1-1-2015

UNO Best Places to Work Survey Results Overview

Human Resources University of Nebraska at Omaha

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Quick Look at Results

• **796** employees responded to the survey

Overall engagement score: **79.98** (on a 100-point scale)

Most favorably rated category:
• Job Satisfaction
• Trust with Coworkers
• Alignment with Goals

Least favorably rated category:
(excluding benefits)
• Feeling Valued
• Trust in Senior Leaders
• Teamwork
Employee Profiles

Engaged: Avg. Score: 5-6
- Highly favorable
- Advocates
- Intend to stay
- High discretionary effort

Contributing: Avg. Score: 4-4.9
- Moderately favorable
- Held back
- Opportunity for increased performance

Disengaged: Avg. Score: 3-3.9
- Indifferent
- Lack motivation
- At-risk for retention

Hostile: Avg. Score: 1-2.9
- Negative
- Lack commitment
- Impact productivity of others

Legend
# Five Factors

<table>
<thead>
<tr>
<th></th>
<th>Overall</th>
<th>Organization</th>
<th>Team</th>
<th>Supervisor</th>
<th>Role</th>
<th>Pay/Benefits</th>
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</thead>
<tbody>
<tr>
<td>UNO Score</td>
<td>80.05</td>
<td>76.73</td>
<td>80.99</td>
<td>83.47</td>
<td>86.75</td>
<td>73.2</td>
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<tr>
<td>Omaha</td>
<td>86.07</td>
<td>85.99</td>
<td>86.79</td>
<td>88.16</td>
<td>88.47</td>
<td>78.31</td>
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<tr>
<td>Top Large</td>
<td>90.34</td>
<td>91.92</td>
<td>90.3</td>
<td>91.39</td>
<td>90.6</td>
<td>83.1</td>
</tr>
</tbody>
</table>
Employee Profiles: Benchmarking

### Legend

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  - Negative
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  - Impact productivity of others

### Company Data

- **50%** Engaged
- **32%** Contributing
- **12%** Disengaged
- **6%** Hostile

### All Large Companies

- **62%** Engaged
- **28%** Contributing
- **8%** Disengaged
- **4%** Hostile

### Top 3 Large Companies

- **85%** Engaged
- **12%** Contributing
- **2%** Disengaged
- **1%** Hostile

### Educational Services

- **60%** Engaged
- **26%** Contributing
- **12%** Disengaged
- **2%** Hostile