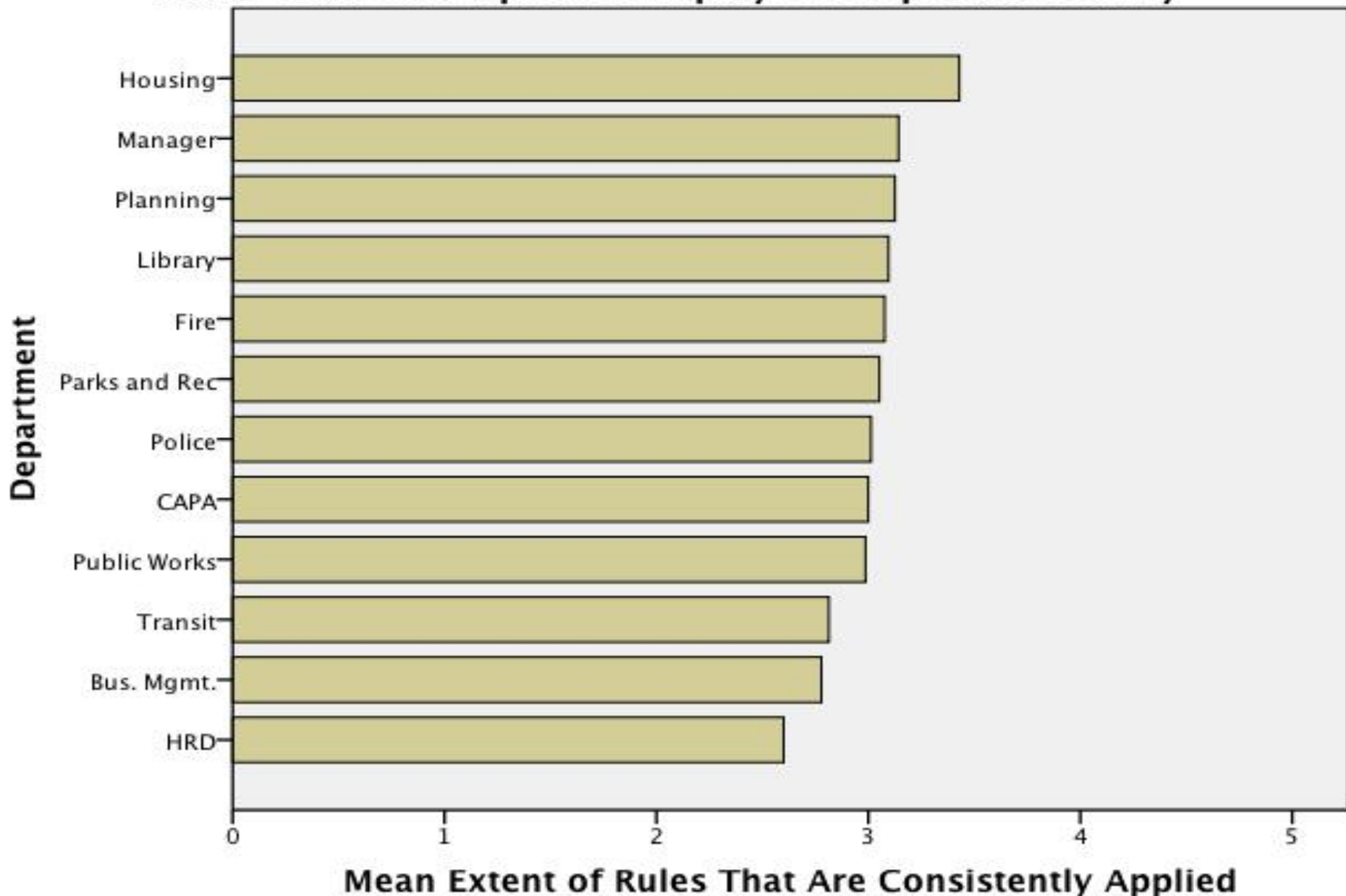
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2013 Town of Chapel Hill Employee Perspectives Survey



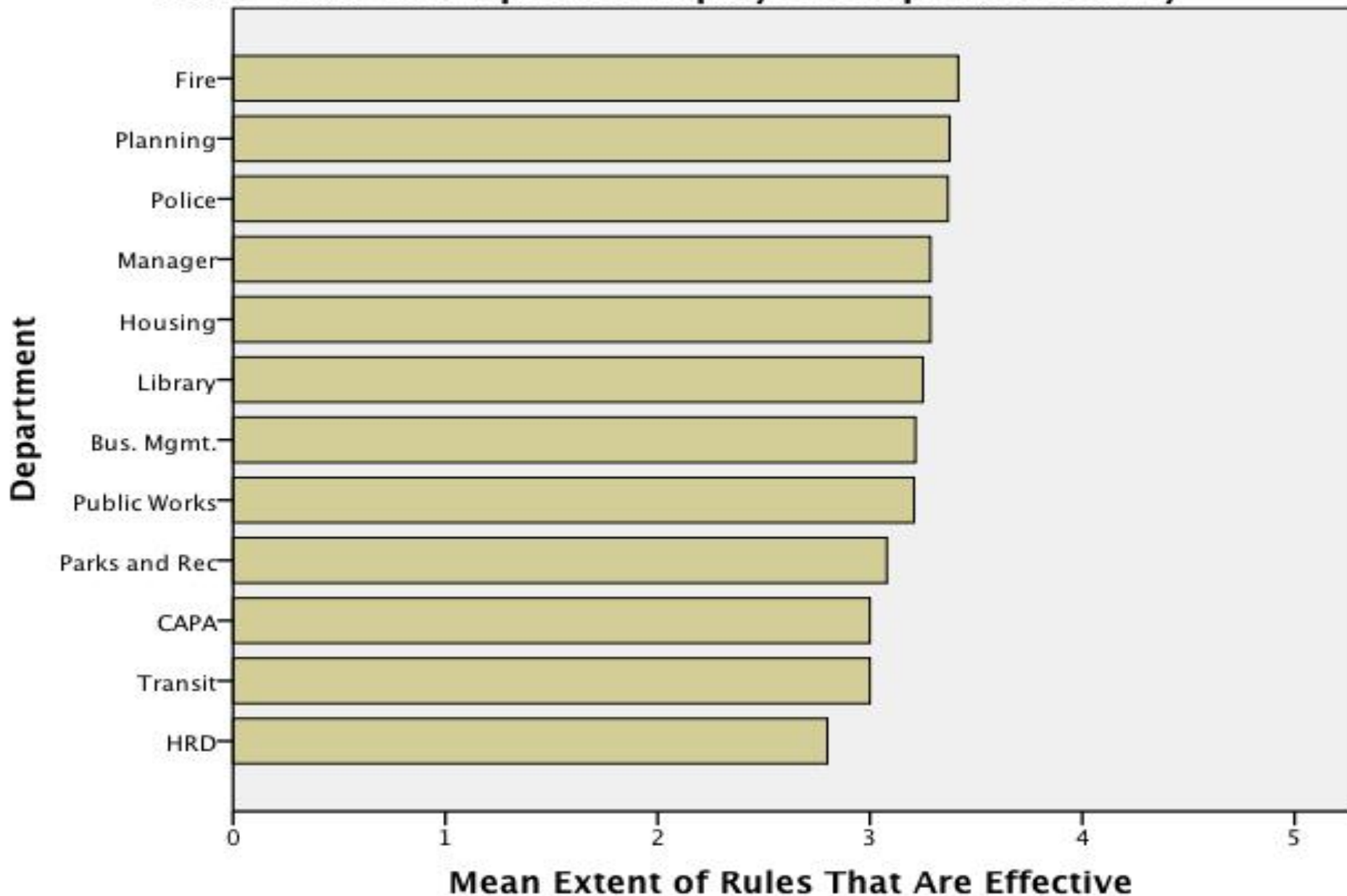
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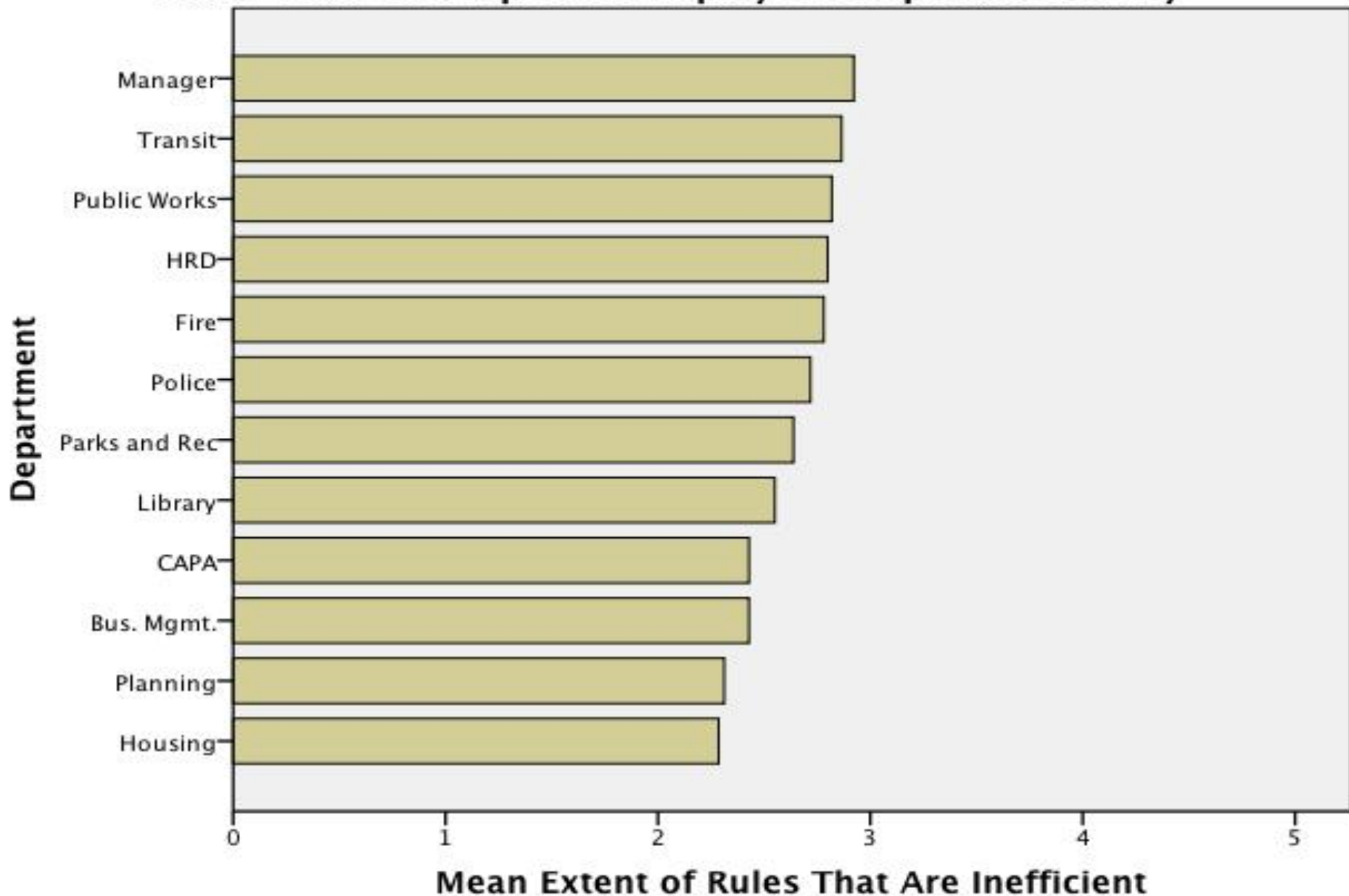
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2013 Town of Chapel Hill Employee Perspectives Survey



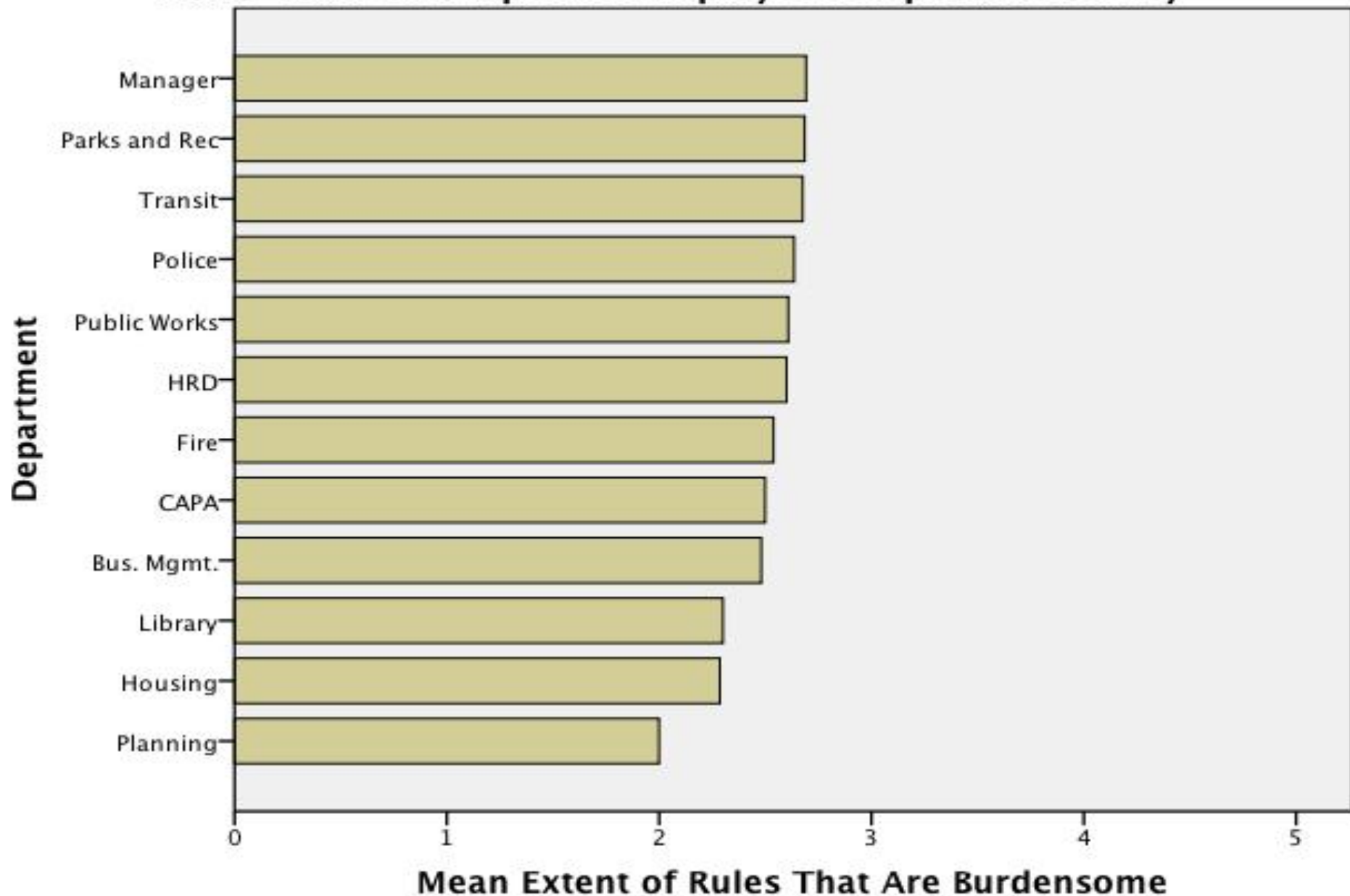
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2013 Town of Chapel Hill Employee Perspectives Survey



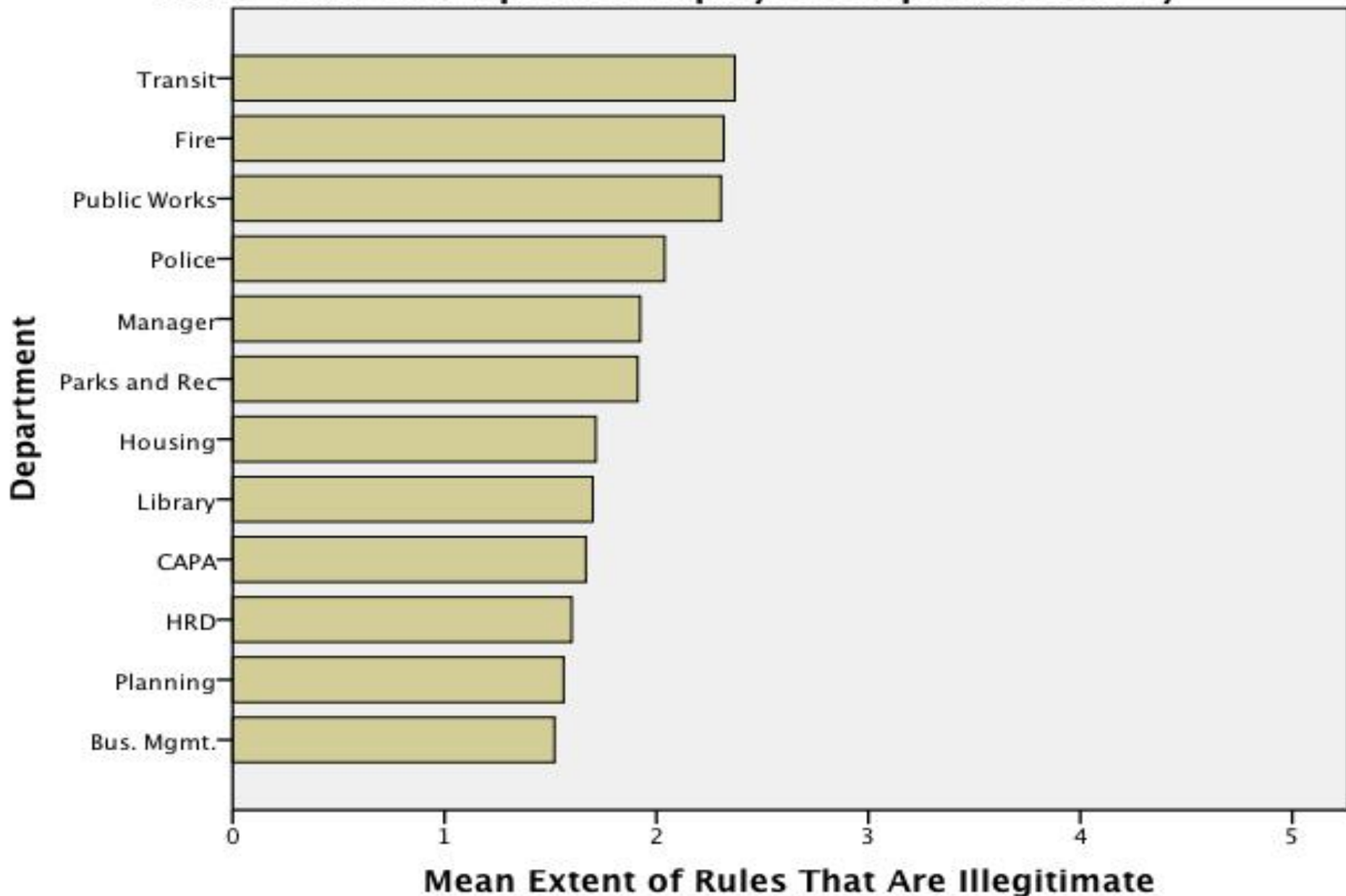
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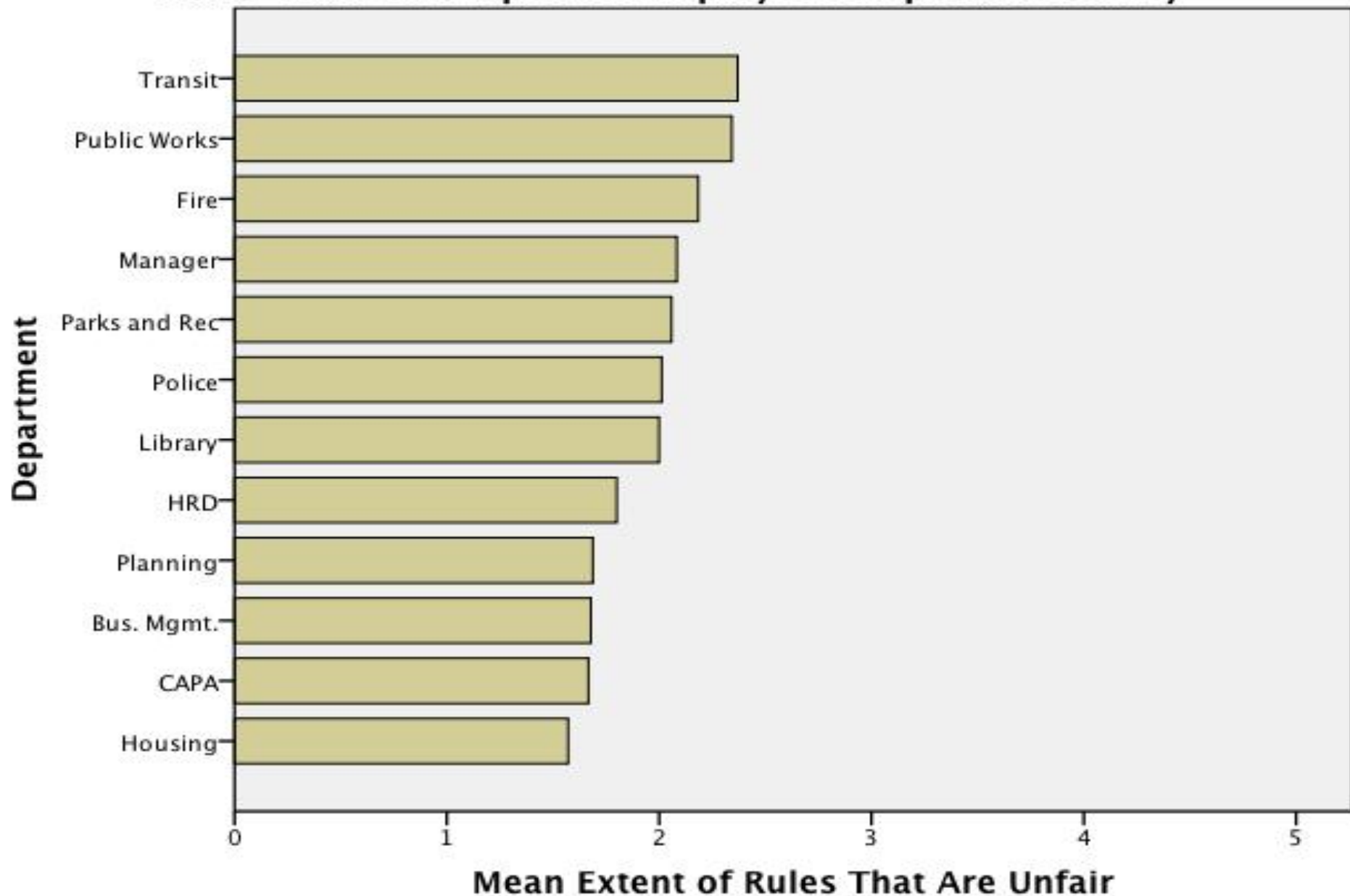
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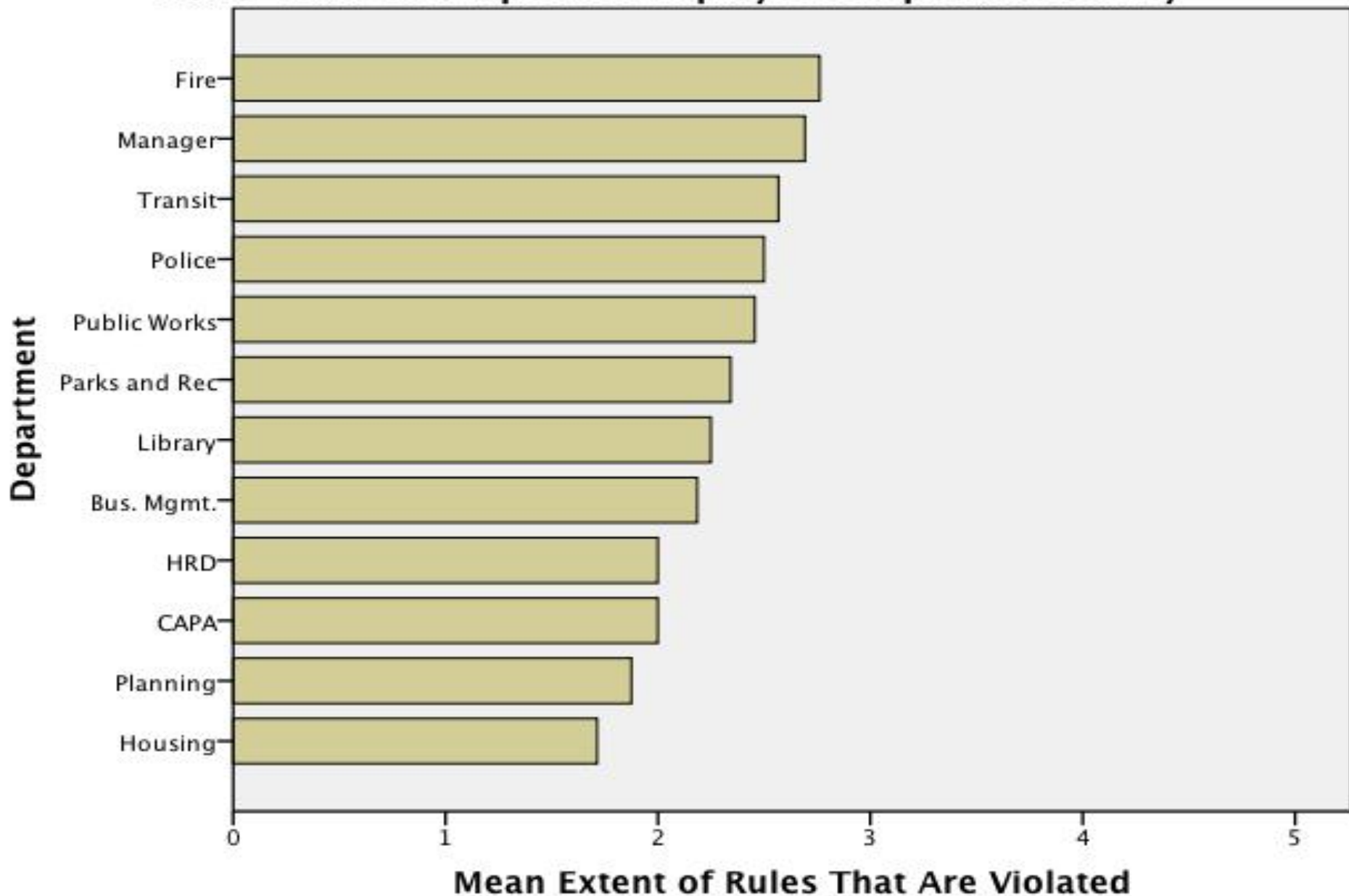
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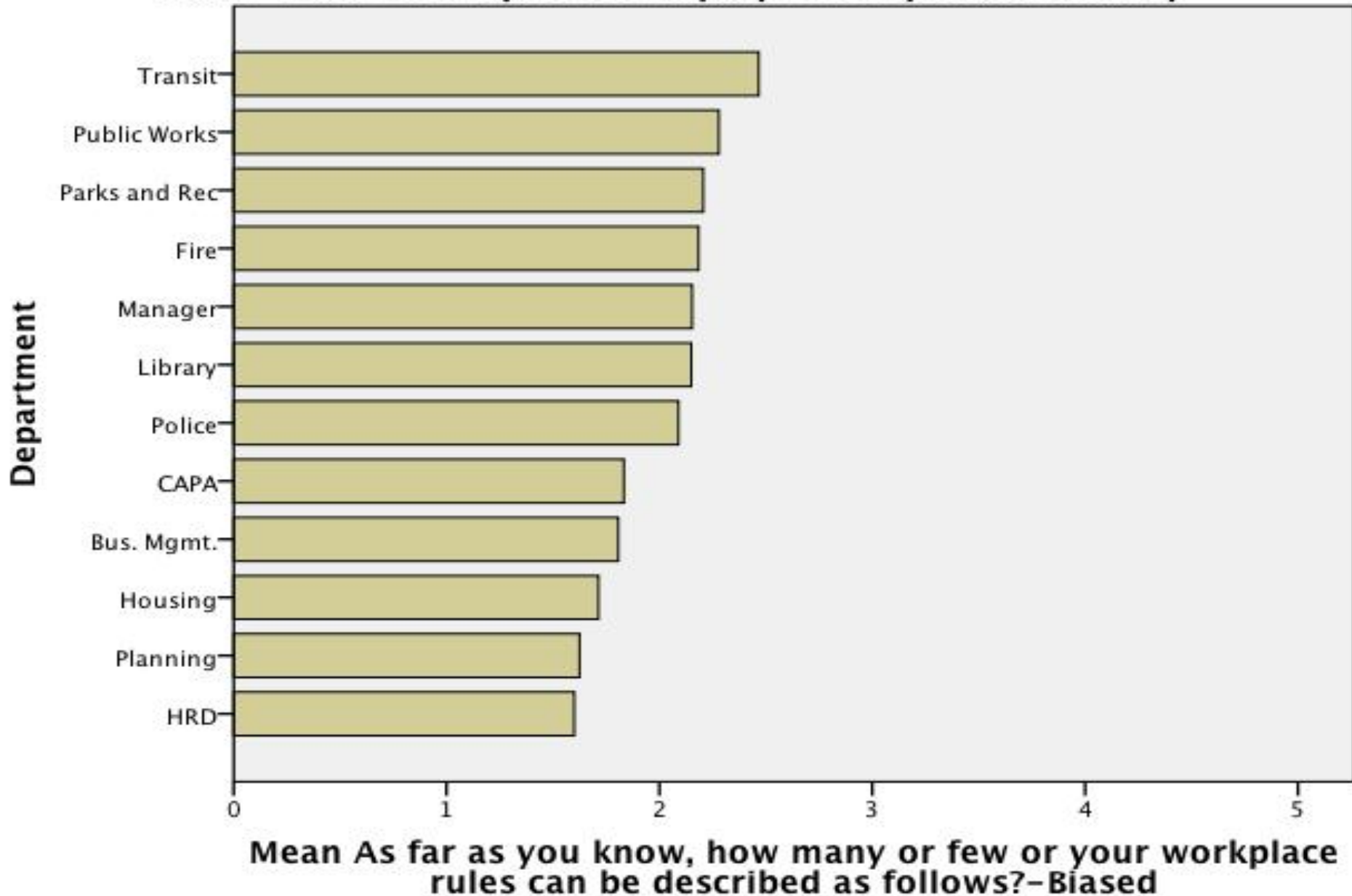
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