

Morale Survey Results

336 responses as of 6pm, July 25. Percentages are rounded to the nearest whole number.

1) My work is interesting and challenging. (335 responses)

Strongly agree:	144	43%
Somewhat agree:	146	44%
Disagree:	30	9%
Strongly disagree:	12	4%
Other:	3	1%

2) My work is fulfilling and gives me a sense of accomplishment. (335 responses)

Strongly agree:	104	31%
Somewhat agree:	163	49%
Disagree:	39	12%
Strongly disagree:	27	8%
Other:	2	1%

3) I have enough autonomy to accomplish my tasks in ways that I think are best. (334 responses)

Strongly agree:	117	35%
Somewhat agree:	141	42%
Disagree:	46	14%
Strongly disagree:	25	8%
Other:	5	2%

4) At work, my interests and skills are put to good use. (335 responses)

Strongly agree:	82	25%
Somewhat agree:	152	45%
Disagree:	59	18%
Strongly disagree:	38	11%
Other:	4	1%

5) In my work, through trainings and assignments, I am able to acquire new and valuable skills. (325 responses)

Strongly agree:	63	19%
Somewhat agree:	118	36%
Disagree:	92	28%
Strongly disagree:	41	13%
Other:	11	3%

6) My working relationships with my peers and supervisors are positive and enjoyable. (333 responses)

Strongly agree:	105	32%
Somewhat agree:	148	44%
Disagree:	34	10%
Strongly disagree:	24	7%
Other:	22	7%

7) I work in a cooperative and supportive culture. (330 responses)

Strongly agree:	79	24%
Somewhat agree:	127	39%
Disagree:	58	18%
Strongly disagree:	52	16%
Other:	14	4%

8) The feedback I get from management and supervisors helps me work to the best of my ability. (335 responses)

Strongly agree:	61	18%
Somewhat agree:	130	39%
Disagree:	73	22%
Strongly disagree:	55	16%
Other:	16	5%

9) At work, I rarely get angry or frustrated. (332 responses)

Strongly agree:	30	9%
Somewhat agree:	138	42%
Disagree:	94	28%
Strongly disagree:	56	17%
Other:	14	4%

10) At work, I am treated fairly. (333 responses)

Strongly agree:	93	28%
Somewhat agree:	130	39%
Disagree:	58	17%
Strongly disagree:	44	13%
Other:	8	2%

11) I believe that upper management has us on the right track. (335 responses)

Strongly agree:	38	11%
Somewhat agree:	110	33%
Disagree:	85	25%
Strongly disagree:	82	25%
Other:	20	6%

12) My department promotes and supports a healthy work/life balance for its staff. (329 responses)

Strongly agree:	79	24%
Somewhat agree:	116	35%
Disagree:	54	16%
Strongly disagree:	68	21%
Other:	12	4%

13) I look forward to coming to work every day. (331 responses)

Strongly agree:	55	17%
Somewhat agree:	138	42%
Disagree:	89	27%
Strongly disagree:	37	11%
Other:	12	4%

14) I feel like I have a good future working at UMass. (331 responses)

Strongly agree:	70	21%
Somewhat agree:	126	38%
Disagree:	66	20%
Strongly disagree:	48	15%
Other:	21	6%

I would like Chancellor Subbaswamy to know this about the morale where I work:

(118 responses)

Thanks to everyone who answered this and the other open-ended questions. For privacy reasons, we are keeping these comments confidential, at least for now, but we are going through them and learning what we can. At some point we may try to compile a summary or a digest of representative comments that gets the points across and protects our sources but that's easier said than done for many of them that we would have to be careful with.