

Employee Engagement

2021 UCR UA Engagement Survey

Feb 12, 2021 - Mar 01, 2021

Reporting Group: Direct | All - All

Q¹² Mean

The Gallup Q¹² score represents the average, combined score of the 12 elements that measure employee engagement. Each element has consistently been linked to better business outcomes.

TOTAL RESPONDENTS

88

MEAN PERCENTILE RANK

68

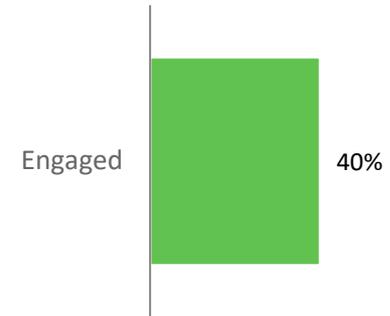
Database: Industry - Education - Postsecondary/Higher Education



ENGAGEMENT MEAN



ENGAGEMENT INDEX



*Sentiment Distribution is not available when n<50

*No topics available when n < 250. 5 topics available when n ≥ 250. 10 topics available when n ≥ 1000.

*All text analytics are machine generated. Because we use machine learning to generate sentiments, results may not be 100% accurate.

*Percent Engaged available when n ≥ 30. All categories available when n ≥ 100.

* - Scores are not available due to data suppression. Respondents can select multiple responses for multi-select questions.

Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

■ < 25th Percentile

■ 25-49th Percentile

■ 50-74th Percentile

■ 75-89th Percentile

■ ≥ 90th Percentile

Gallup Q¹² Items

Questions	Total N	Current Mean	Last Mean	Change	Mean Percentile Rank - Industry - Education - Postsecondary/Higher Education	Company Overall Current Mean
Q00: Overall Satisfaction	88	4.13	4.11	+0.02	75	4.13
Q01: Know What's Expected	88	4.17	4.34	-0.17	37	4.17
Q02: Materials and Equipment	88	4.16	4.24	-0.08	59	4.16
Q03: Opportunity to do Best	88	3.97	4.07	-0.10	50	3.97
Q04: Recognition	86	3.87	3.71	+0.16	75	3.87
Q05: Cares About Me	88	4.52	4.40	+0.12	75	4.52
Q06: Development	88	3.94	3.96	-0.02	59	3.94
Q07: Opinions Count	88	3.88	3.82	+0.06	62	3.88
Q08: Mission/Purpose	87	4.37	4.31	+0.06	79	4.37
Q09: Committed to Quality	87	4.37	4.36	+0.01	72	4.37
Q10: Best Friend	83	3.30	3.00	▲+0.30	59	3.30
Q11: Progress	87	3.85	3.71	+0.14	58	3.85
Q12: Learn and Grow	87	3.90	4.11	▼-0.21	49	3.90

*Not shown if n < 4 for Mean, Top Box, Verbatim Responses, and Sentiment, n < 10 for Frequency, or data is unavailable.

* - Scores are not available due to data suppression.

Respondents can select multiple responses for multi-select questions.

Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

■ < 25th Percentile

■ 25-49th Percentile

■ 50-74th Percentile

■ 75-89th Percentile

■ >= 90th Percentile

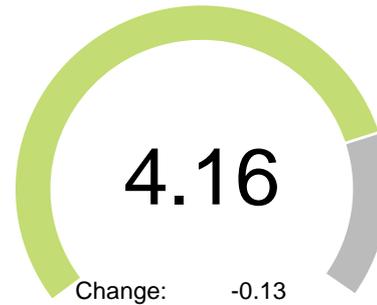
Basic Needs - What do I get?

Employees need to have a clear understanding of what excellence in their role looks like so they can be successful. Groups with high scores on the first element are more productive, cost-effective, creative and adaptive.

TOTAL RESPONDENTS

88

CURRENT MEAN



MEAN PERCENTILE RANK

51



Database: Industry - Education - Postsecondary/Higher Education

Questions	Total N	Current Mean	Last Mean	Change	Mean Percentile Rank - Industry - Education - Postsecondary/Higher Education	Company Overall Current Mean
Q01: Know What's Expected	88	4.17	4.34	-0.17	37	4.17
Q02: Materials and Equipment	88	4.16	4.24	-0.08	59	4.16

*Not shown if n < 4 for Mean, Top Box, Verbatim Responses, and Sentiment, n < 10 for Frequency, or data is unavailable.

* - Scores are not available due to data suppression.

Respondents can select multiple responses for multi-select questions.

Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

■ < 25th Percentile

■ 25-49th Percentile

■ 50-74th Percentile

■ 75-89th Percentile

■ >= 90th Percentile

Individual - What do I give?

Employees want to know about their individual contributions and their worth to the organization. Manager support is especially important during this stage because managers typically define and reinforce value.

TOTAL RESPONDENTS

88

CURRENT MEAN



MEAN PERCENTILE RANK

67



Database: Industry - Education - Postsecondary/Higher Education

Questions	Total N	Current Mean	Last Mean	Change	Mean Percentile Rank - Industry - Education - Postsecondary/Higher Education	Company Overall Current Mean
Q03: Opportunity to do Best	88	3.97	4.07	-0.10	50	3.97
Q04: Recognition	86	3.87	3.71	+0.16	75	3.87
Q05: Cares About Me	88	4.52	4.40	+0.12	75	4.52
Q06: Development	88	3.94	3.96	-0.02	59	3.94

*Not shown if n < 4 for Mean, Top Box, Verbatim Responses, and Sentiment, n < 10 for Frequency, or data is unavailable.

* - Scores are not available due to data suppression.

Respondents can select multiple responses for multi-select questions.

Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

■ < 25th Percentile

■ 25-49th Percentile

■ 50-74th Percentile

■ 75-89th Percentile

■ >= 90th Percentile

Teamwork - Do I belong here?

Employees need to feel like they belong and are a good fit with their team. They need to know they are part of something bigger than themselves. As a manager, encourage opportunities for teamwork and a sense of belonging.

TOTAL RESPONDENTS

88

CURRENT MEAN



MEAN PERCENTILE RANK

66



Database: Industry - Education - Postsecondary/Higher Education

Questions	Total N	Current Mean	Last Mean	Change	Mean Percentile Rank - Industry - Education - Postsecondary/Higher Education	Company Overall Current Mean
Q07: Opinions Count	88	3.88	3.82	+0.06	62	3.88
Q08: Mission/Purpose	87	4.37	4.31	+0.06	79	4.37
Q09: Committed to Quality	87	4.37	4.36	+0.01	72	4.37
Q10: Best Friend	83	3.30	3.00	▲+0.30	59	3.30

*Not shown if n < 4 for Mean, Top Box, Verbatim Responses, and Sentiment, n < 10 for Frequency, or data is unavailable.

* - Scores are not available due to data suppression.

Respondents can select multiple responses for multi-select questions.

Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

■ < 25th Percentile

■ 25-49th Percentile

■ 50-74th Percentile

■ 75-89th Percentile

■ >= 90th Percentile

Growth - How can I grow?

Employees need to be challenged to learn something new and find better ways to do their jobs. They need to feel a sense of movement and progress as they mature in their roles.

TOTAL RESPONDENTS

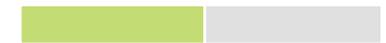
87

CURRENT MEAN



MEAN PERCENTILE RANK

51



Database: Industry - Education - Postsecondary/Higher Education

Questions	Total N	Current Mean	Last Mean	Change	Mean Percentile Rank - Industry - Education - Postsecondary/Higher Education	Company Overall Current Mean
Q11: Progress	87	3.85	3.71	+0.14	58	3.85
Q12: Learn and Grow	87	3.90	4.11	▼-0.21	49	3.90

*Not shown if n < 4 for Mean, Top Box, Verbatim Responses, and Sentiment, n < 10 for Frequency, or data is unavailable.

* - Scores are not available due to data suppression.

Respondents can select multiple responses for multi-select questions.

Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

■ < 25th Percentile

■ 25-49th Percentile

■ 50-74th Percentile

■ 75-89th Percentile

■ >= 90th Percentile

Custom Questions

Questions	Total N	Current Mean	Last Mean	Change	Mean Percentile Rank - Industry - Education - Postsecondary/Higher Education	Company Overall Current Mean
There is open communication throughout all levels of my organization.	87	3.53	3.37	+0.16	89 	3.53
The performance appraisal process at my organization is transparent and fair.	85	3.39	3.54	-0.15	*	3.39
My supervisor inspires me to do more than I thought I could.	87	3.66	3.67	-0.01	*	3.66
My workplace has systems in place to encourage collaboration.	88	3.91	4.10	-0.19	*	3.91
I am asked for my input regarding changes that affect my work.	87	3.56	3.56	+0.00	*	3.56

*Not shown if n < 4 for Mean, Top Box, Verbatim Responses, and Sentiment, n < 10 for Frequency, or data is unavailable.

* - Scores are not available due to data suppression.

Respondents can select multiple responses for multi-select questions.

Percentile Rank in Industry - Education - Postsecondary/Higher Education Database

 < 25th Percentile

 25-49th Percentile

 50-74th Percentile

 75-89th Percentile

 >= 90th Percentile

Custom Questions

Questions	Total N	Positive	Negative	Neutral	Mixed
<p>Please share comments or feedback here that you want Peter to read. Because this is an anonymous survey, do not include information that will reveal your identity or describe a specific situation in which you feel individual intervention is needed. If there are specific circumstances that you'd like addressed, you can discuss with your supervisor, unit head (Johnny, Jorge, Kim, Marie), or Peter directly. You can also go to https://help.ucr.edu/ for a list of campus resources to address a wide range of workplace issues.</p>	40	*	*	*	*

*. Sentiment available when n ≥ 50.

Your responses are available in a .csv file. Please log on to my.gallup.com to download your full list of responses.

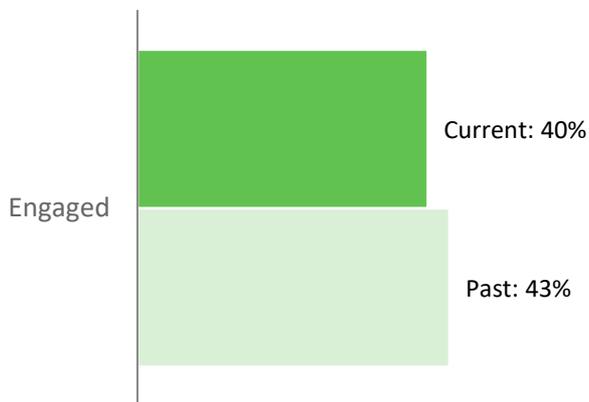
Engagement Index

There is a powerful link between employees who are engaged in their jobs and the achievement of crucial business outcomes.

ENGAGEMENT INDEX RATIO

*

ENGAGEMENT INDEX



Engaged

Employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners", drive performance, innovation, and move the organization forward.

Not Engaged

Employees are essentially psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time – but not energy or passion – into their work.

Actively Disengaged

Employees aren't just unhappy at work – they are resentful that their needs are not being met and are busy acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

*Percent Engaged available when $n \geq 30$. All categories available when $n \geq 100$.

* - Scores are not available due to data suppression.

Respondents can select multiple responses for multi-select questions.

Thank You