

**DAS
Happiness
At
Work
Survey
Report Out**



DAS Happiness at Work Survey

Today's agenda:

- Overview
- Survey review
- Our next steps
- Your questions



DAS Happiness at Work Survey

- Issued: August 12-27, 2014
- Purpose: Survey questions aim to gain:
 - a better understanding of our workplace well-being and feelings on topics such as engagement, job satisfaction, workplace environment, job-induced feelings, resilience, recovery and happiness.
- Conducted by Dr. Marsha Huber, PhD.
 - Professor of Accounting
 - University of Youngstown
 - Researcher specifically interested in “happiness at work.”
 - Used several unique survey instruments (e.g., sets of questions related to an individual topic) to create a single survey.



DAS Happiness at Work Survey

Employee participation and responses:

- Survey was web-based.
- Could be completed from any location at any time.
- All responses were received and are being aggregated by Dr. Huber.
- No personal employee identifiers were collected.
- No IP addresses were collected.
- Demographic questions were limited to ensure employee anonymity.
- Data is being analyzed at an agency level only.
- DAS received only aggregated agency-level and division-level results.



DAS Happiness at Work Survey

- 447 DAS employees responded
- Represents 55% of the DAS population
- All DAS divisions were represented



Survey topics

- Satisfaction with life
- Need to recover
- Perspectives:
 - Of ourselves at work
 - About DAS
 - About our current jobs
- Work environments
- Job satisfaction



DAS Happiness at Work Survey

- What we ask of you:
 - Submit questions
 - During this webinar: Enter a question.
 - After the webinar – send email to:
 - Marissa.Walter@das.ohio.gov
 - Julie.Trackler@das.ohio.gov
 - Share your thoughts and ideas

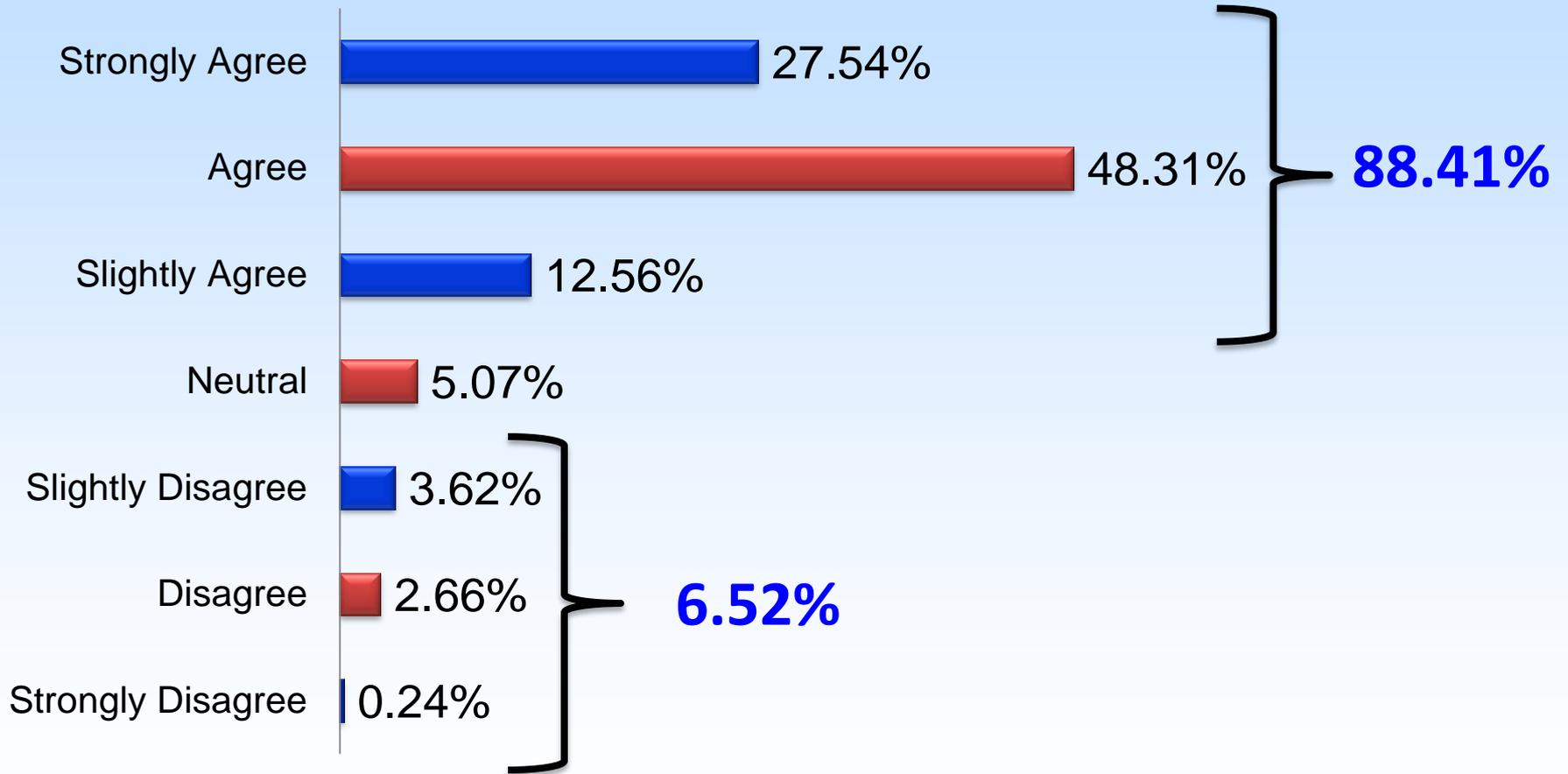


Satisfaction 😊 with life

OHIO AS

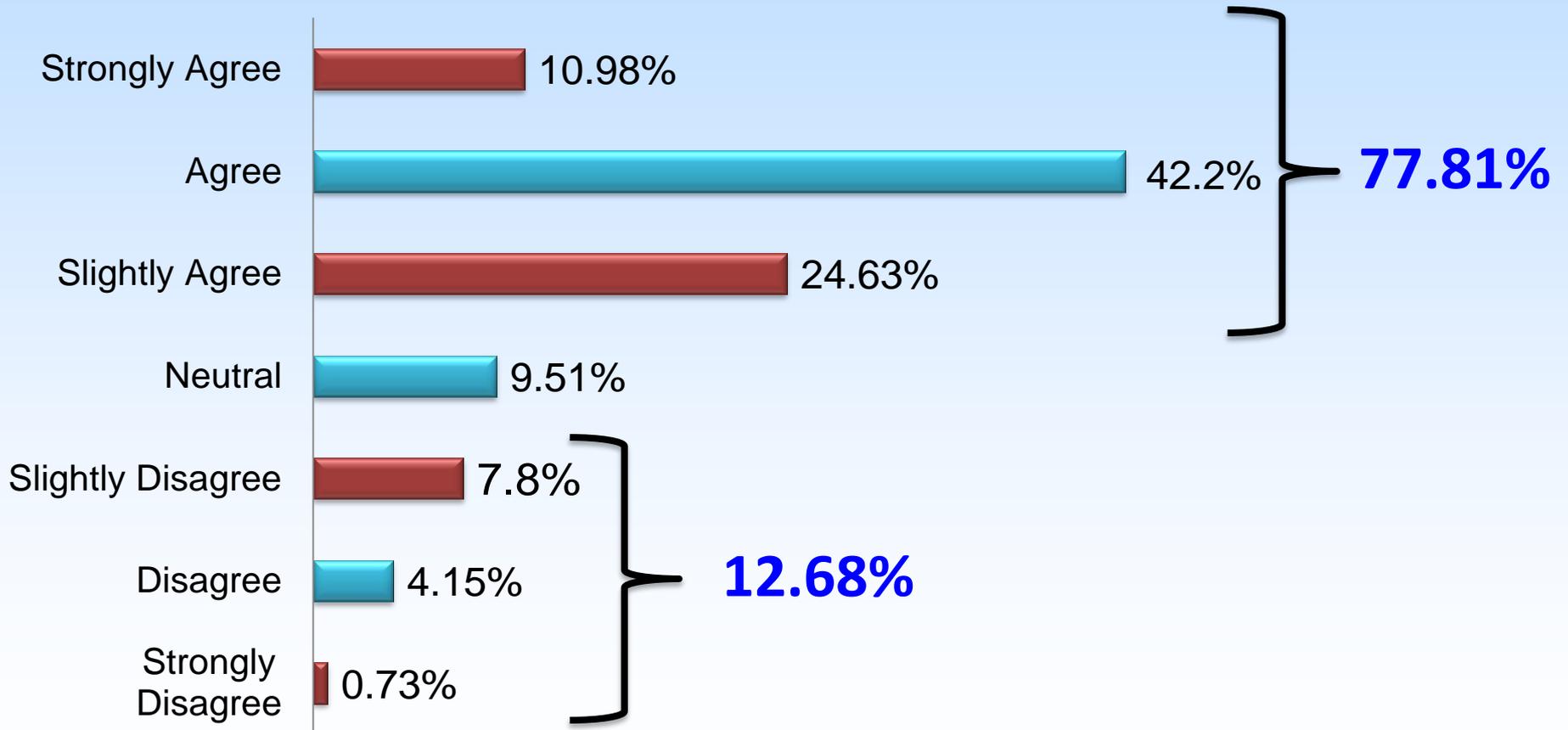
I am satisfied with my life.

414 responded



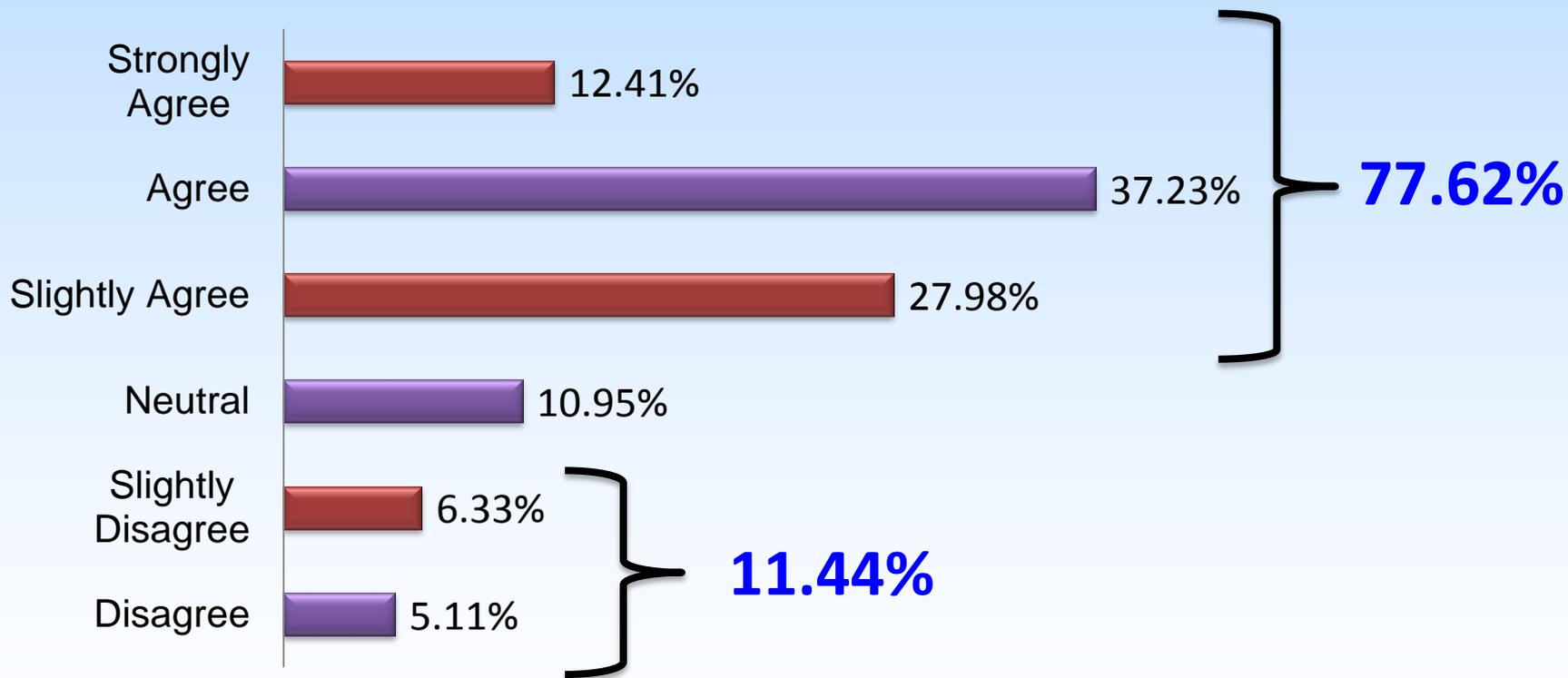
My life is close to ideal.

410 responded



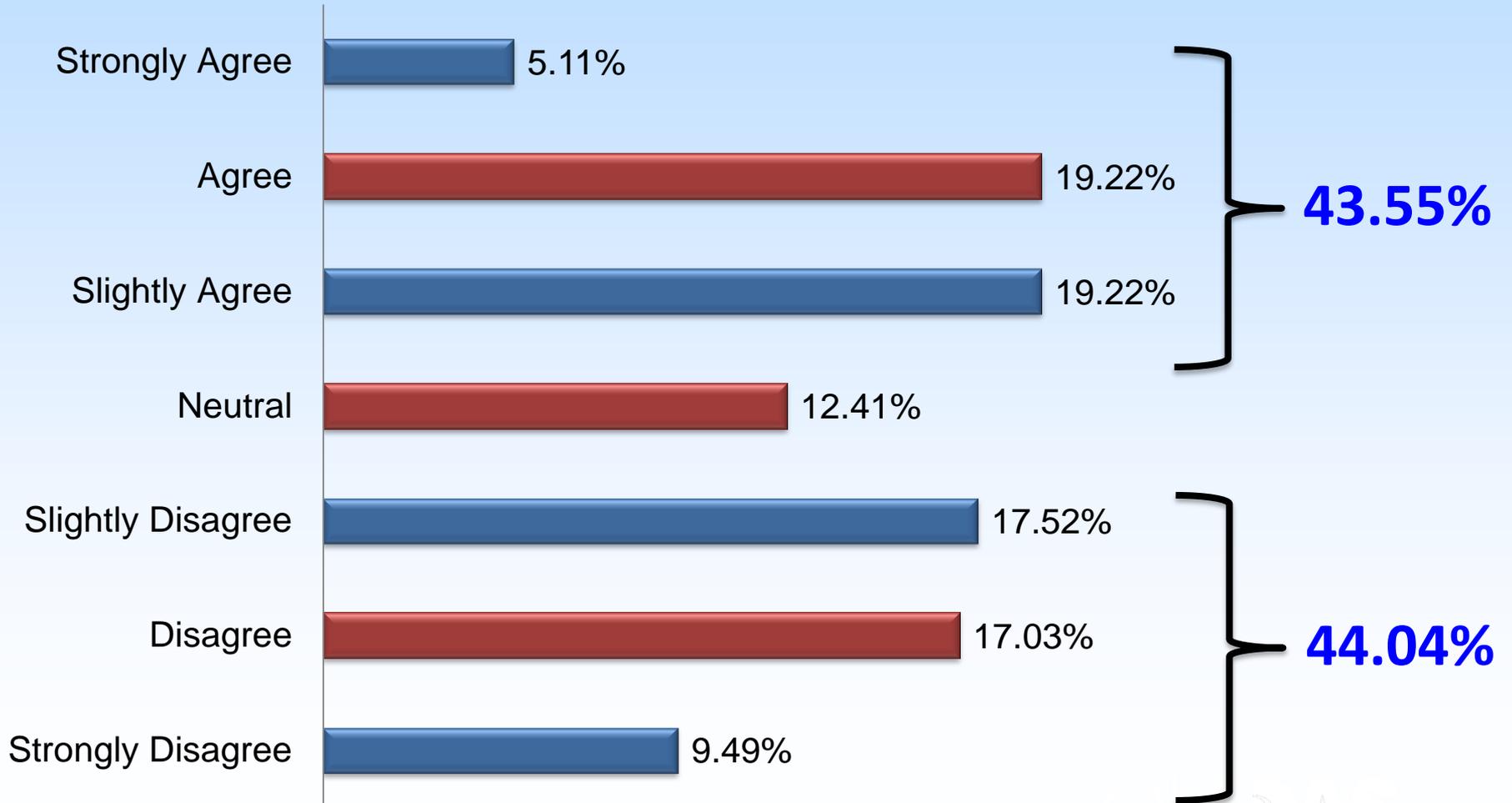
The conditions of my life are excellent.

411 responded

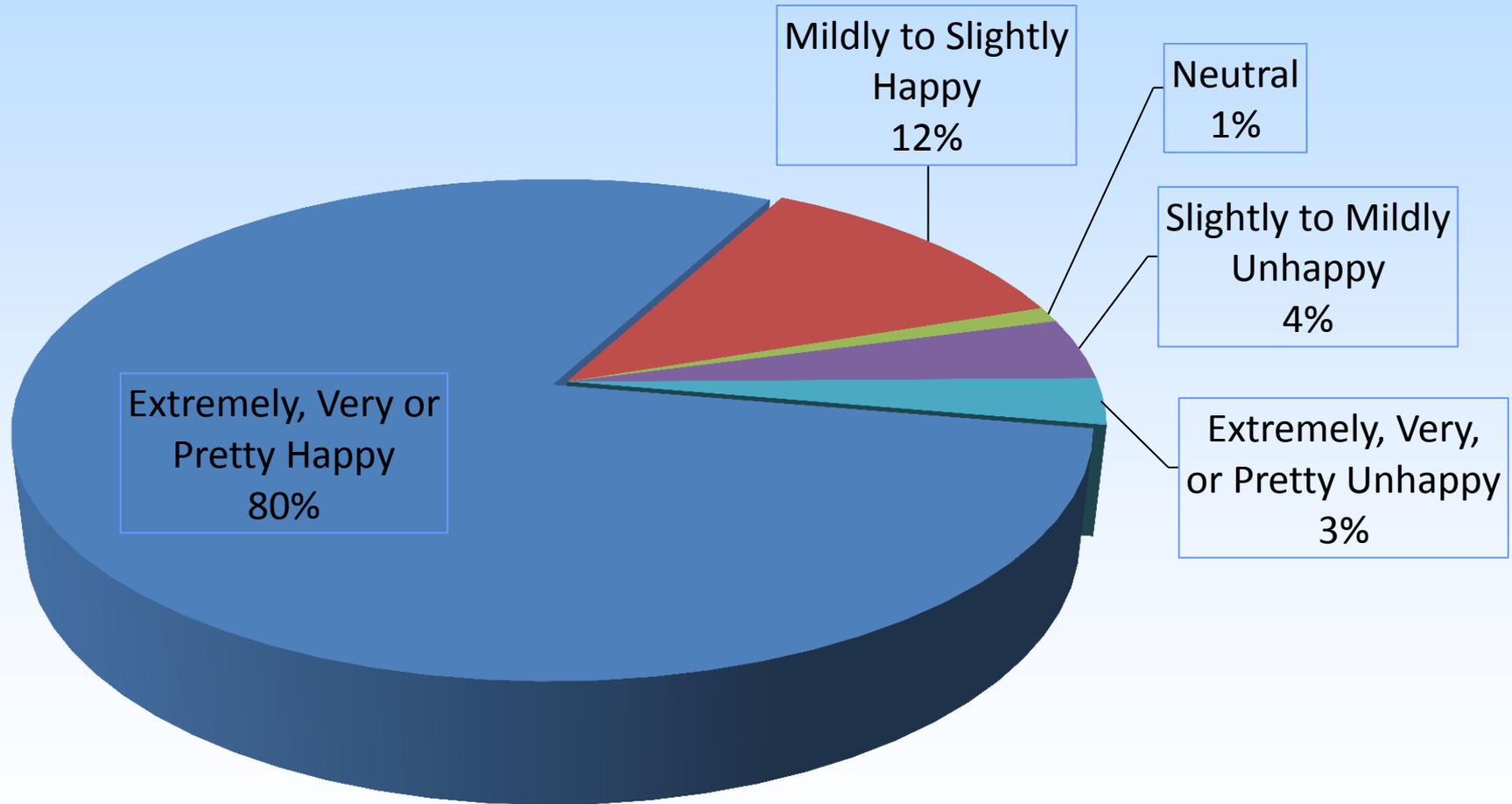


If I could live my life over, I would not change anything.

411 responded



Taking all things together, how happy are you in your personal life?

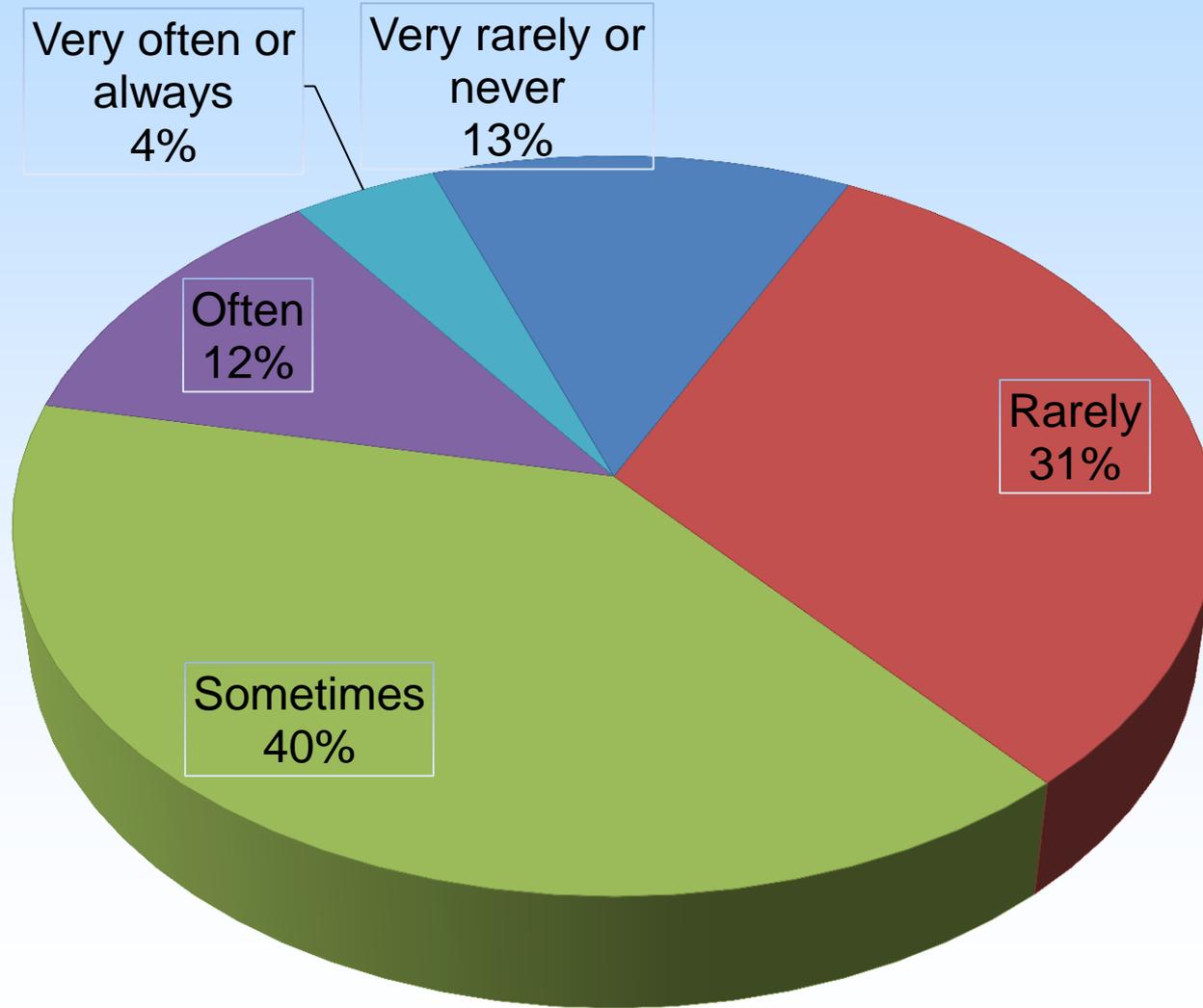


Our need to 😊 recover

Ohio AS

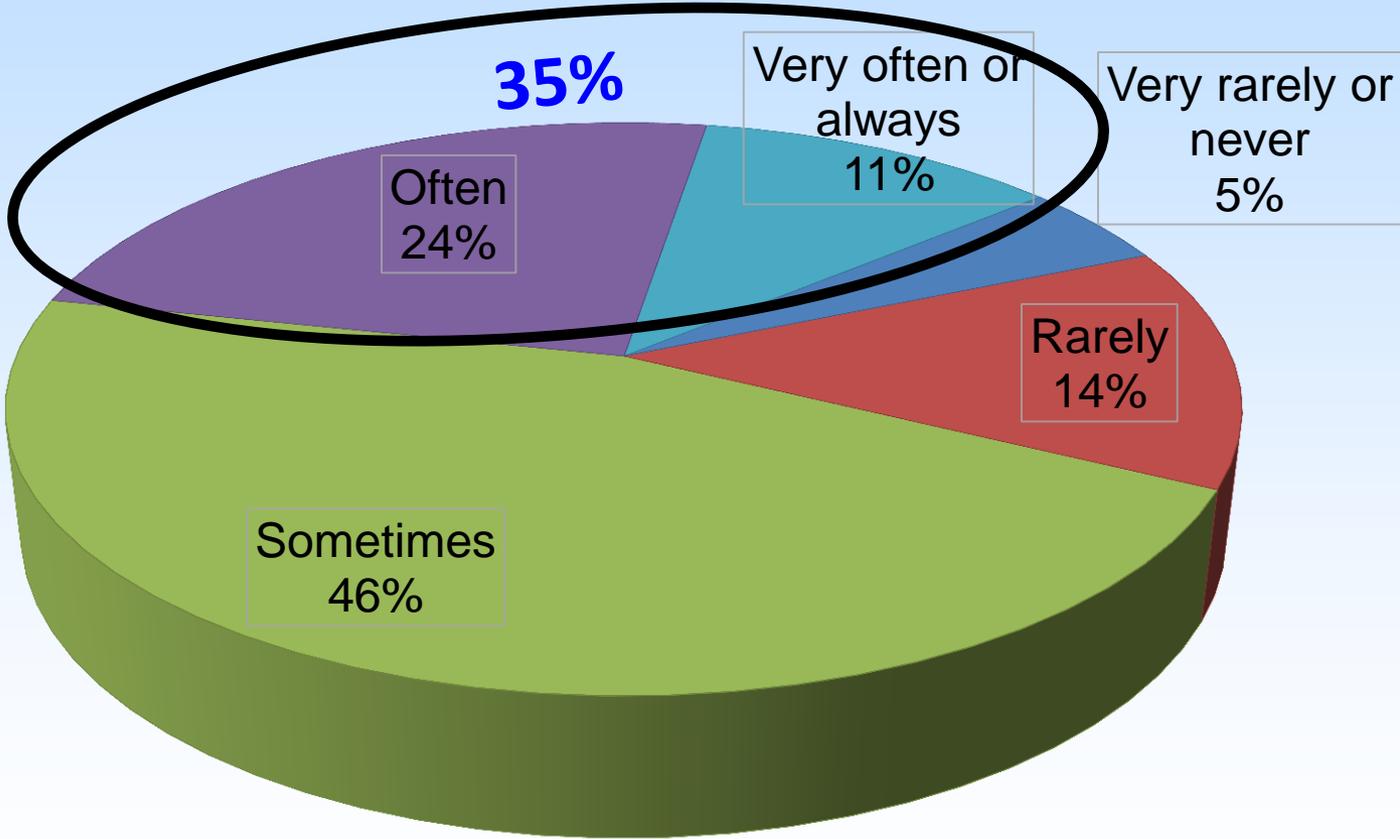
I find it difficult to relax at the end of a working day.

382 responded



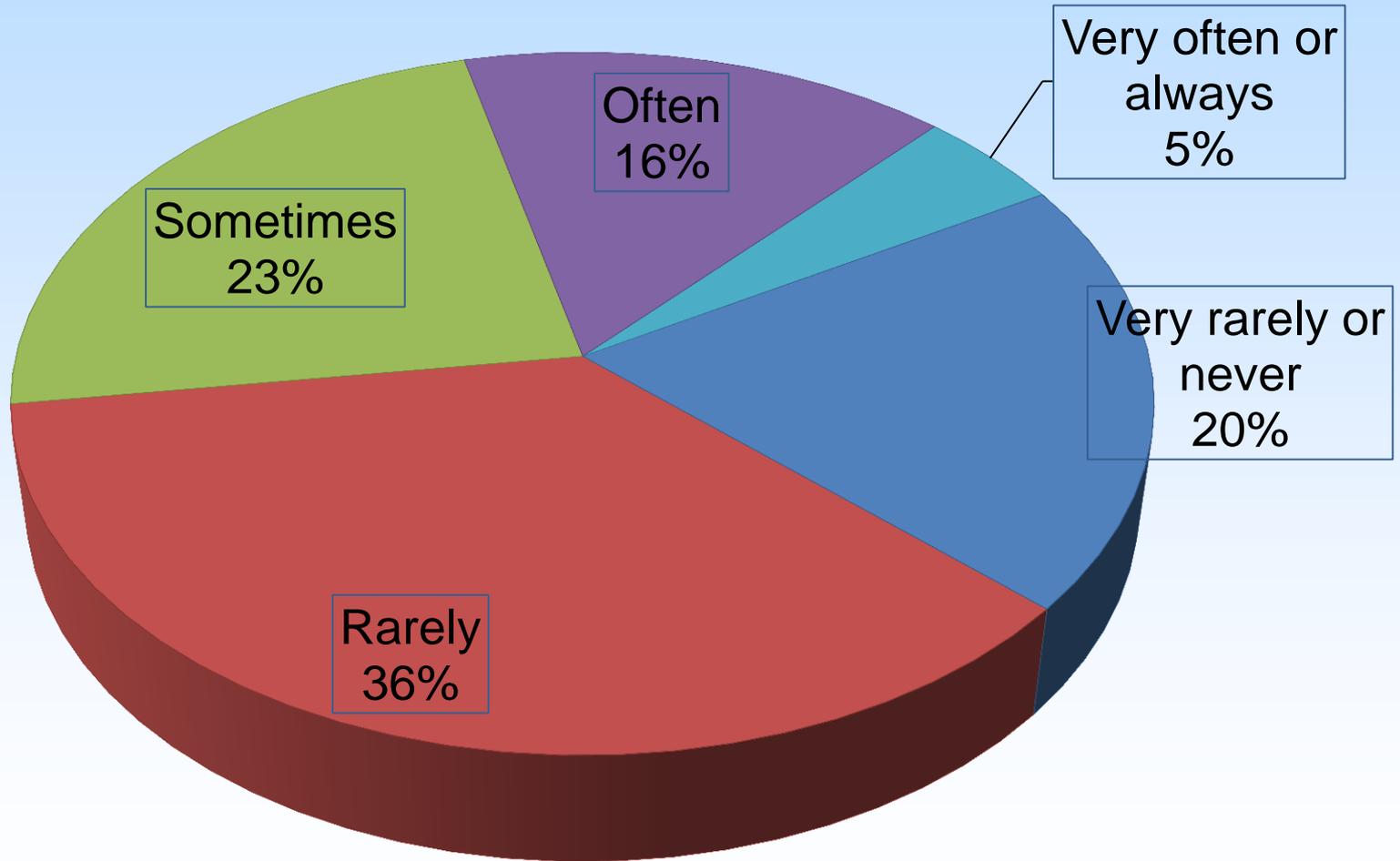
By the end of the working day, I feel really worn out.

380 responded



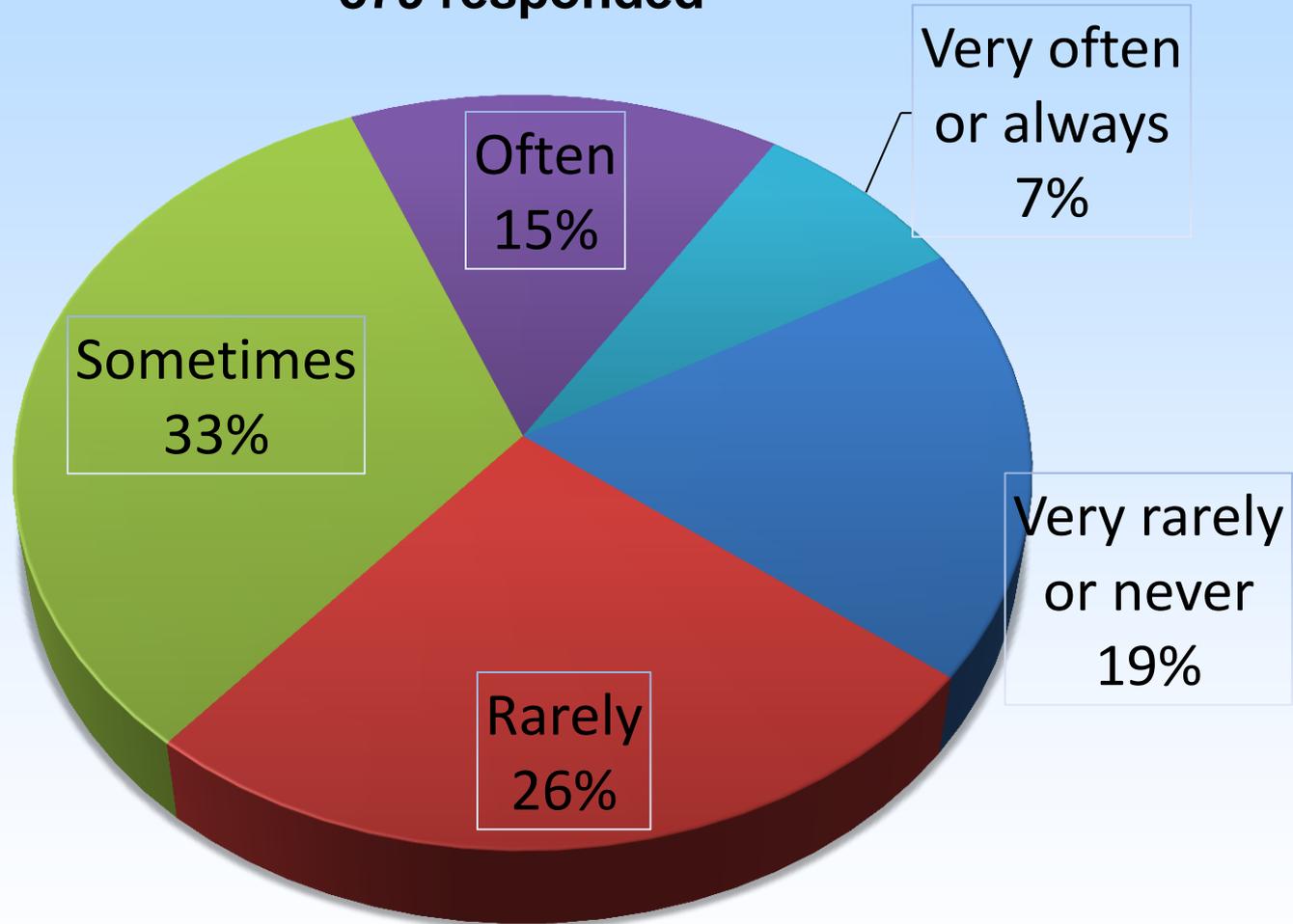
In general, I only start to feel relaxed on the second non-working day.

381 responded



When I come home from work, I need to be left in peace for awhile to unwind.

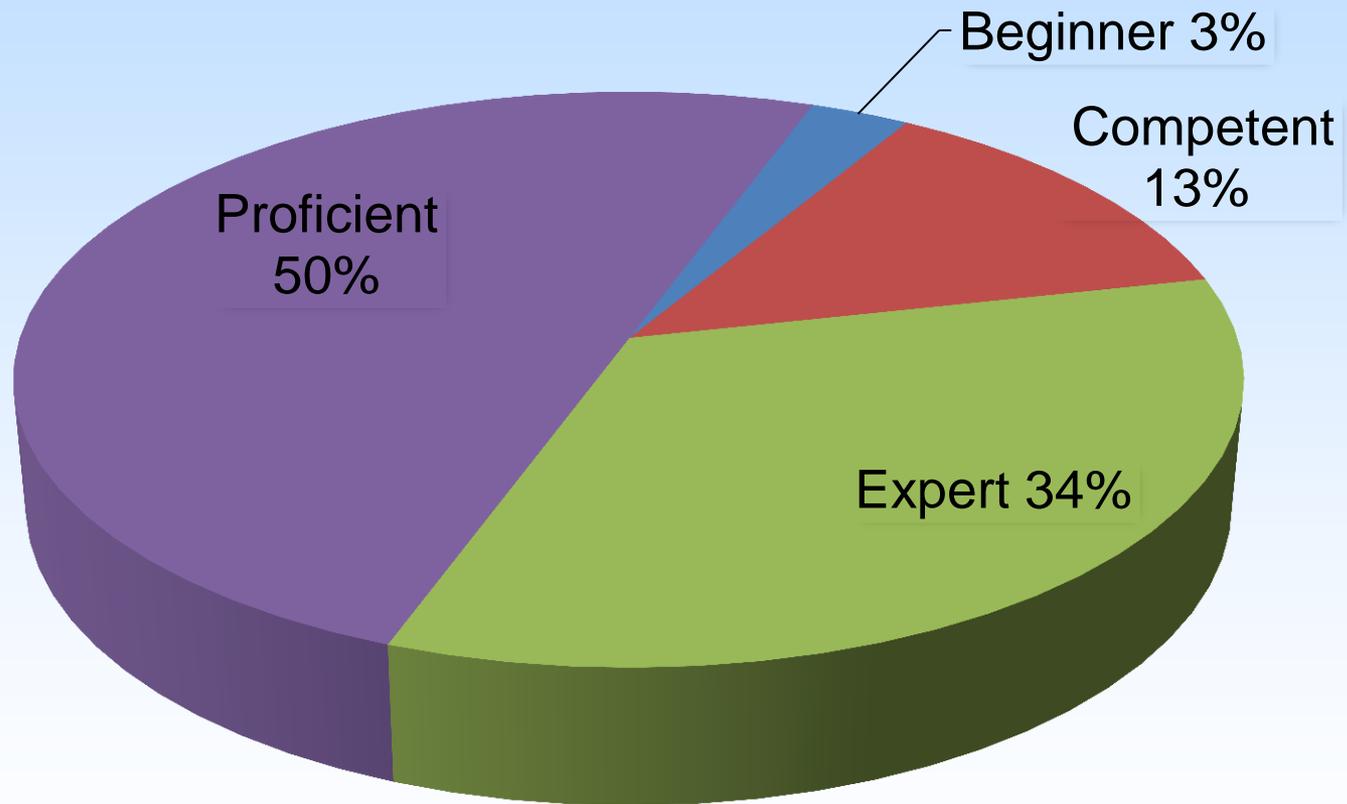
379 responded



Perspectives of Ourselves at work 🧑

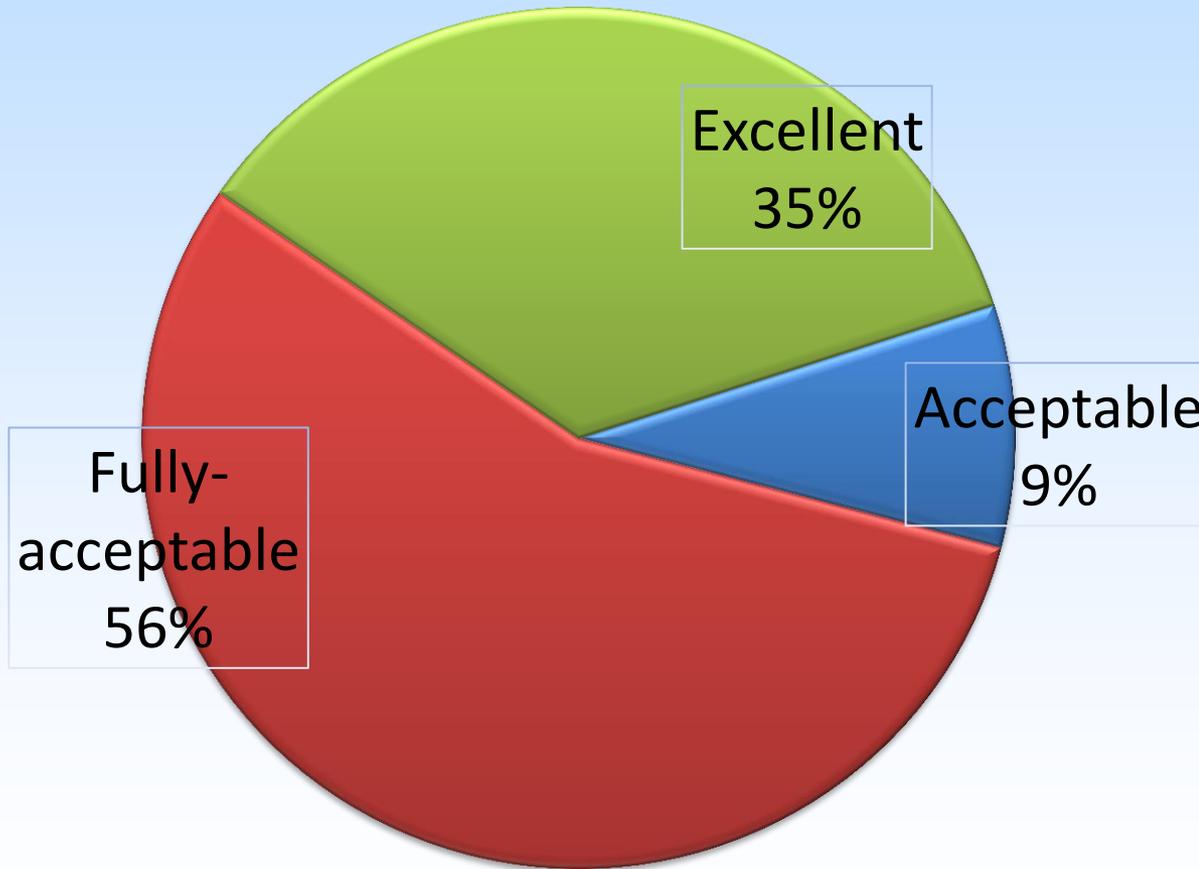
How would you rate your level of expertise compared to others in a similar position?

413 responded



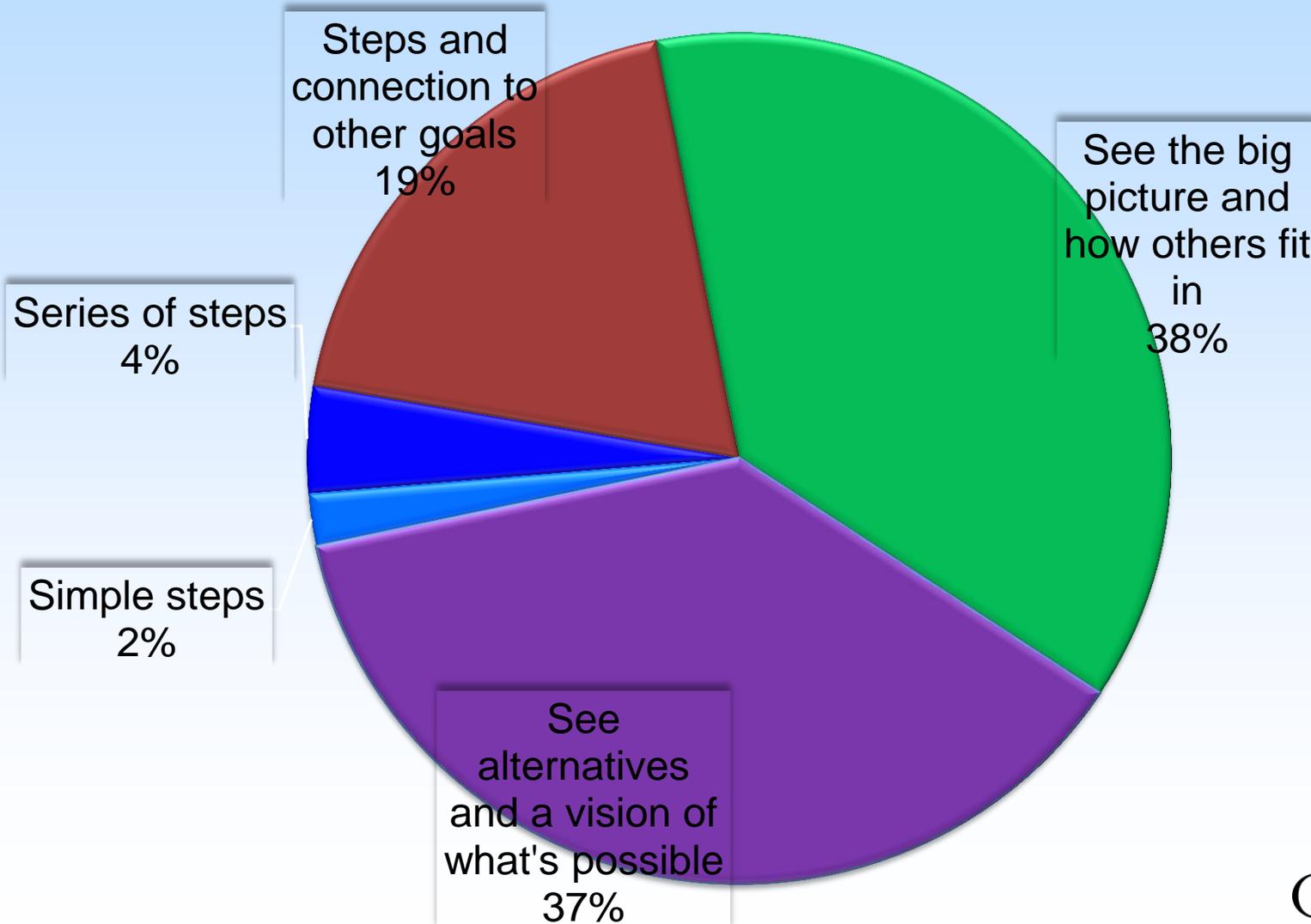
Choose the statement that best describes the quality of your work:

410 responded



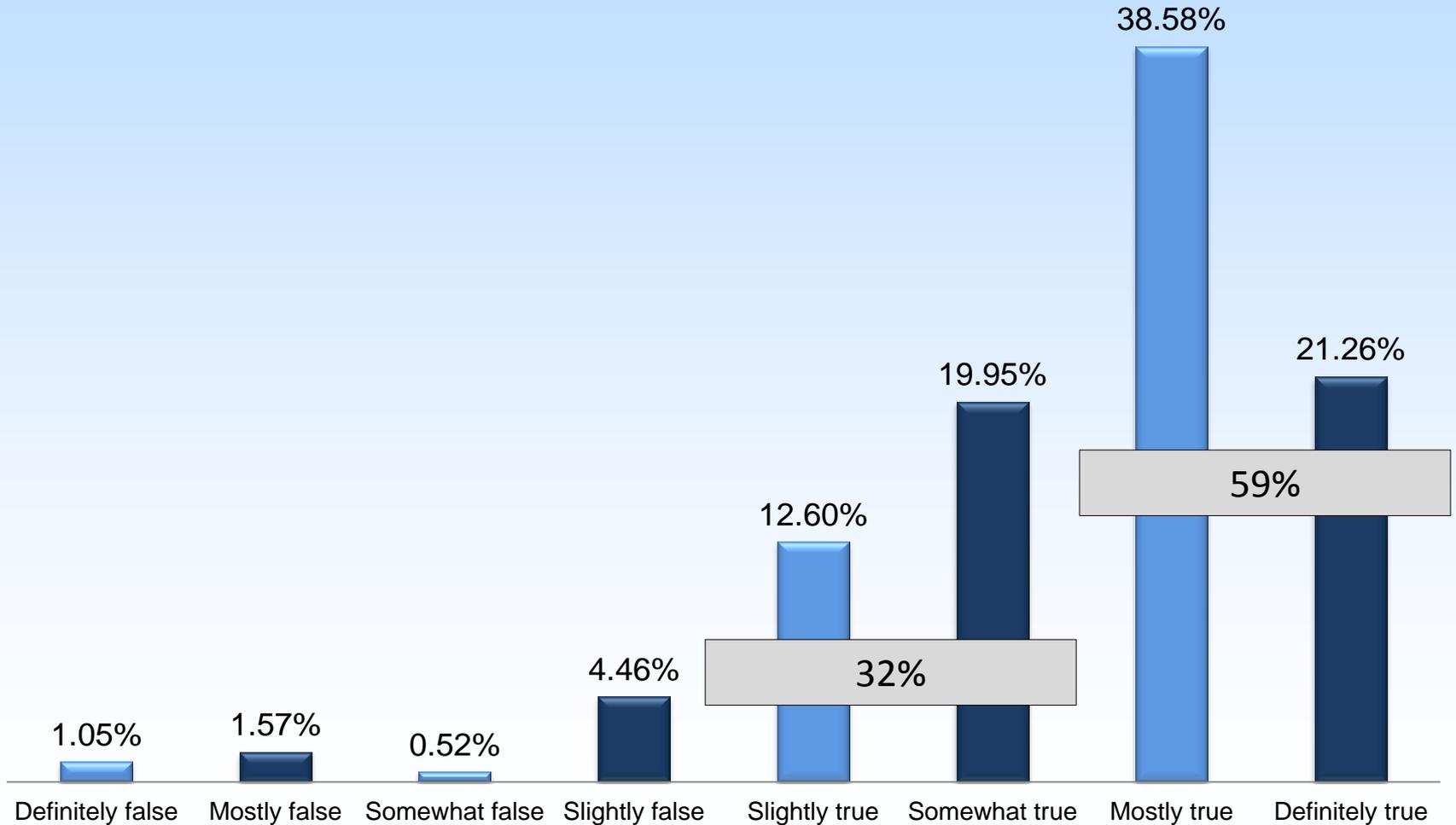
How do you solve complex problems?

412 responded



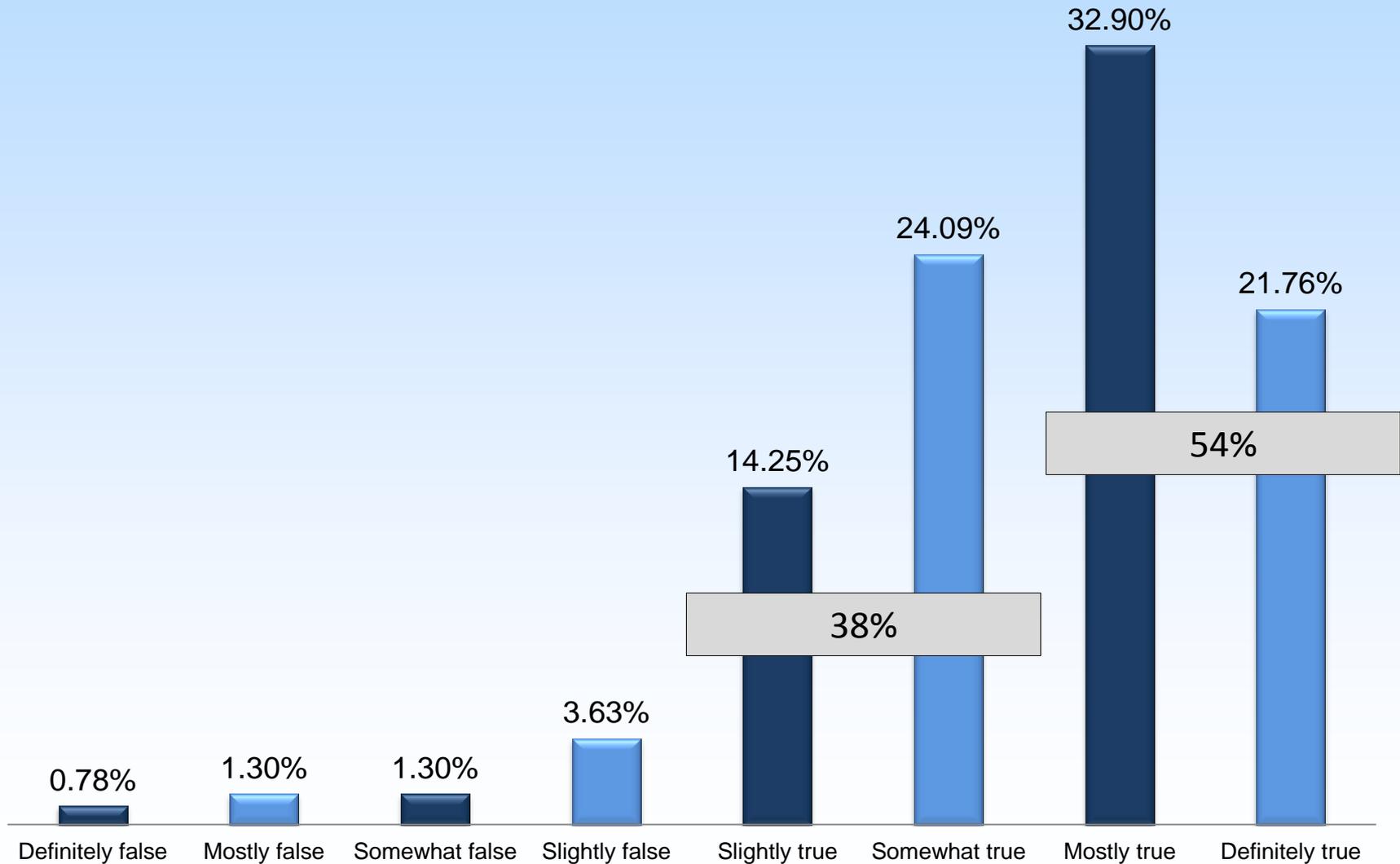
I can think of many ways to get out of a jam.

381 responded



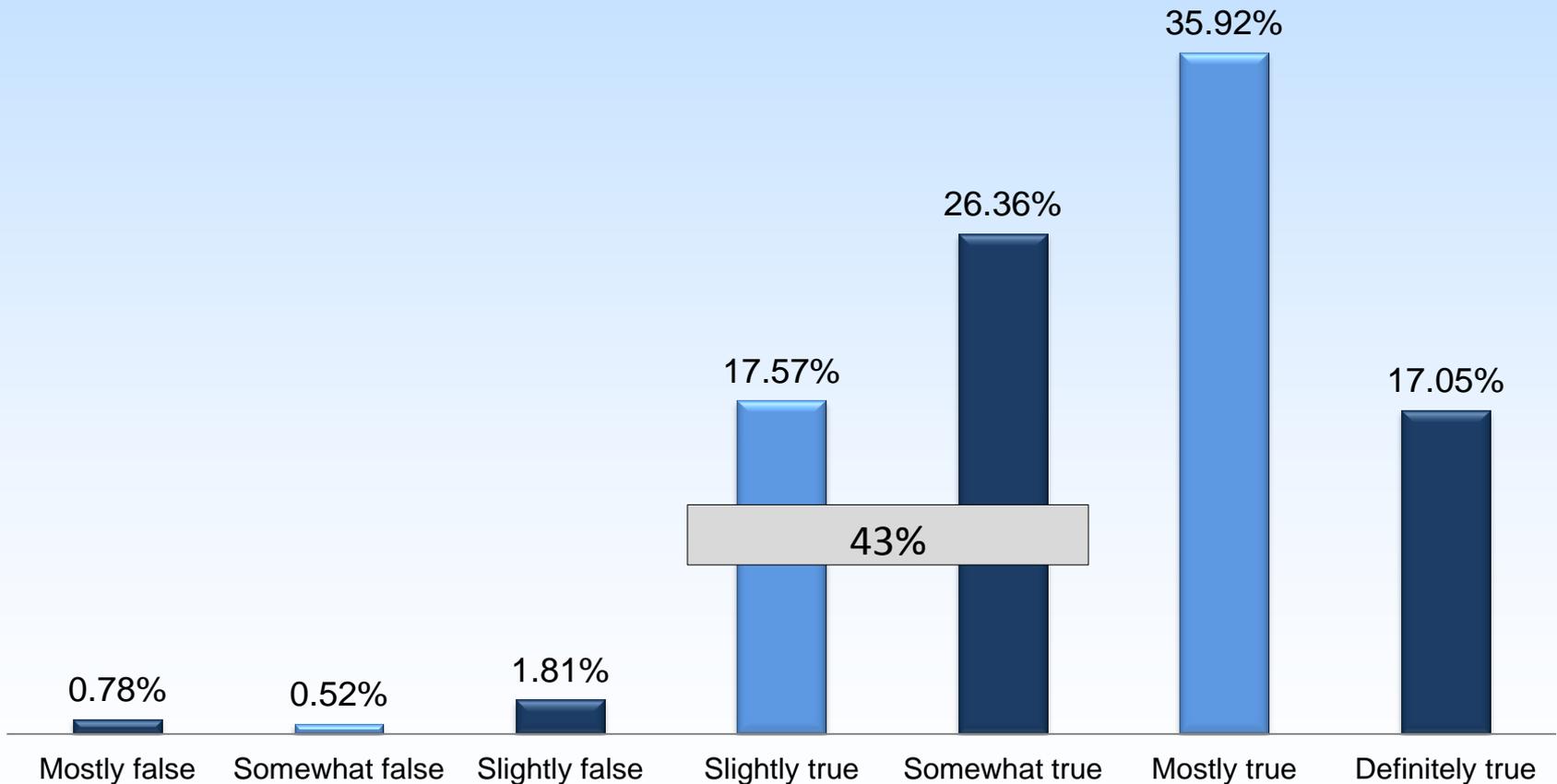
There are lots of ways around any problem.

386 responded



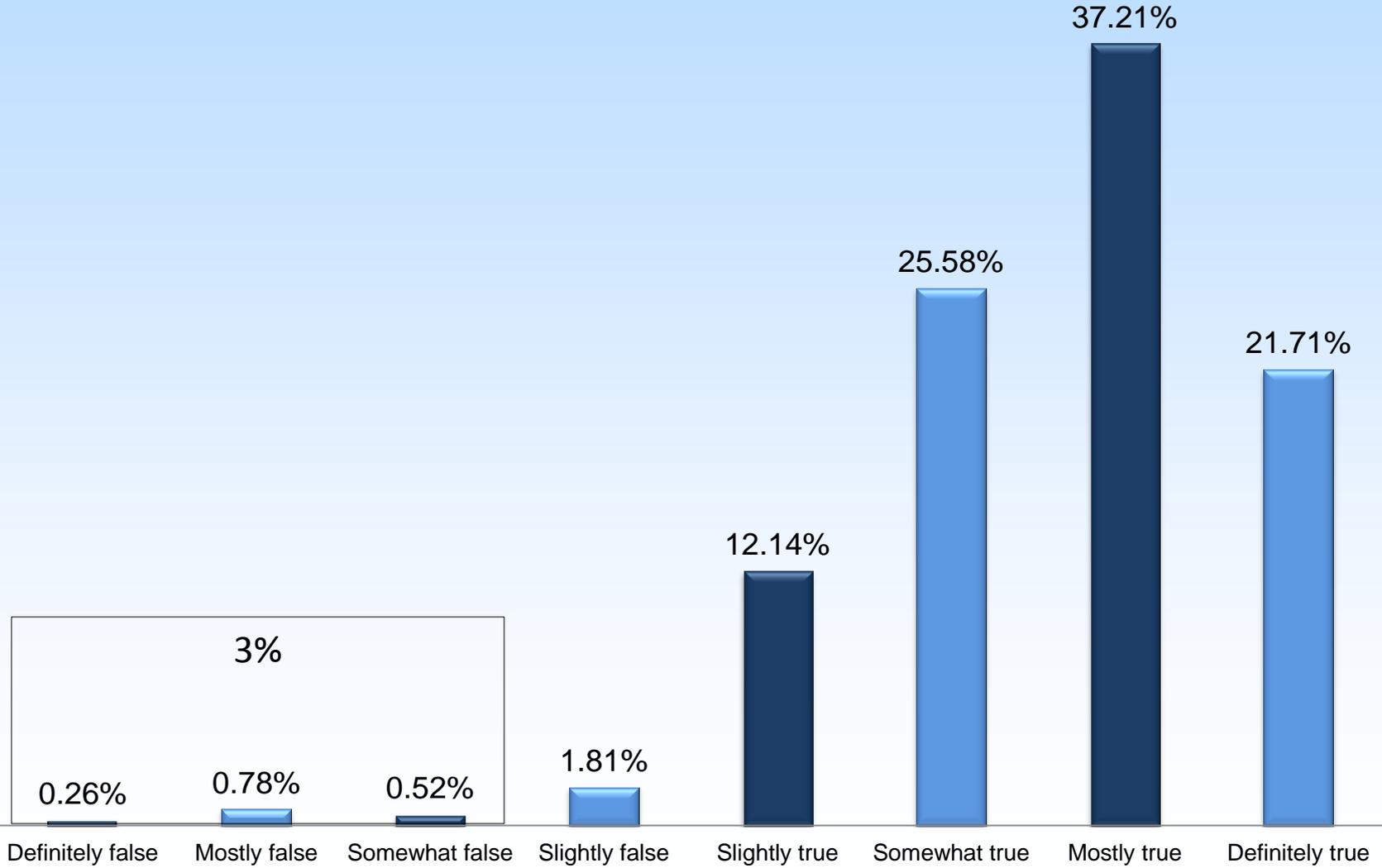
Even when others get discouraged, I know I can find a way to solve the problem

387 responded



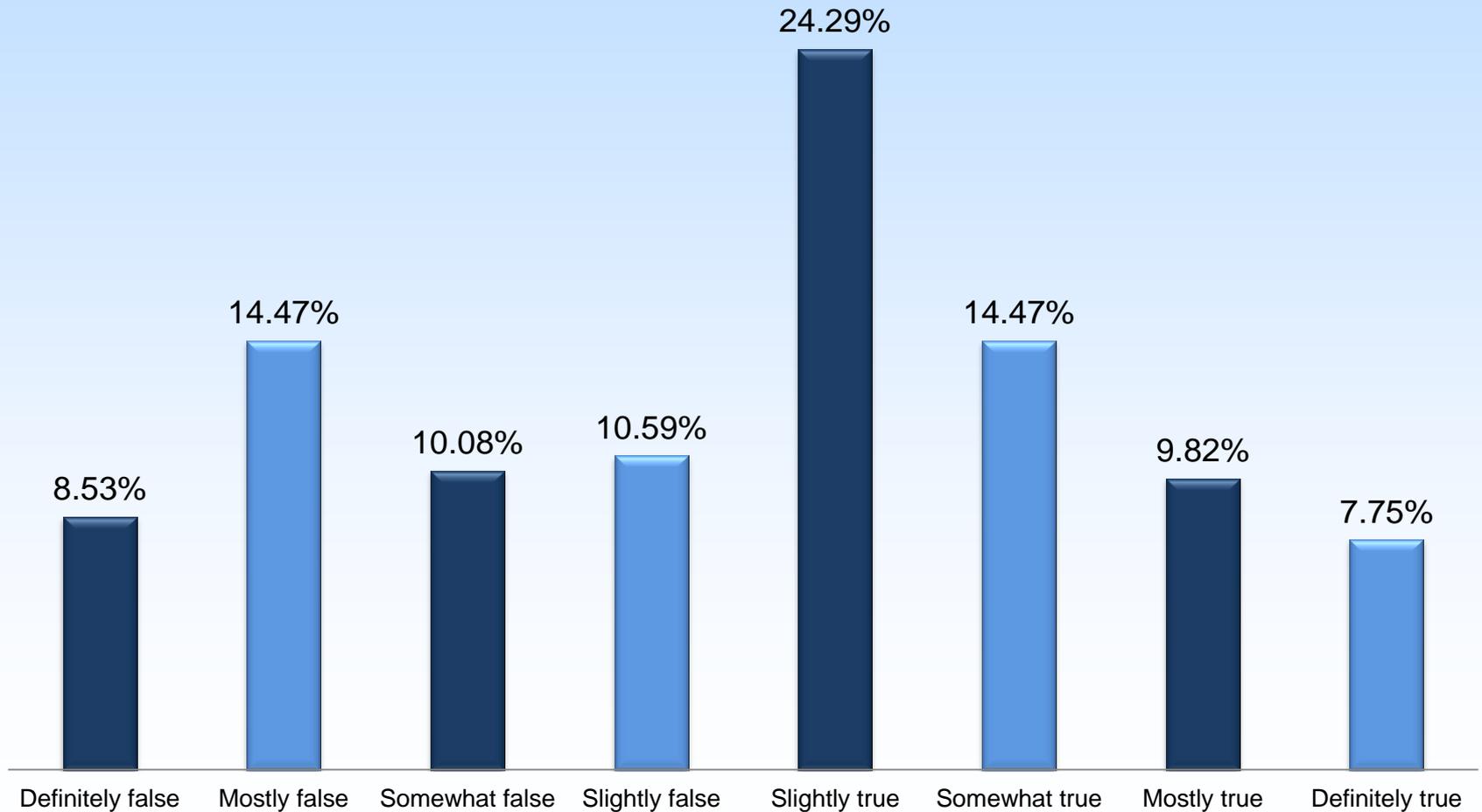
I energetically pursue my goals.

387 responded



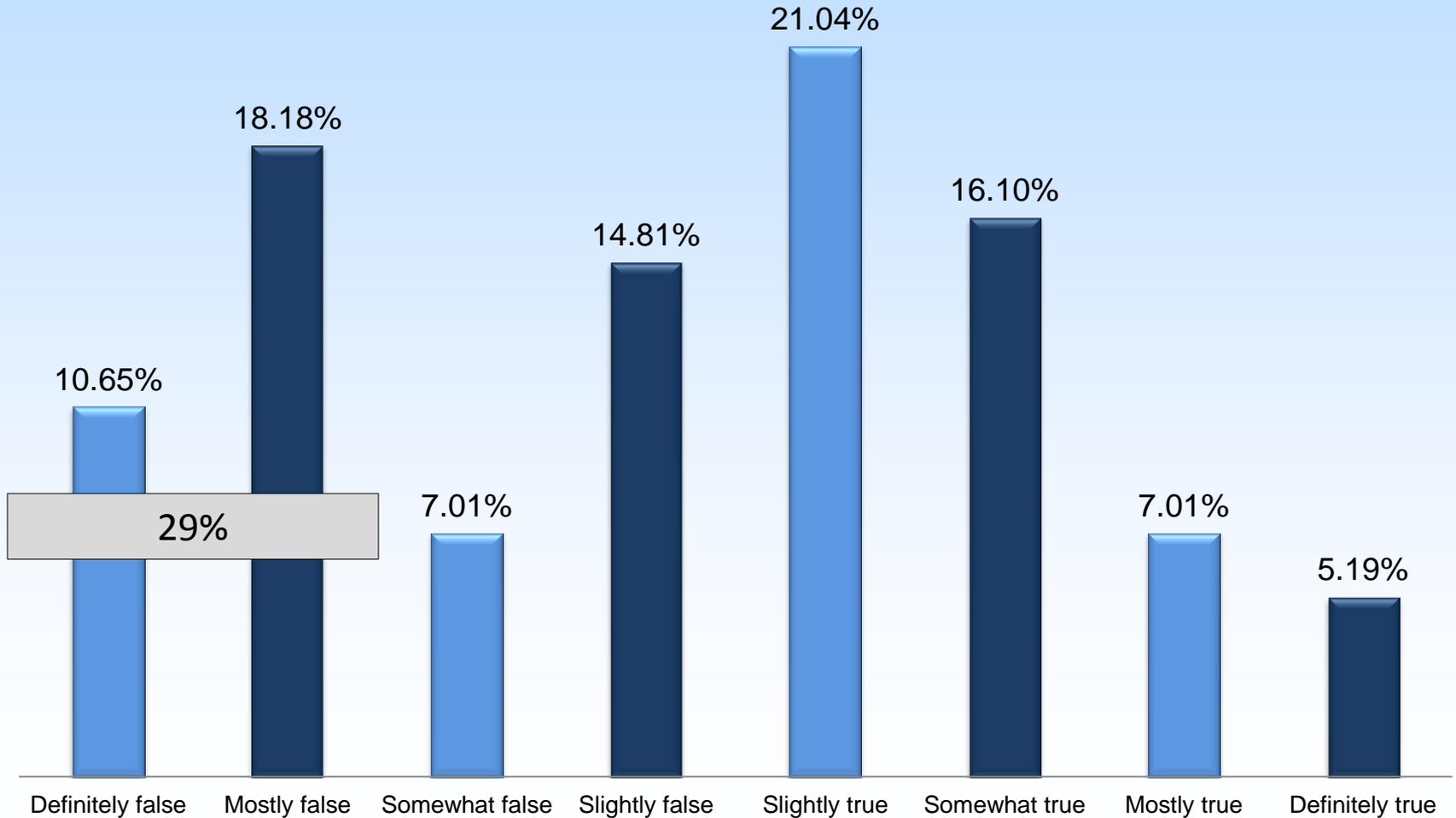
I worry about my health.

387 responded



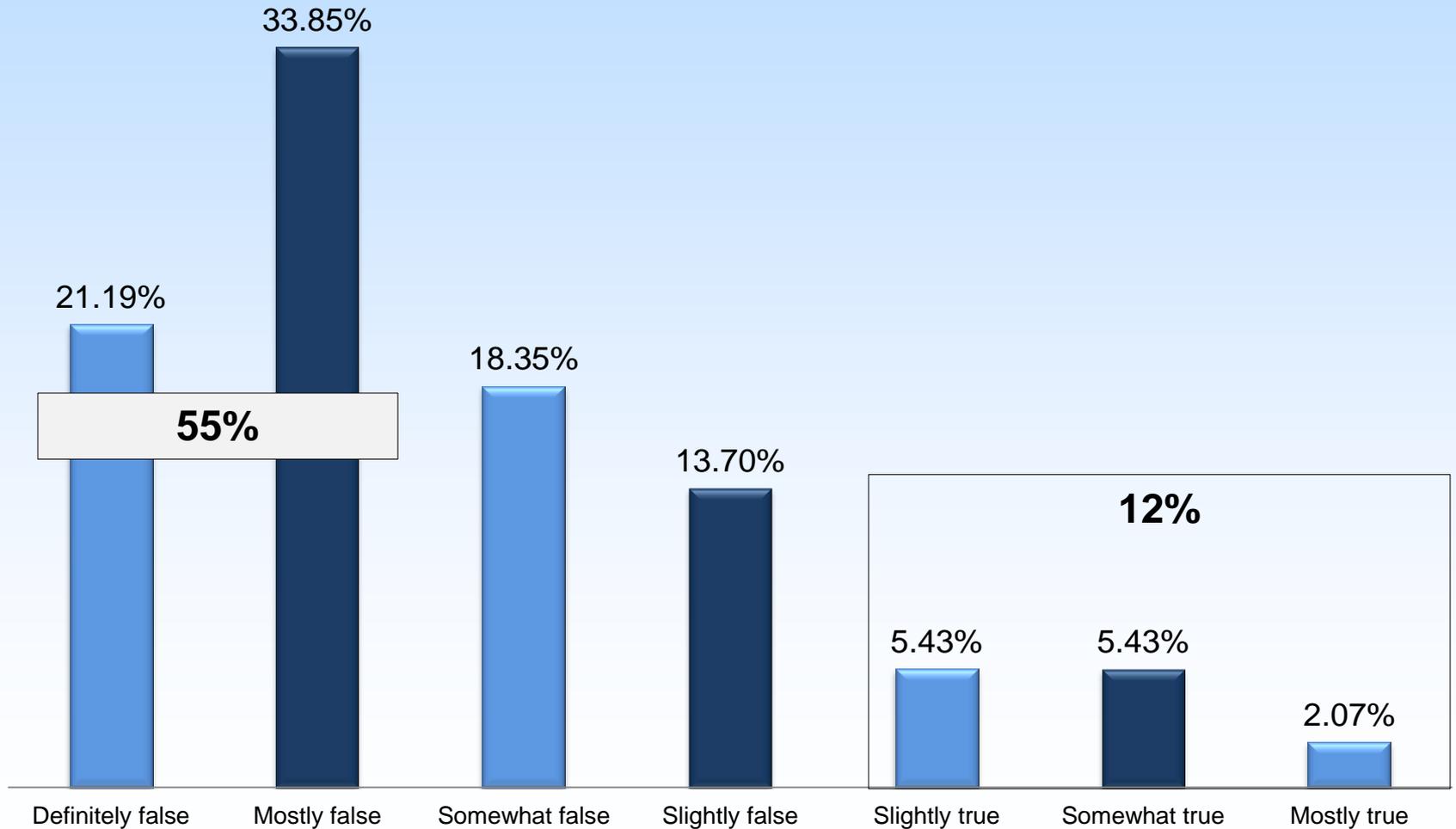
I feel tired most of the time.

385 responded



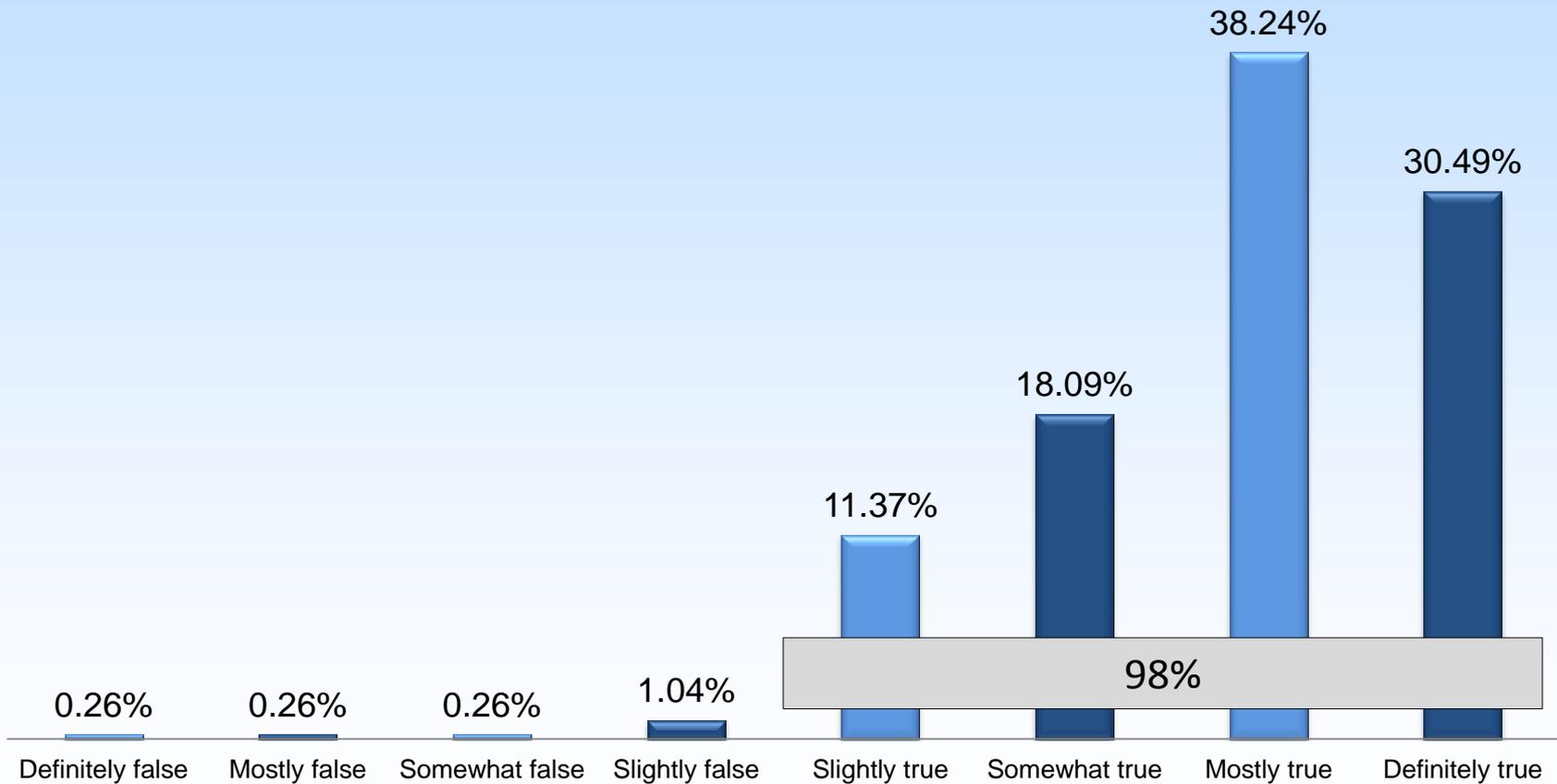
I am easily defeated in an argument.

387 responded



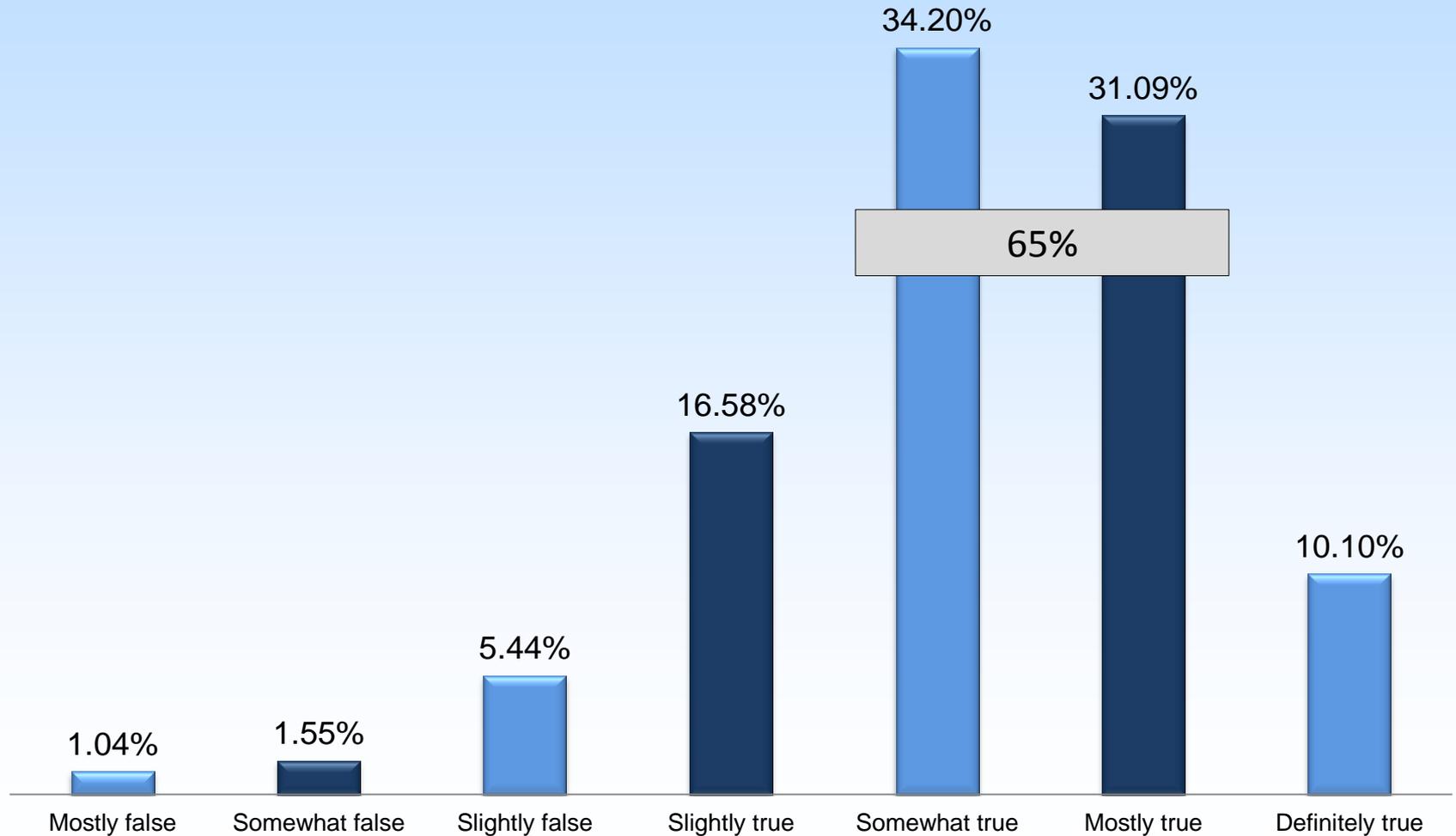
My past experiences have prepared me for my future.

387 responded



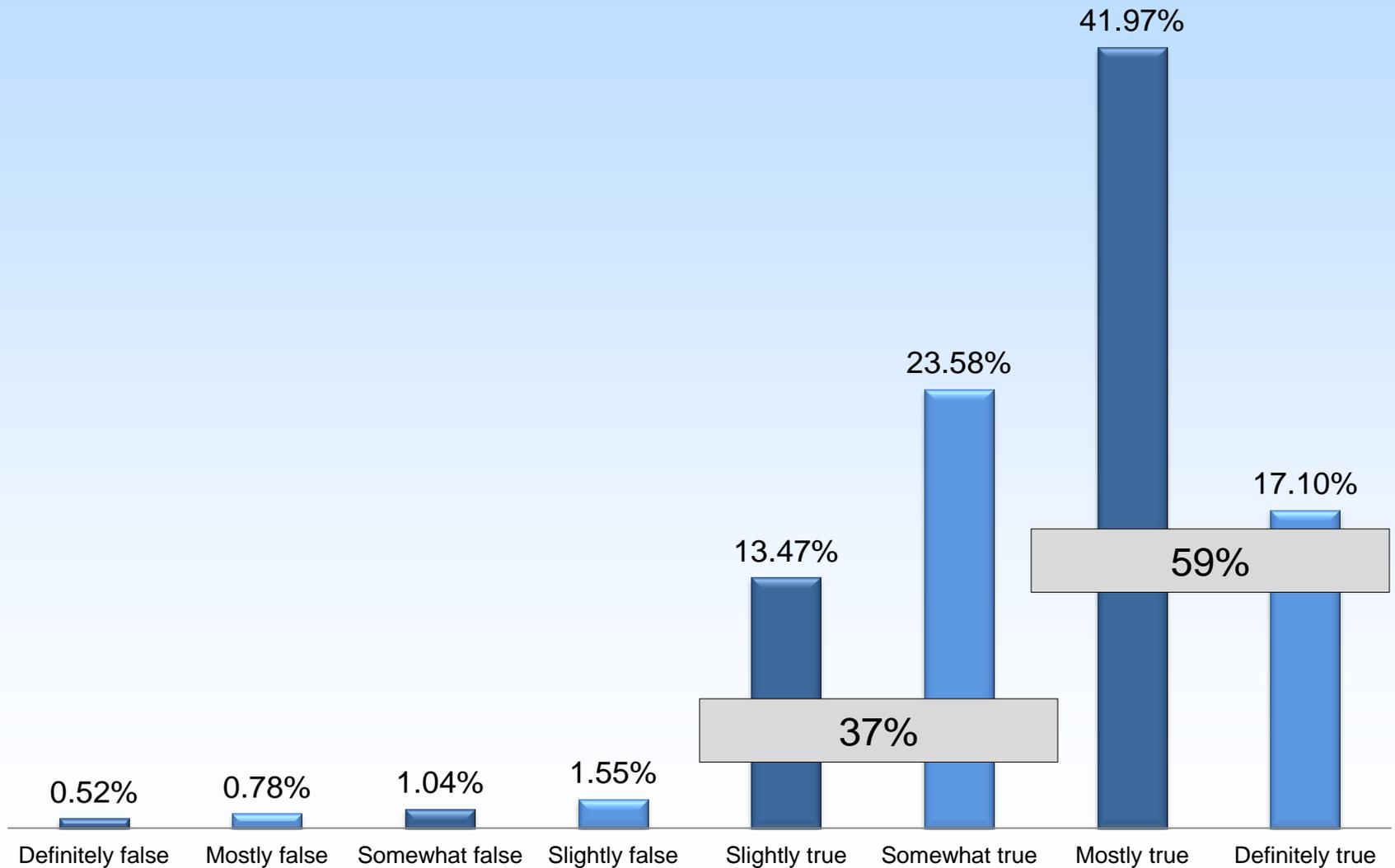
I meet the goals that I set for myself.

386 responded



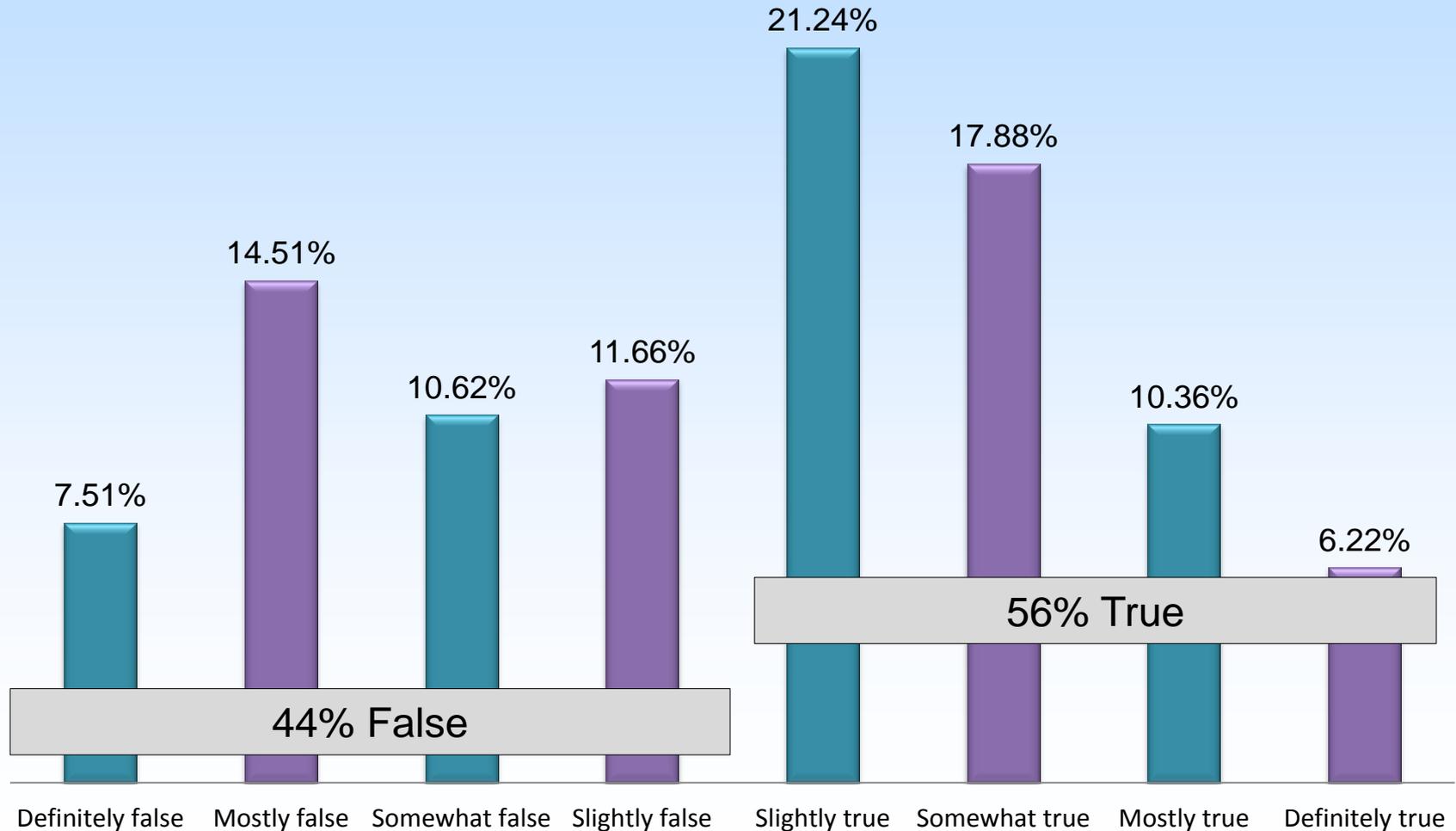
I've been pretty successful in life.

386 responded



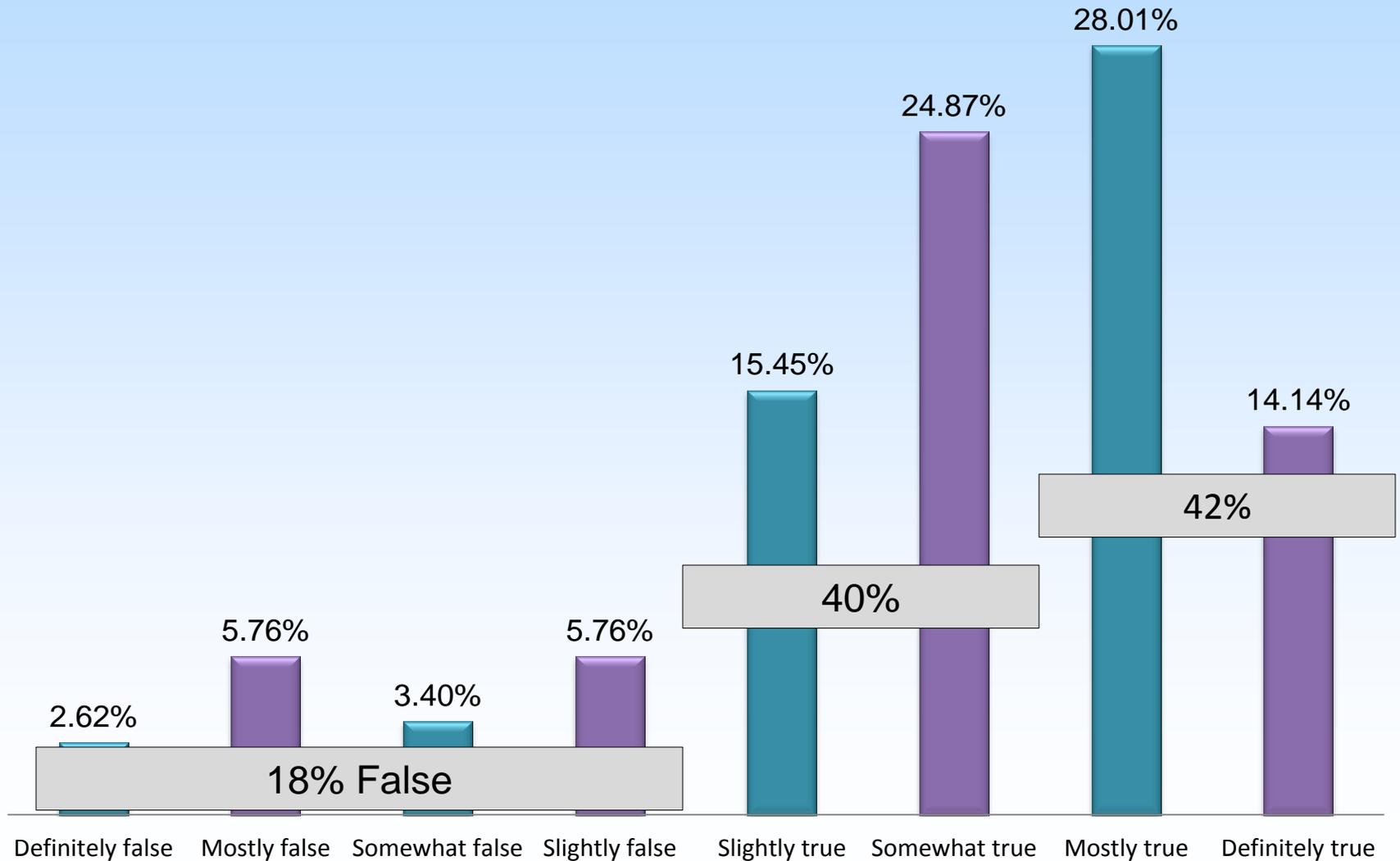
I usually find myself worrying about something.

386 responded



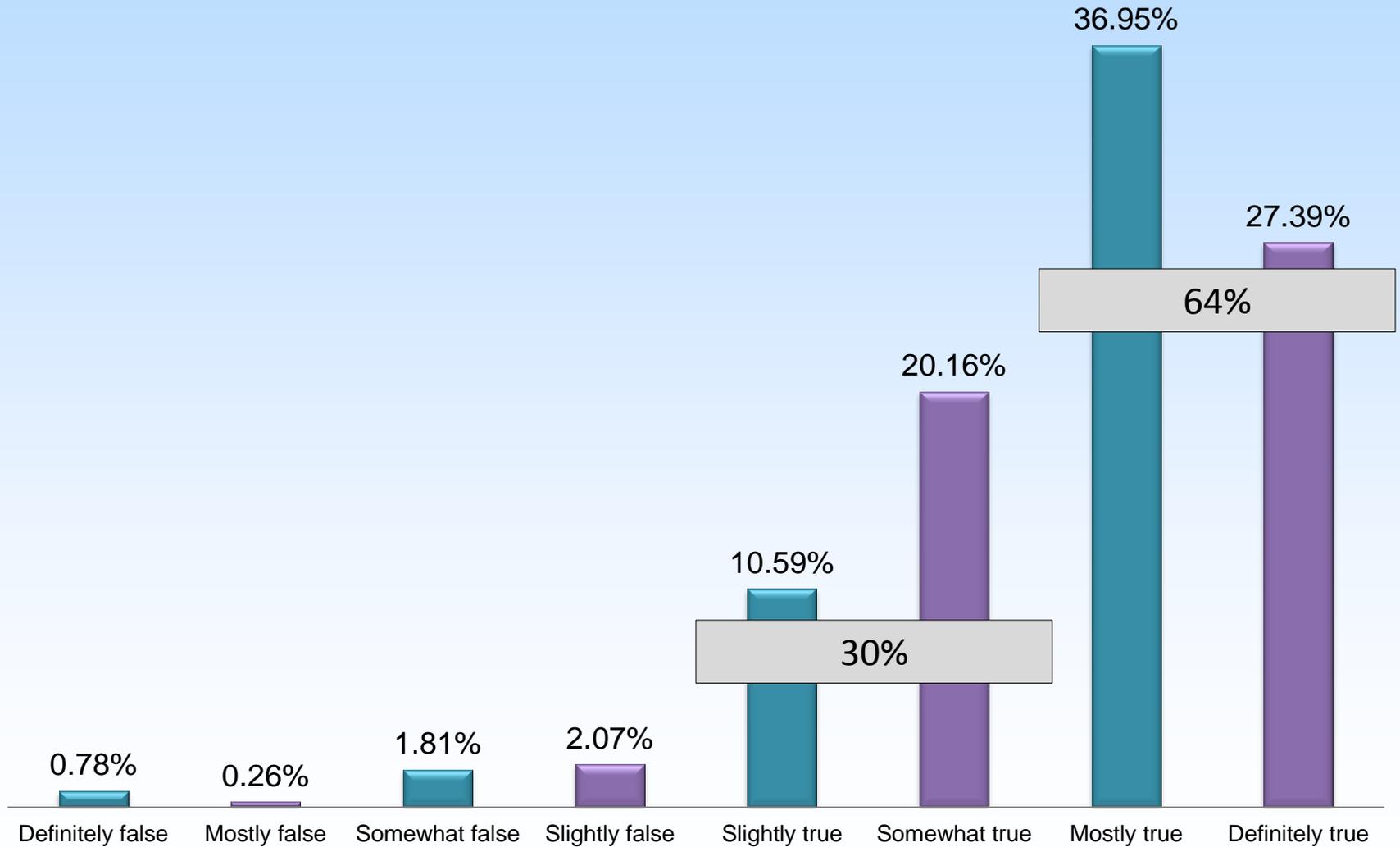
I often volunteer for additional duties.

382 responded



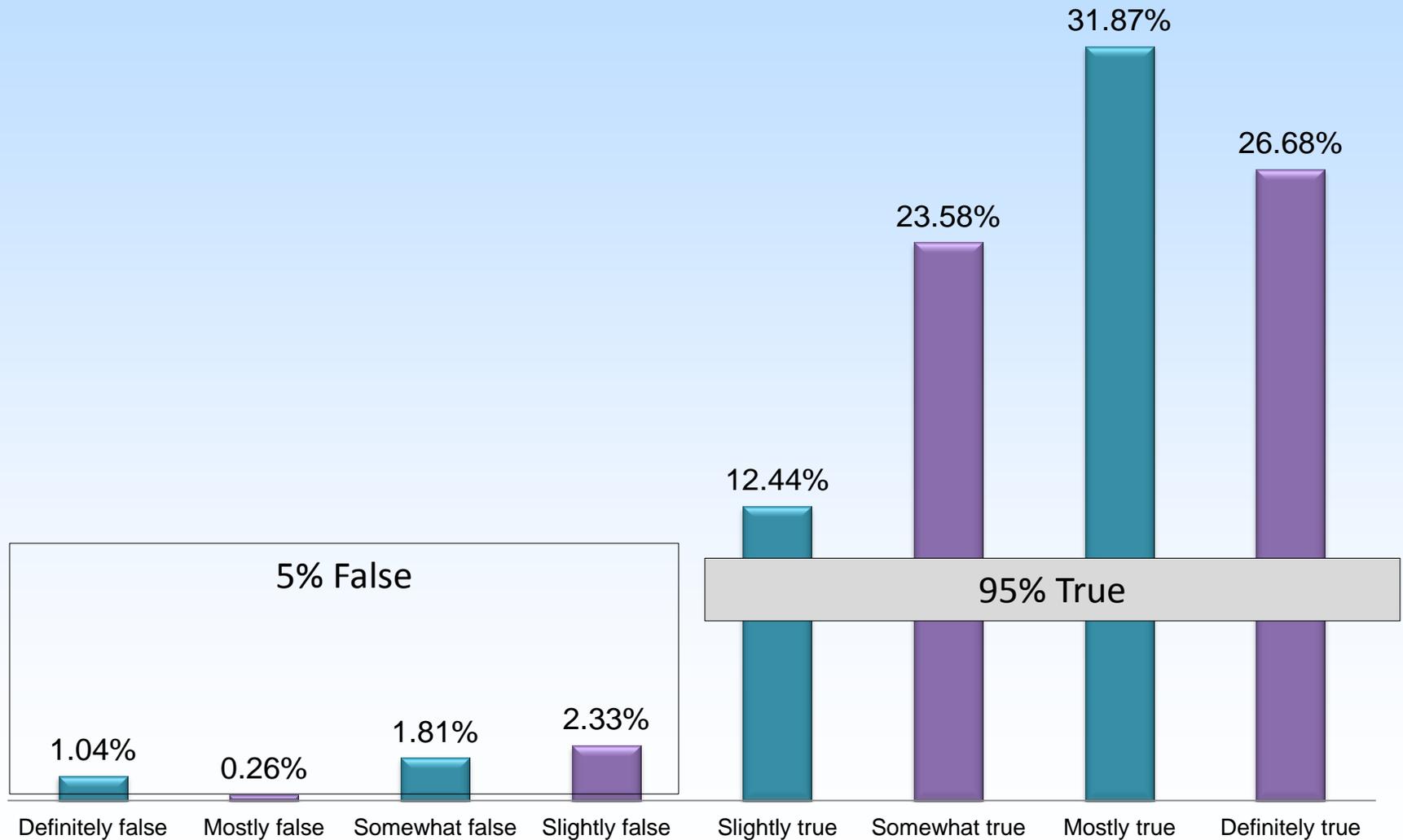
I actively look for ways to perform my job more effectively.

387 responded



I often do much more than expected while working.

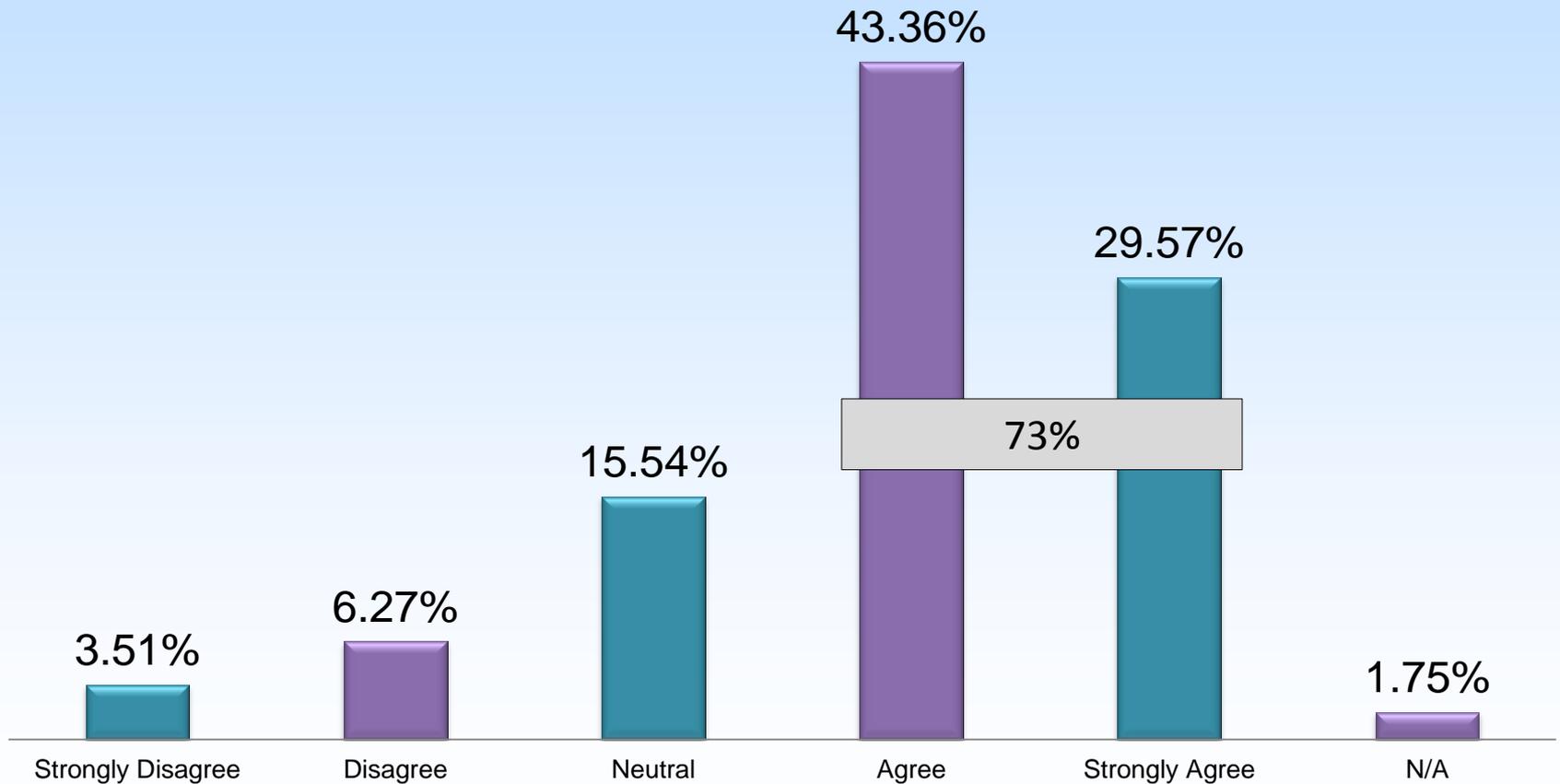
386 responded



Our perspectives about DAS

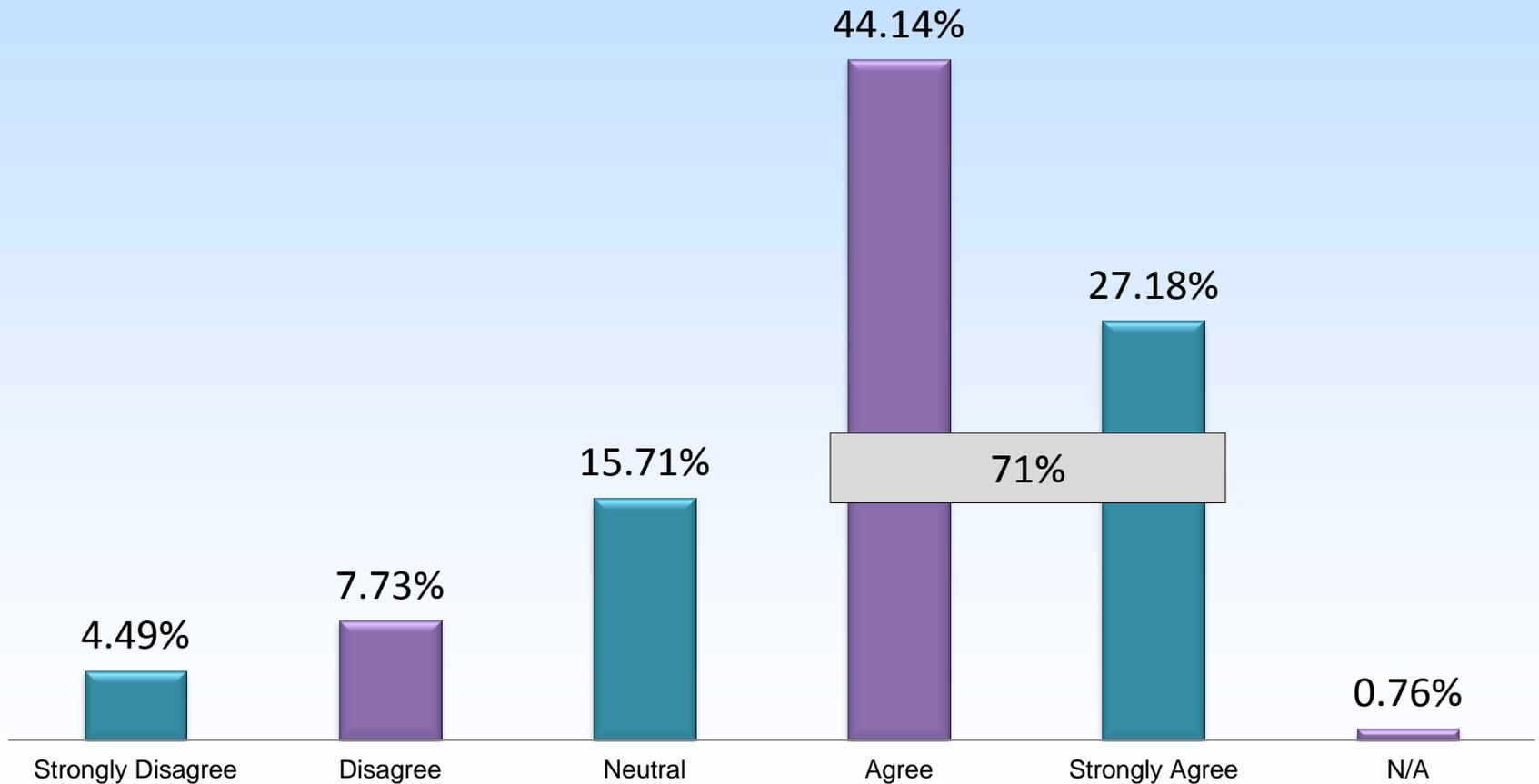
I have a clear understanding of the mission of DAS.

399 responded



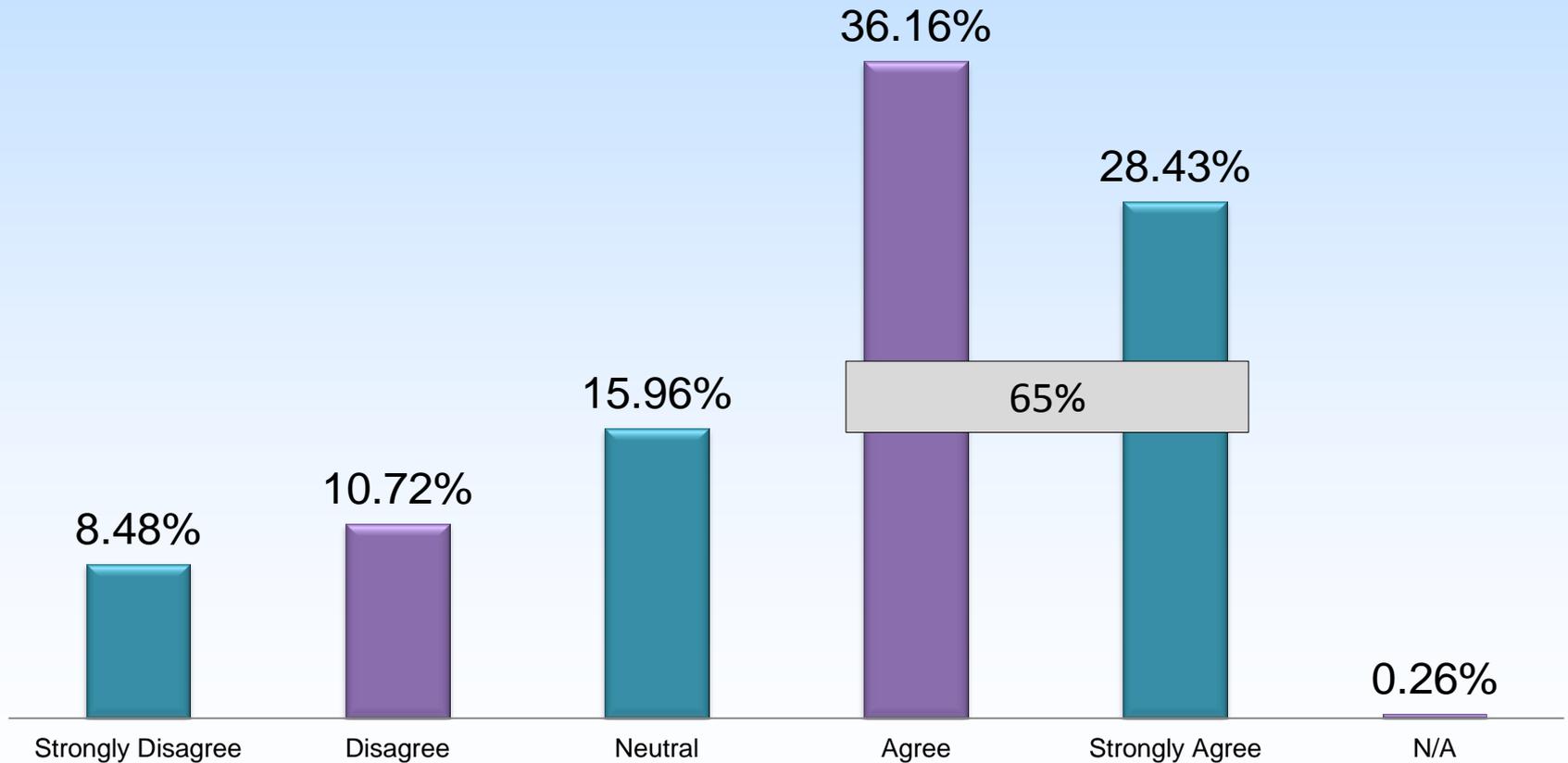
I understand the role and responsibilities of the other DAS offices.

401 responded



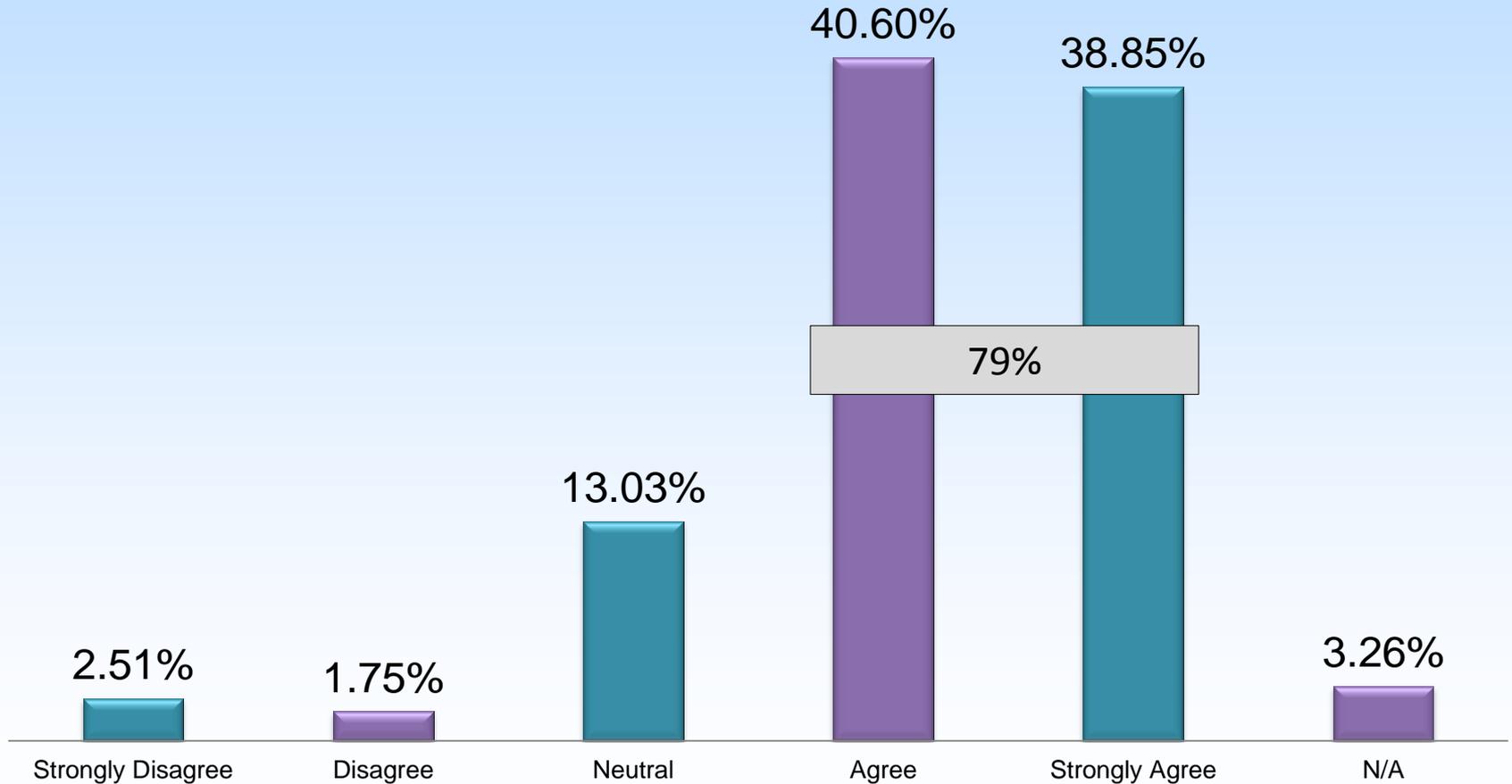
The mission of my work unit is clear.

401 responded



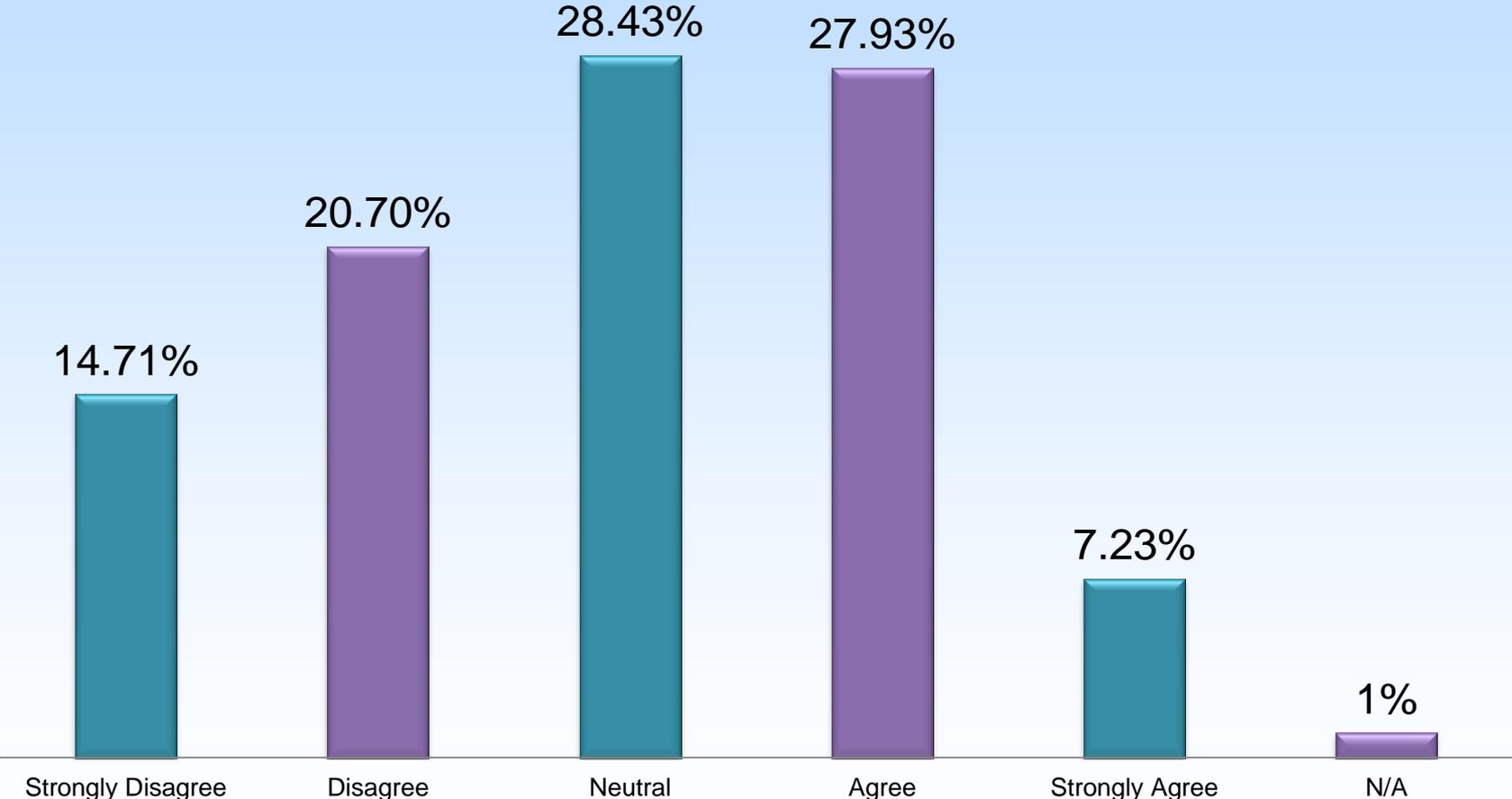
What I do contributes to the DAS mission.

399 responded



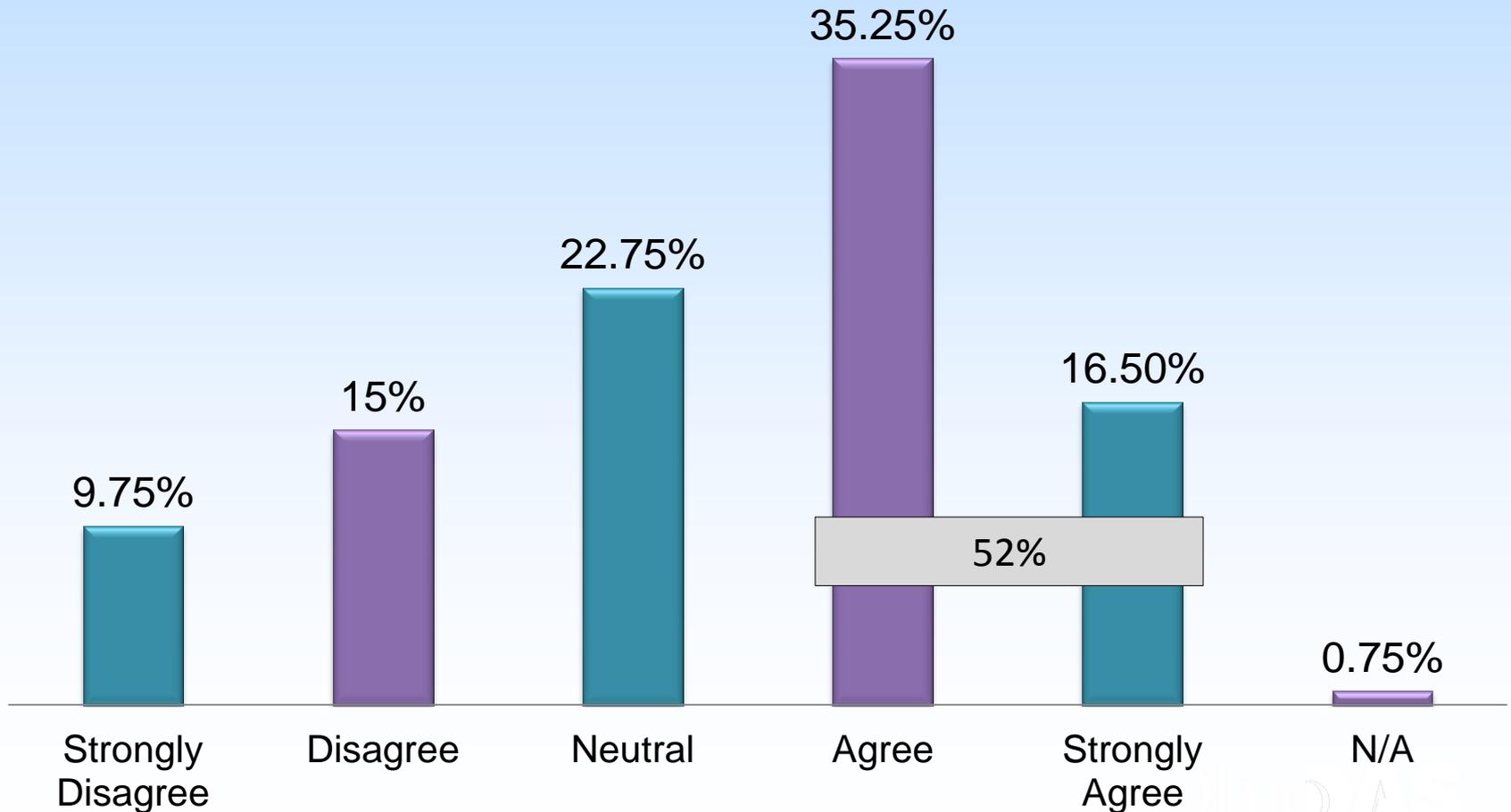
There is a spirit of teamwork and cooperation at DAS.

401 responded



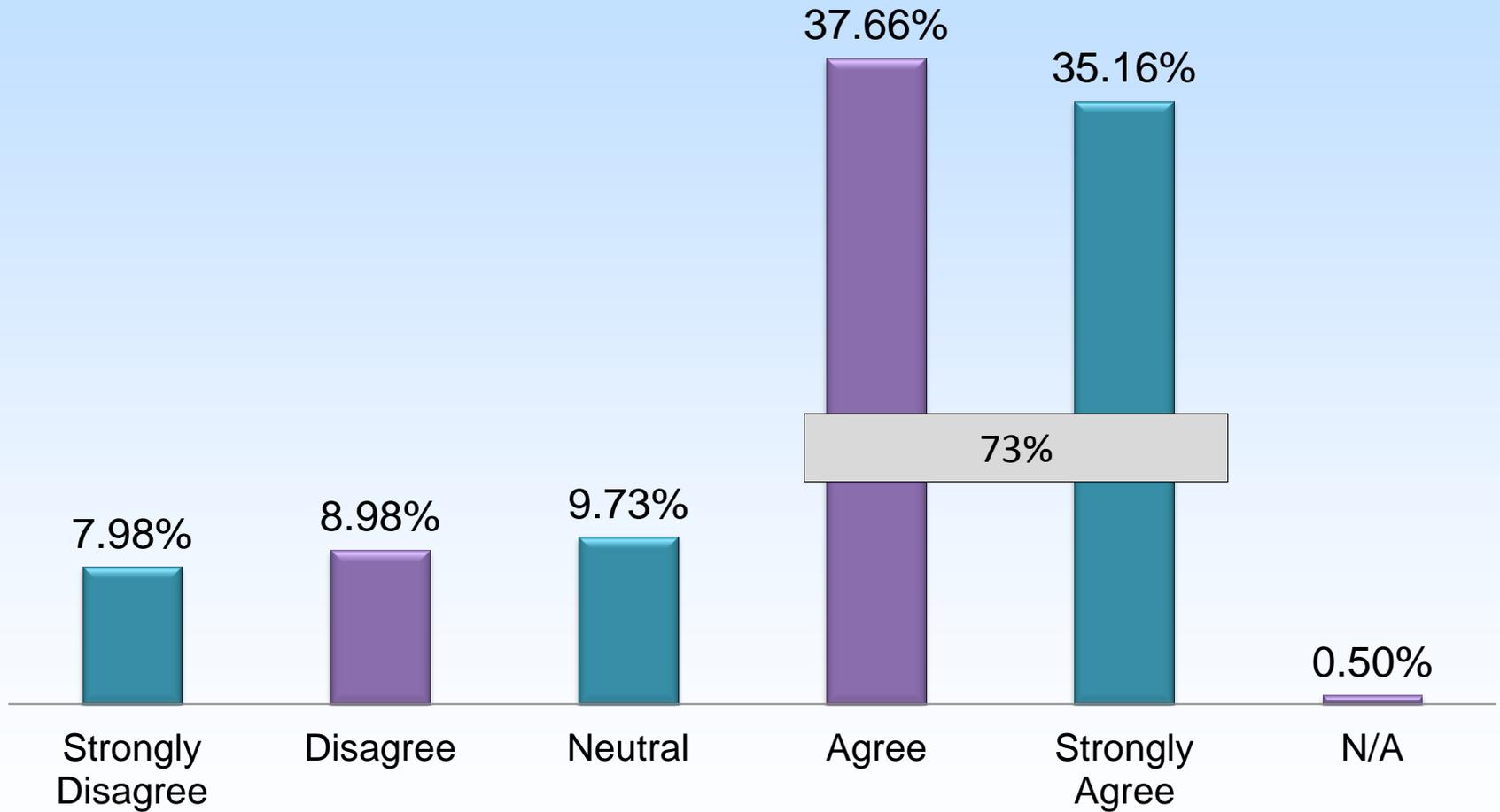
I feel I am part of the DAS team.

400 responded



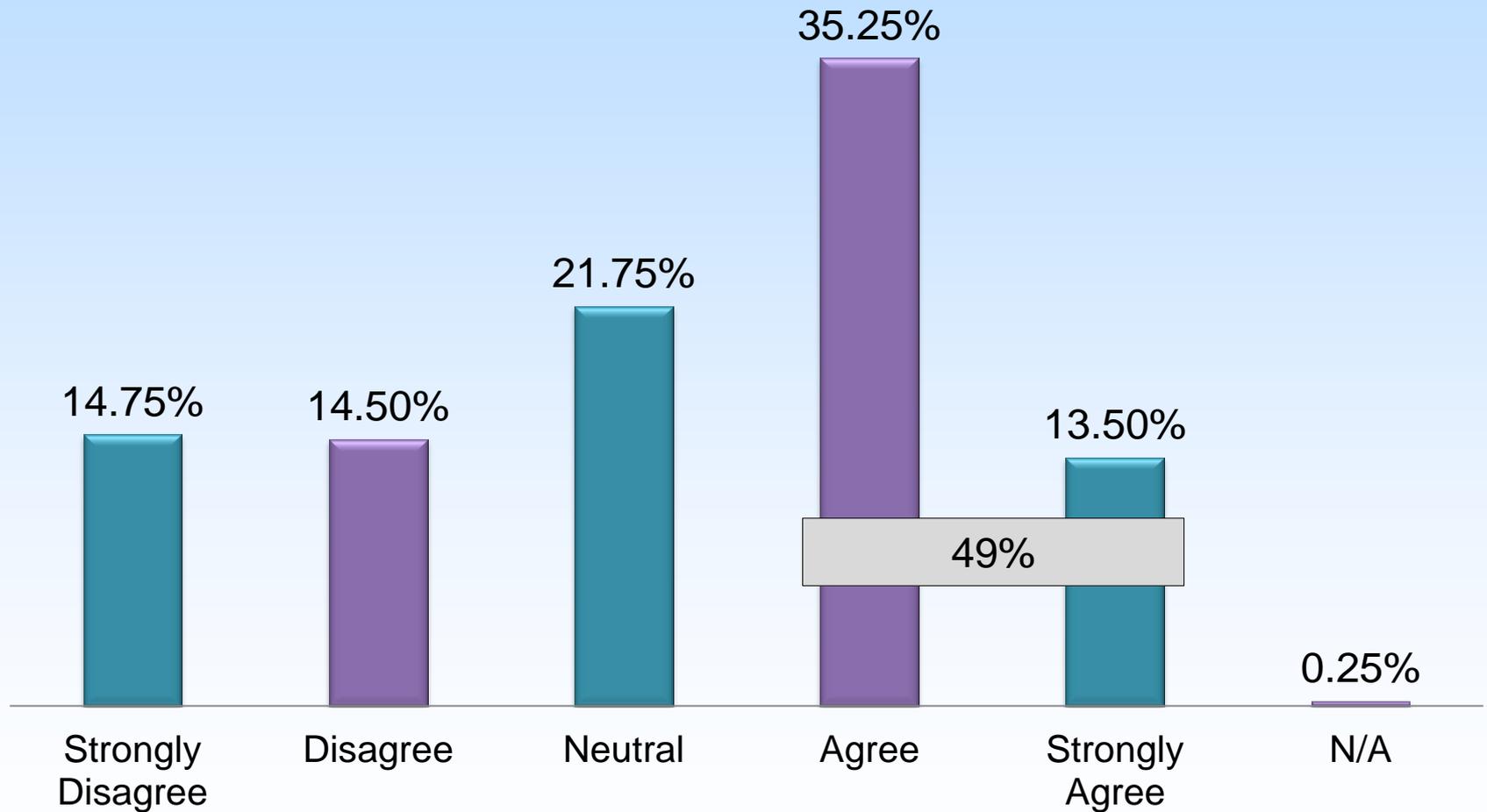
I feel that I am part of my office's team

401 responded



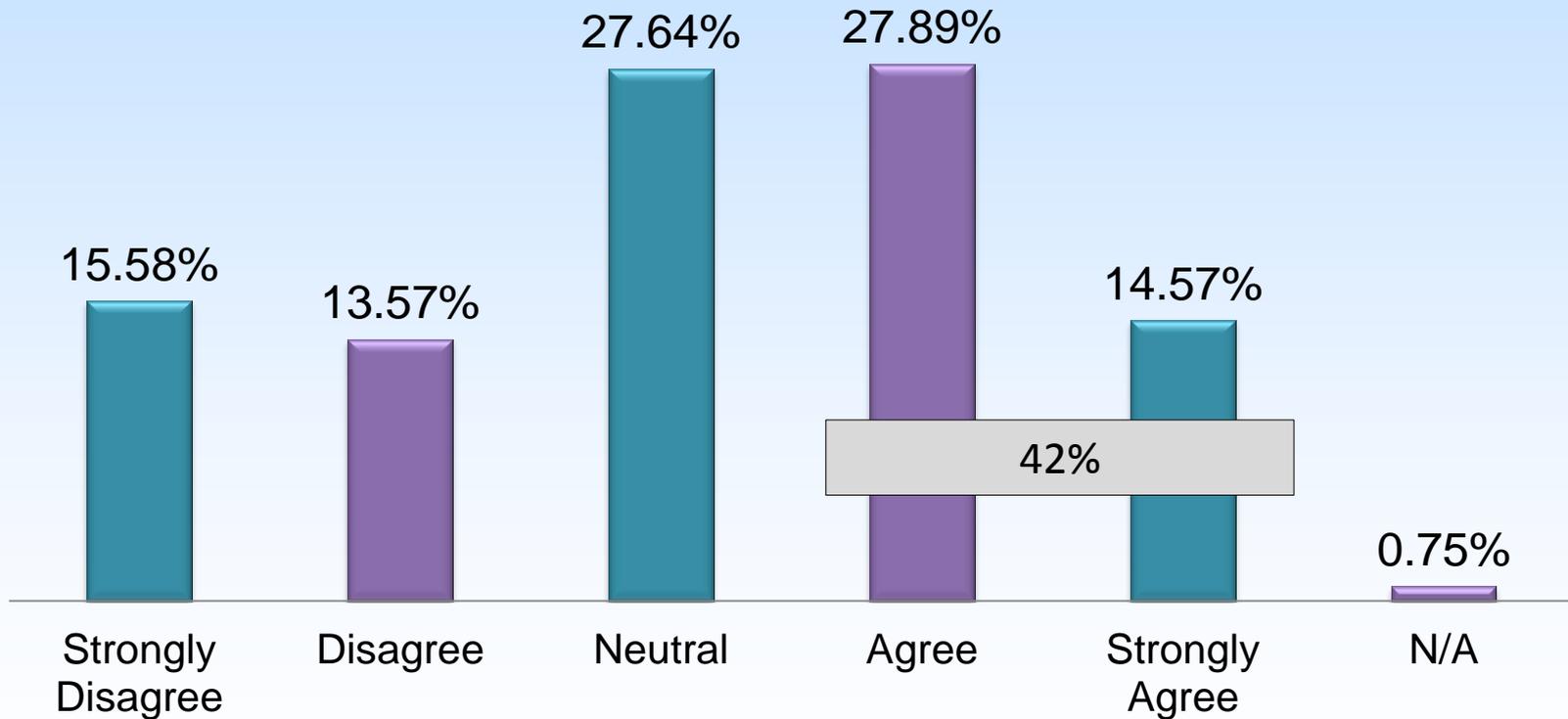
I am given appropriate recognition for my work.

400 responded



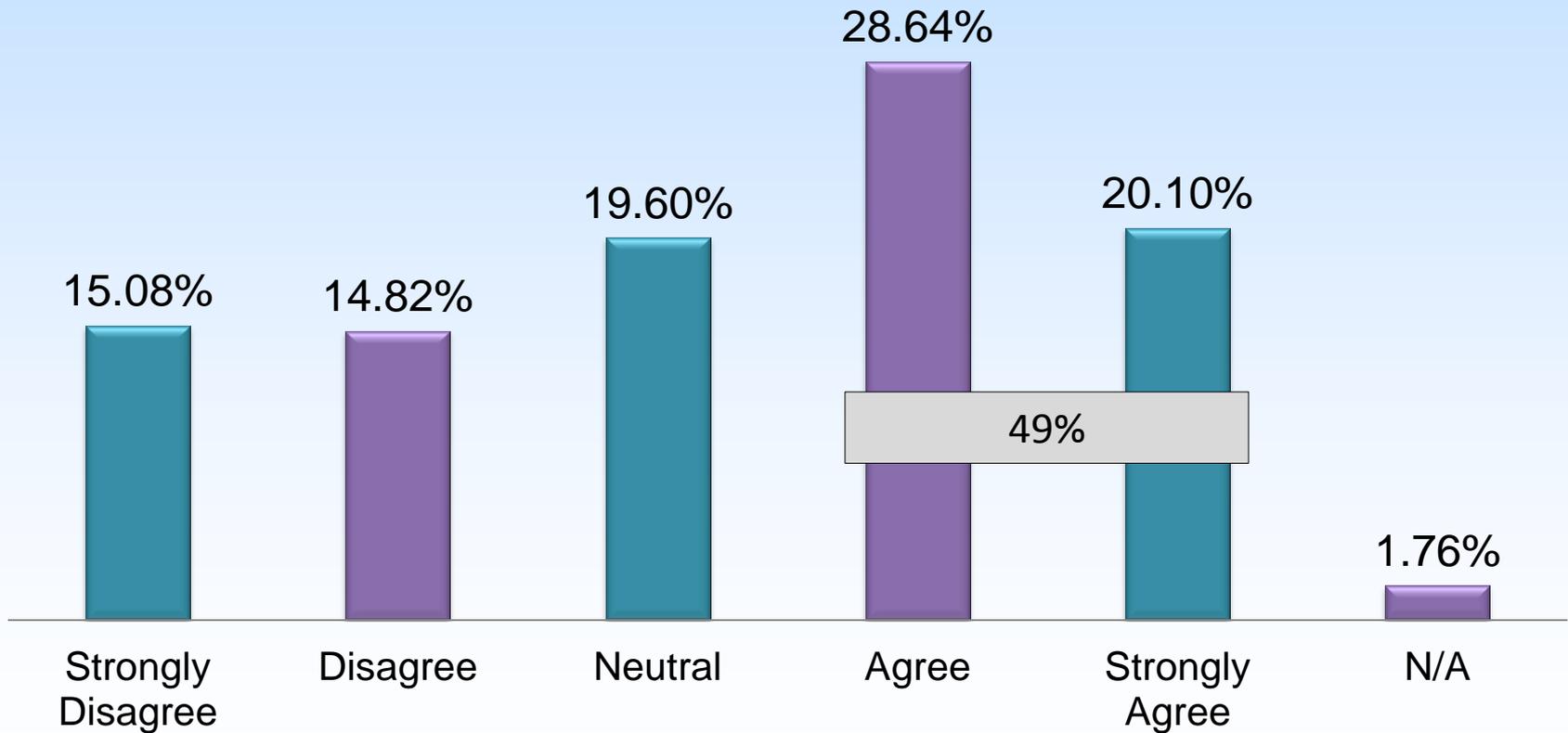
I have confidence in the decisions made by DAS senior management.

398 responded



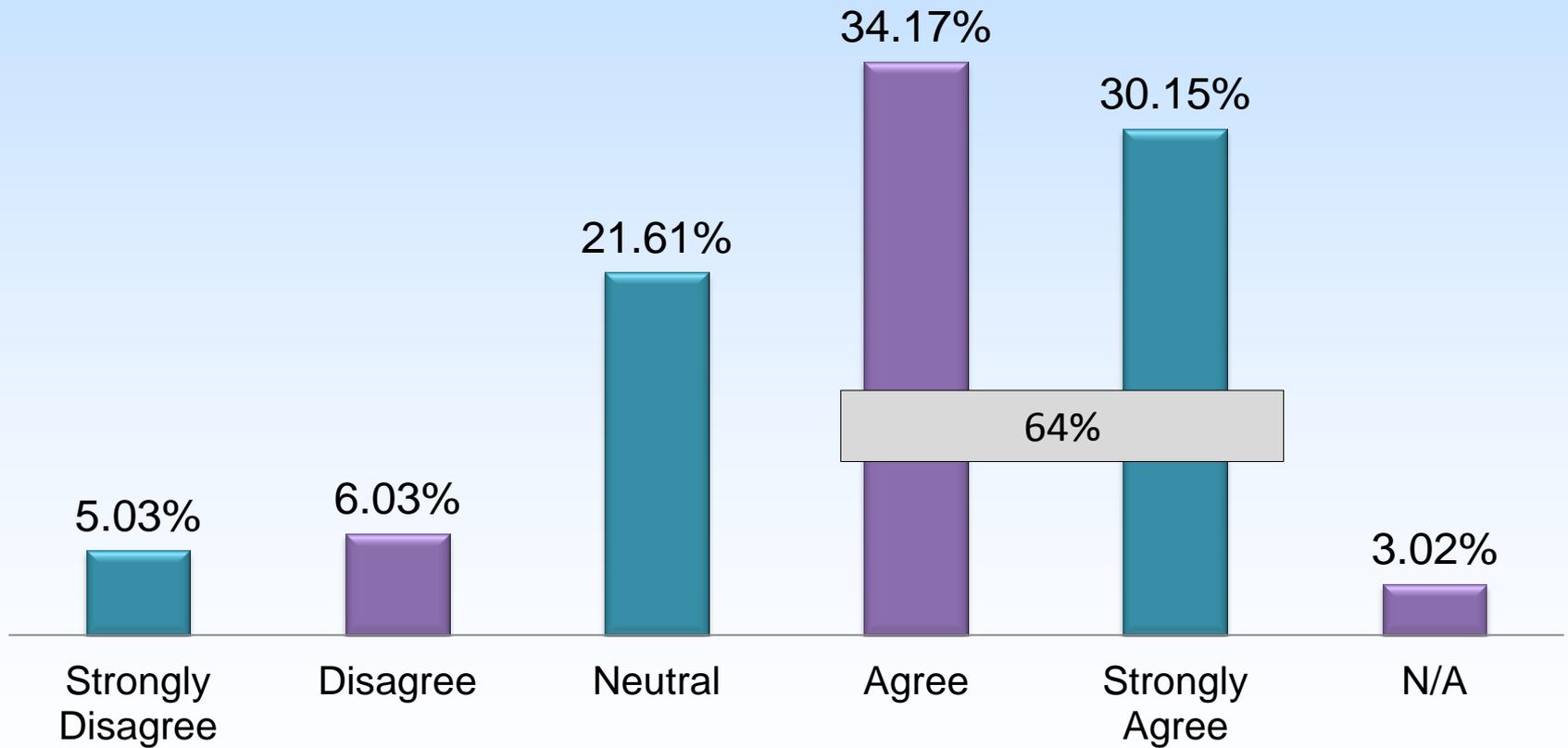
I am able to share my opinions with DAS senior management.

398 responded



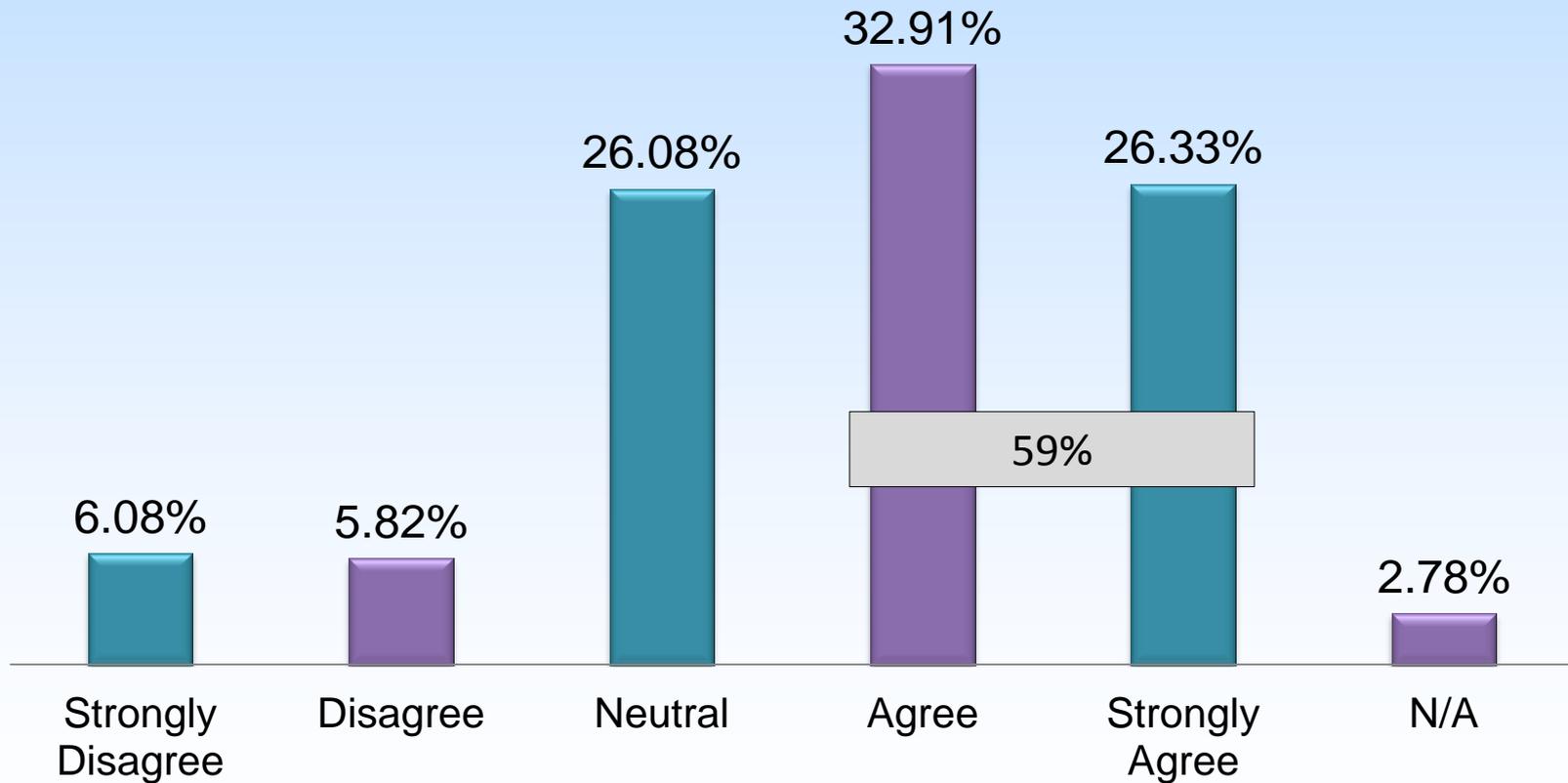
I like working for DAS.

398 responded



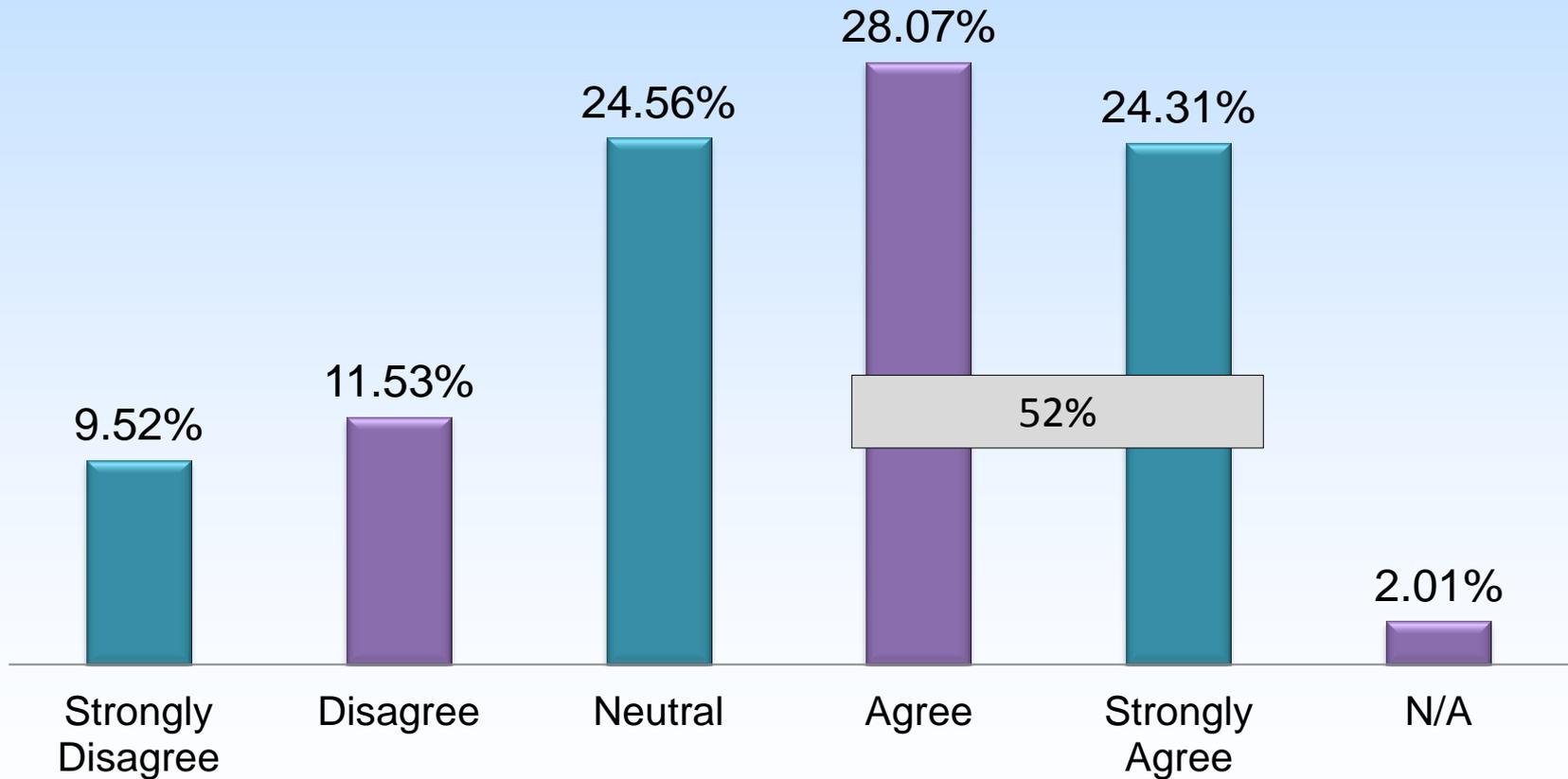
I feel proud to work for DAS.

395 responded



I would recommend DAS to friends as a good organization to work for.

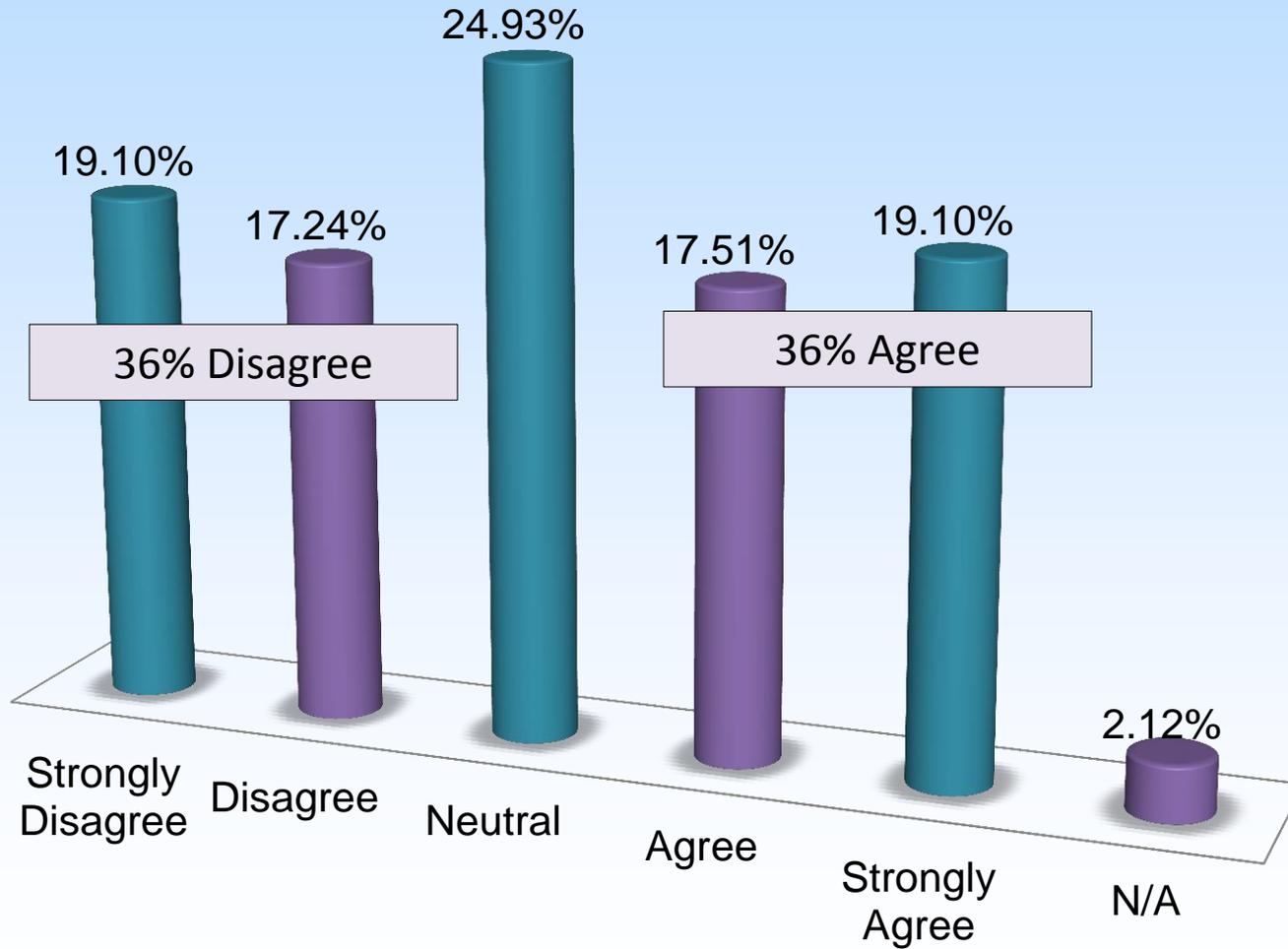
399 responded



Our perspectives about 😊 our jobs

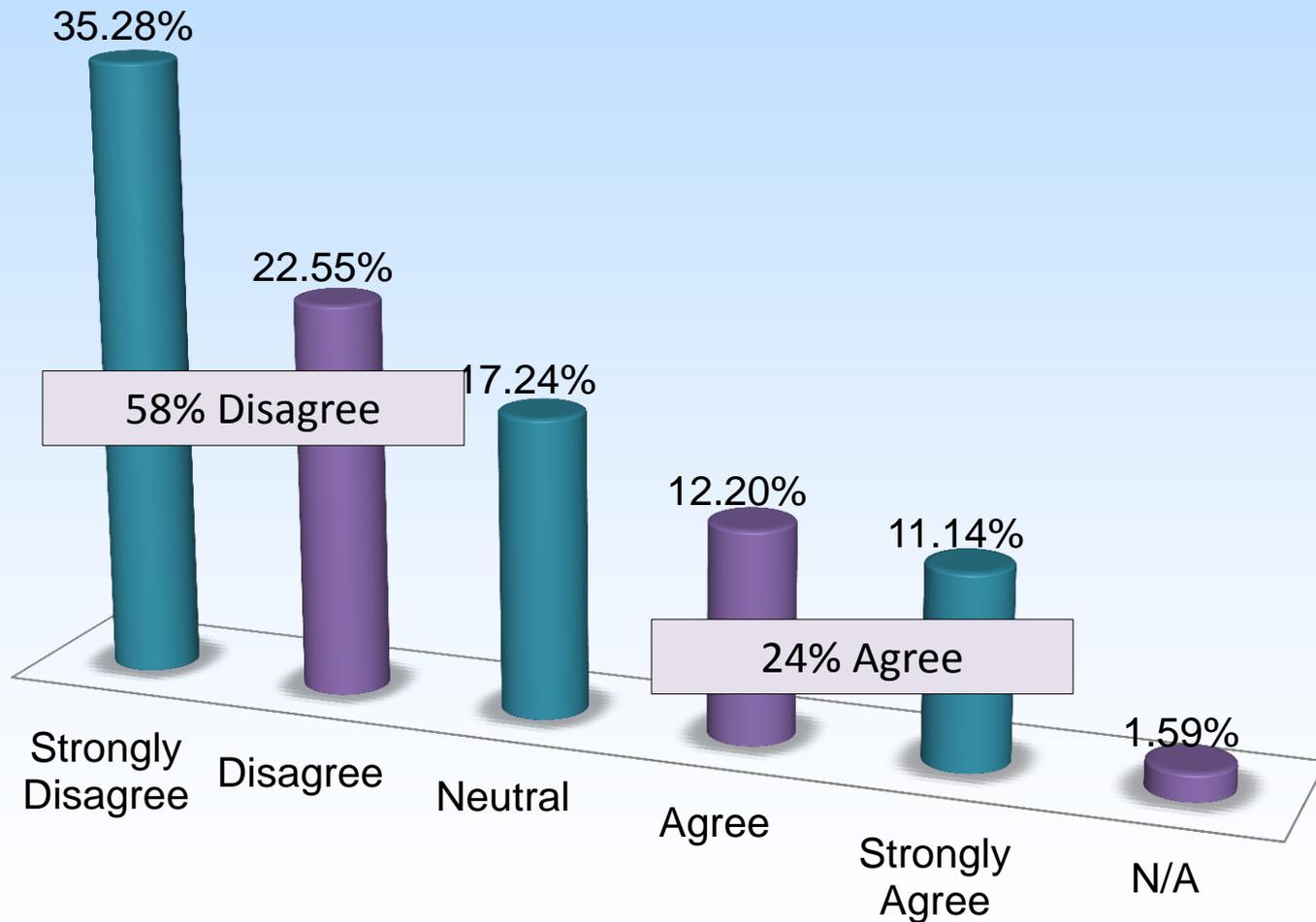
I will probably look for a new job in the near future.

377 responded



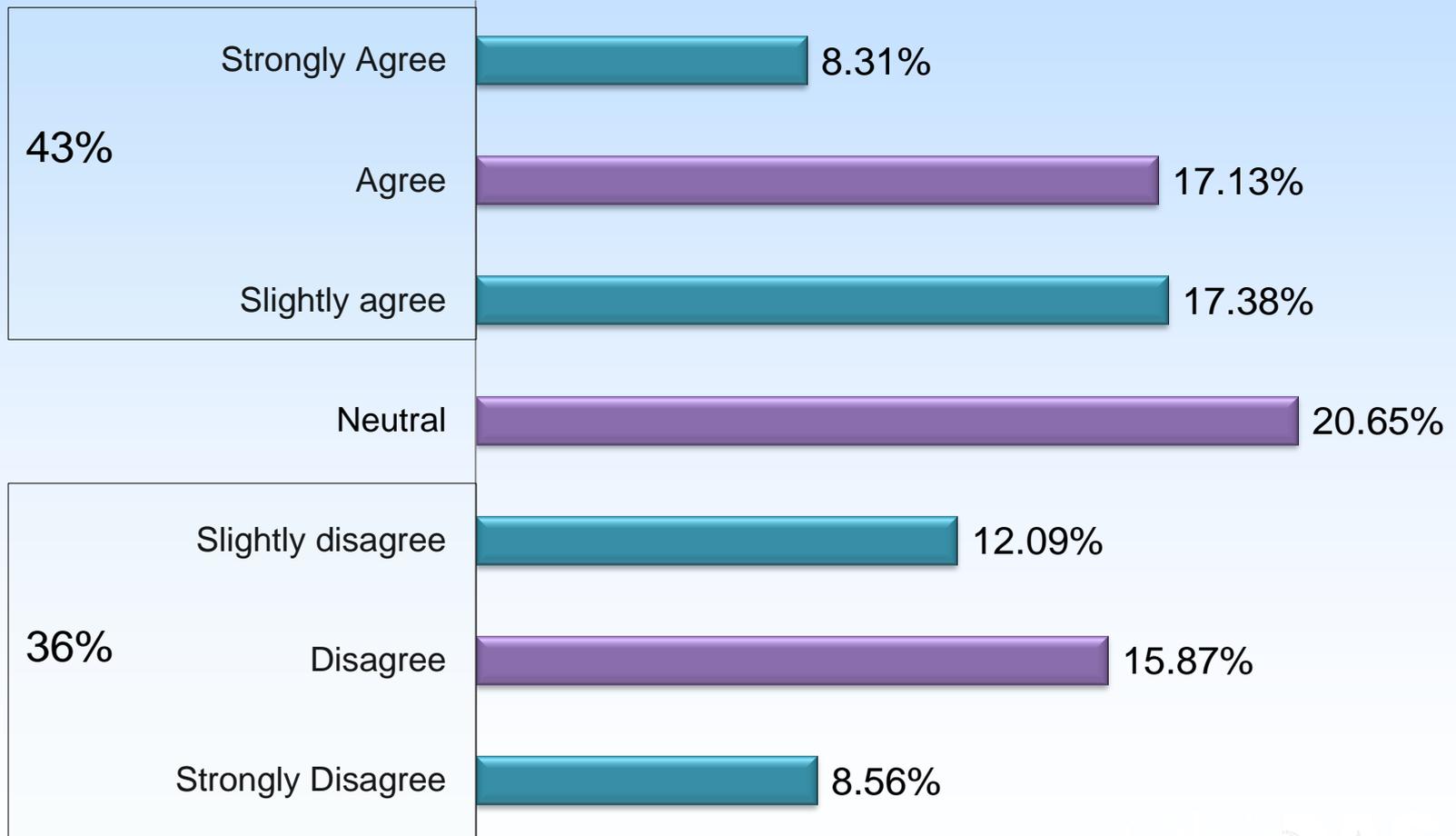
I often think of quitting my job.

377 responded



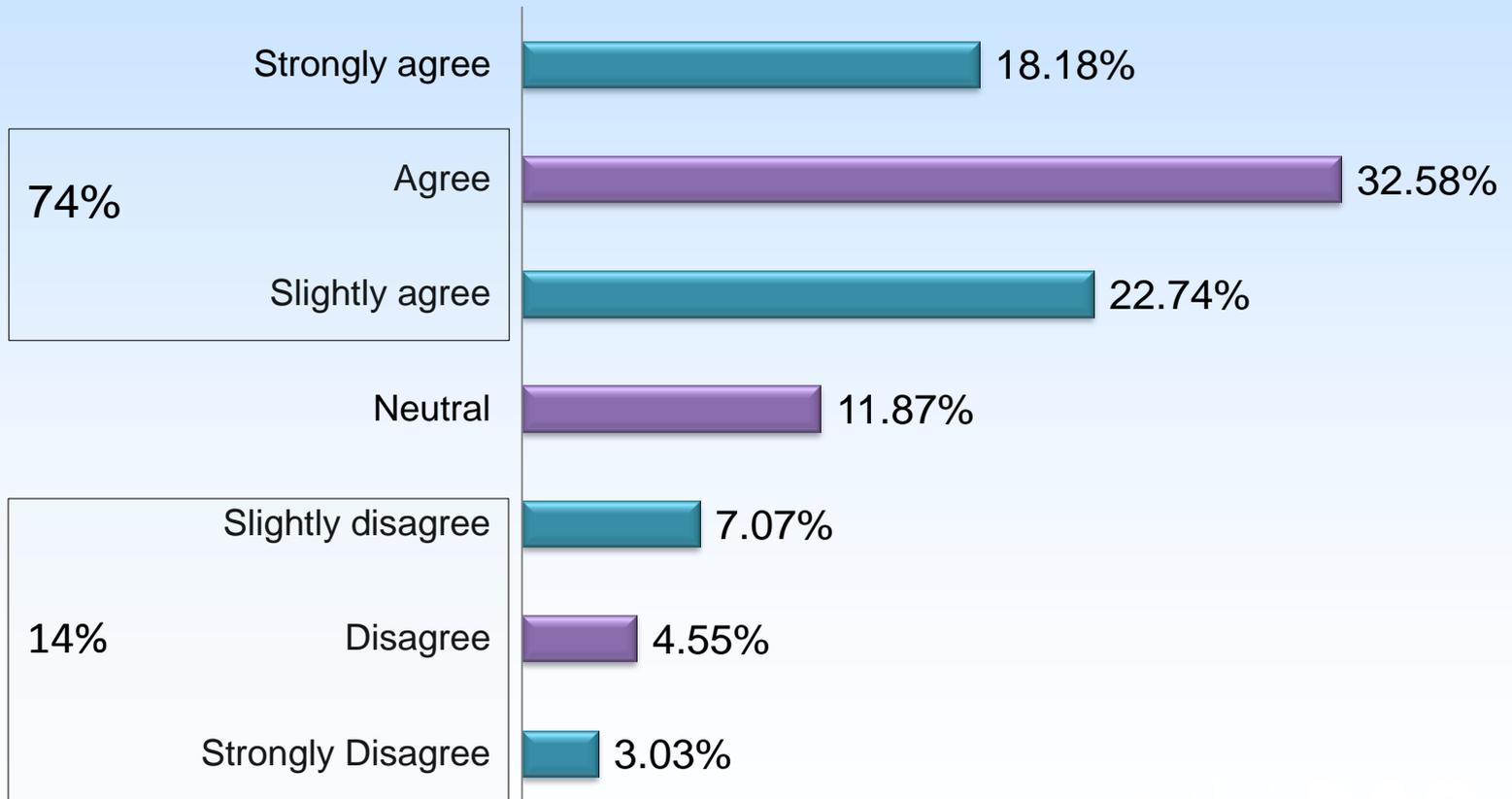
I view my job as a stepping stone to another job.

397 responded



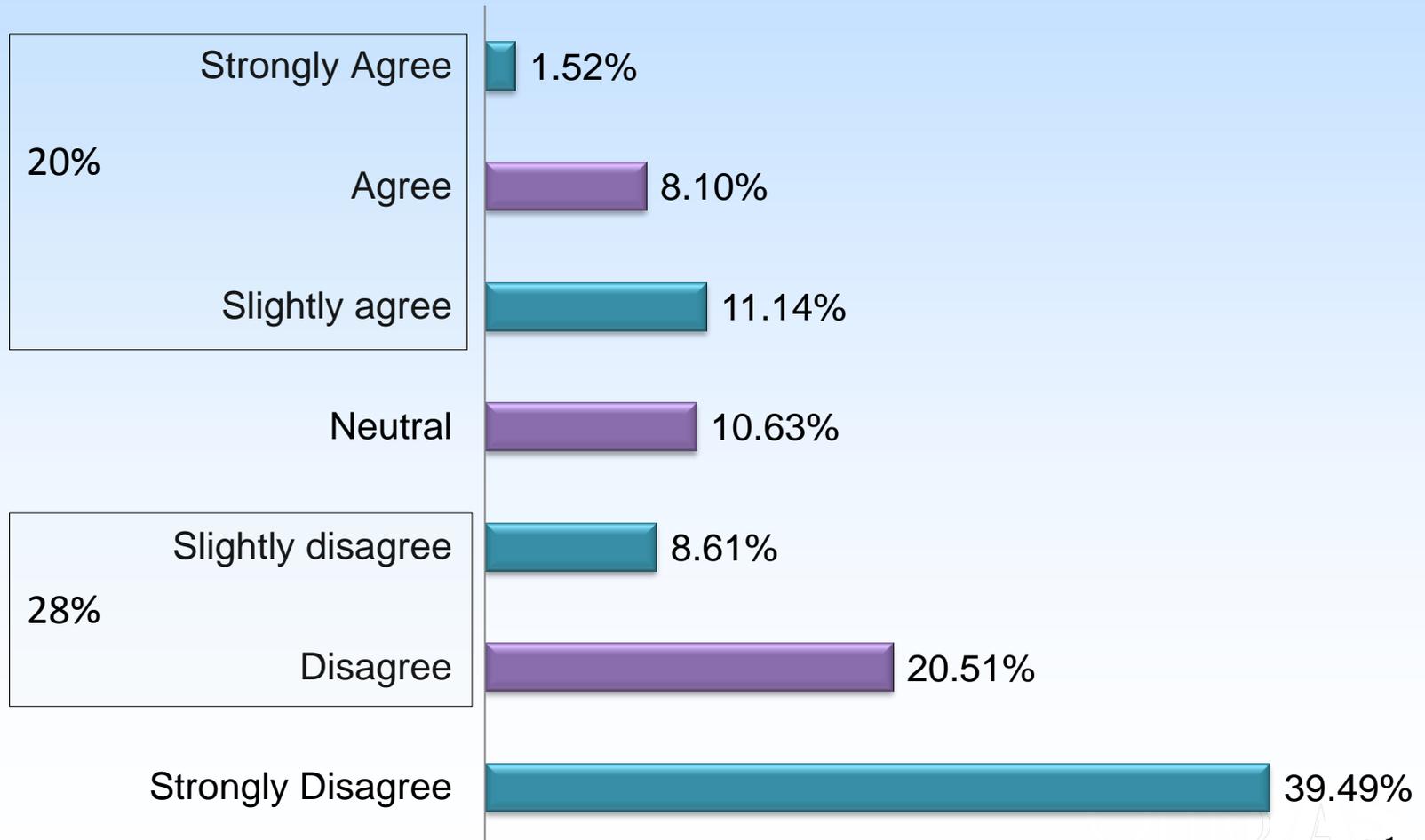
My main reason for working is financial, to support my lifestyle.

396 responded



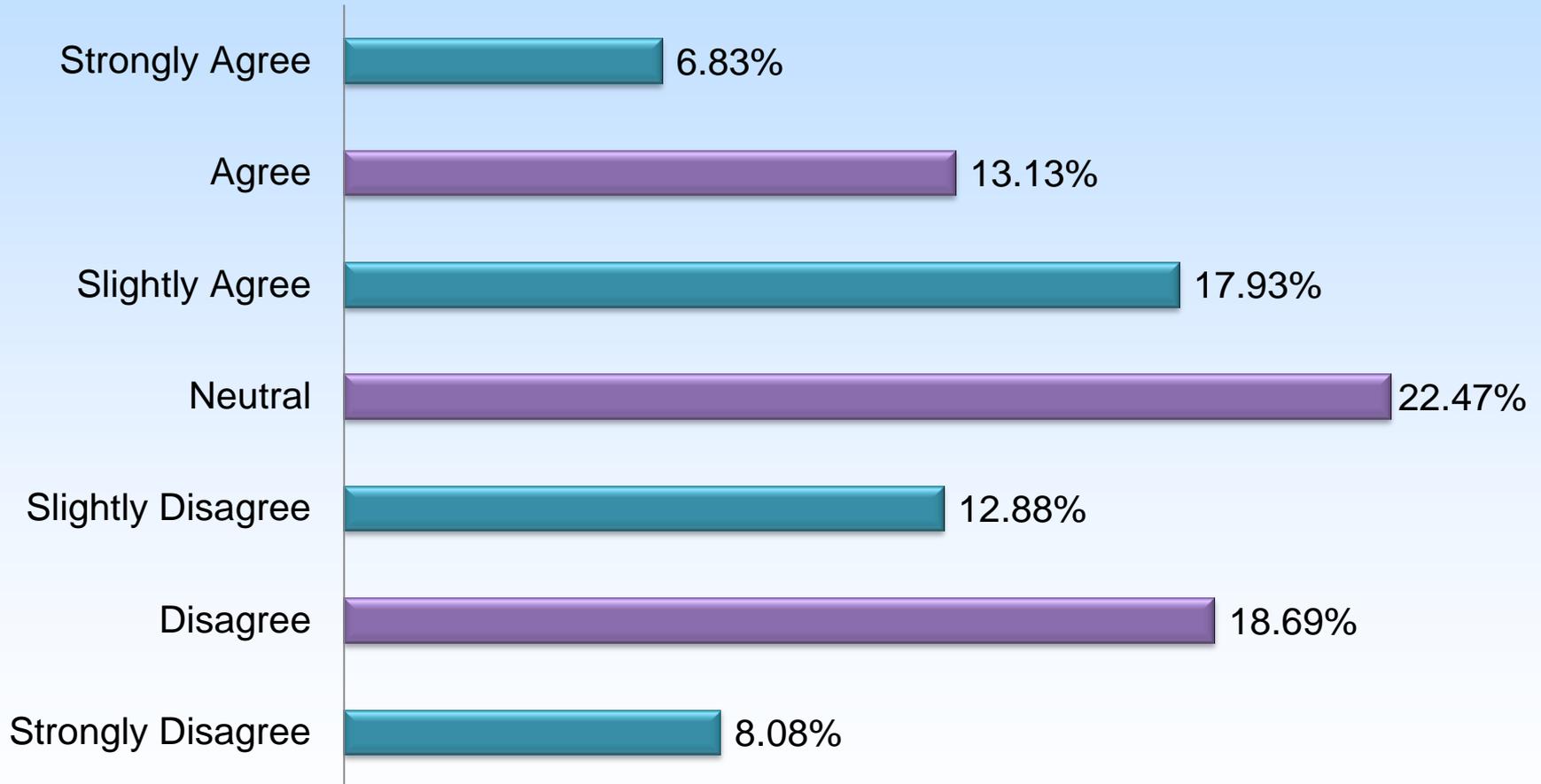
Providing that I was financially secure, I would continue my current work, even if I was no longer paid.

395 responded



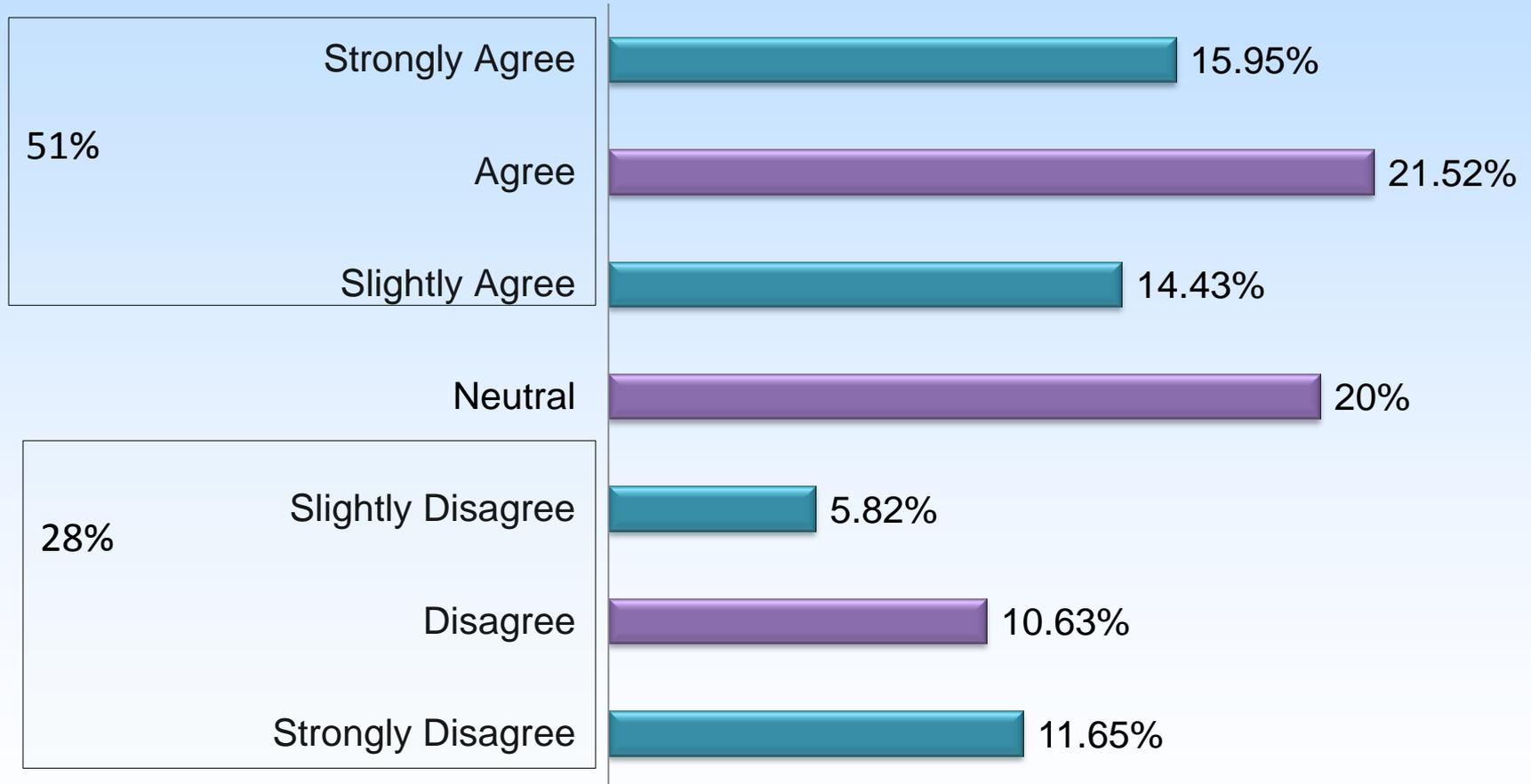
I view my job only as a necessity of life, much like eating and sleeping.

396 responded



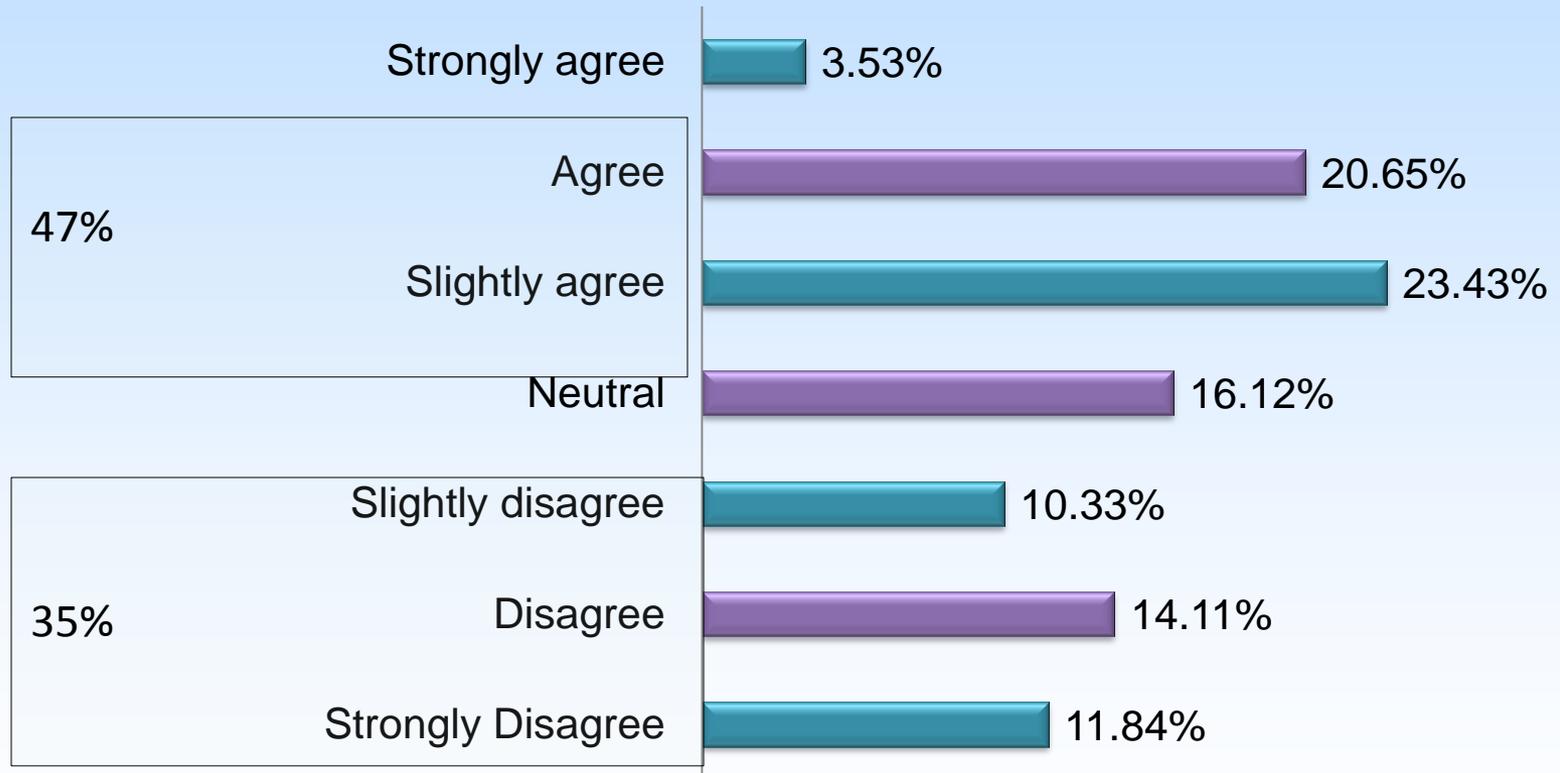
I expect to be in a higher level job in five years.

395 responded



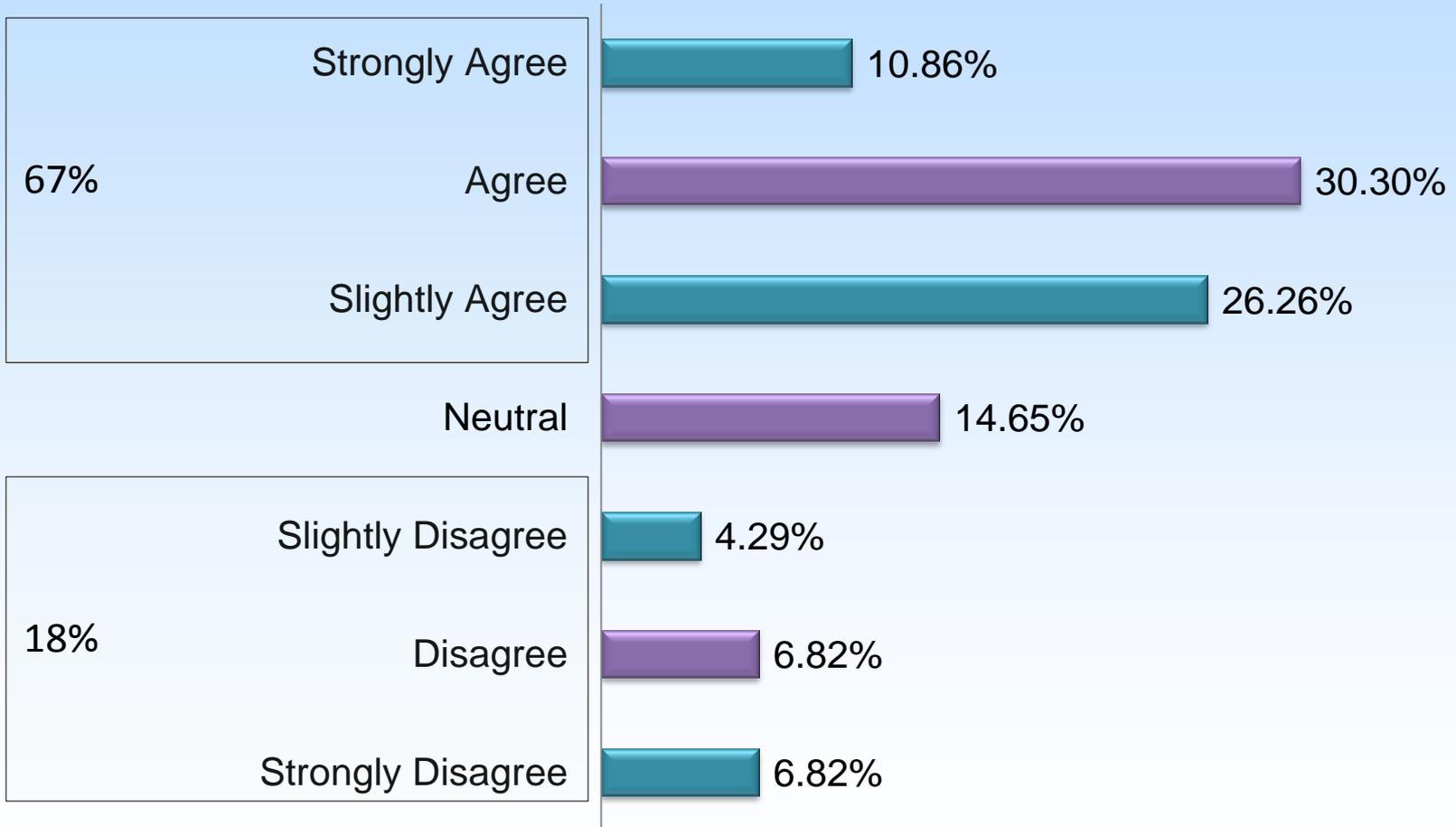
My work is one of the most important things in my life.

397 responded



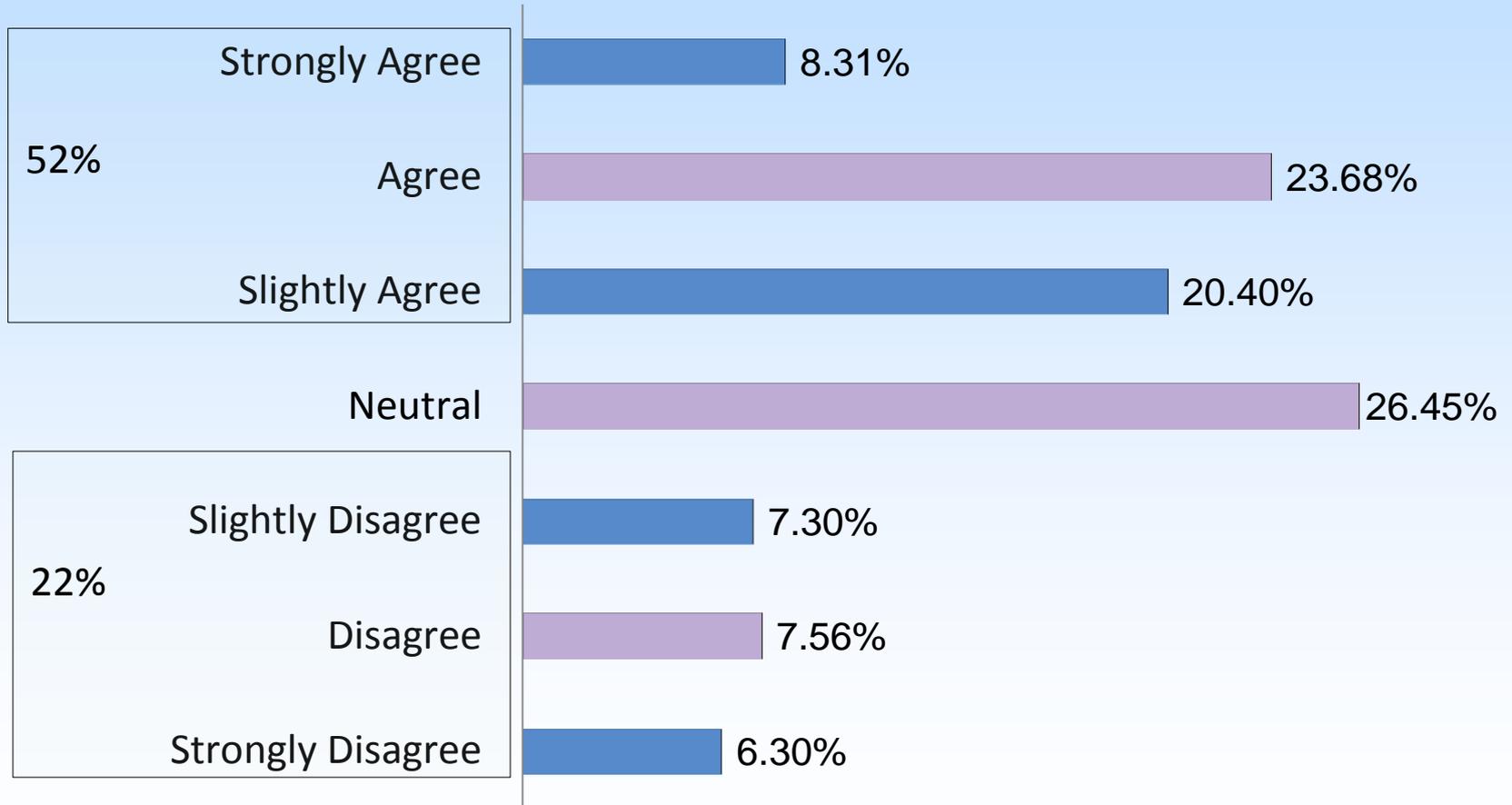
I find my work rewarding.

396 responded



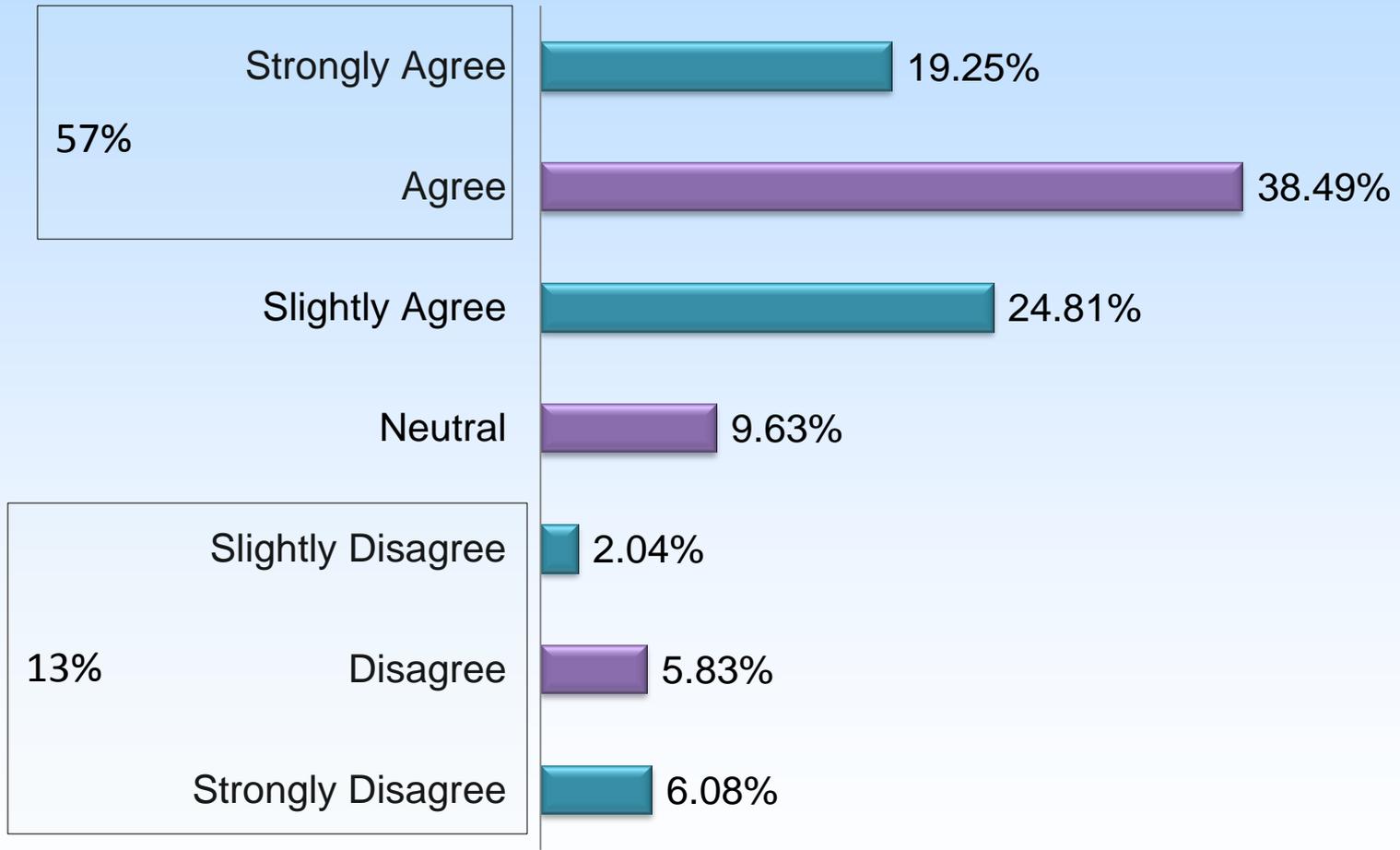
My work makes the world a better place.

397 responded



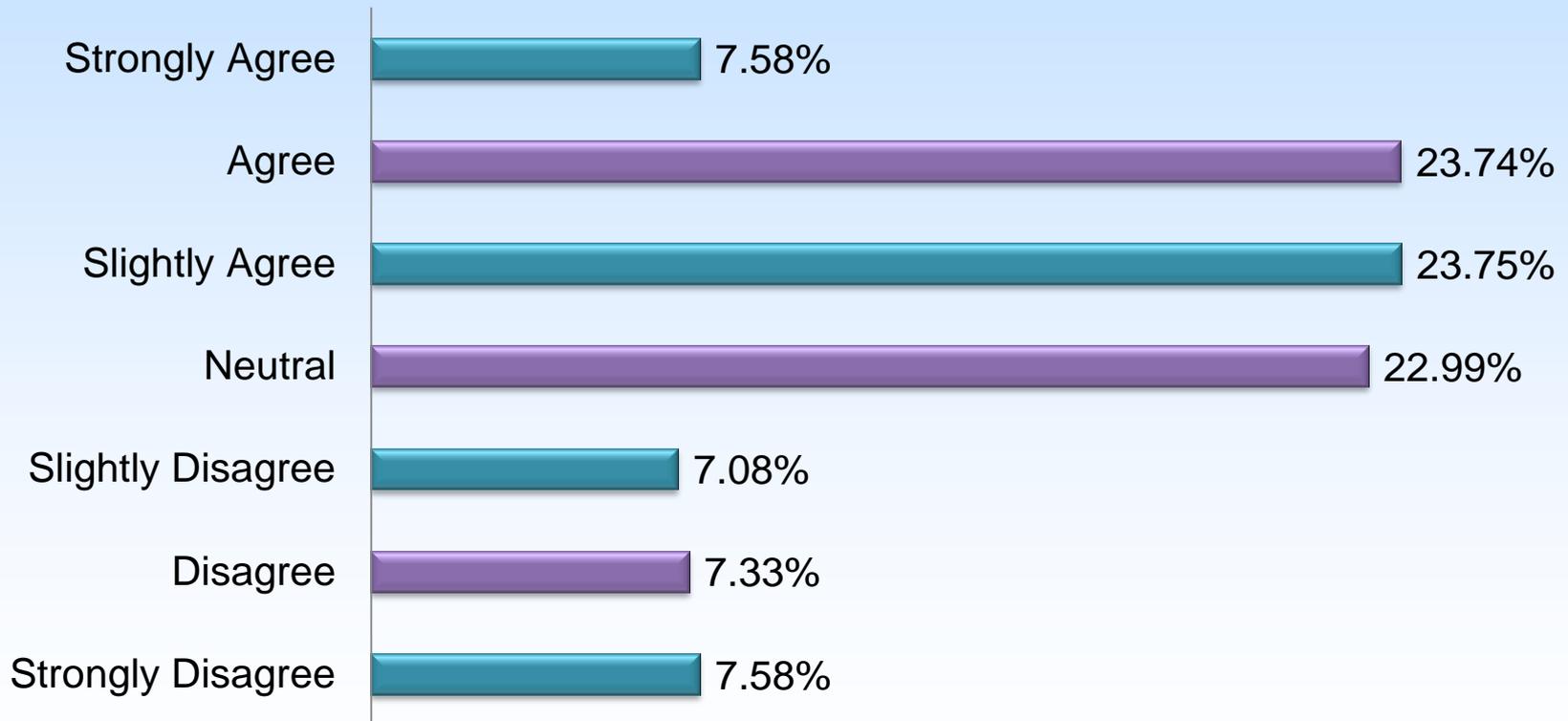
I like the work I do.

395 responded



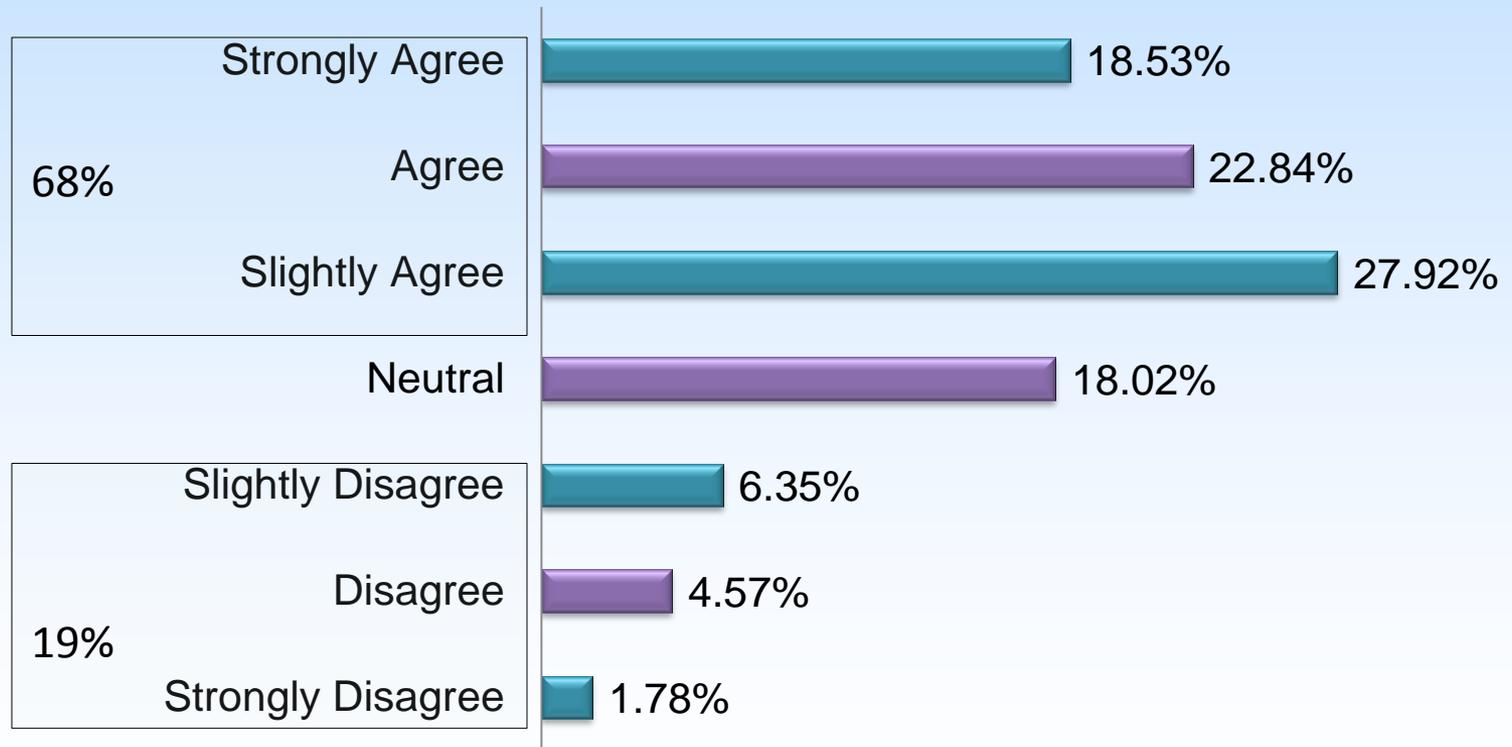
I enjoy talking about my work with others.

396 responded



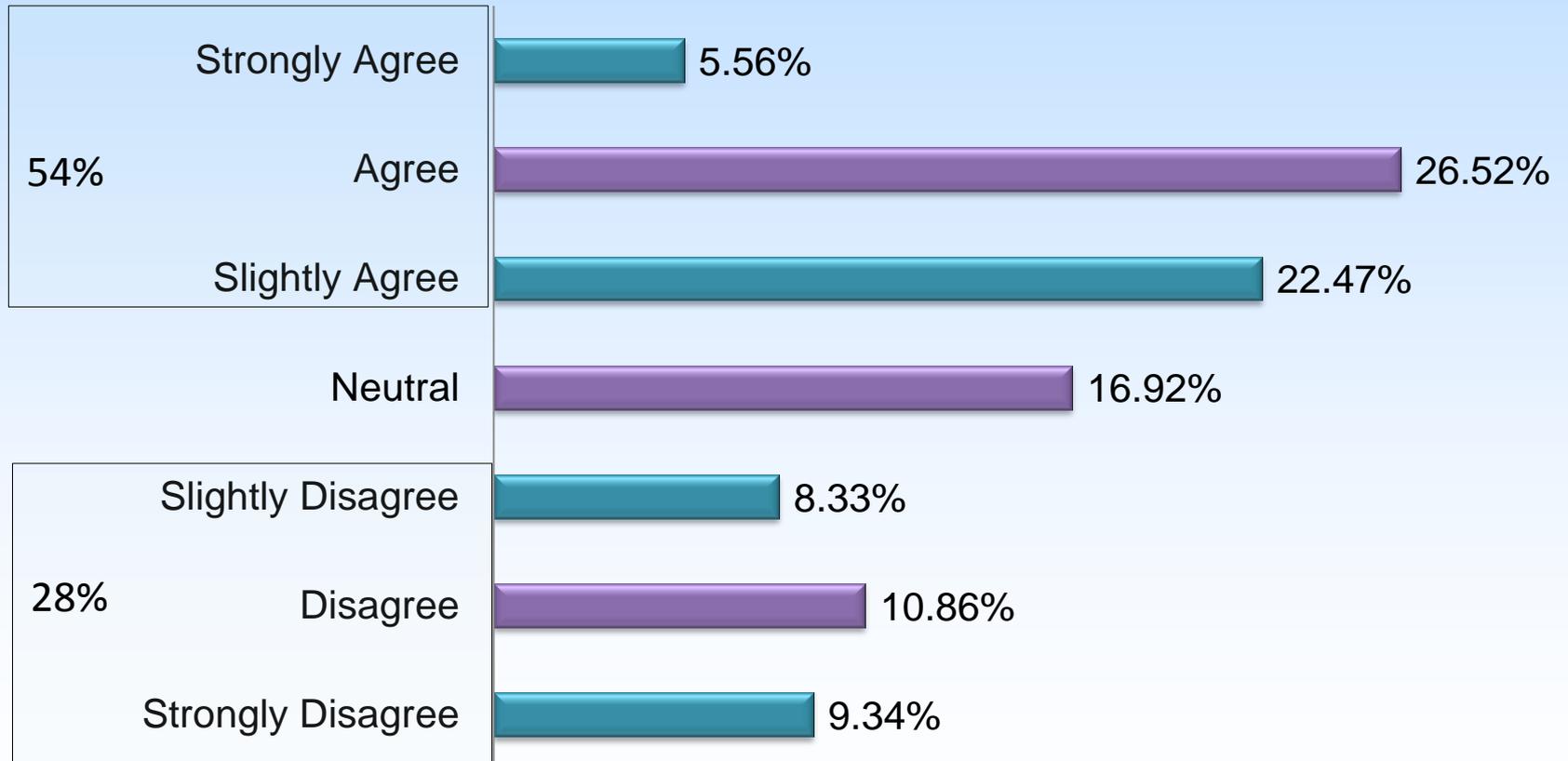
I am very conscious of what day of the week it is and greatly anticipate weekends.

394 responded



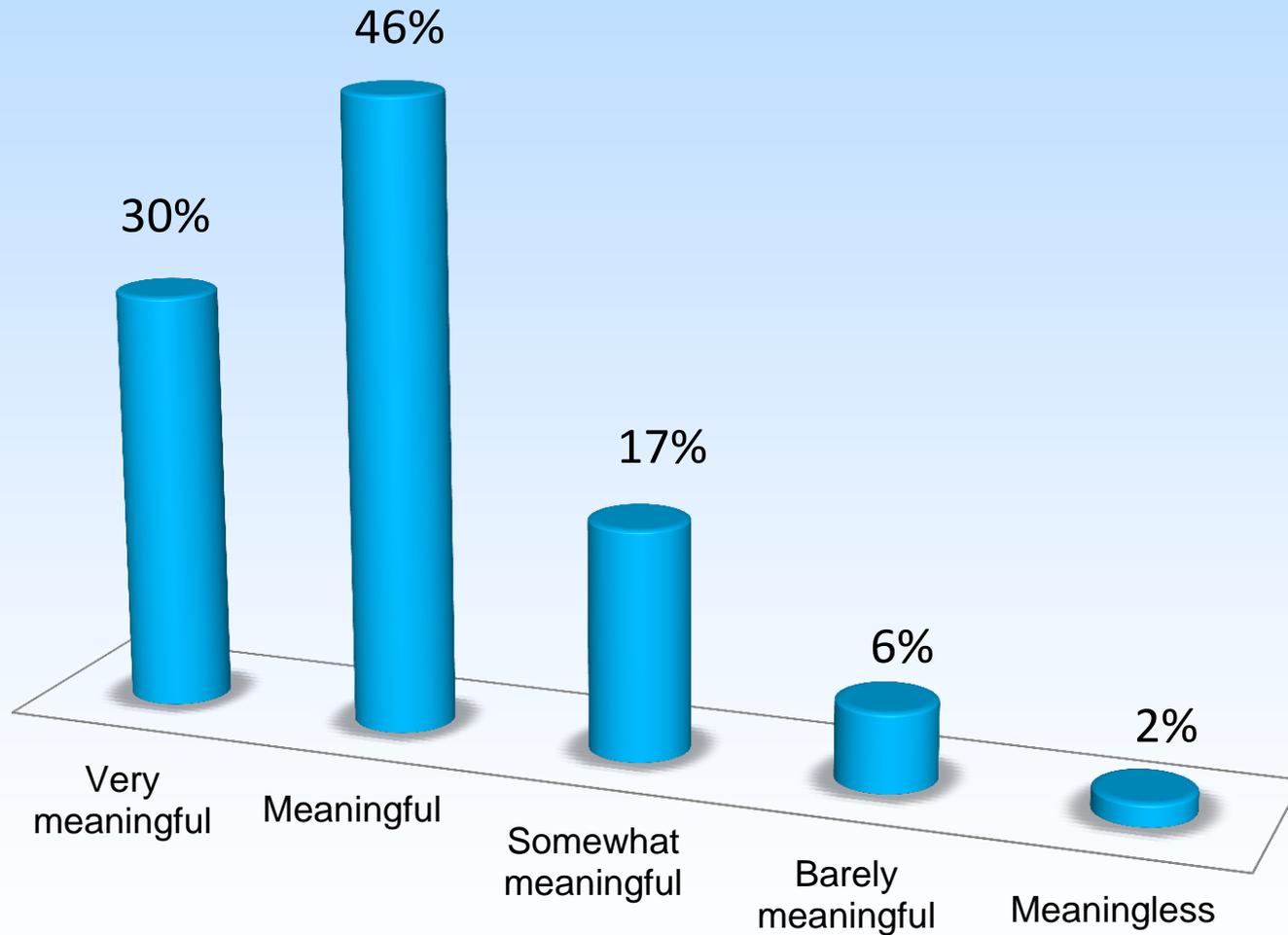
I receive my work assignments in a timely fashion, allowing me to do my best work every day.

396 responded



Does your work hold meaning for you?

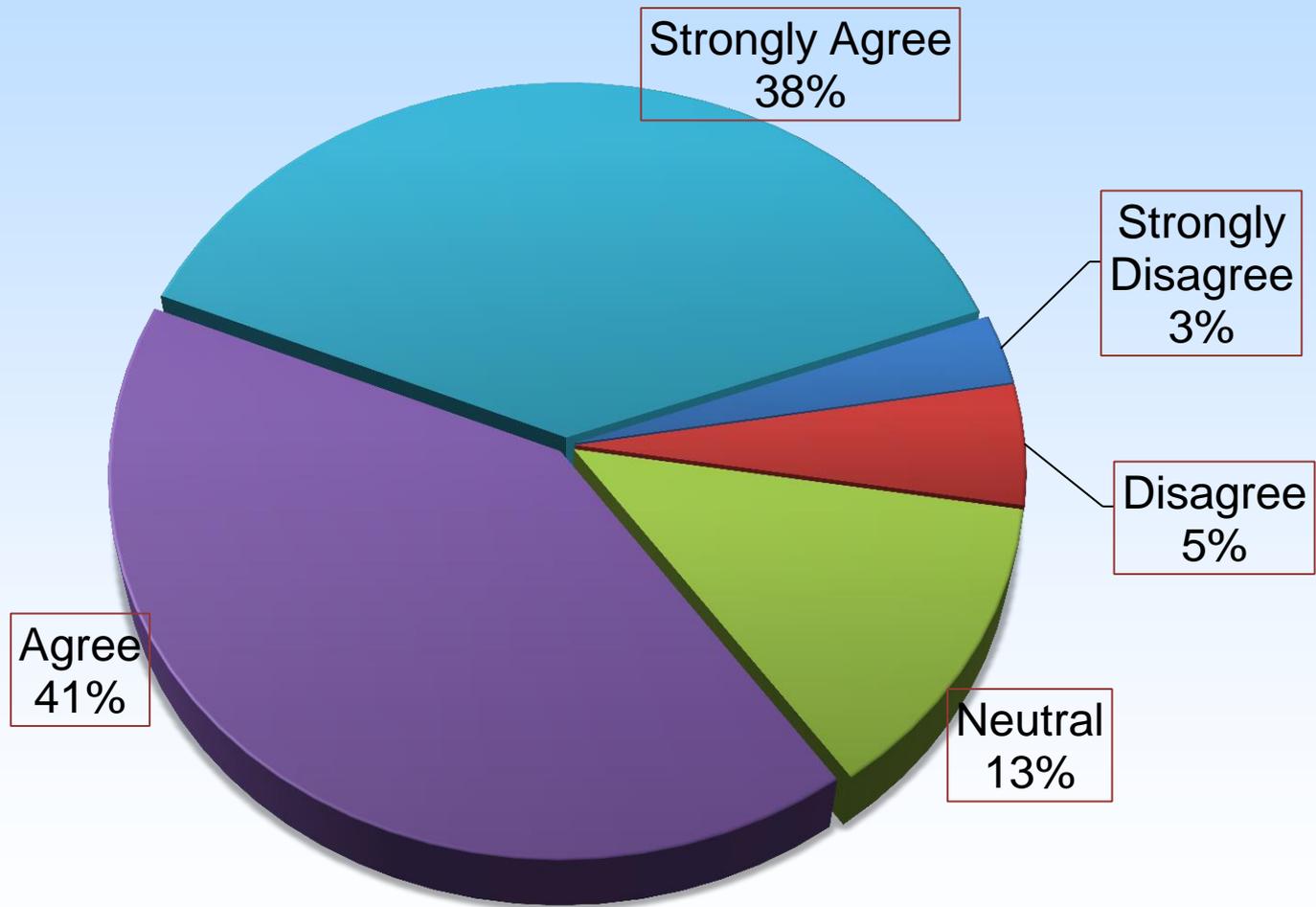
364 responded



Our work environment

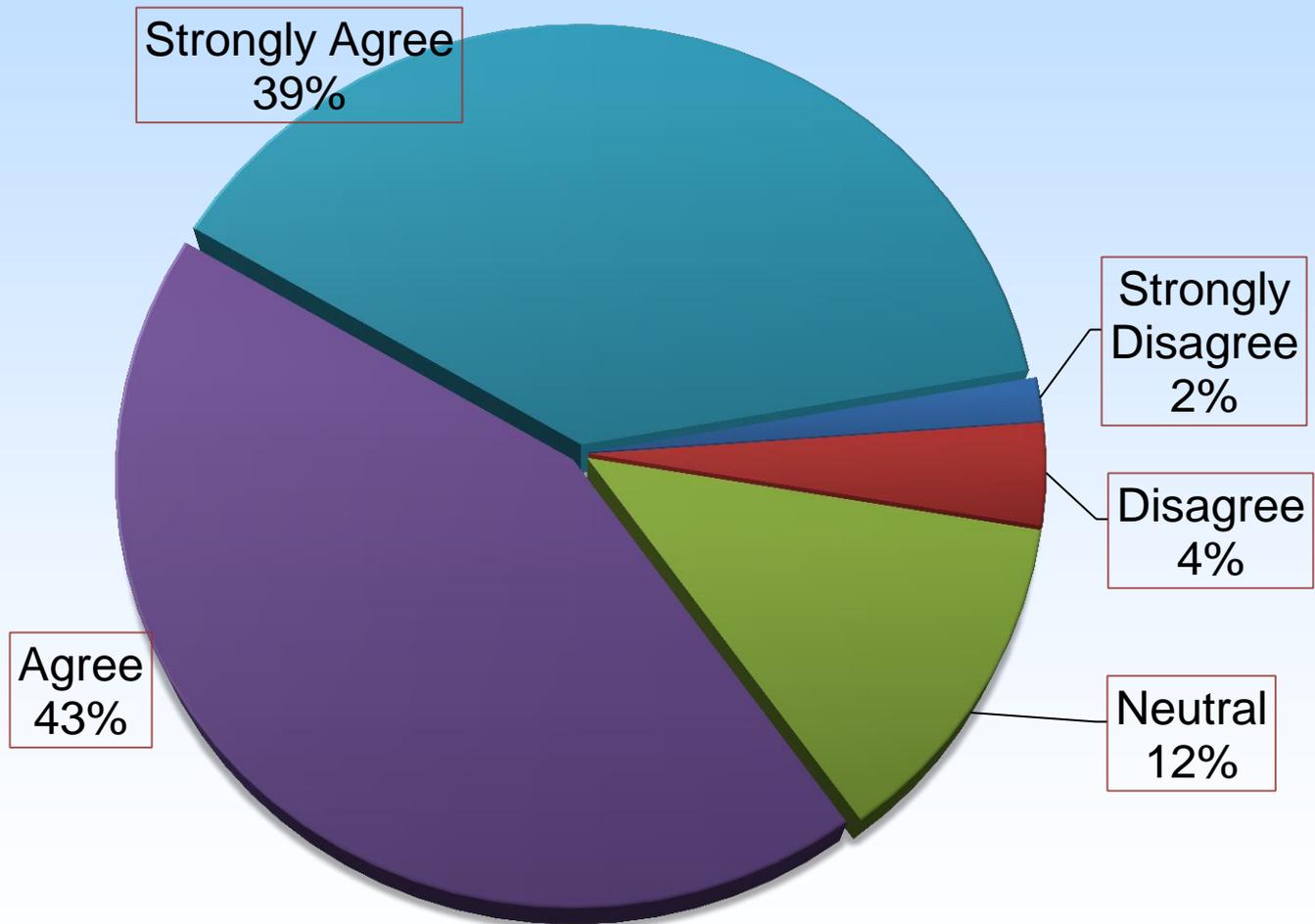
My work is purposeful and meaningful.

373 responded



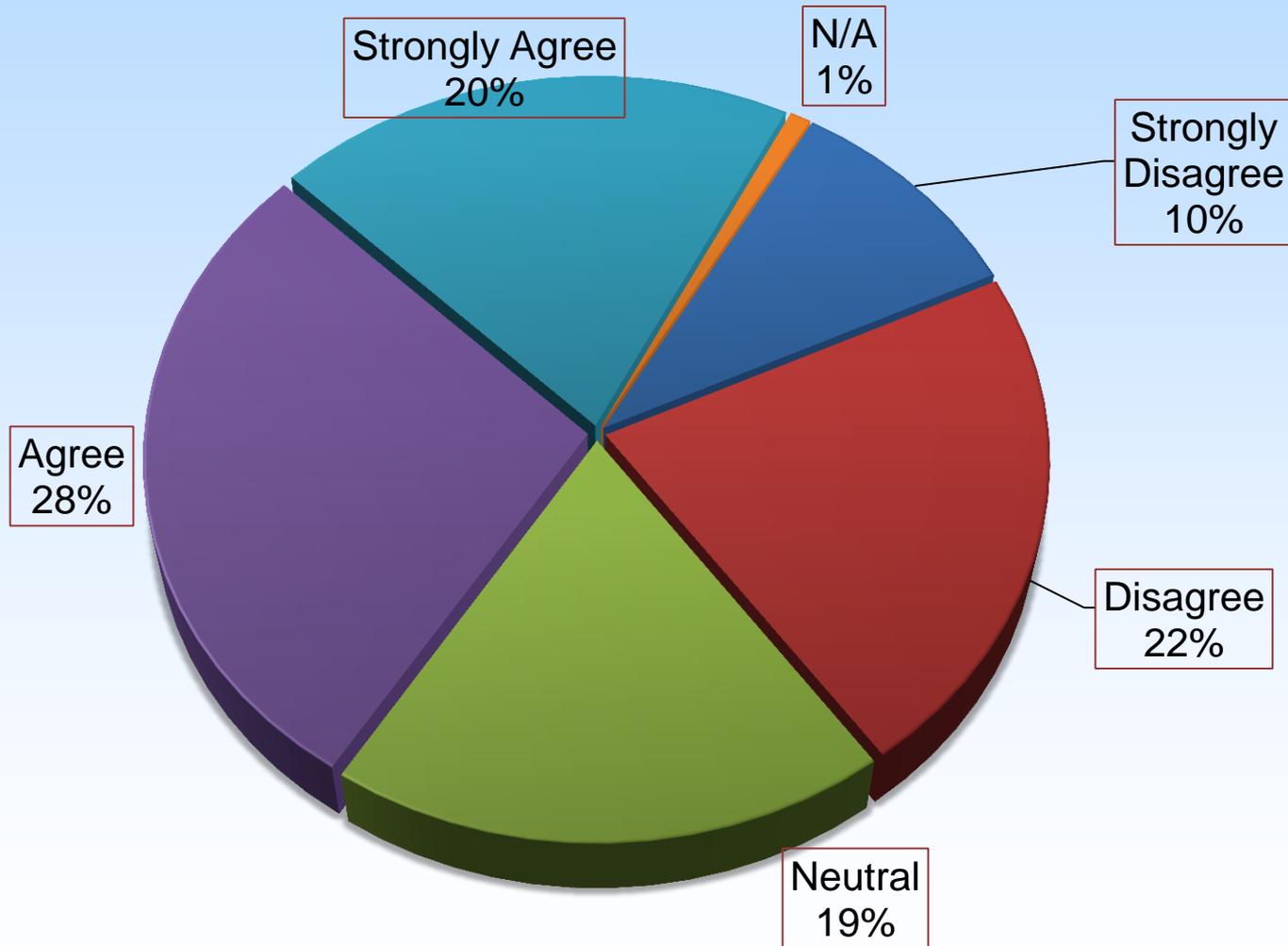
My work is valuable and worthwhile.

371 responded



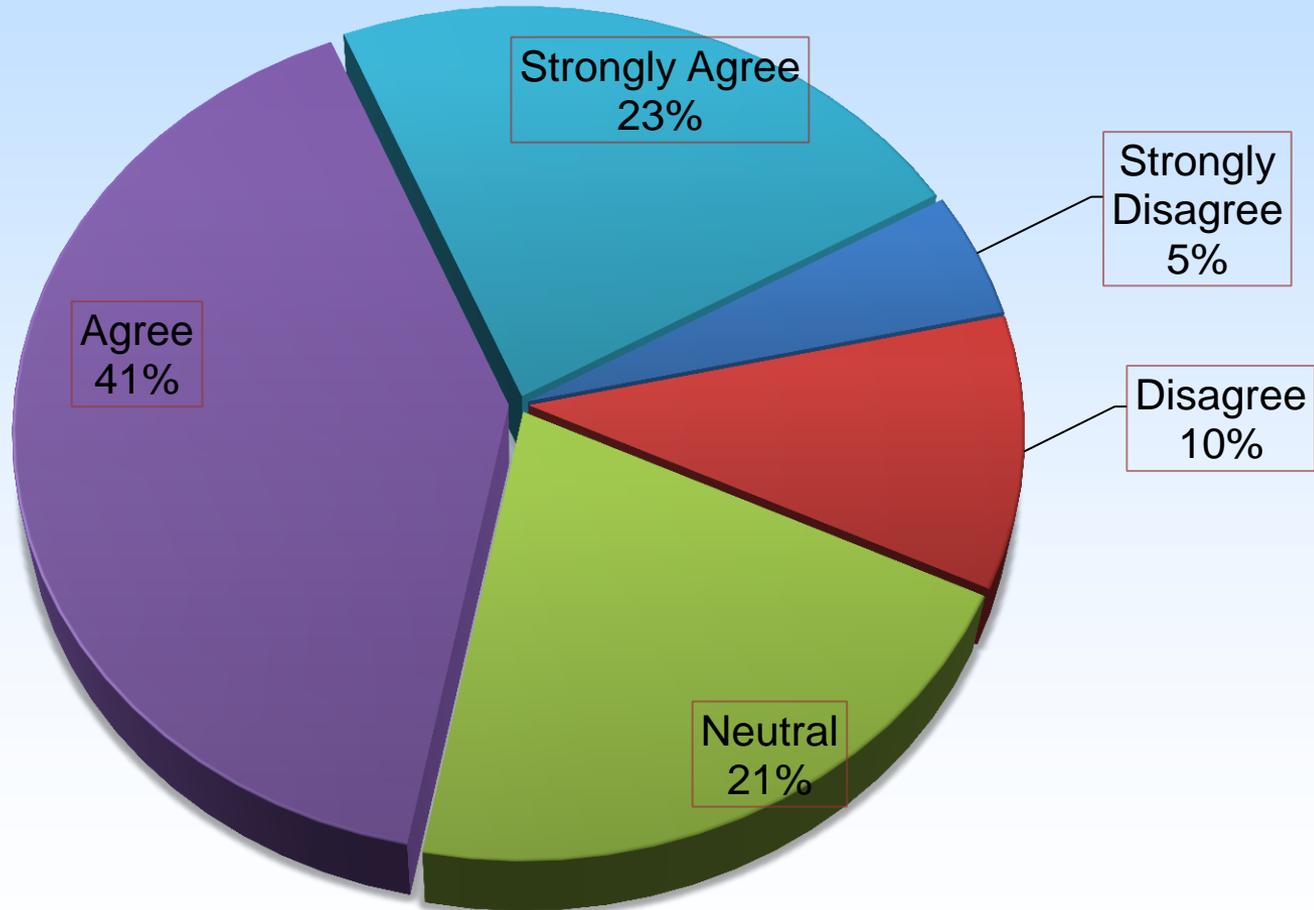
I feel that I control my own destiny at my job.

370 responded



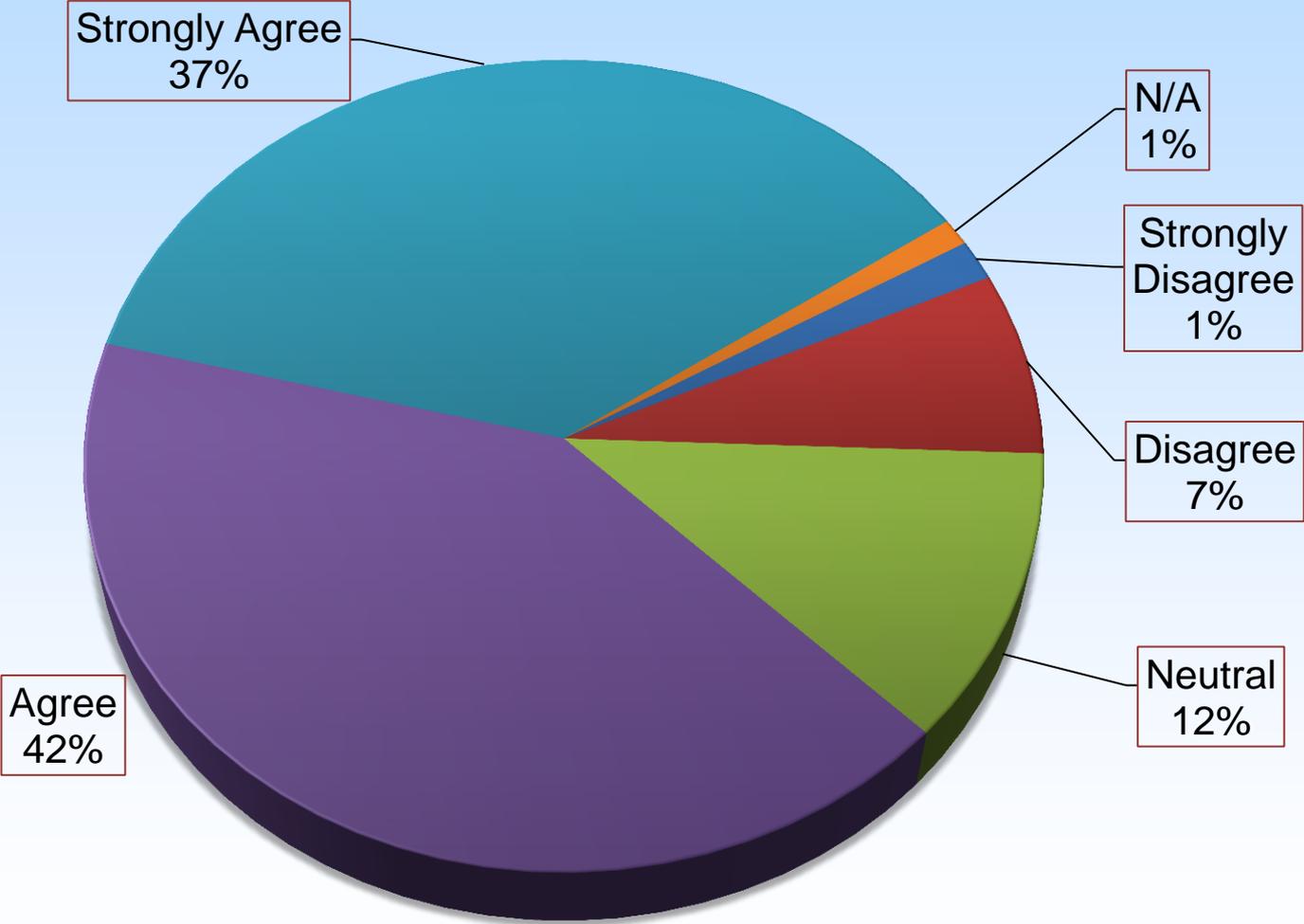
My relationships at work are supportive and rewarding.

371 responded



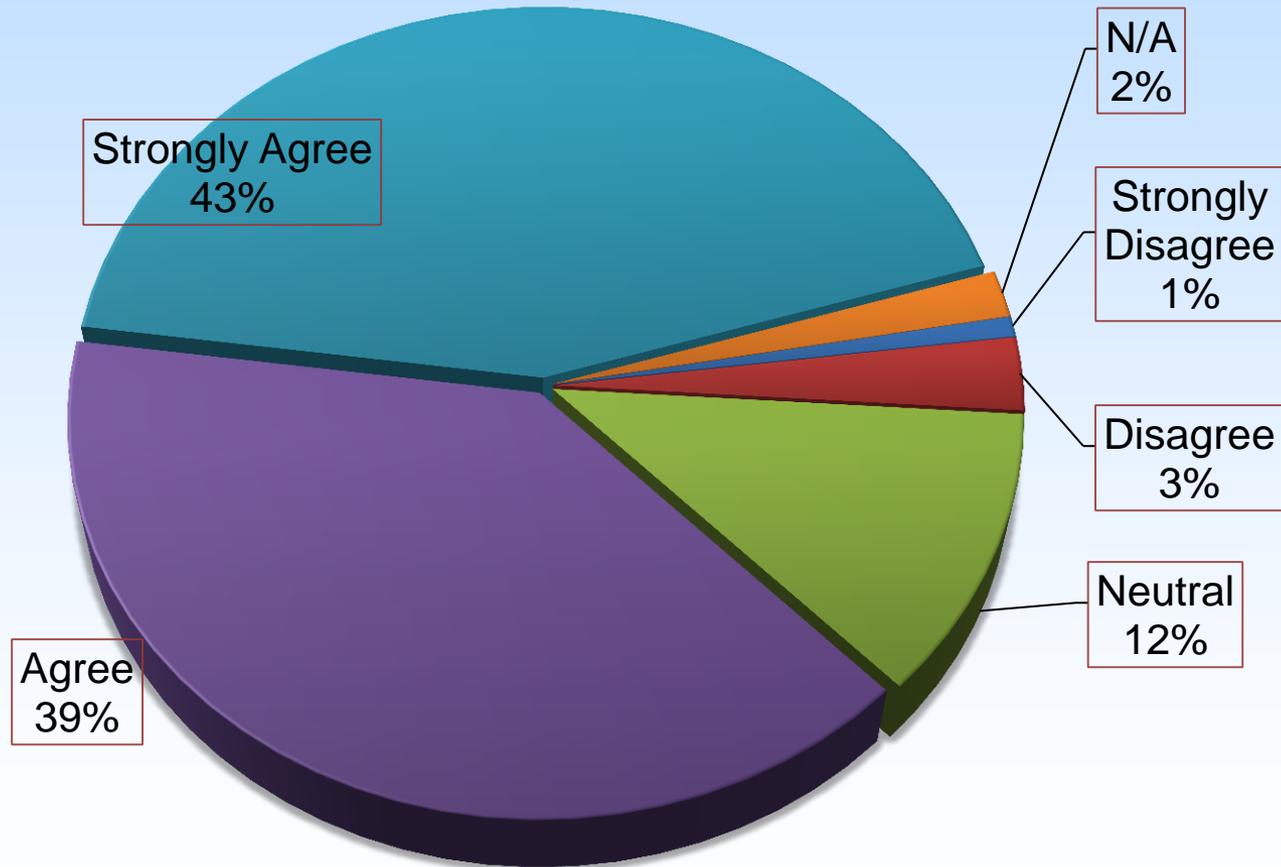
I feel a sense of accomplishment at my work.

370 responded



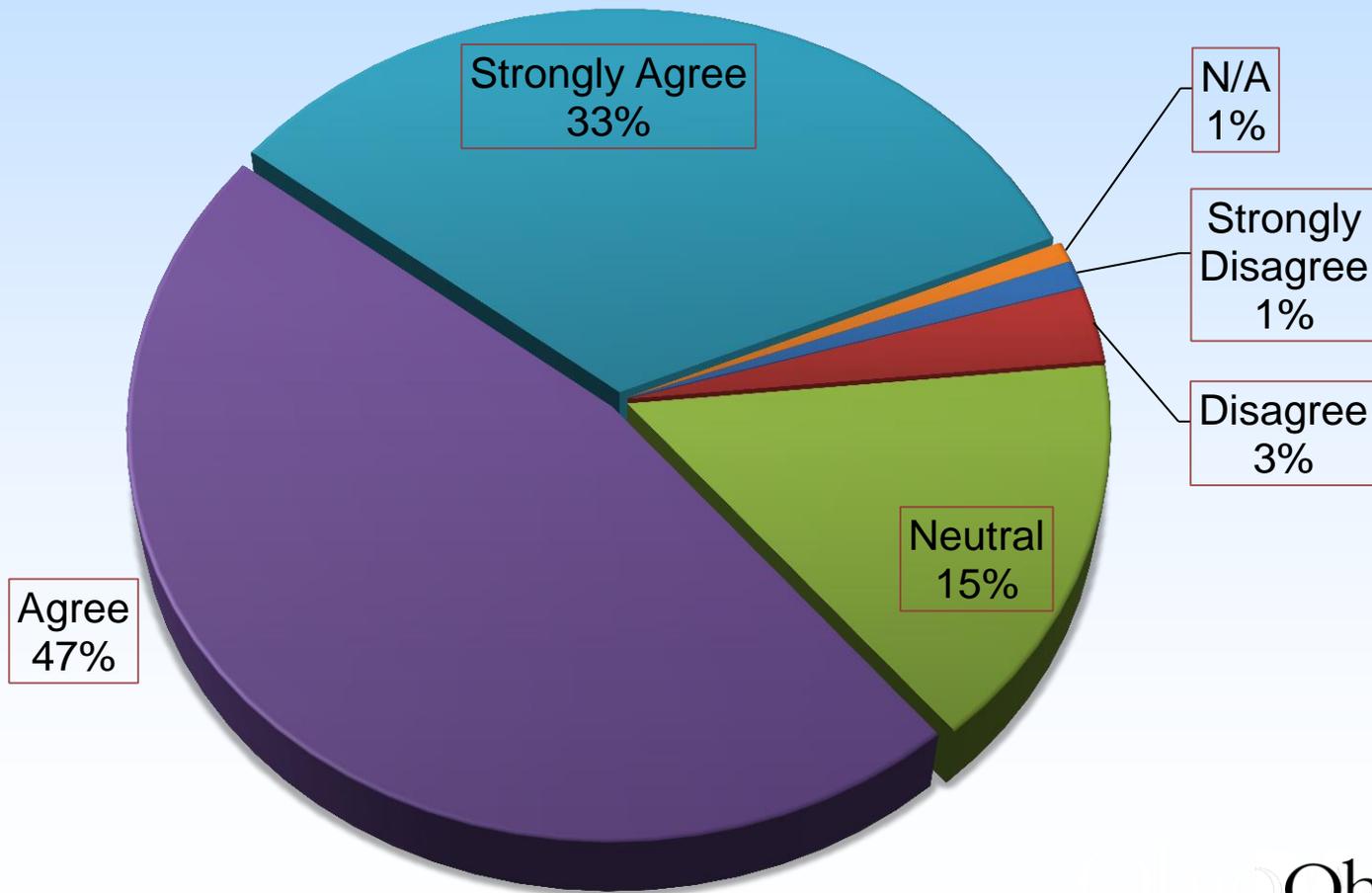
I am a good employee and have a good work life. I am optimistic about my future at work.

370 responded



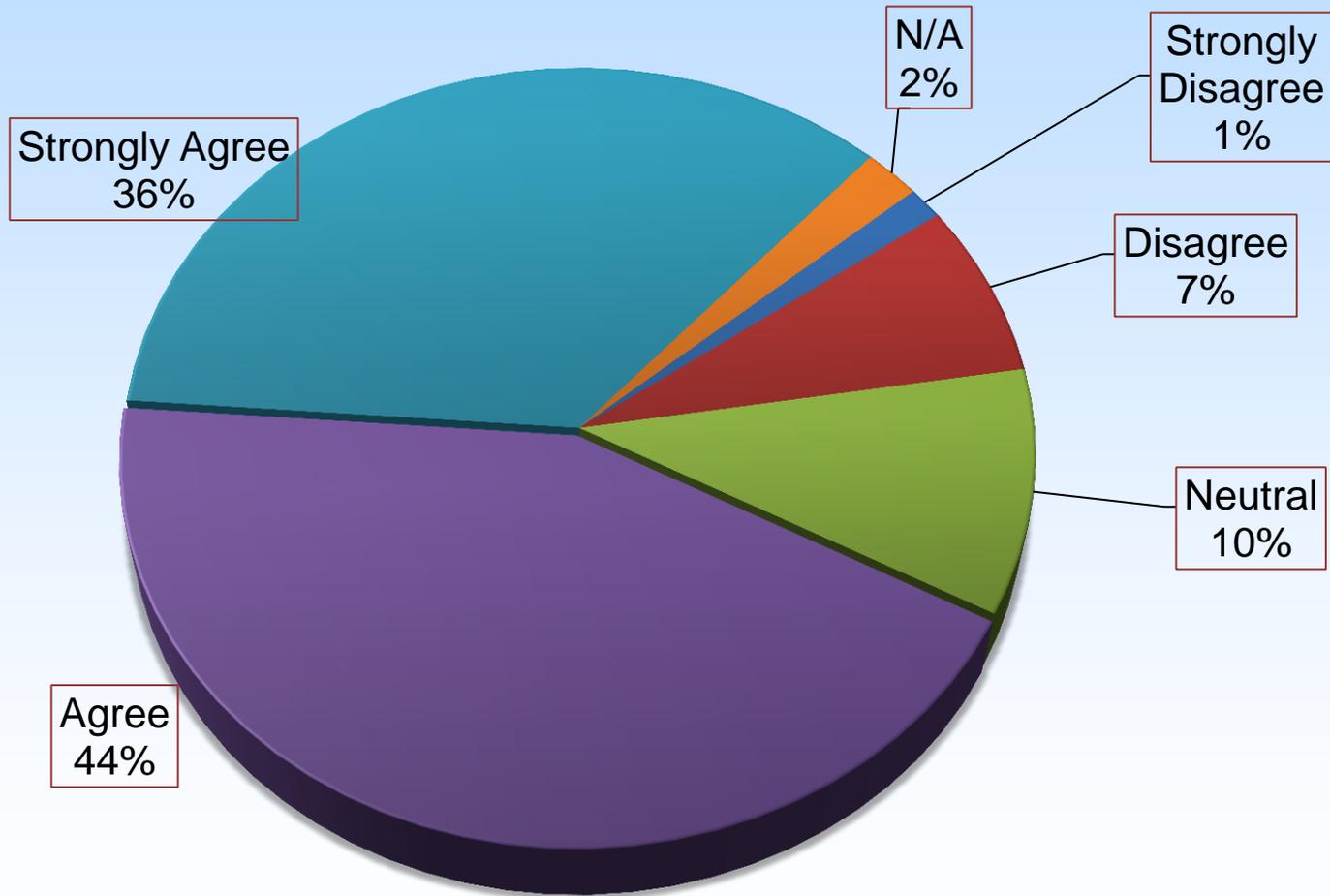
I actively contribute to the happiness and well-being of others at work.

371 responded



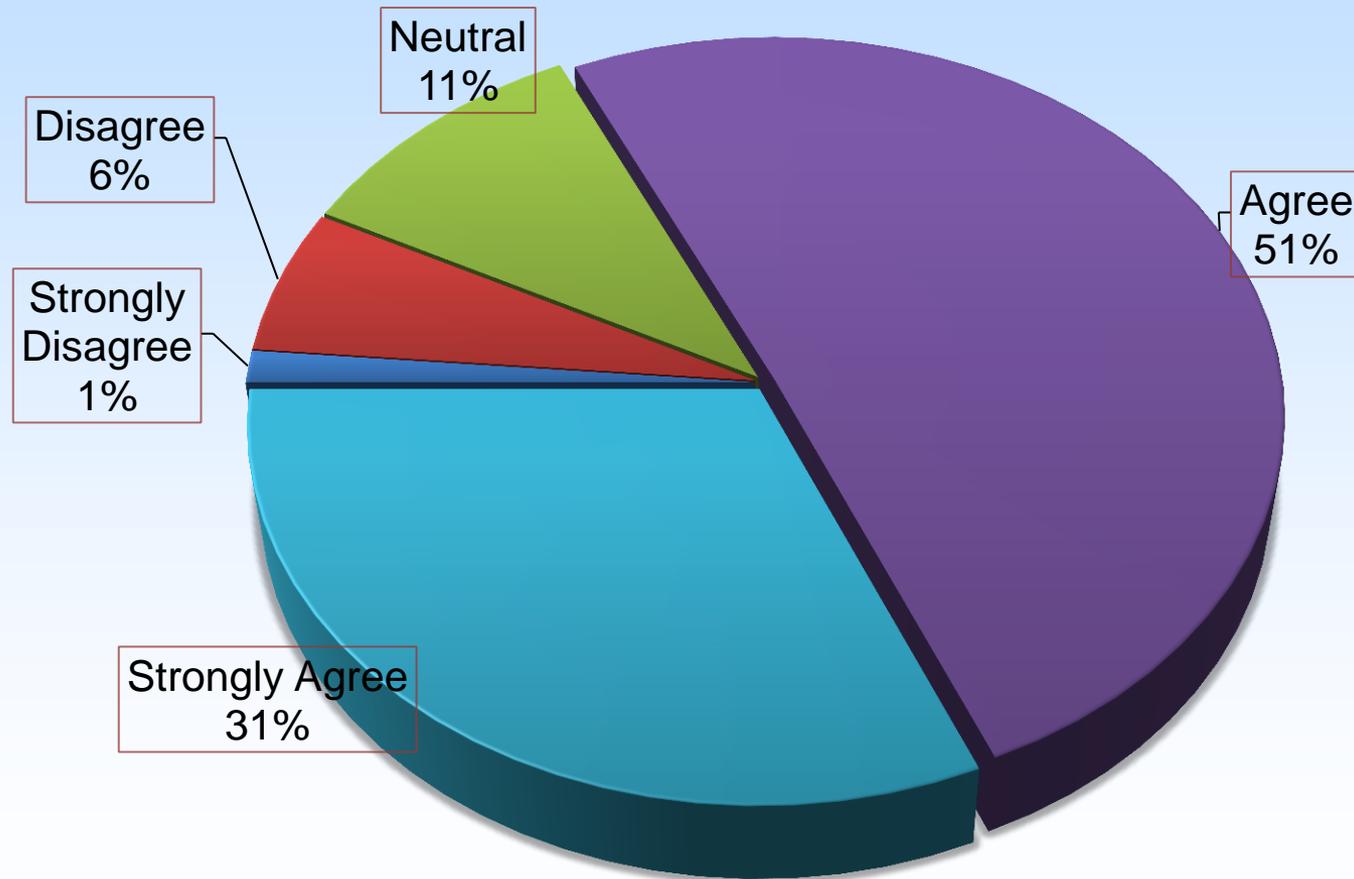
People respect me at work.

371 responded



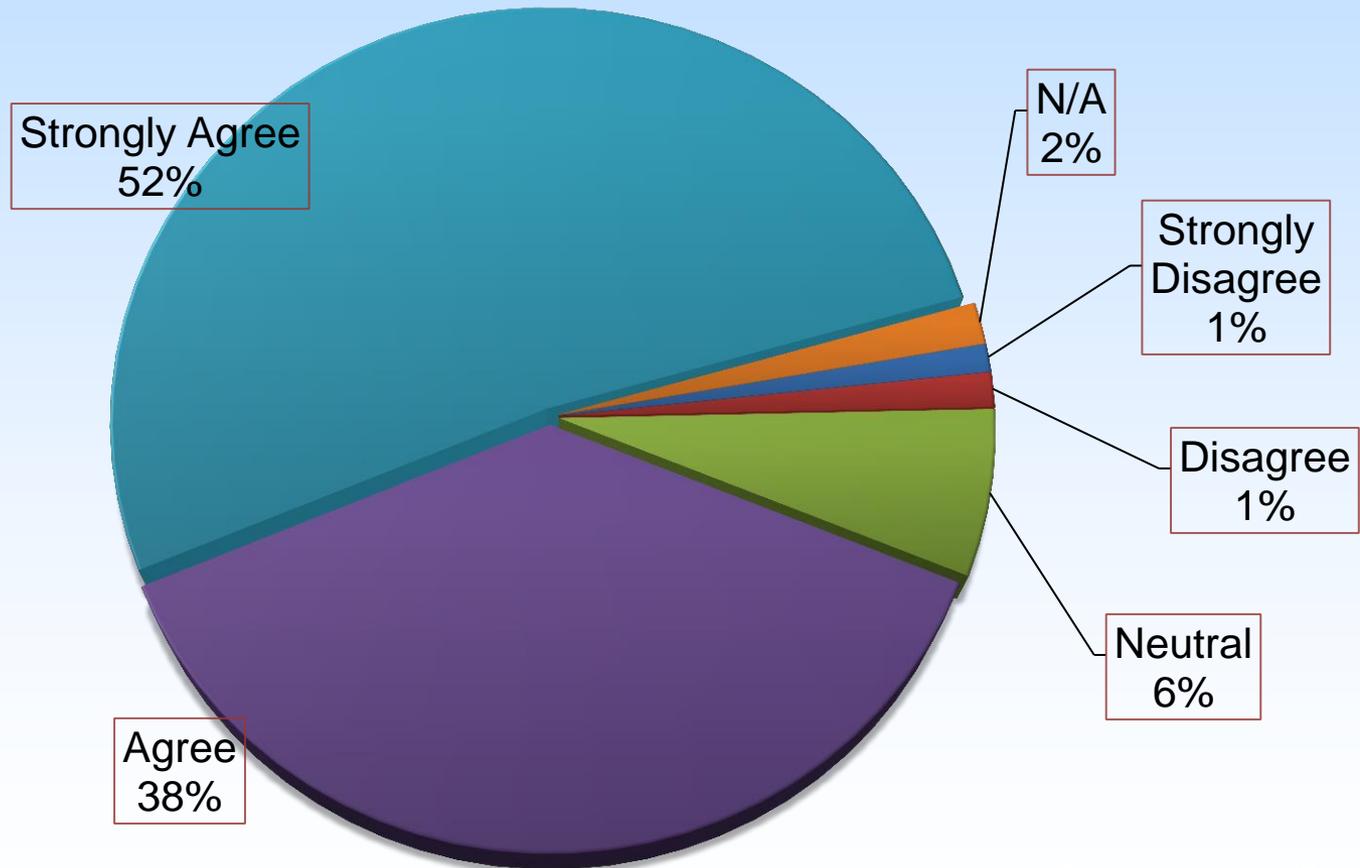
I am engaged and interested in my daily work activities.

373 responded

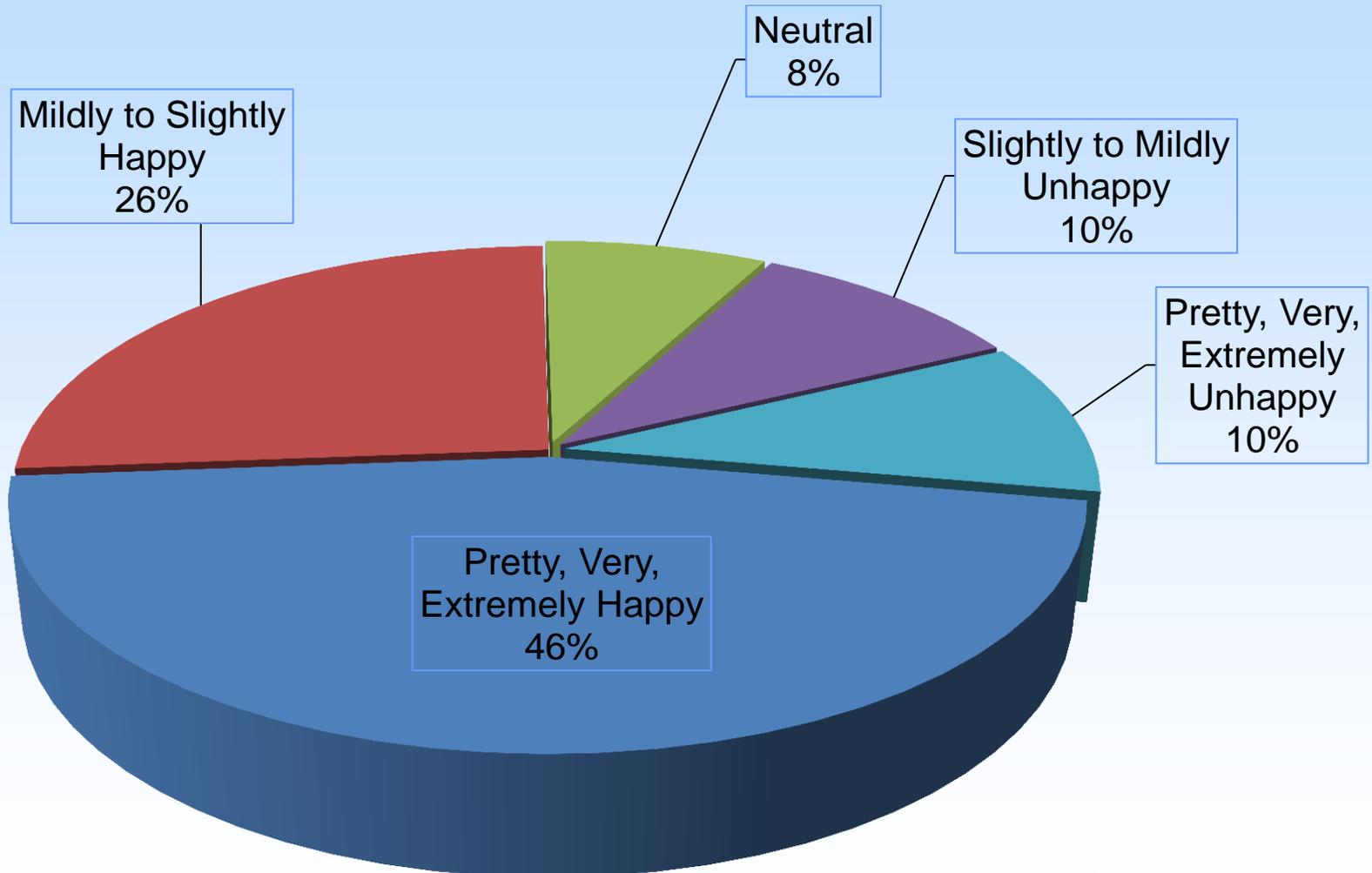


I am competent and capable in my work activities. I have a sense of direction at work.

370 responded



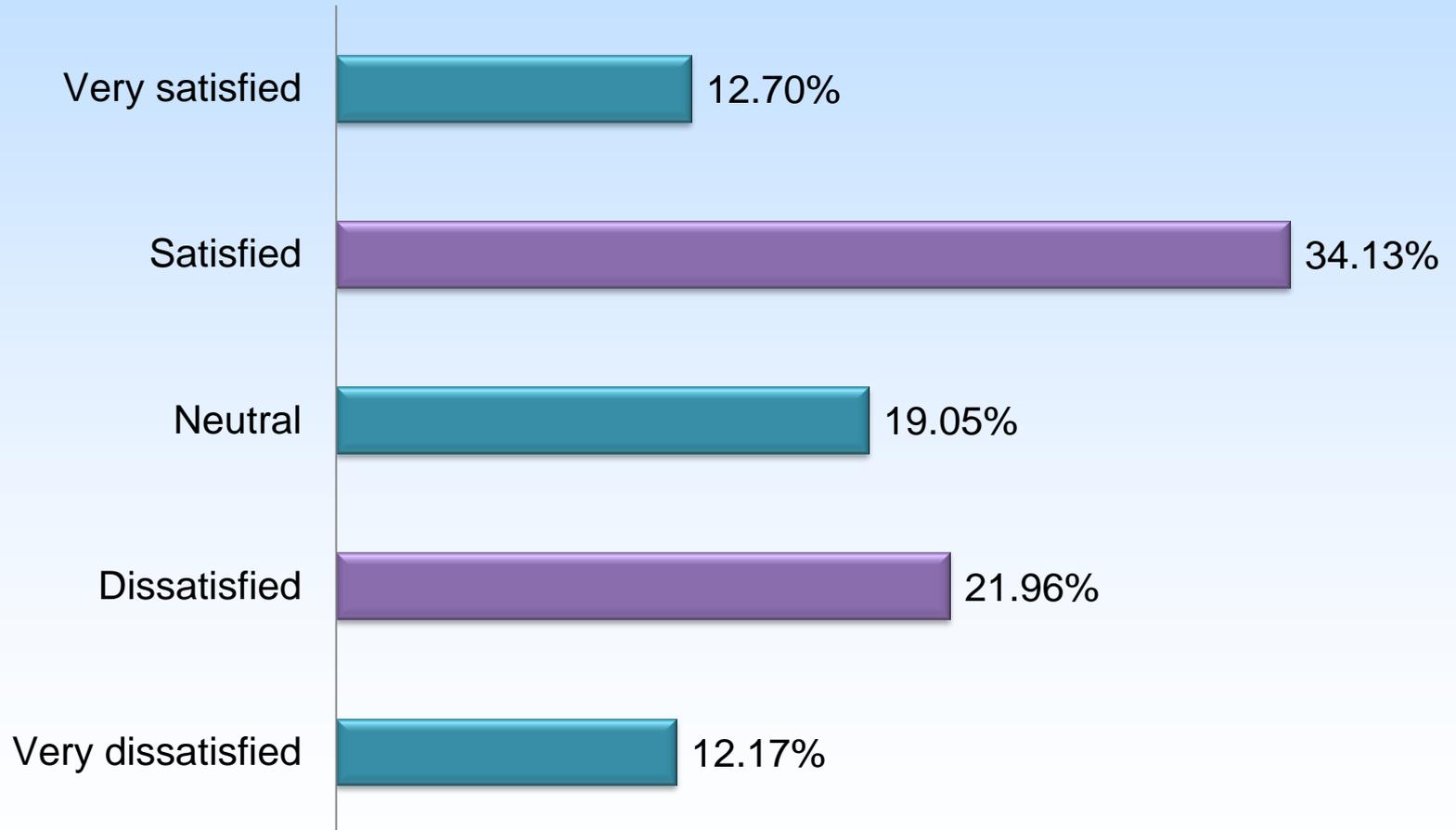
Taking all things together, how happy are you at work?



Our job satisfaction

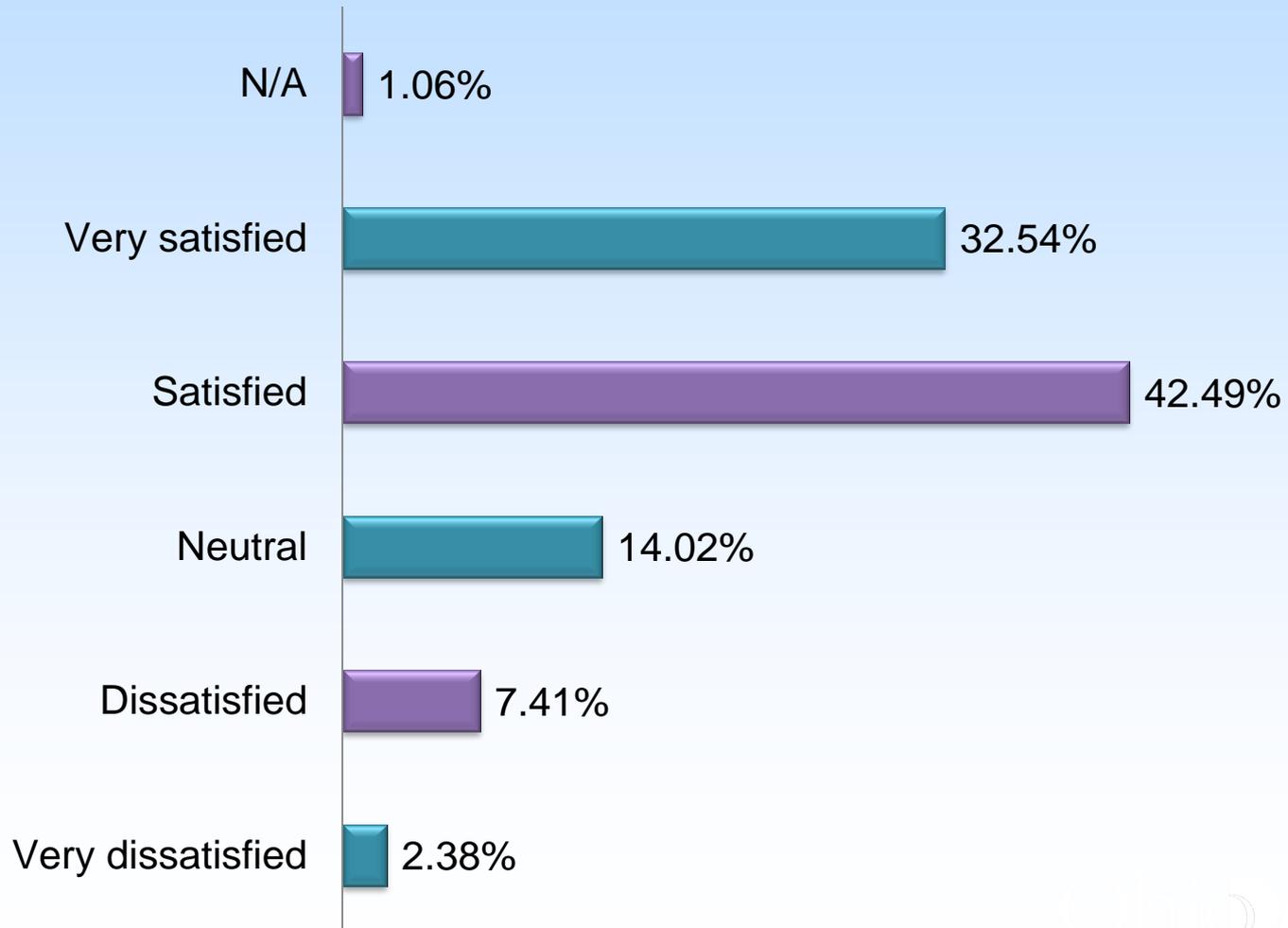
Our pay.

378 responded



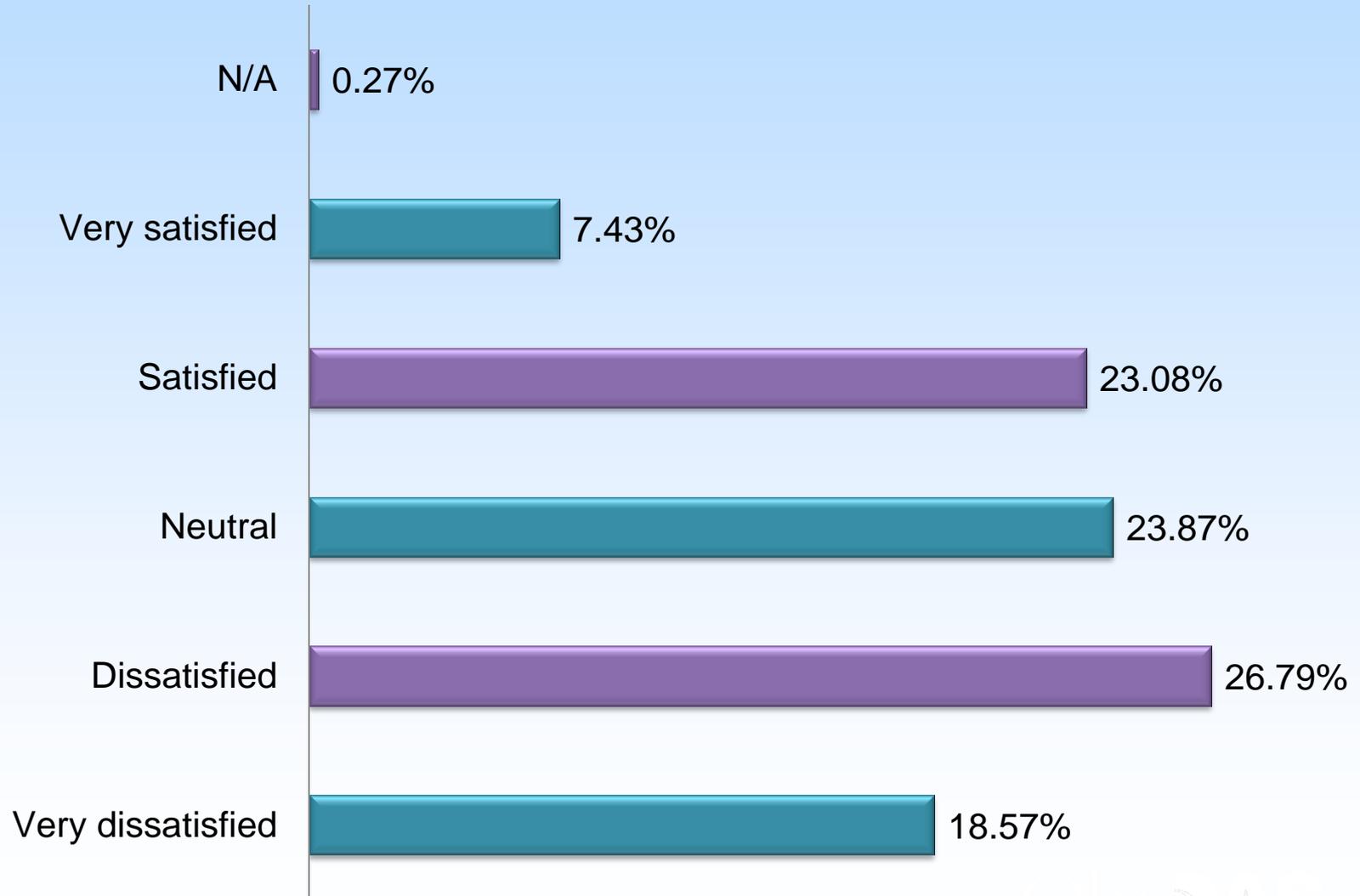
Our benefits.

378 responded



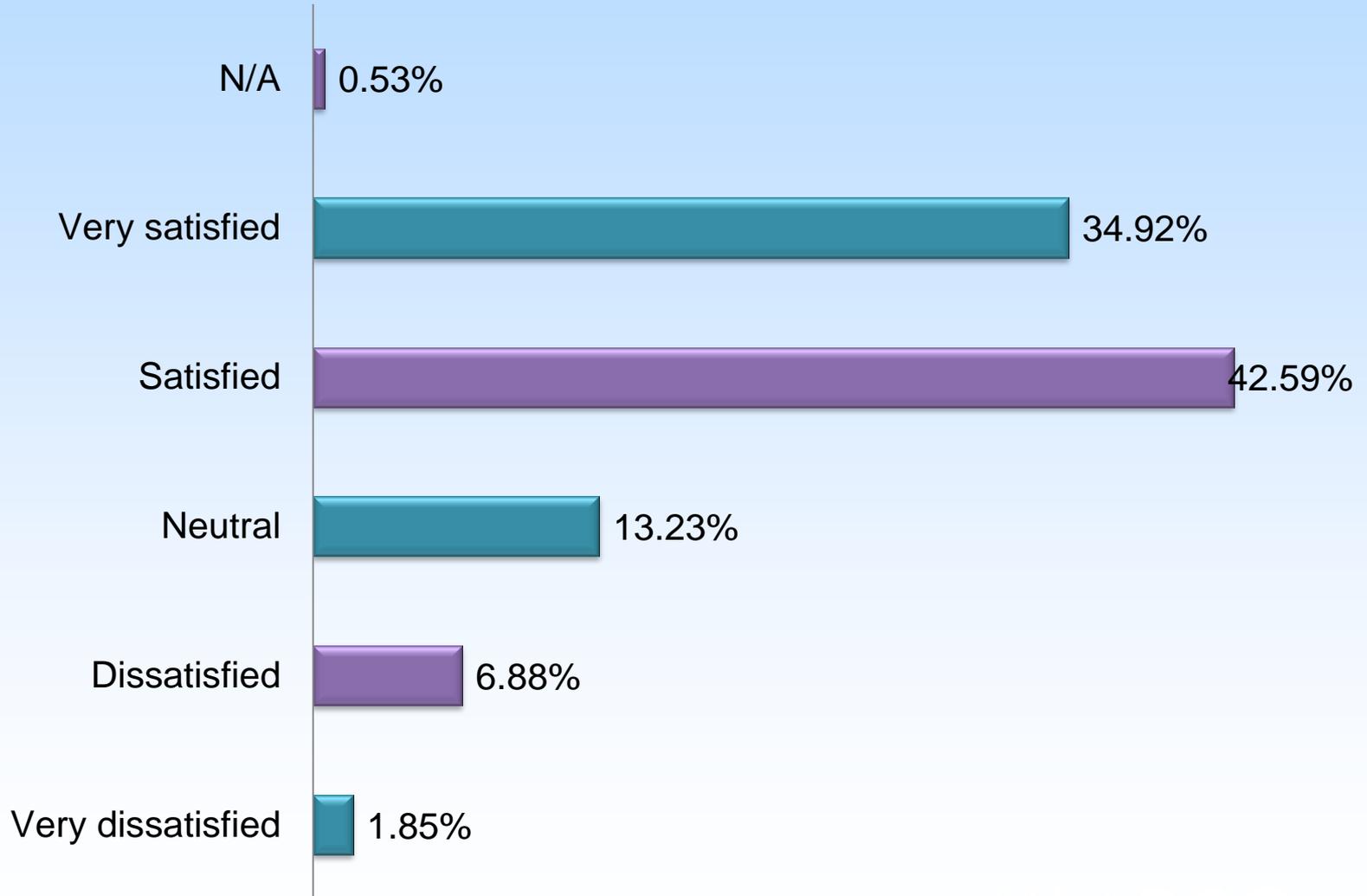
Communication within the organization

377 responded



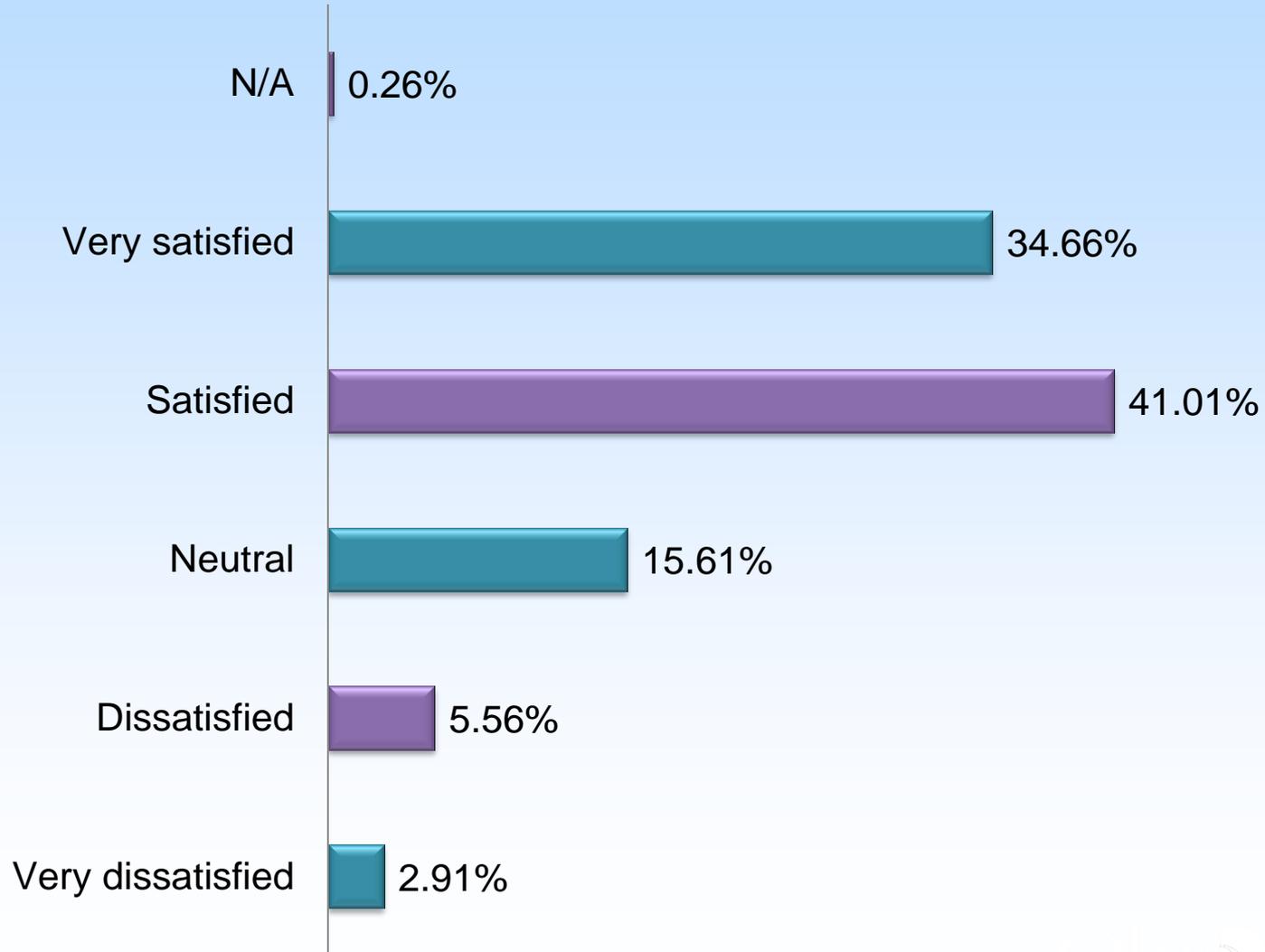
Nature of the work you perform

378 responded



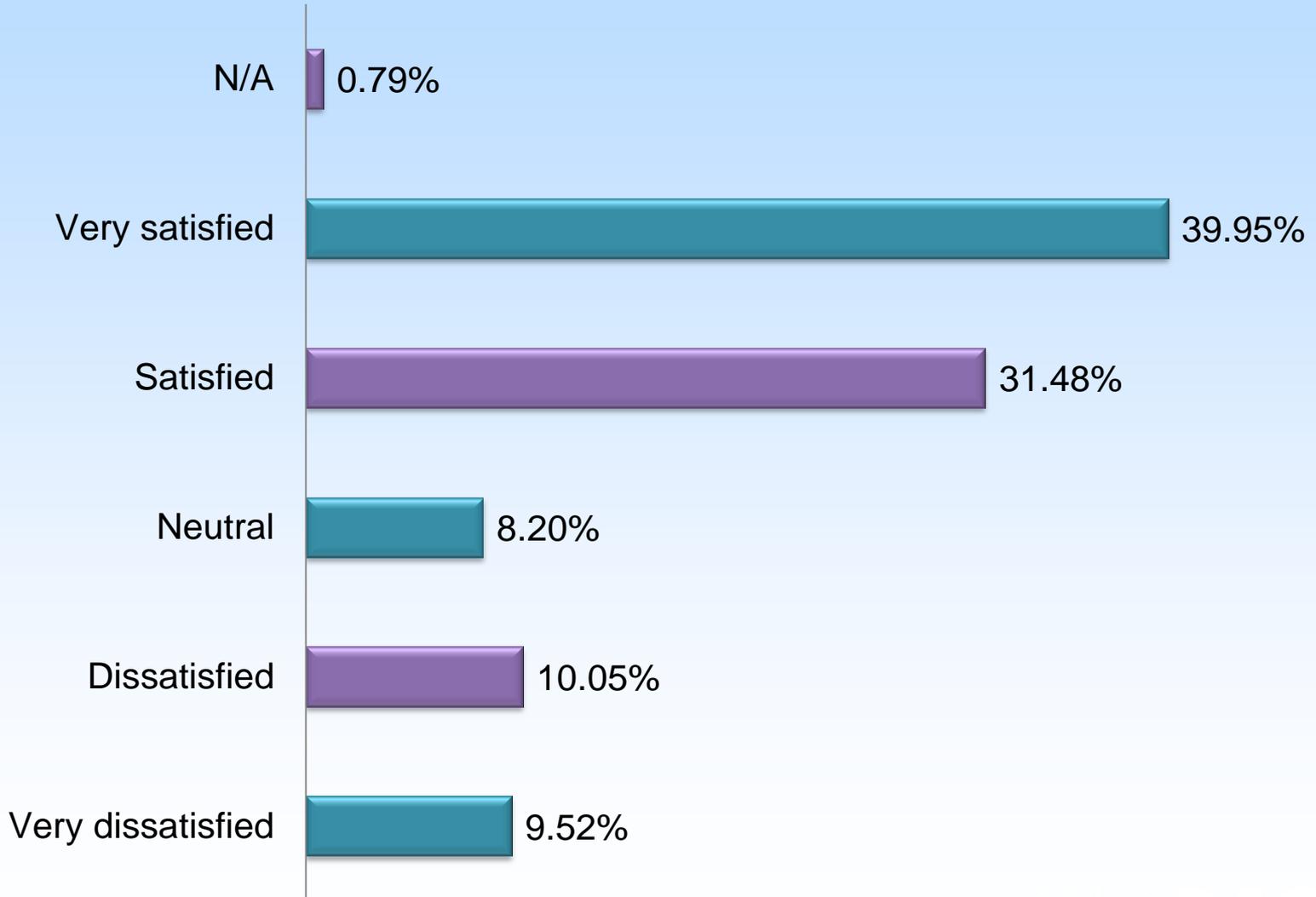
Relationships with peers

378 responded



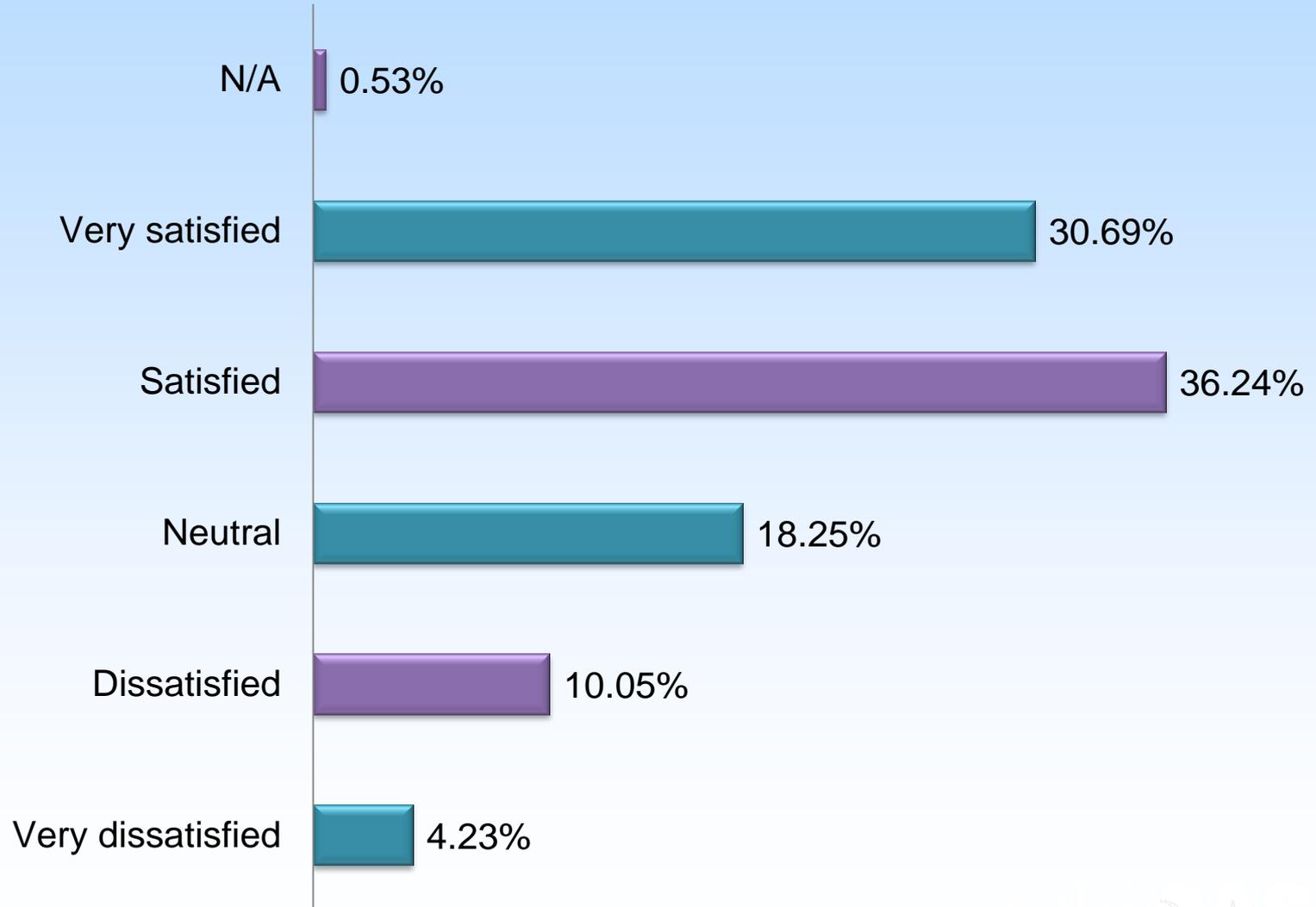
Relationship with our supervisors

378 responded



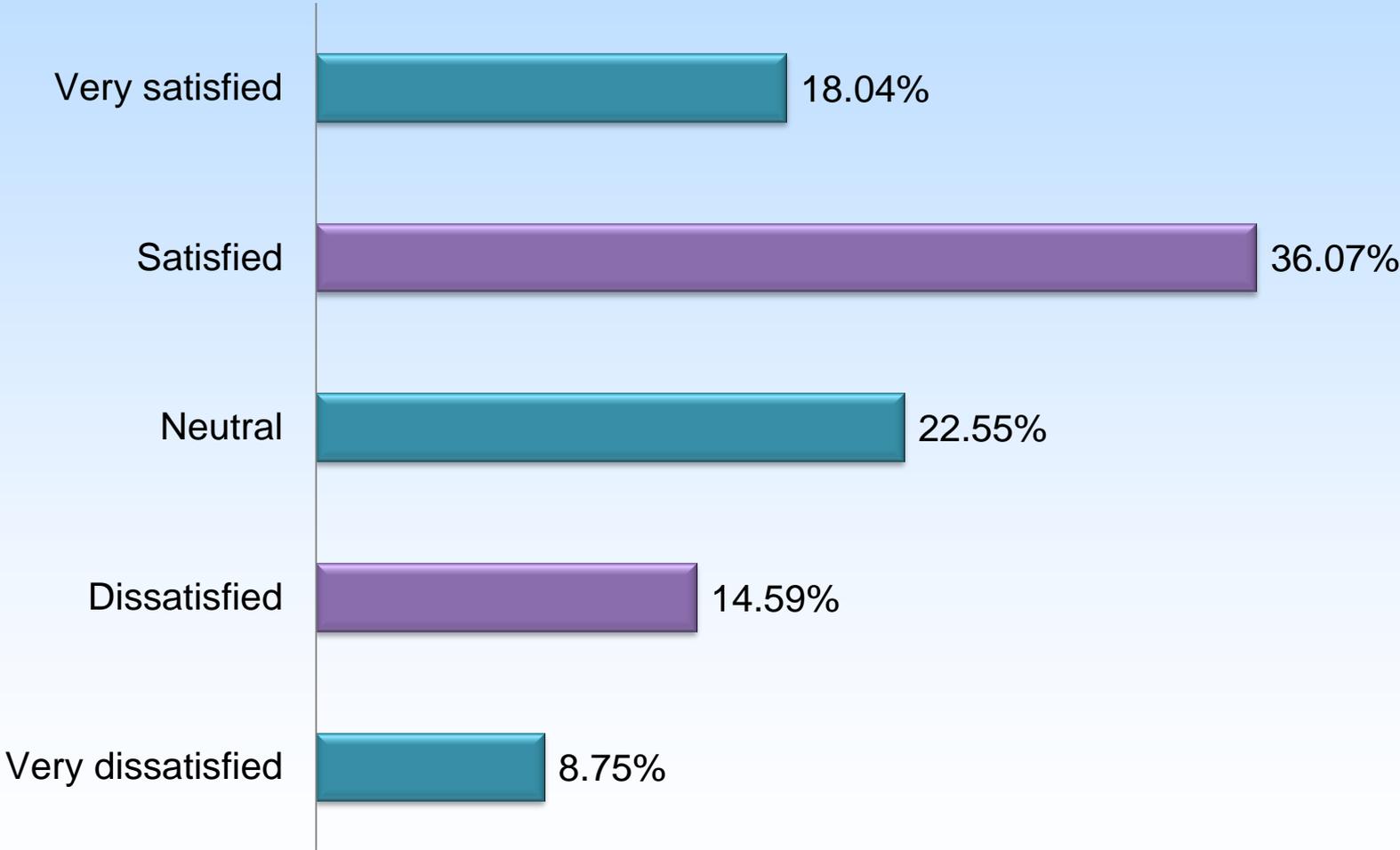
Level of challenge

378 responded



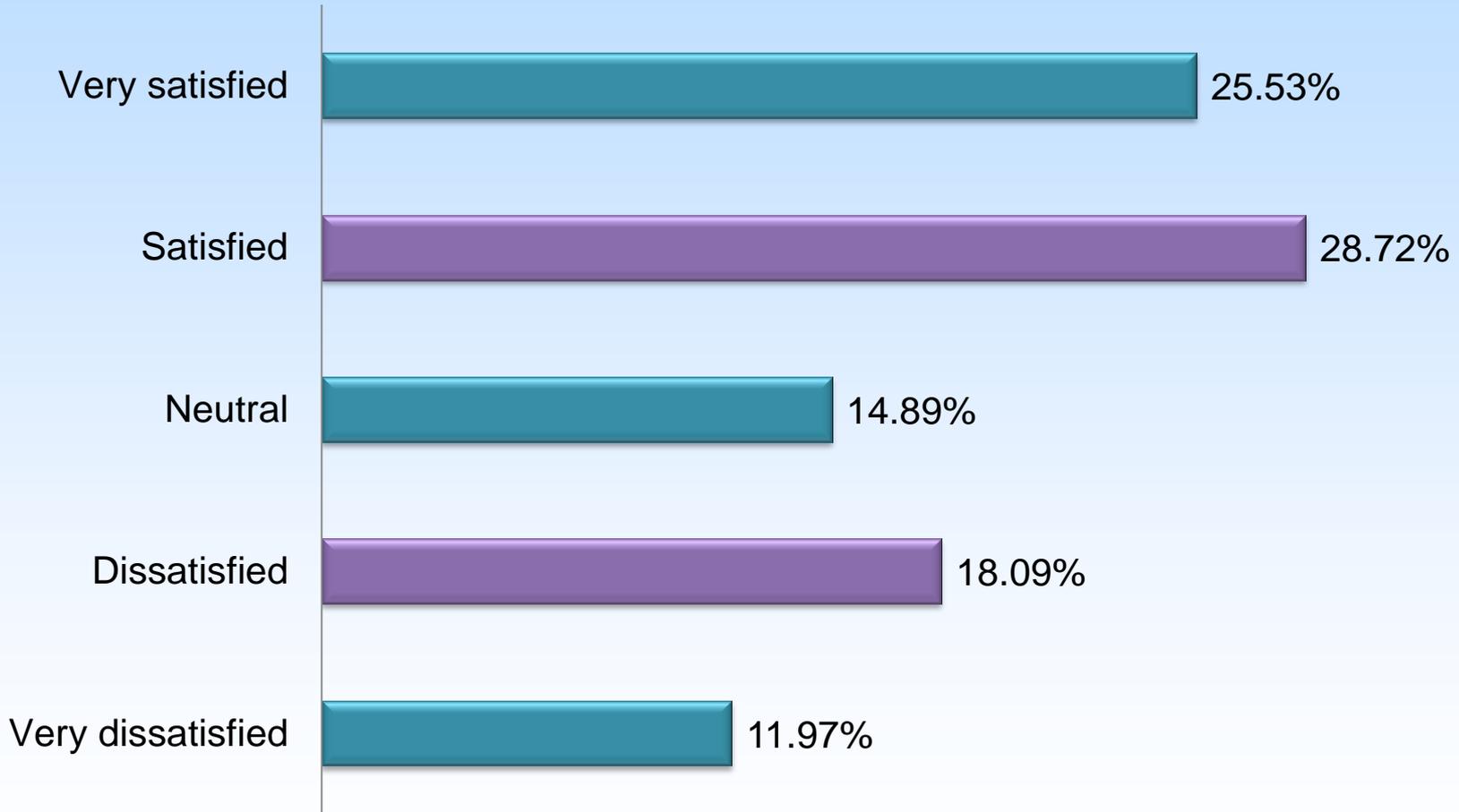
Our workload

377 responded



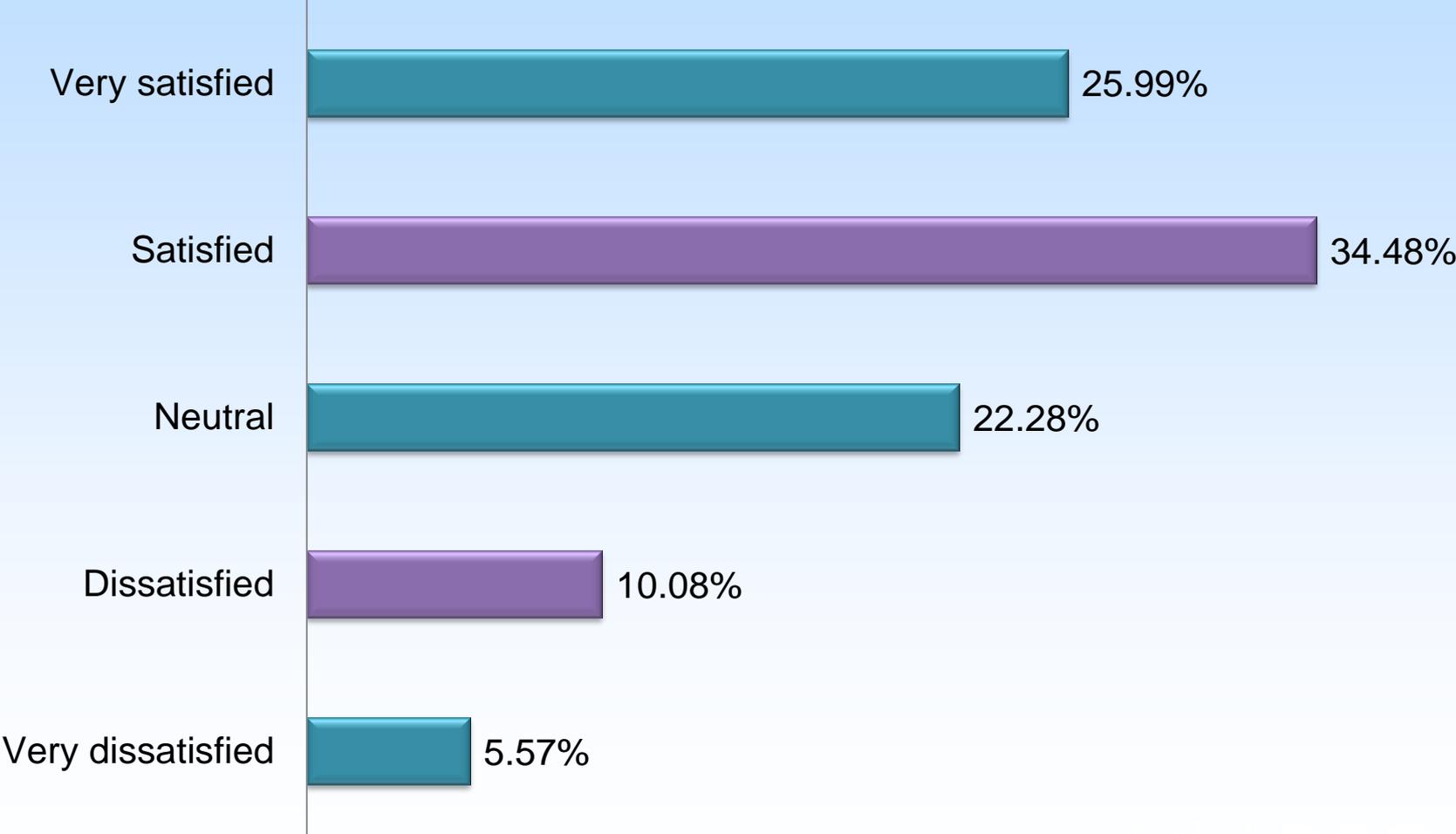
Use of our skills and talents

376 responded



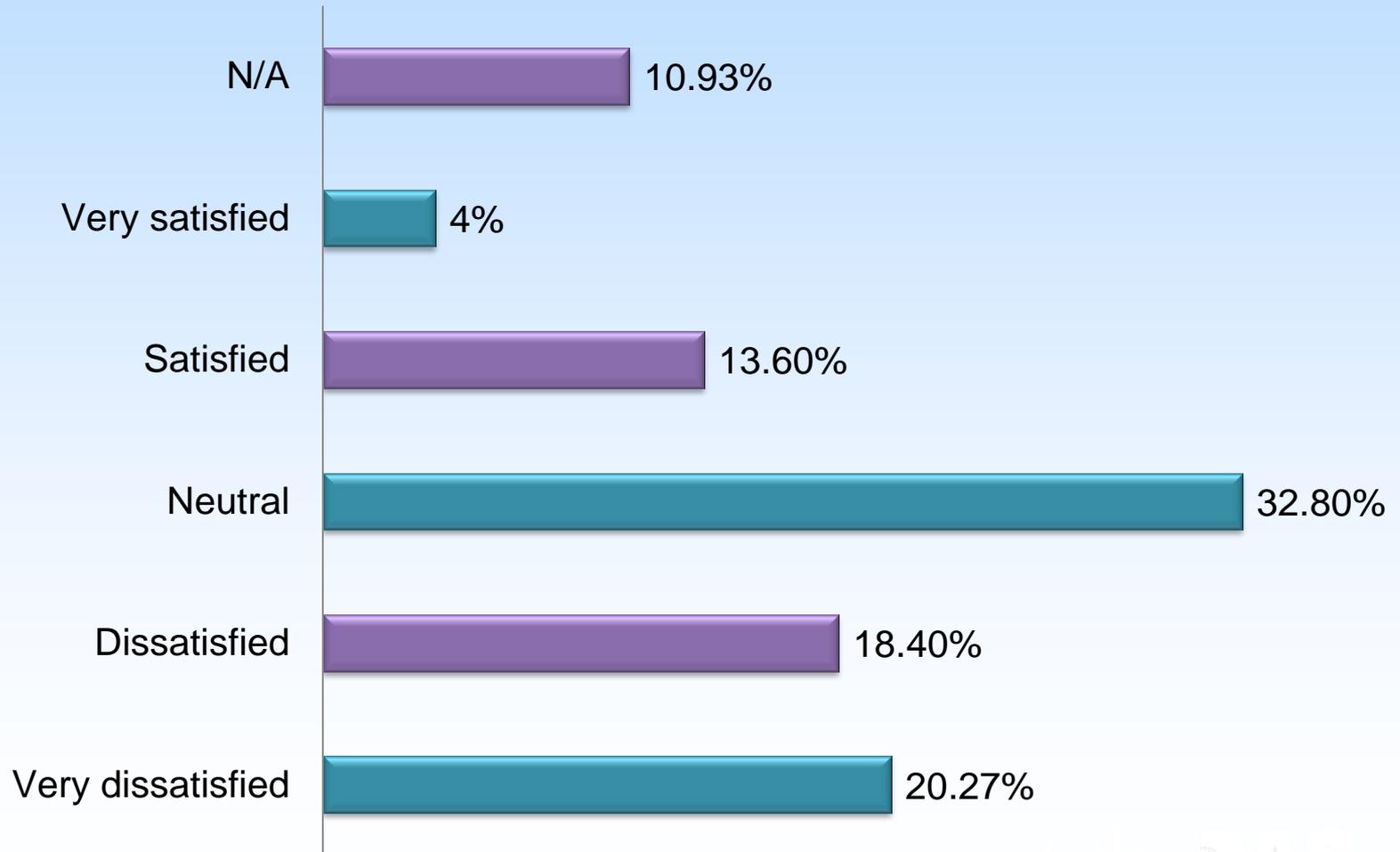
Job security

377 responded



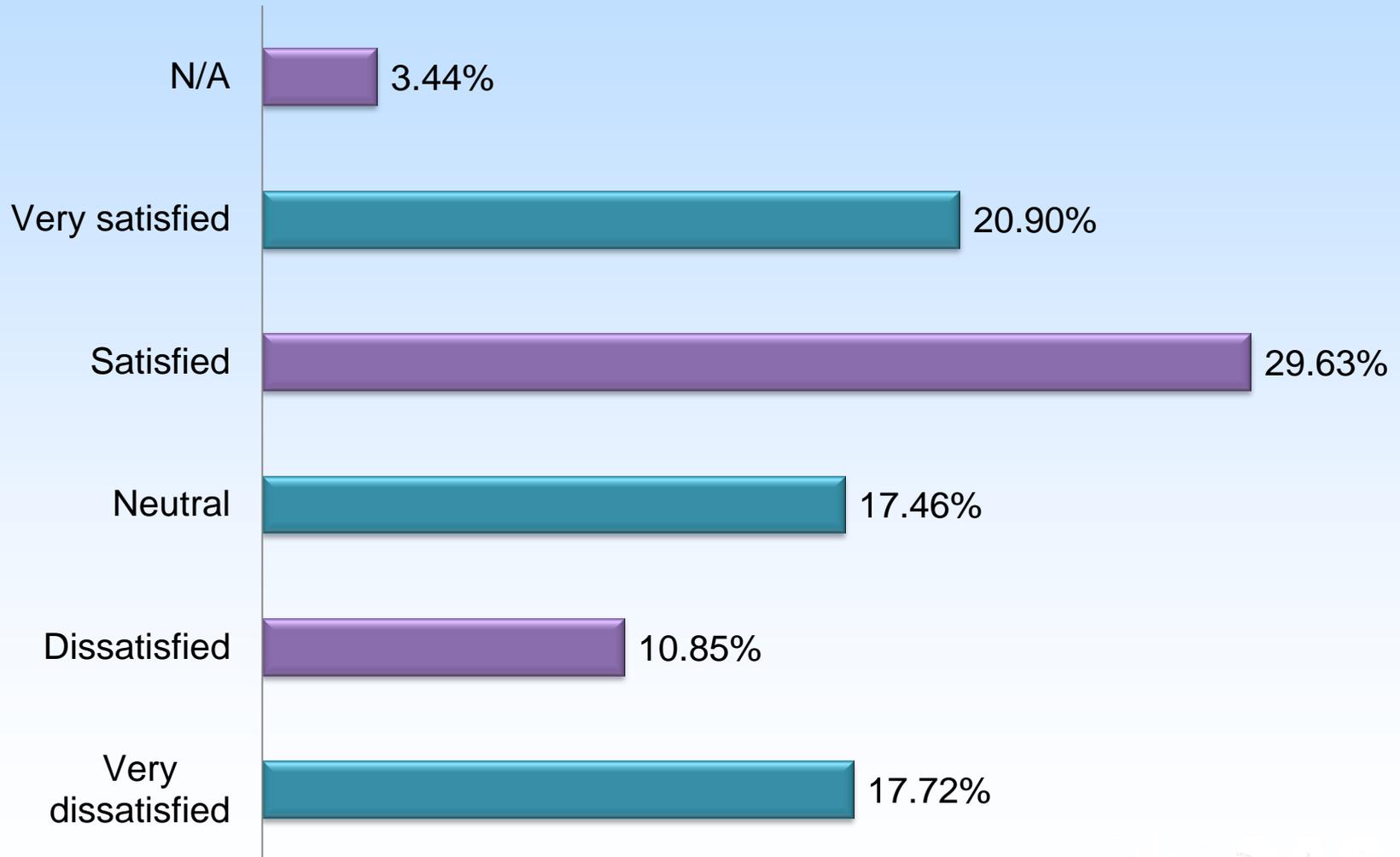
Mentoring programs

375 responded



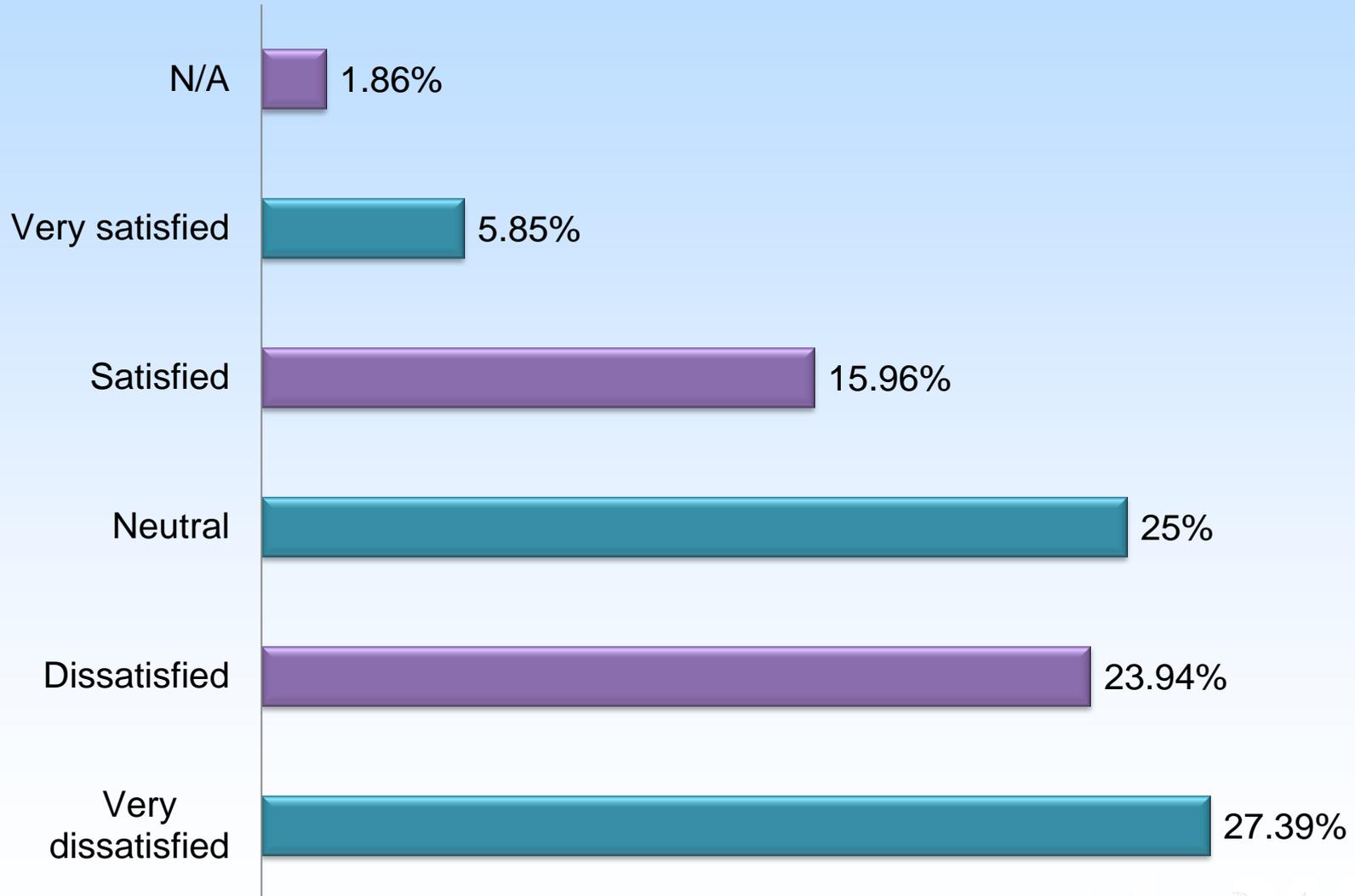
Alternative work arrangements (e.g. flextime, non-standard schedule)

378 responded



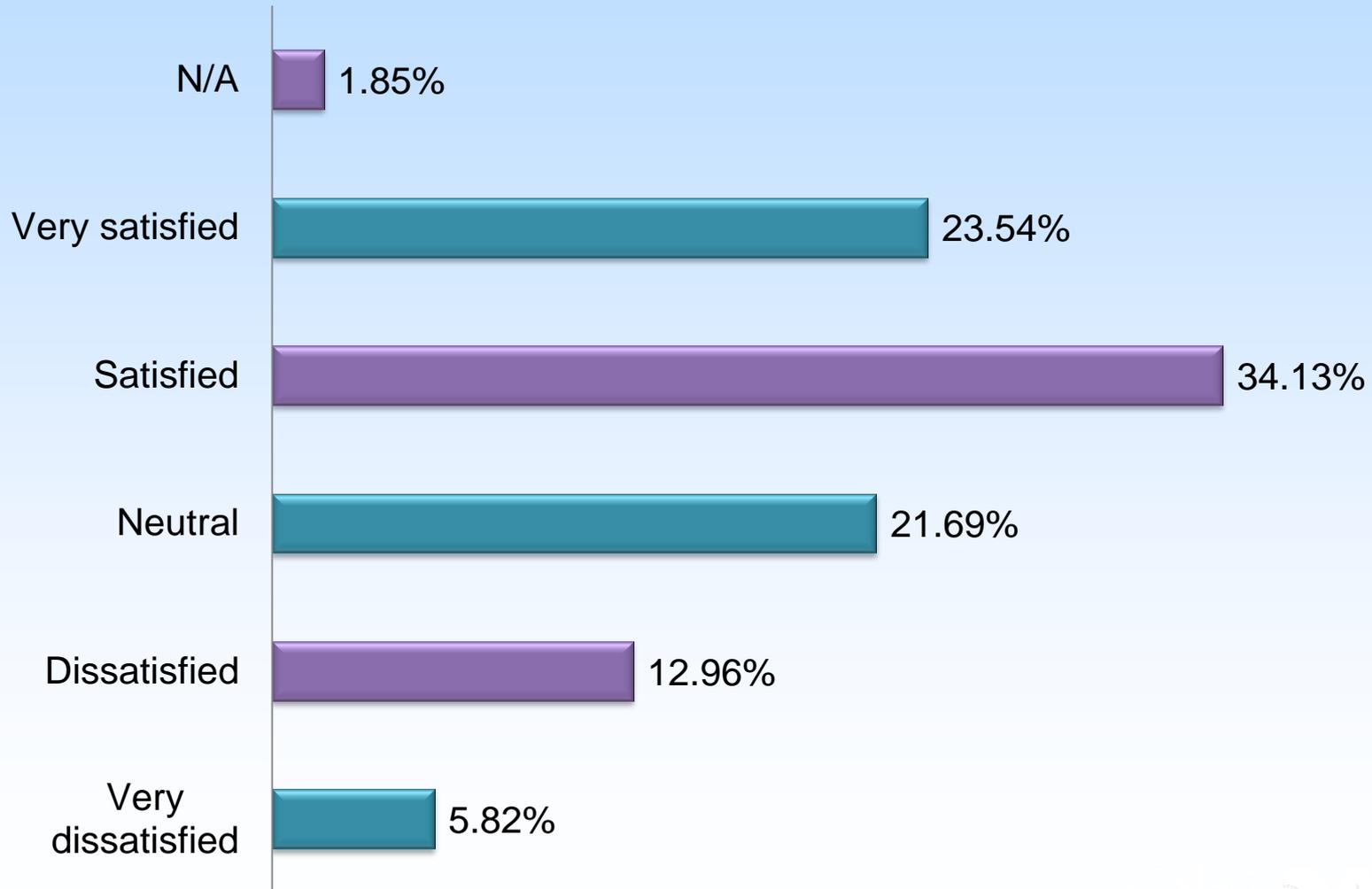
Advancement and promotion opportunities

376 responded



I am satisfied with my current job situation

378 responded



Job Satisfaction

MOST SATISFIED



1. Nature of the work you perform
2. Relationships with peers
3. Your benefits
4. Relationship with supervisor
5. Level of challenge
6. Job security
7. Overall satisfaction
8. Your workload
9. Use of your skills and talents
10. Alternative work arrangements
11. Your pay
12. Communication within the organization
13. Advancement and promotion opportunities
14. Mentoring

LEAST SATISFIED



What could DAS do to make you a happier employee?

Key themes:

- Communication
- Pay
- Advancement
- Workload (even distribution)
- Work/life balance
- Mentor
- Respect
- Trust
- Fair treatment
- Acknowledgment/Recognition



Our next steps

- Launching our Employee Engagement Committee
- Developing Lead Ohio training schedule for DAS managers
- Developing Lean Foundations
- Continued discussions among Sr. Team



Questions?

During this webinar: Enter a question.

After webinar – send email to:

- Marissa.Walter@das.ohio.gov
- Julie.Trackler@das.ohio.gov