

# Medical Respite 2018 Employee Engagement Results

	2018 HOSPITAL			2018 RESPITE			2017 RESPITE	
FY18	MEAN	Δ	% FAVORABLE	MEAN	Δ	% FAVORABLE	MEAN	% FAVORABLE
<b>OVERALL EMPLOYEE ENGAGEMENT</b> Grand Mean of items below	3.99	0.00	76.7%	4.31	+ 0.86	88.8%	3.45	61.7
<b>Satisfaction</b> How satisfied are you with your organization as a place to work?	3.91	- 0.07	78.1%	4.27	+ 0.79	92.3%	3.48	65.2%
<b>Know What's Expected</b> I know what is expected of me in my work.	4.28	- 0.03	91.3%	4.38	+ 0.61	92.3%	3.77	77.3%
<b>Materials and Equipment</b> I have the materials, equipment and necessary orientation to be successful with my job responsibilities.	3.96	- 0.04	78.8%	4.04	+ 0.63	84.6%	3.41	68.2%
<b>Opportunity to Do Best</b> At work, I have the opportunity to do what I do best every day.	3.99	- 0.07	79.1%	3.92	+ 0.30	80.8%	3.62	66.7%
<b>Recognition</b> In the last 3 months, I have received recognition or praise for doing good work.	3.81	+ 0.06	71.0%	4.58	+ 1.67	92.3%	2.91	43.5%
<b>Cares About Me</b> My supervisor, or someone at work, seems to care about me as a person.	4.11	0.00	81.0%	4.46	+ 0.87	96.2%	3.59	72.7%
<b>Development</b> There is someone at work who encourages my development.	3.93	+ 0.03	73.7%	4.09	+ 0.95	78.3%	3.14	45.5%
<b>Opinions Count</b> At work, my opinions seem to count.	3.69	- 0.02	66.3%	4.27	+ 1.05	92.3%	3.22	56.5%
<b>Mission/Purpose</b> The mission or purpose of my company makes me feel my job	4.16	- 0.06	83.3%	4.69	+ 0.64	96.2%	4.05	77.3%
is important.								
<b>Committed to Quality</b> My coworkers are committed to doing quality work.	4.17	- 0.01	83.3%	4.69	+ 0.74	96.2%	3.95	72.7%
<b>Team Approach</b> My work environment is supportive of building a collegial and positive team approach.	3.86	- 0.02	72.7%	4.46	+ 1.42	92.3%	3.04	52.2%
<b>Progress</b> In the last six months, someone at work has talked to me about my progress.	3.99	+ 0.22	78.2%	4.00	+ 1.18	76.0%	2.82	45.5%

<b>Learn and Grow</b> This last year, I have had opportunities at work to learn and grow.	3.99	+ 0.03	76.5%	4.12	+ 0.53	84.6%	3.59	59.1%
<b>Rounding</b> In the last 3 months, a leader in my department has rounded on me.	83.7%	+ 2.3%	N/A	92.3%	+ 55.9%	N/A	36.4	n/a