

SHRM Foundation Employee Engagement Survey Town of Allenstown

Tuesday, November 24, 2015

45

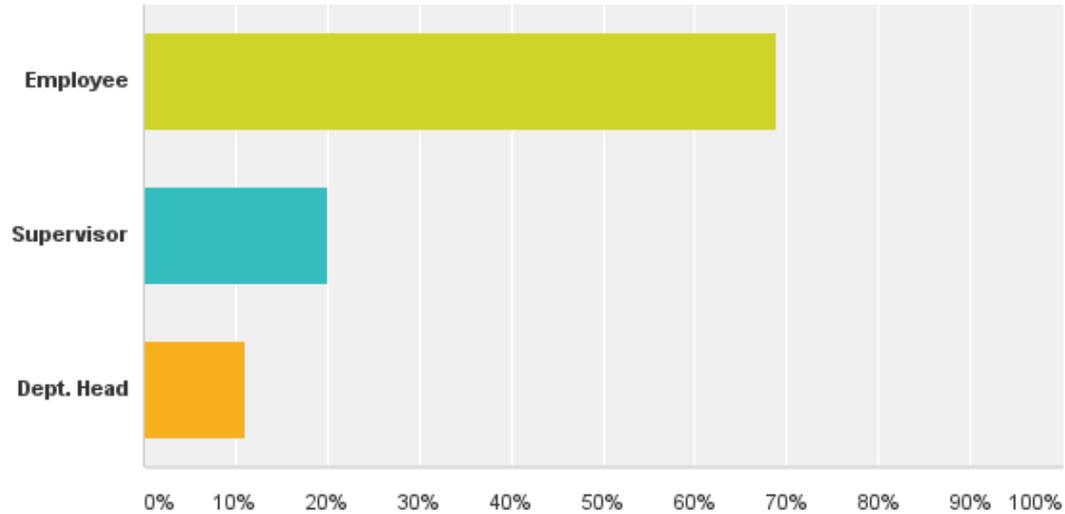
Total Responses

Date Created: Thursday, October 15, 2015

Complete Responses: 42

Q1: What is your job role?

Answered: 45 Skipped: 0



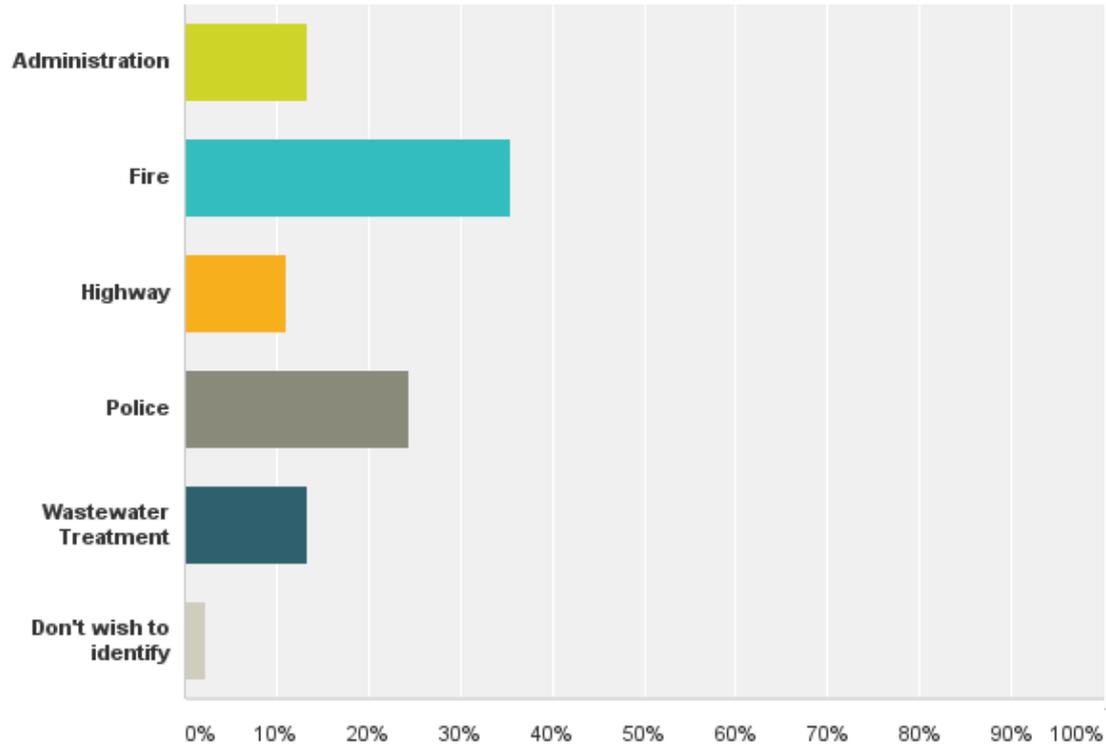
Q1: What is your job role?

Answered: 45 Skipped: 0

Answer Choices	Responses
Employee	68.89% 31
Supervisor	20.00% 9
Dept. Head	11.11% 5
Total	45

Q2: What department do you work in?

Answered: 45 Skipped: 0



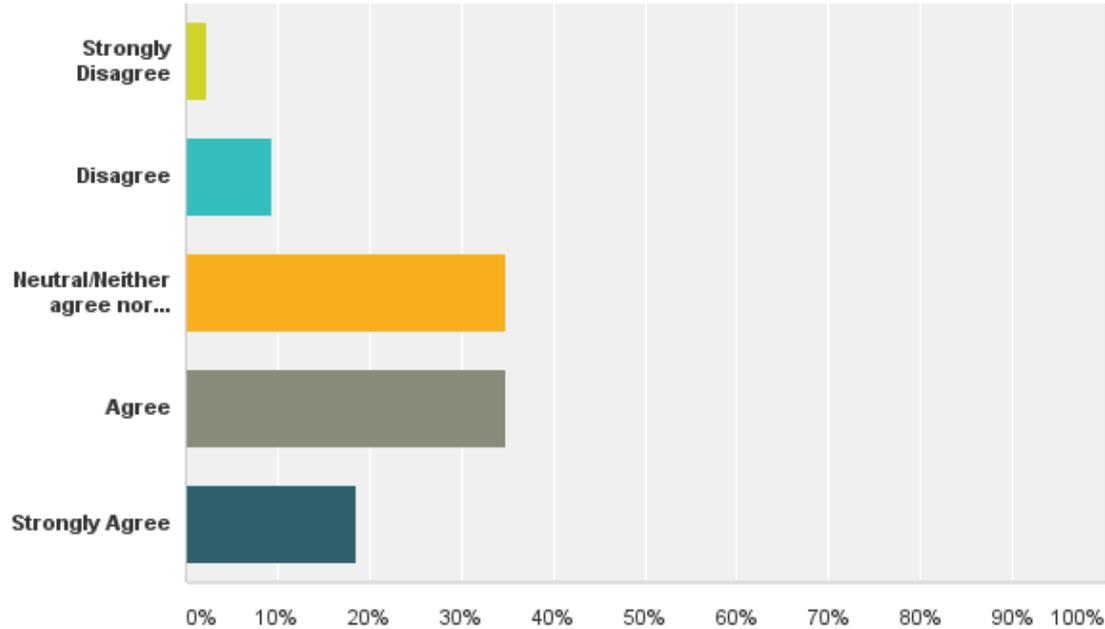
Q2: What department do you work in?

Answered: 45 Skipped: 0

Answer Choices	Responses
Administration	13.33% 6
Fire	35.56% 16
Highway	11.11% 5
Police	24.44% 11
Wastewater Treatment	13.33% 6
Don't wish to identify	2.22% 1
Total	45

Q3: I am satisfied with my opportunities for professional growth.

Answered: 43 Skipped: 2



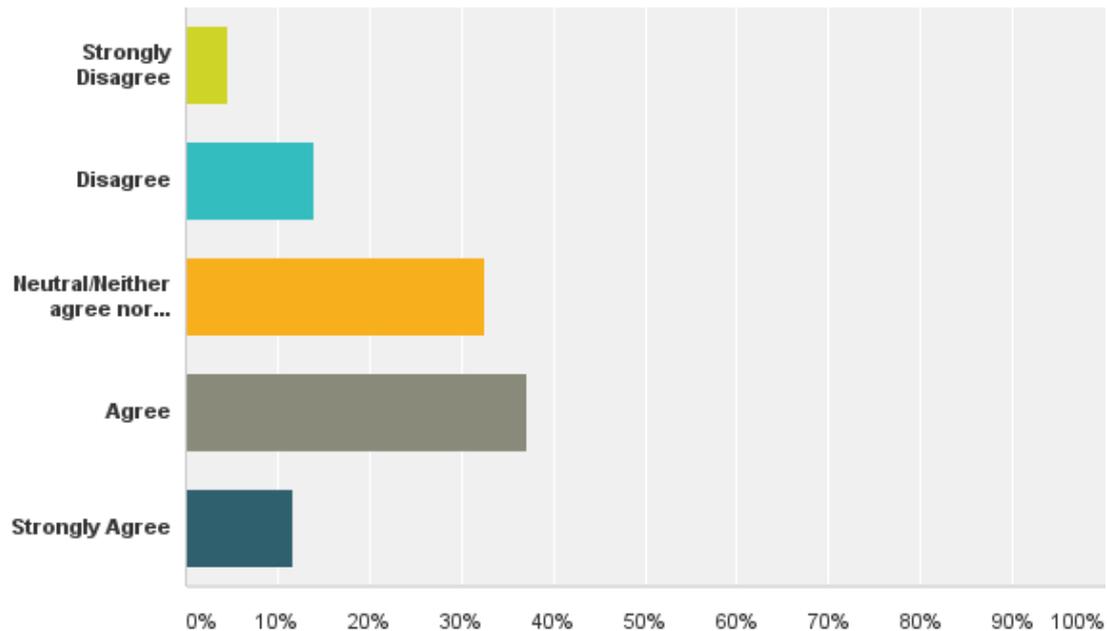
Q3: I am satisfied with my opportunities for professional growth.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	2.33% 1
Disagree	9.30% 4
Neutral/Neither agree nor disagree	34.88% 15
Agree	34.88% 15
Strongly Agree	18.60% 8
Total	43

Q4: I am pleased with the career advancement opportunities available to me.

Answered: 43 Skipped: 2



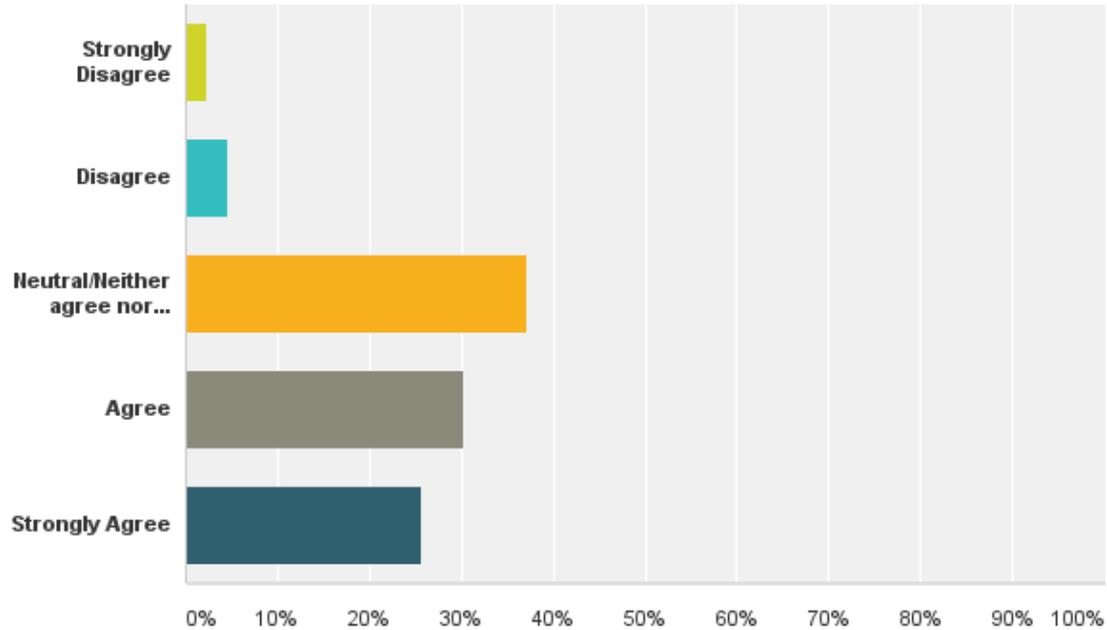
Q4: I am pleased with the career advancement opportunities available to me.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	4.65% 2
Disagree	13.95% 6
Neutral/Neither agree nor disagree	32.56% 14
Agree	37.21% 16
Strongly Agree	11.63% 5
Total	43

Q5: My organization is dedicated to my professional development.

Answered: 43 Skipped: 2



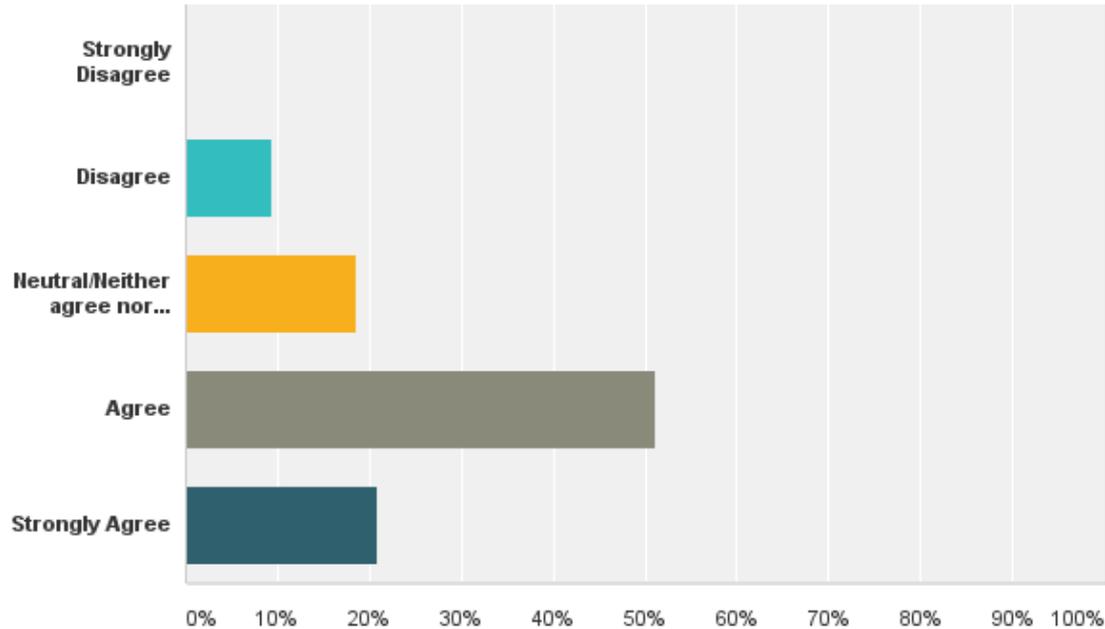
Q5: My organization is dedicated to my professional development.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	2.33% 1
Disagree	4.65% 2
Neutral/Neither agree nor disagree	37.21% 16
Agree	30.23% 13
Strongly Agree	25.58% 11
Total	43

Q6: I am satisfied with the job-related training my organization offers.

Answered: 43 Skipped: 2



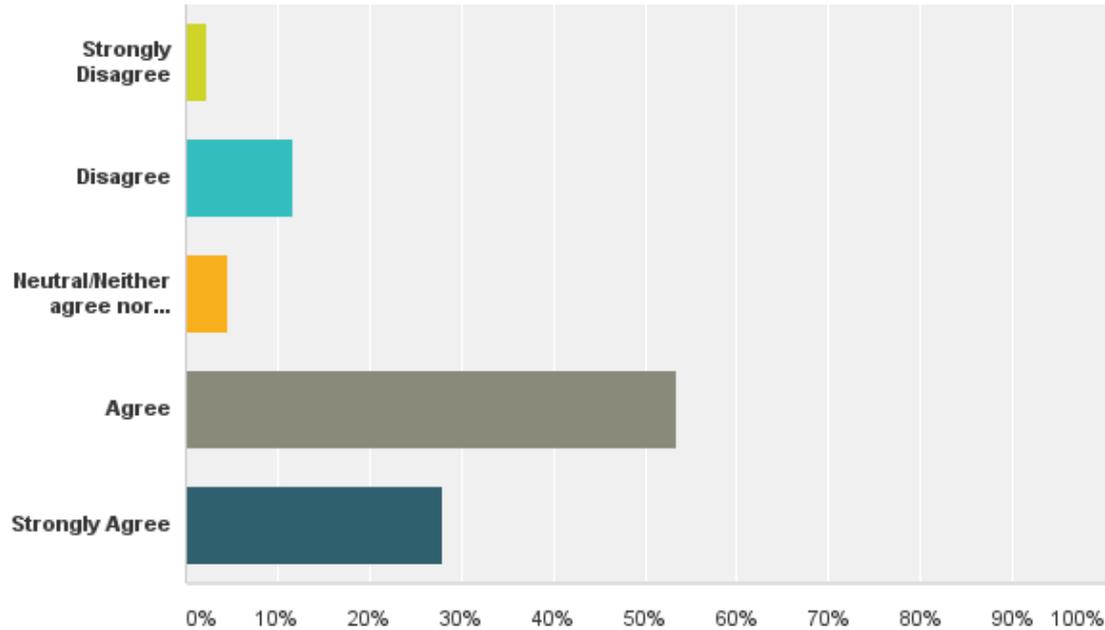
Q6: I am satisfied with the job-related training my organization offers.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	9.30% 4
Neutral/Neither agree nor disagree	18.60% 8
Agree	51.16% 22
Strongly Agree	20.93% 9
Total	43

Q7: I am satisfied that I have the opportunities to apply my talents and expertise.

Answered: 43 Skipped: 2



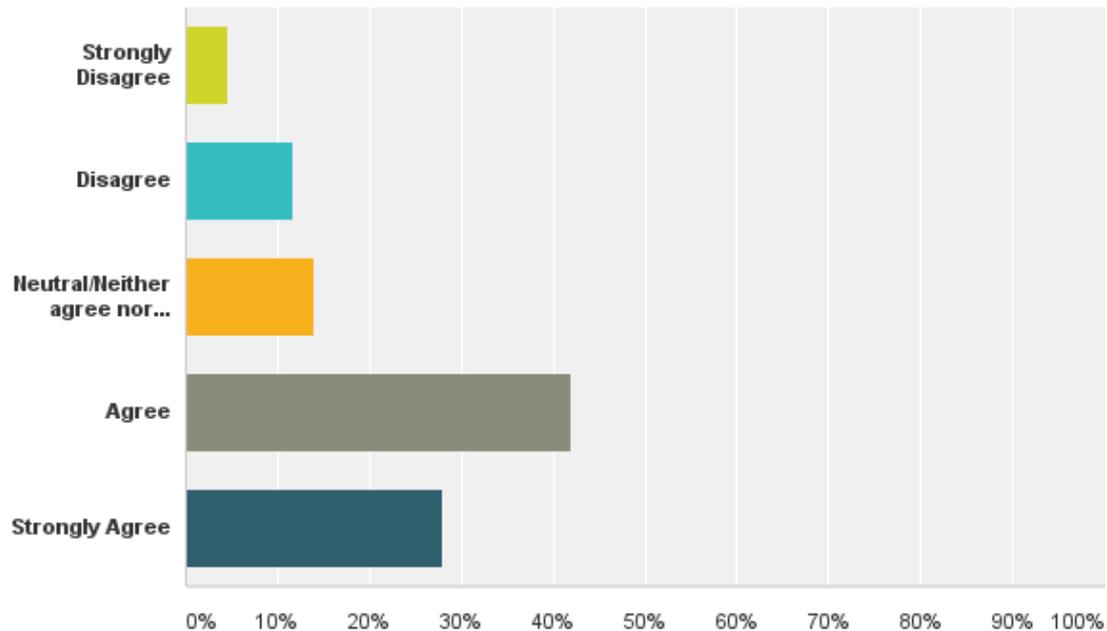
Q7: I am satisfied that I have the opportunities to apply my talents and expertise.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	2.33% 1
Disagree	11.63% 5
Neutral/Neither agree nor disagree	4.65% 2
Agree	53.49% 23
Strongly Agree	27.91% 12
Total	43

Q8: I am satisfied with the investment my organization makes in training and education.

Answered: 43 Skipped: 2



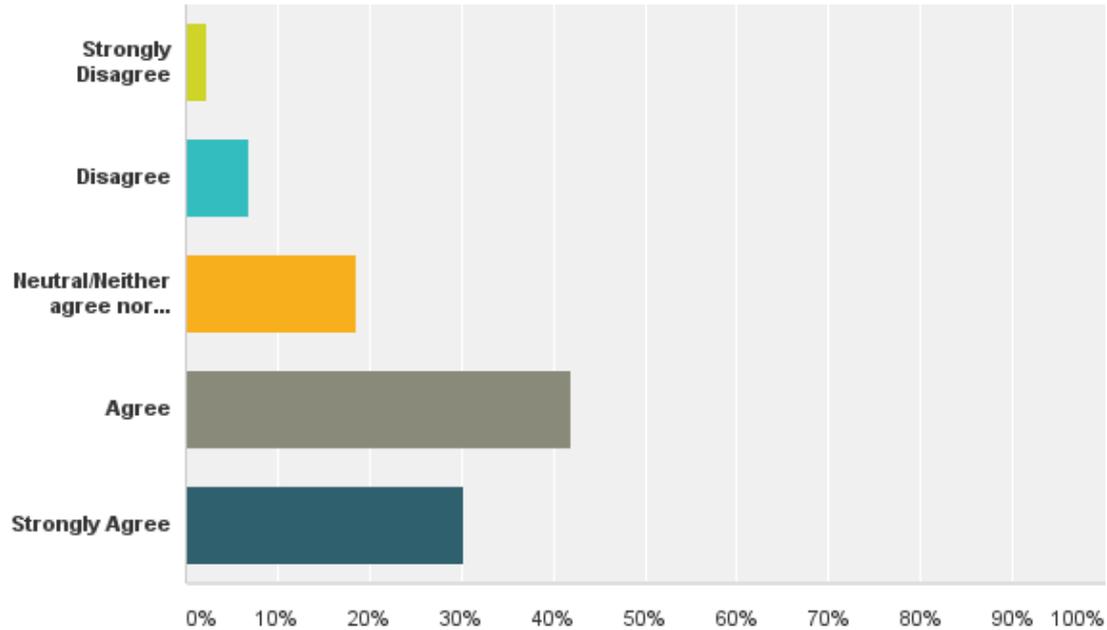
Q8: I am satisfied with the investment my organization makes in training and education.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	4.65% 2
Disagree	11.63% 5
Neutral/Neither agree nor disagree	13.95% 6
Agree	41.86% 18
Strongly Agree	27.91% 12
Total	43

Q9: I am inspired to meet my goals at work.

Answered: 43 Skipped: 2



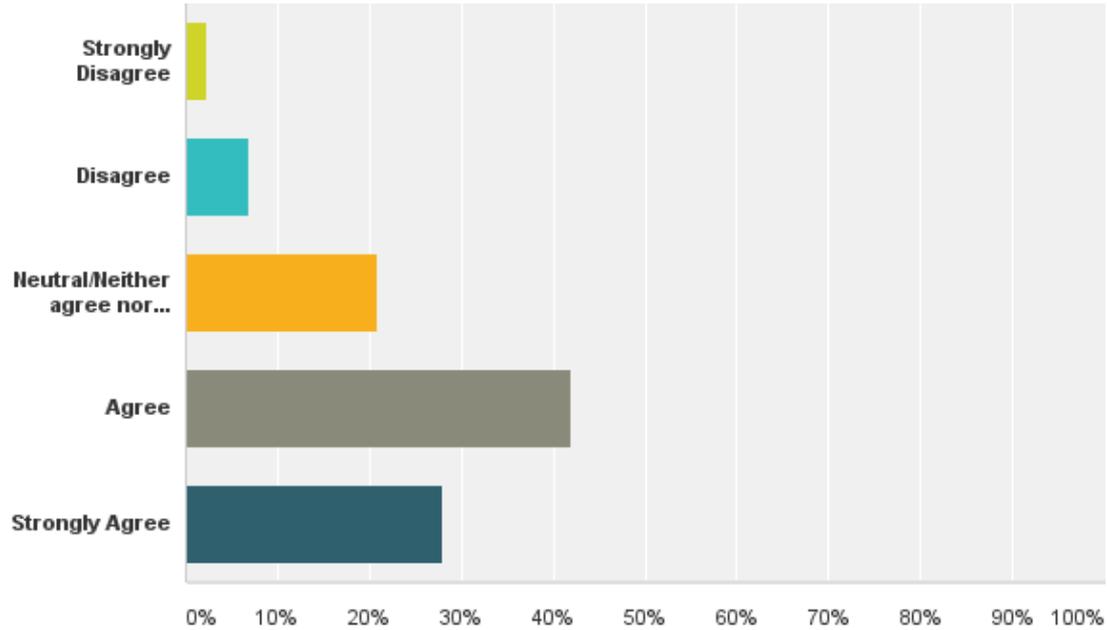
Q9: I am inspired to meet my goals at work.

Answered: 43 Skipped: 2

Answer Choices	Responses	
Strongly Disagree	2.33%	1
Disagree	6.98%	3
Neutral/Neither agree nor disagree	18.60%	8
Agree	41.86%	18
Strongly Agree	30.23%	13
Total		43

Q10: I feel completely involved in my work.

Answered: 43 Skipped: 2



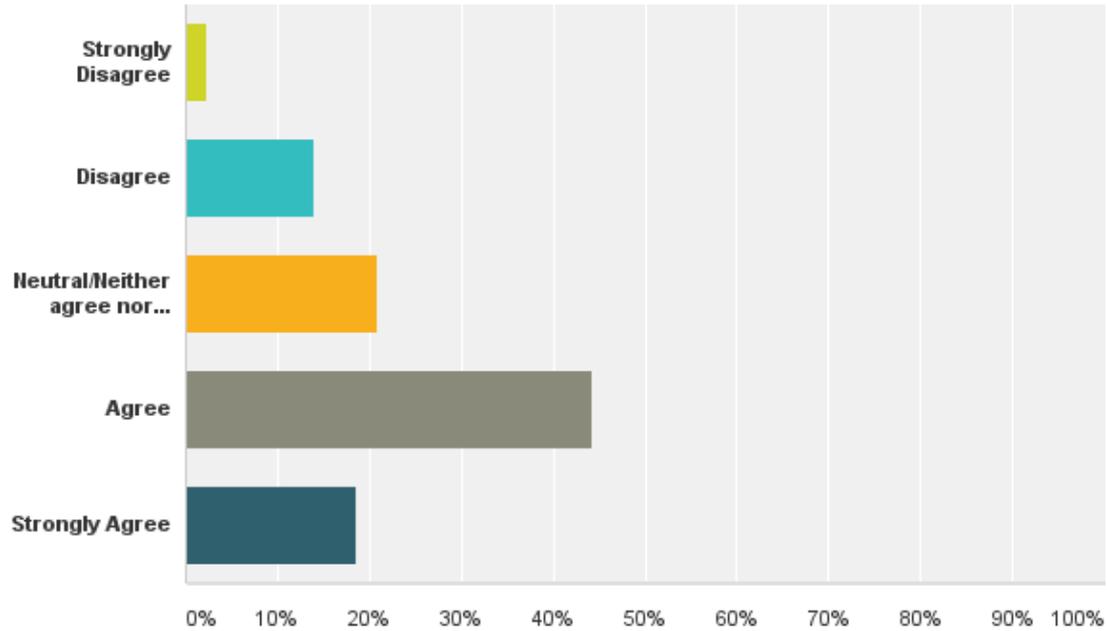
Q10: I feel completely involved in my work.

Answered: 43 Skipped: 2

Answer Choices	Responses	
Strongly Disagree	2.33%	1
Disagree	6.98%	3
Neutral/Neither agree nor disagree	20.93%	9
Agree	41.86%	18
Strongly Agree	27.91%	12
Total		43

Q11: I get excited about going to work.

Answered: 43 Skipped: 2



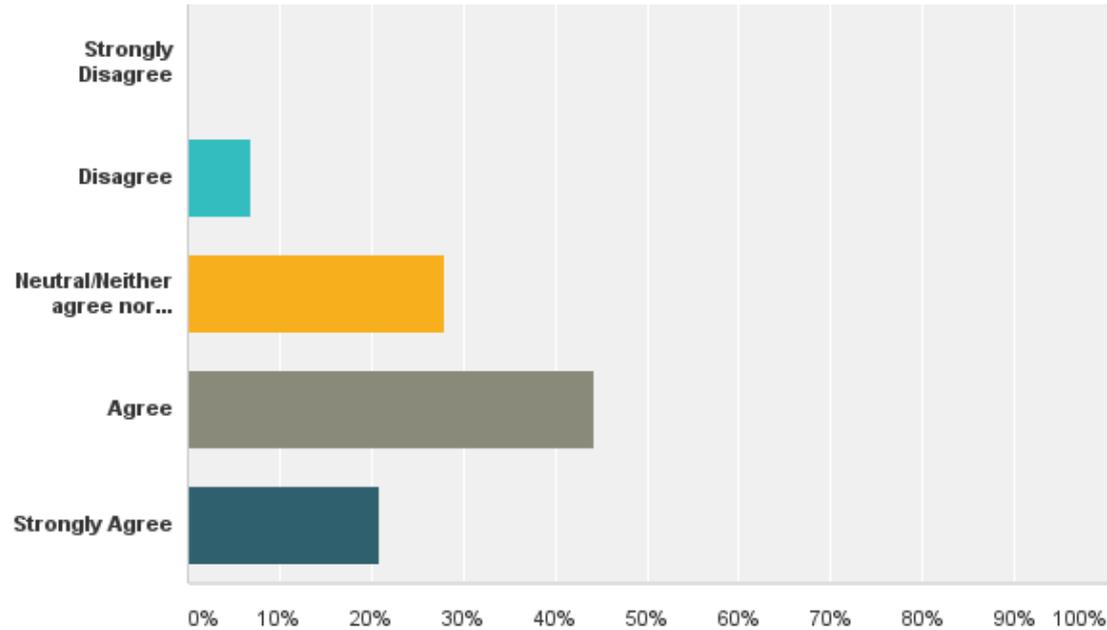
Q11: I get excited about going to work.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	2.33% 1
Disagree	13.95% 6
Neutral/Neither agree nor disagree	20.93% 9
Agree	44.19% 19
Strongly Agree	18.60% 8
Total	43

Q12: I am often so involved in my work that the day goes by very quickly.

Answered: 43 Skipped: 2



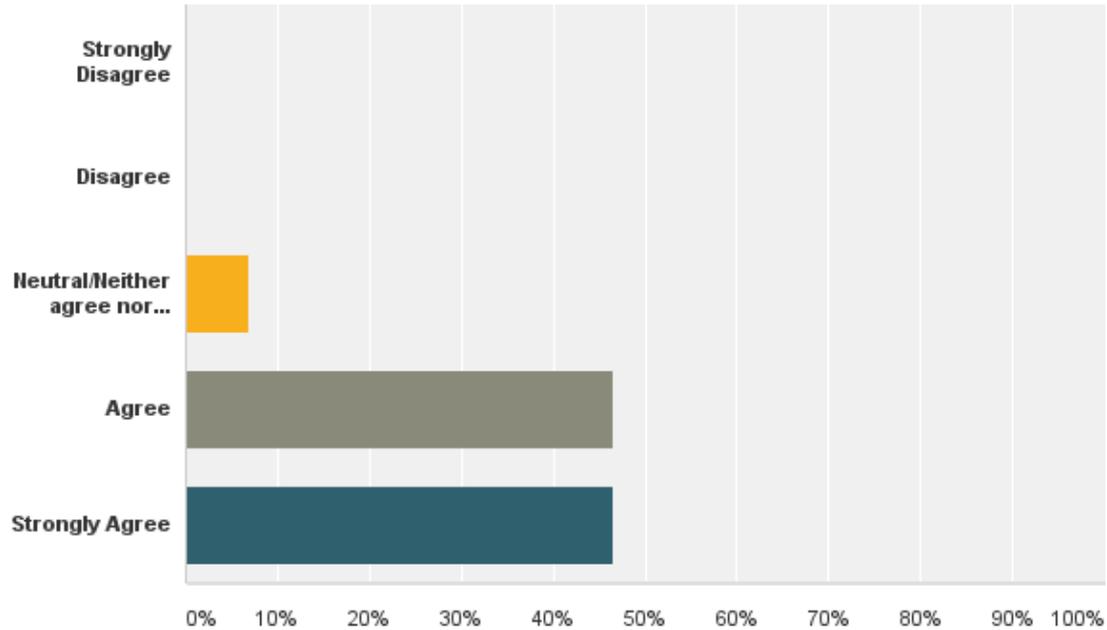
Q12: I am often so involved in my work that the day goes by very quickly.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	6.98% 3
Neutral/Neither agree nor disagree	27.91% 12
Agree	44.19% 19
Strongly Agree	20.93% 9
Total	43

Q13: I am determined to give my best effort at work each day.

Answered: 43 Skipped: 2



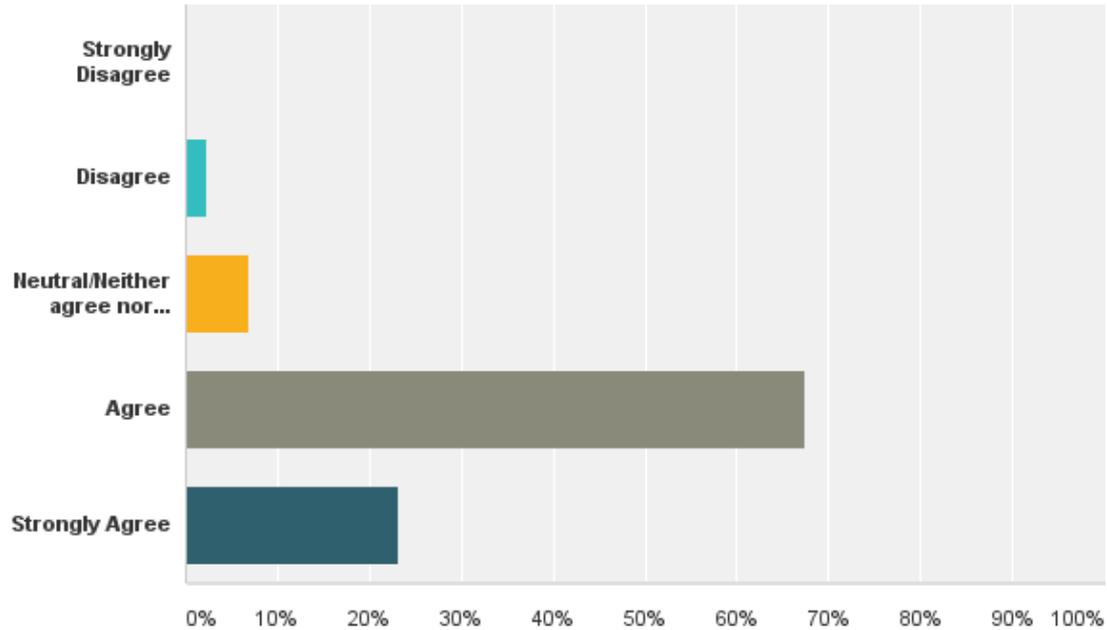
Q13: I am determined to give my best effort at work each day.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	0.00% 0
Neutral/Neither agree nor disagree	6.98% 3
Agree	46.51% 20
Strongly Agree	46.51% 20
Total	43

Q14: When at work, I am completely focused on my job duties.

Answered: 43 Skipped: 2



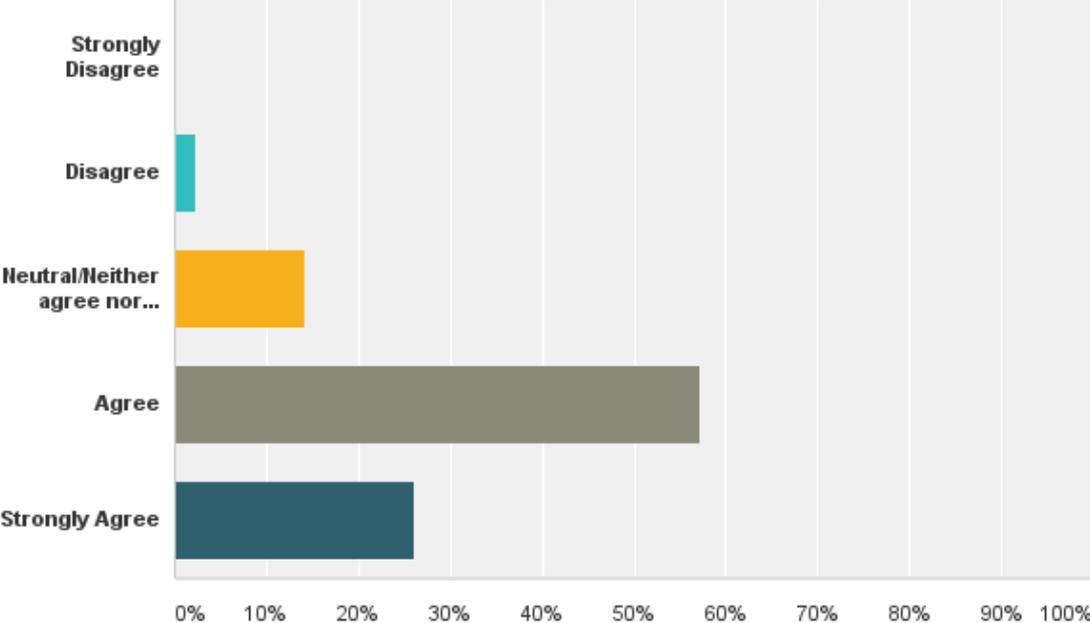
Q14: When at work, I am completely focused on my job duties.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	2.33% 1
Neutral/Neither agree nor disagree	6.98% 3
Agree	67.44% 29
Strongly Agree	23.26% 10
Total	43

Q15: In my organization, employees adapt quickly to difficult situations.

Answered: 42 Skipped: 3



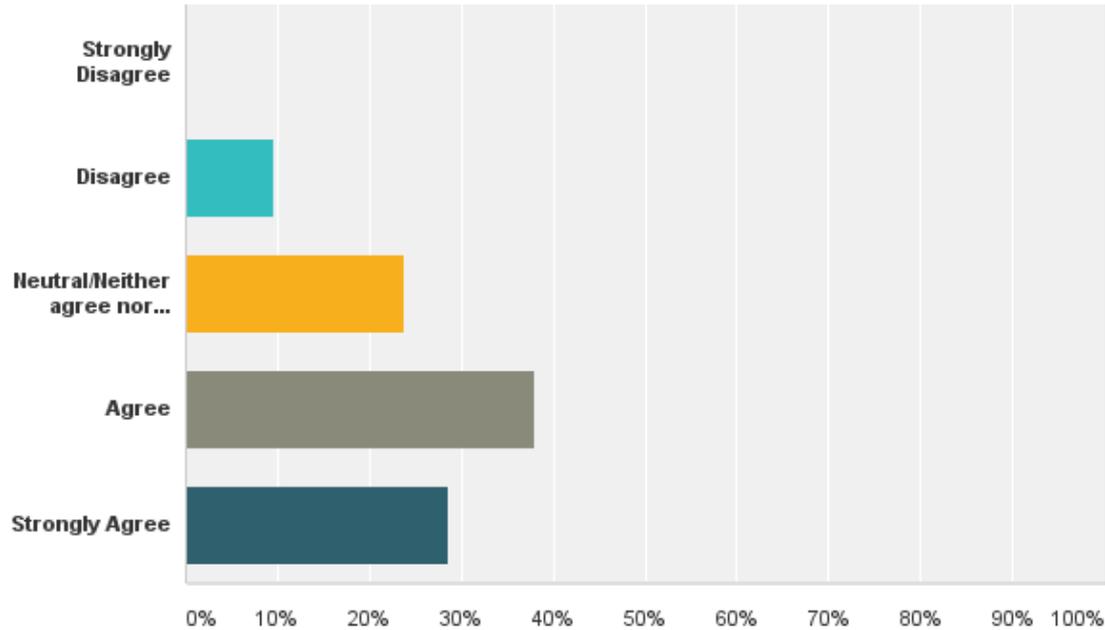
Q15: In my organization, employees adapt quickly to difficult situations.

Answered: 42 Skipped: 3

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	2.38% 1
Neutral/Neither agree nor disagree	14.29% 6
Agree	57.14% 24
Strongly Agree	26.19% 11
Total	42

Q16: Employees here always keep going when the going gets tough.

Answered: 42 Skipped: 3



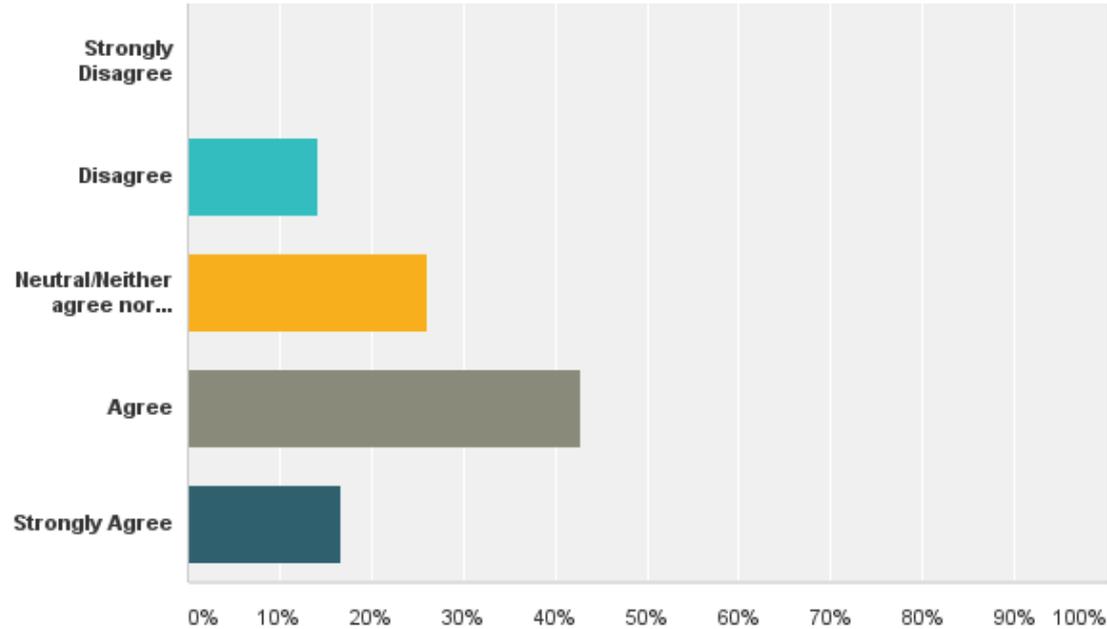
Q16: Employees here always keep going when the going gets tough.

Answered: 42 Skipped: 3

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	9.52% 4
Neutral/Neither agree nor disagree	23.81% 10
Agree	38.10% 16
Strongly Agree	28.57% 12
Total	42

Q17: Employees proactively identify future challenges and opportunities.

Answered: 42 Skipped: 3



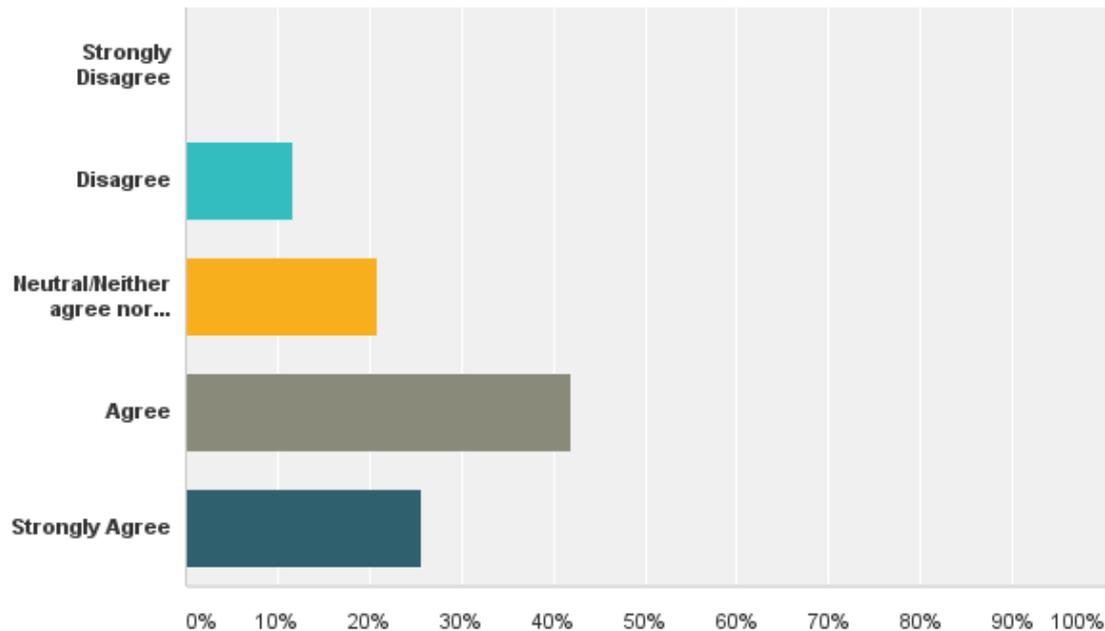
Q17: Employees proactively identify future challenges and opportunities.

Answered: 42 Skipped: 3

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	14.29% 6
Neutral/Neither agree nor disagree	26.19% 11
Agree	42.86% 18
Strongly Agree	16.67% 7
Total	42

Q18: Employees in my organization take the initiative to help other employees when the need arises.

Answered: 43 Skipped: 2



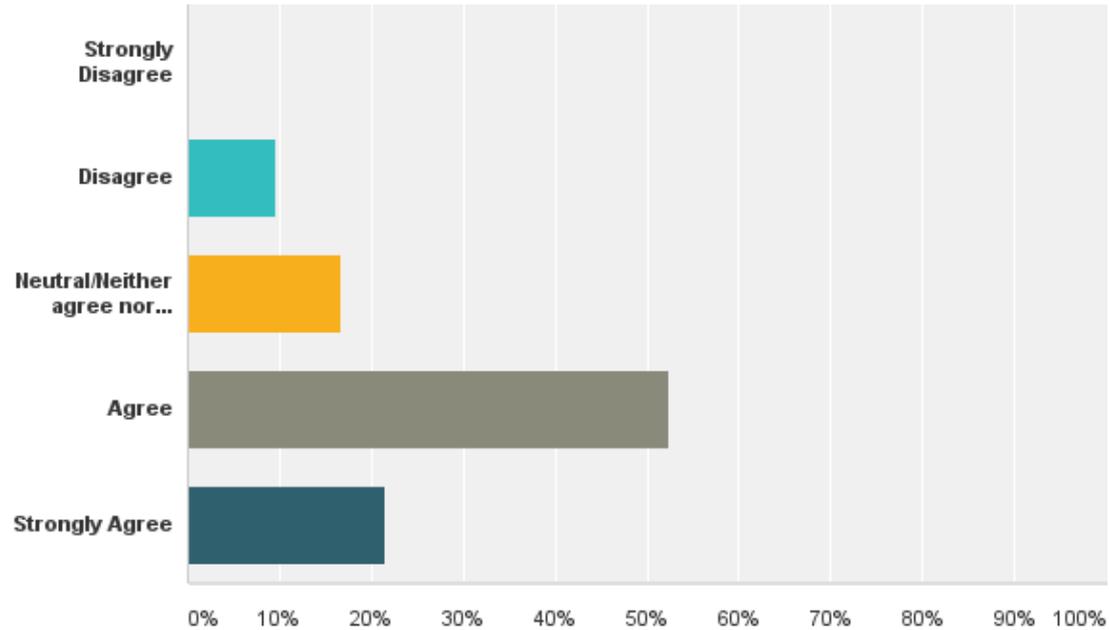
Q18: Employees in my organization take the initiative to help other employees when the need arises.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	11.63% 5
Neutral/Neither agree nor disagree	20.93% 9
Agree	41.86% 18
Strongly Agree	25.58% 11
Total	43

Q19: Employees here are willing to take on new tasks as needed.

Answered: 42 Skipped: 3



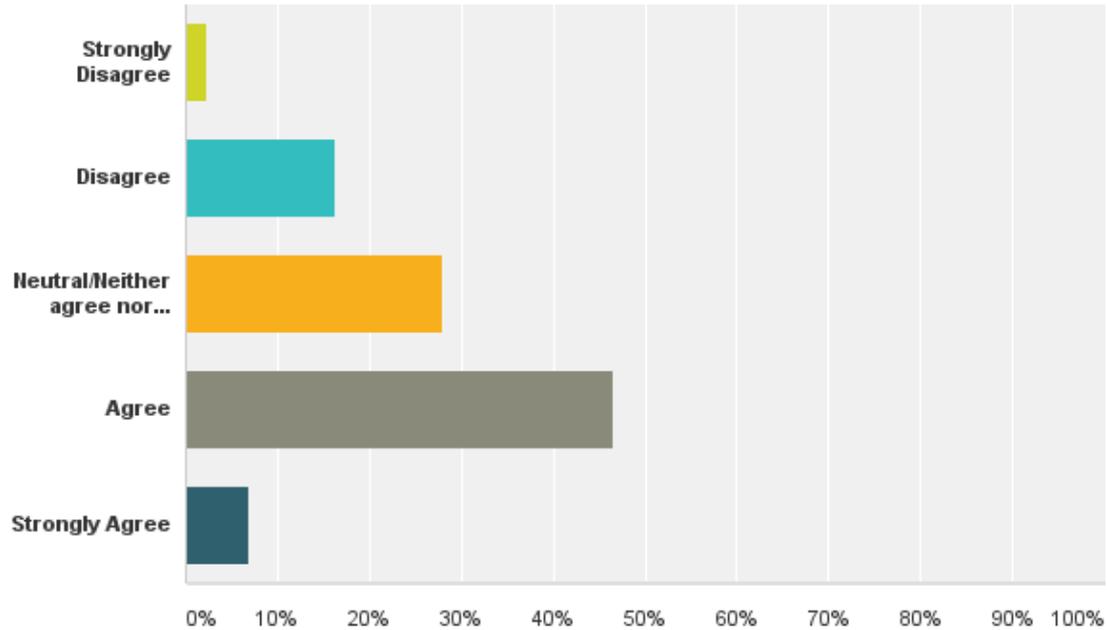
Q19: Employees here are willing to take on new tasks as needed.

Answered: 42 Skipped: 3

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	9.52% 4
Neutral/Neither agree nor disagree	16.67% 7
Agree	52.38% 22
Strongly Agree	21.43% 9
Total	42

Q20: Employees in my organization willingly accept change.

Answered: 43 Skipped: 2



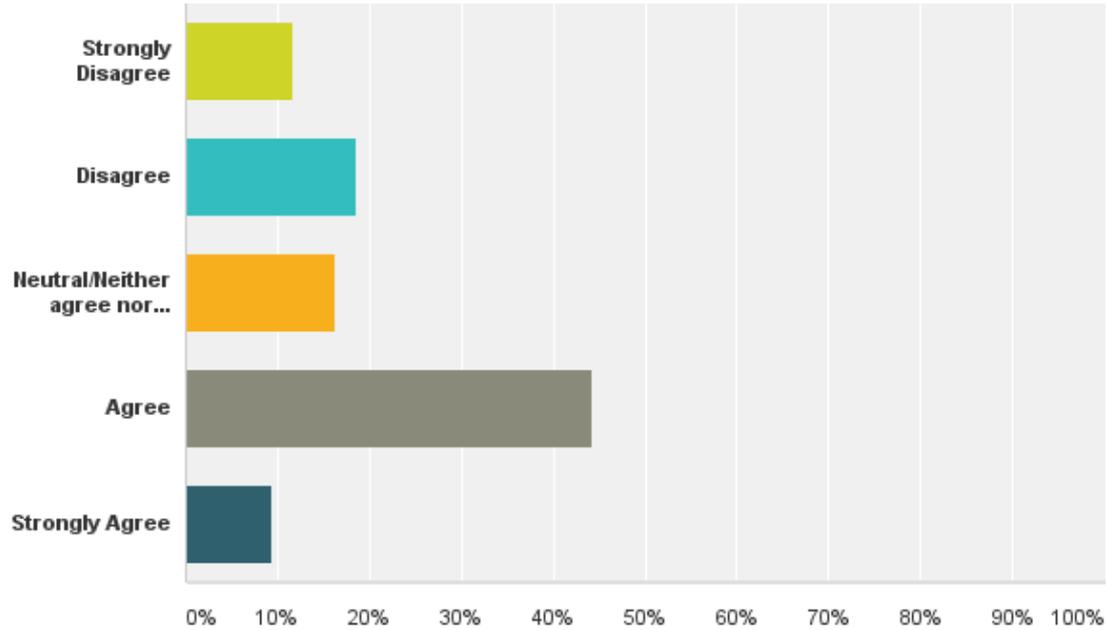
Q20: Employees in my organization willingly accept change.

Answered: 43 Skipped: 2

Answer Choices	Responses	
Strongly Disagree	2.33%	1
Disagree	16.28%	7
Neutral/Neither agree nor disagree	27.91%	12
Agree	46.51%	20
Strongly Agree	6.98%	3
Total		43

Q21: I am satisfied with my overall compensation.

Answered: 43 Skipped: 2



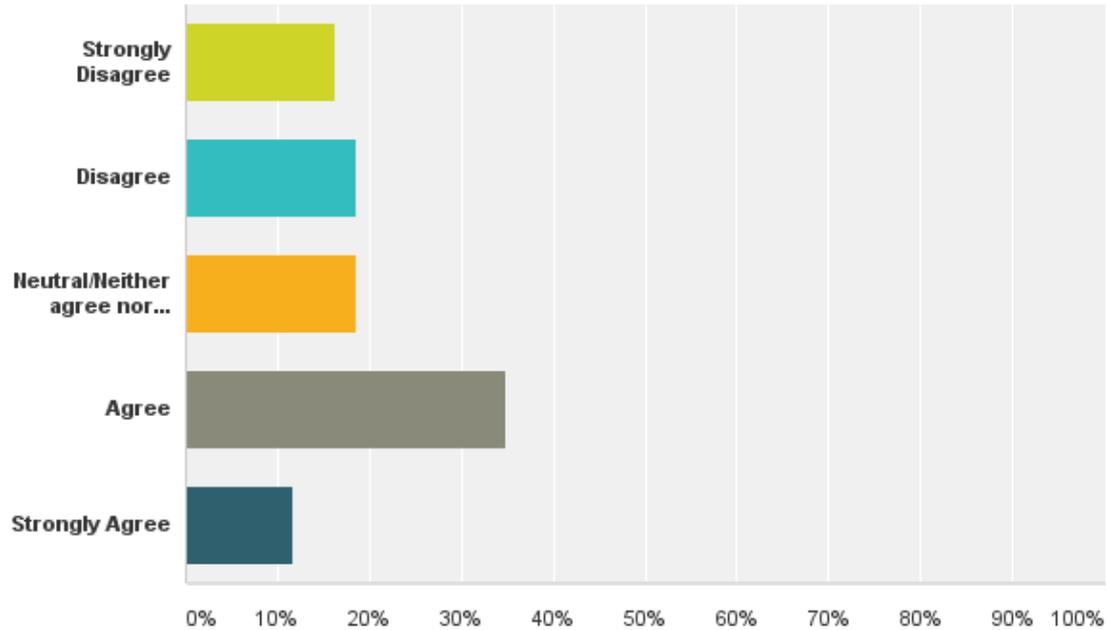
Q21: I am satisfied with my overall compensation.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	11.63% 5
Disagree	18.60% 8
Neutral/Neither agree nor disagree	16.28% 7
Agree	44.19% 19
Strongly Agree	9.30% 4
Total	43

Q22: I am compensated fairly relative to my local market.

Answered: 43 Skipped: 2



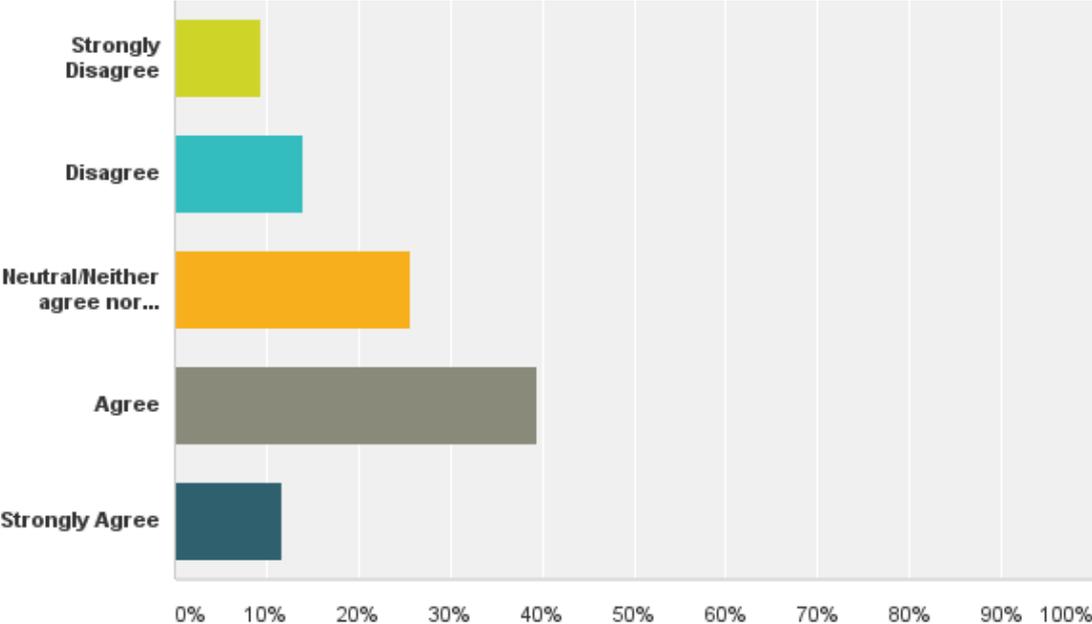
Q22: I am compensated fairly relative to my local market.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	16.28% 7
Disagree	18.60% 8
Neutral/Neither agree nor disagree	18.60% 8
Agree	34.88% 15
Strongly Agree	11.63% 5
Total	43

Q23: Communication between senior leaders and employees is good in my organization.

Answered: 43 Skipped: 2



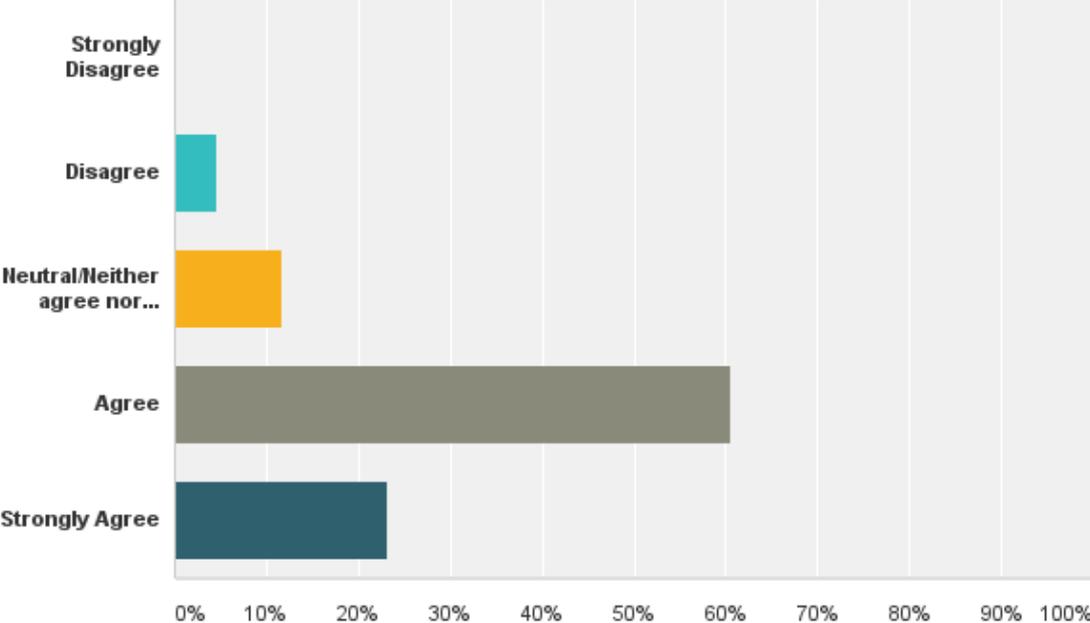
Q23: Communication between senior leaders and employees is good in my organization.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	9.30% 4
Disagree	13.95% 6
Neutral/Neither agree nor disagree	25.58% 11
Agree	39.53% 17
Strongly Agree	11.63% 5
Total	43

Q24: I am able to make decisions affecting my work.

Answered: 43 Skipped: 2



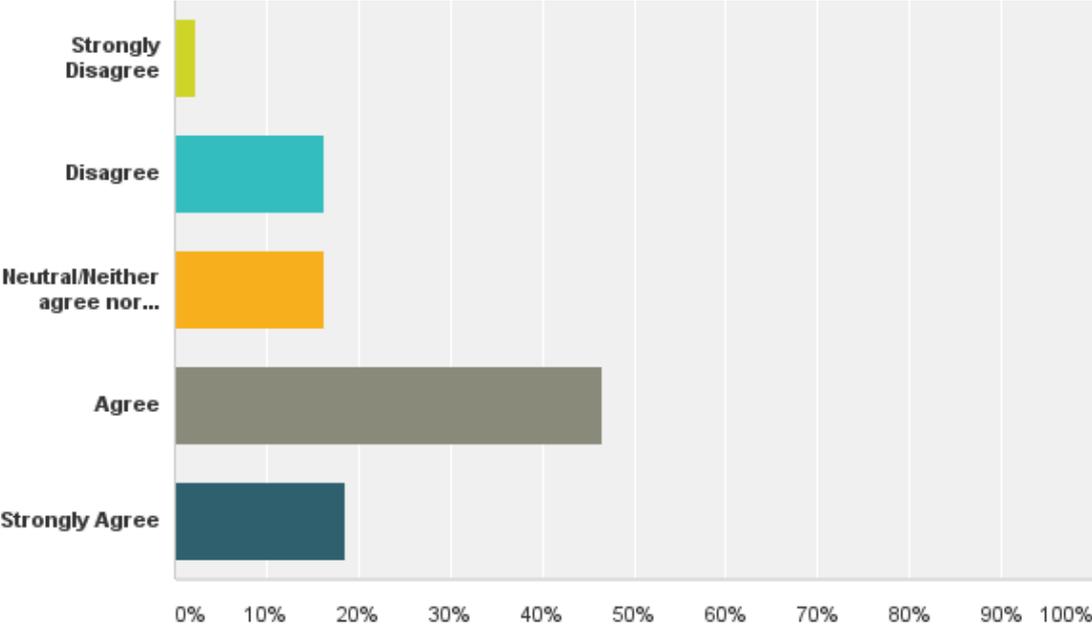
Q24: I am able to make decisions affecting my work.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	4.65% 2
Neutral/Neither agree nor disagree	11.63% 5
Agree	60.47% 26
Strongly Agree	23.26% 10
Total	43

Q25: Management within my organization recognizes strong job performance.

Answered: 43 Skipped: 2



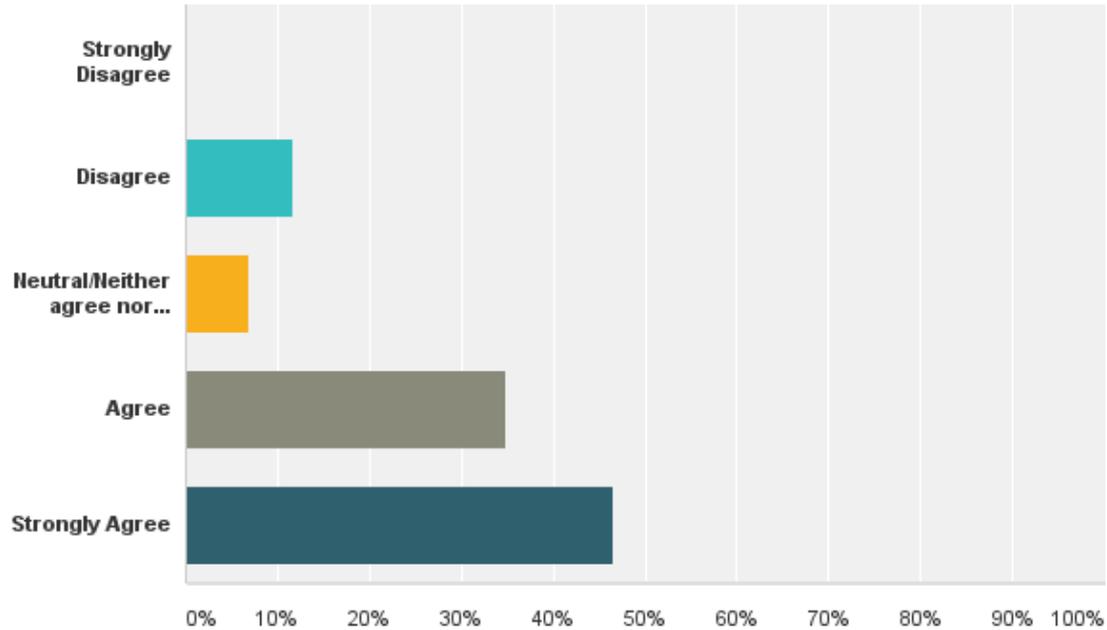
Q25: Management within my organization recognizes strong job performance.

Answered: 43 Skipped: 2

Answer Choices	Responses	
Strongly Disagree	2.33%	1
Disagree	16.28%	7
Neutral/Neither agree nor disagree	16.28%	7
Agree	46.51%	20
Strongly Agree	18.60%	8
Total		43

Q26: My supervisor and I have a good working relationship.

Answered: 43 Skipped: 2



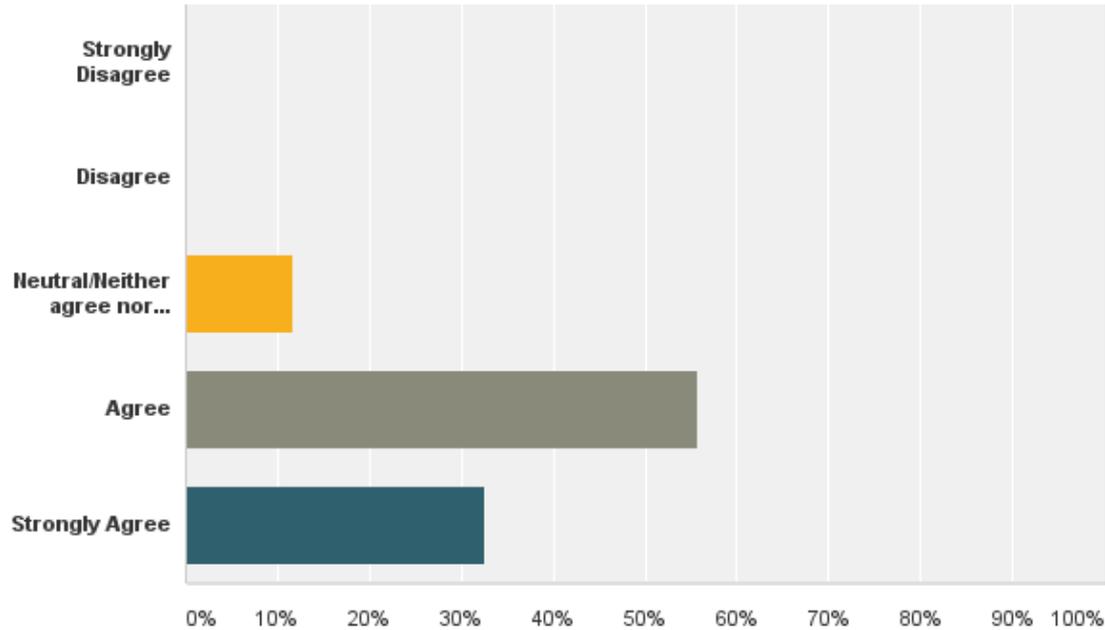
Q26: My supervisor and I have a good working relationship.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	11.63% 5
Neutral/Neither agree nor disagree	6.98% 3
Agree	34.88% 15
Strongly Agree	46.51% 20
Total	43

Q27: My coworkers and I have a good working relationship.

Answered: 43 Skipped: 2



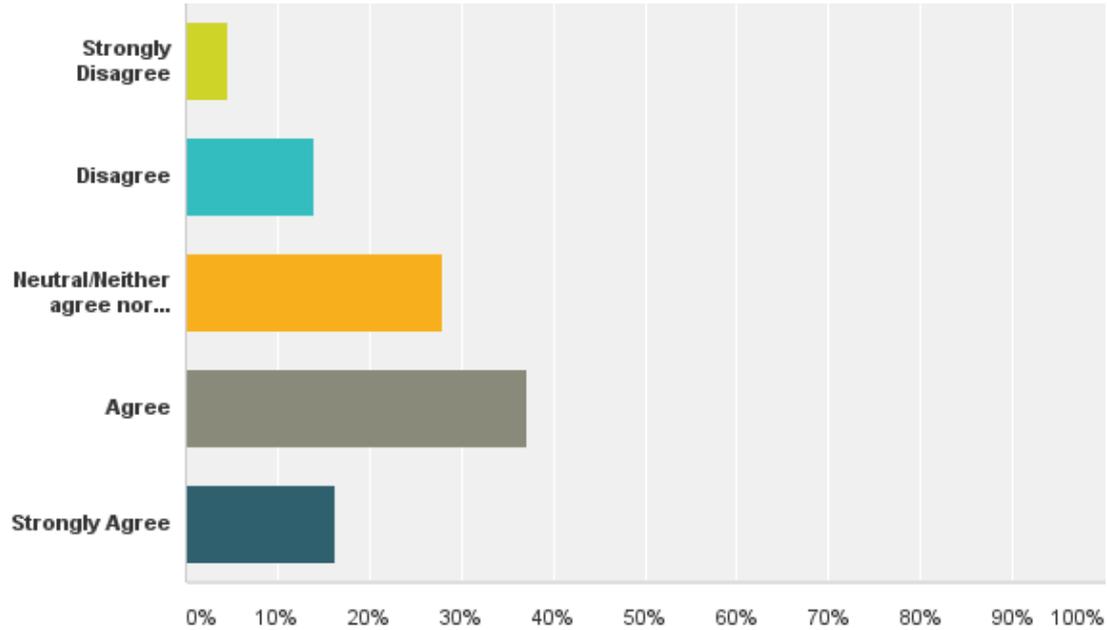
Q27: My coworkers and I have a good working relationship.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	0.00% 0
Neutral/Neither agree nor disagree	11.63% 5
Agree	55.81% 24
Strongly Agree	32.56% 14
Total	43

Q28: Senior management and employees trust each other.

Answered: 43 Skipped: 2



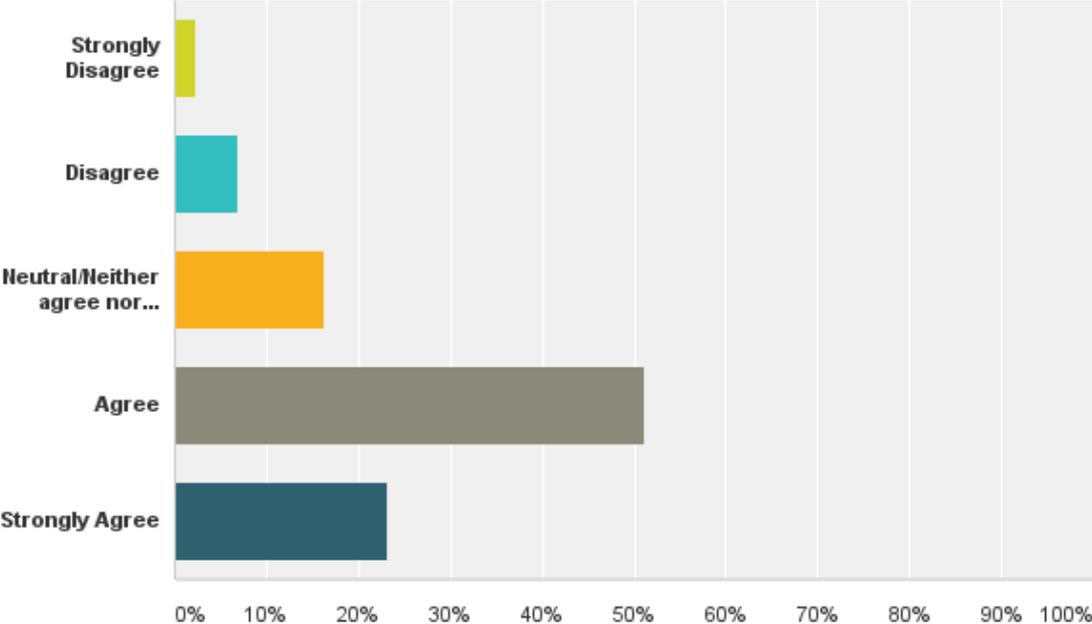
Q28: Senior management and employees trust each other.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	4.65% 2
Disagree	13.95% 6
Neutral/Neither agree nor disagree	27.91% 12
Agree	37.21% 16
Strongly Agree	16.28% 7
Total	43

Q29: Employees treat each other with respect.

Answered: 43 Skipped: 2



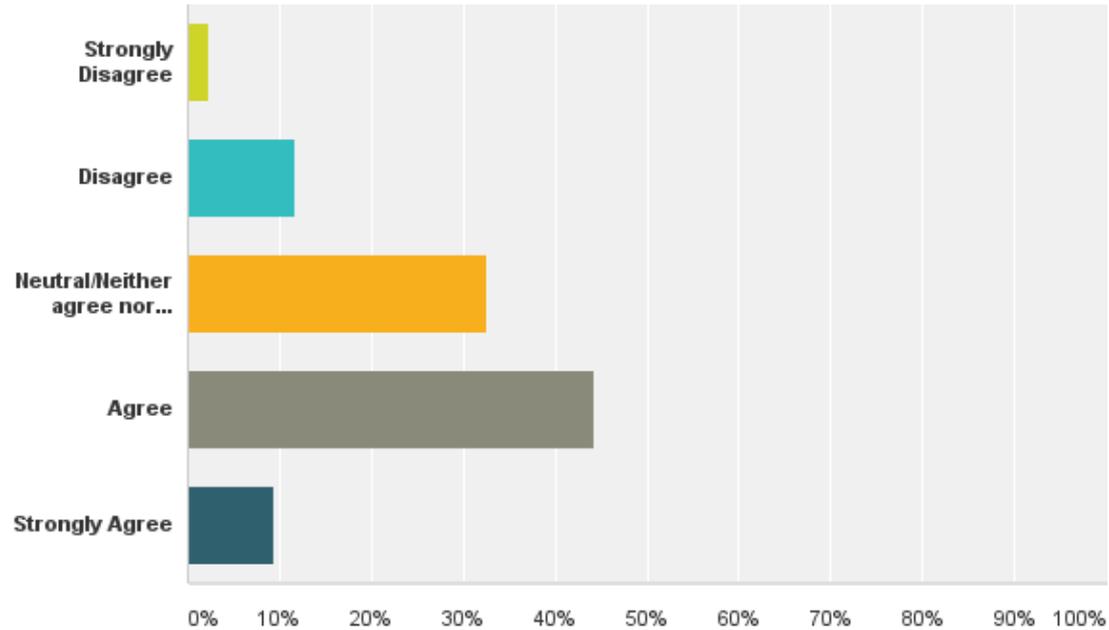
Q29: Employees treat each other with respect.

Answered: 43 Skipped: 2

Answer Choices	Responses	
Strongly Disagree	2.33%	1
Disagree	6.98%	3
Neutral/Neither agree nor disagree	16.28%	7
Agree	51.16%	22
Strongly Agree	23.26%	10
Total		43

Q30: I am satisfied with my total benefits package.

Answered: 43 Skipped: 2



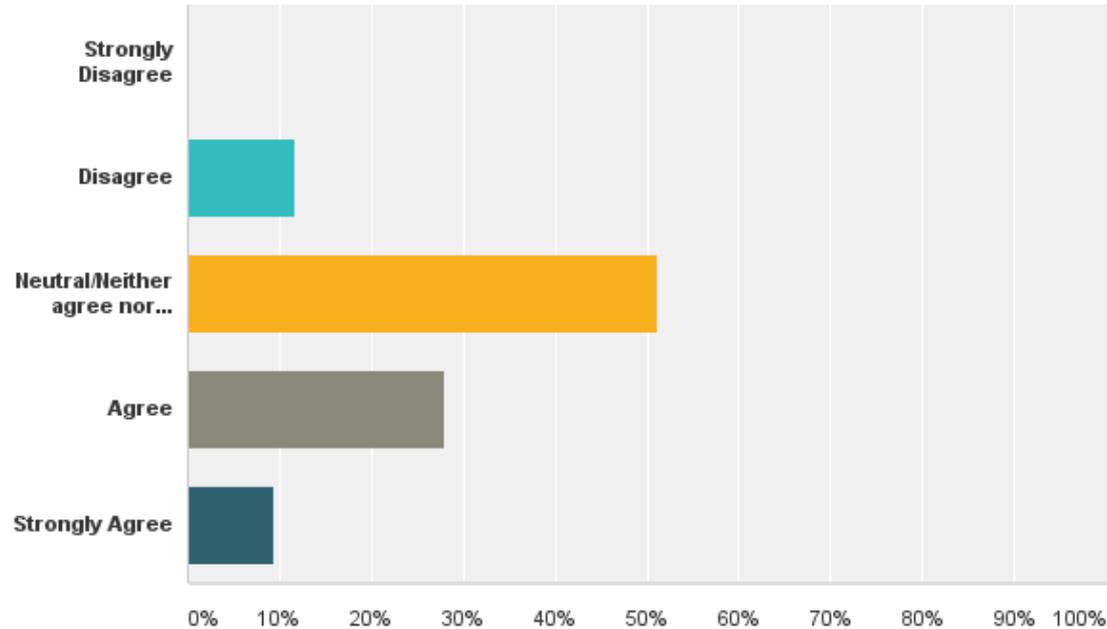
Q30: I am satisfied with my total benefits package.

Answered: 43 Skipped: 2

Answer Choices	Responses	
Strongly Disagree	2.33%	1
Disagree	11.63%	5
Neutral/Neither agree nor disagree	32.56%	14
Agree	44.19%	19
Strongly Agree	9.30%	4
Total		43

Q31: I am satisfied with the healthcare-related benefits offered by my organization.

Answered: 43 Skipped: 2



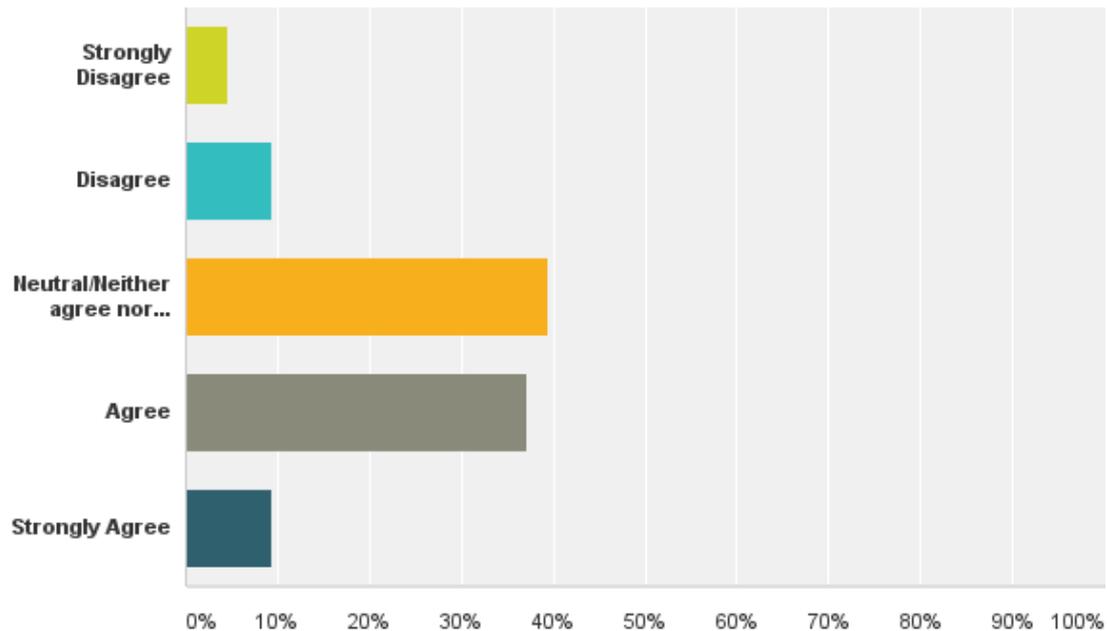
Q31: I am satisfied with the healthcare-related benefits offered by my organization.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	11.63% 5
Neutral/Neither agree nor disagree	51.16% 22
Agree	27.91% 12
Strongly Agree	9.30% 4
Total	43

Q32: I am satisfied with the amount of paid leave offered by my organization.

Answered: 43 Skipped: 2



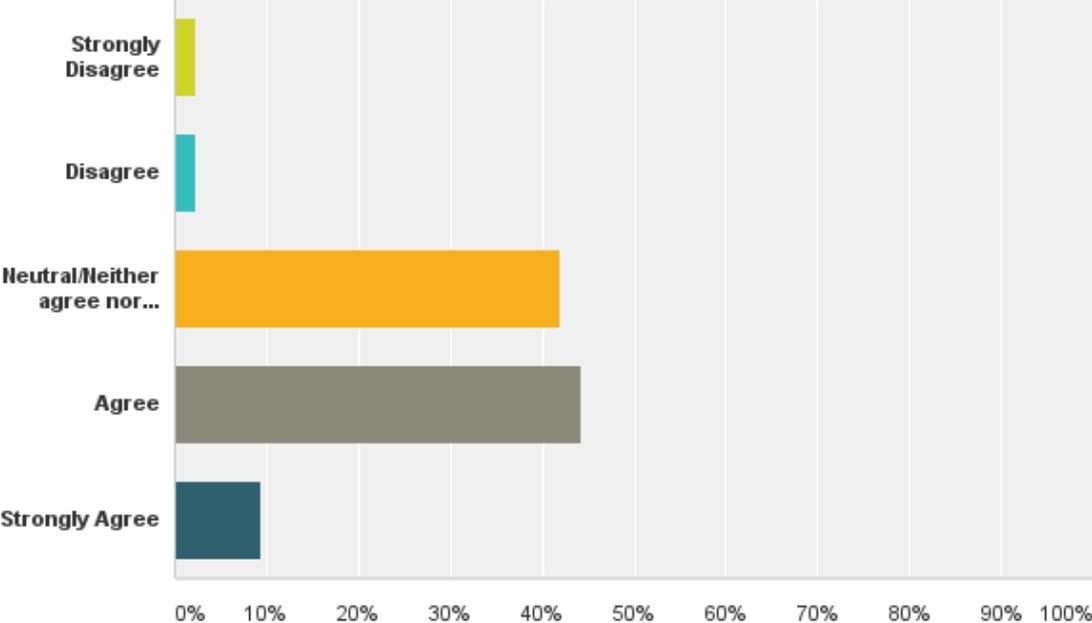
Q32: I am satisfied with the amount of paid leave offered by my organization.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	4.65% 2
Disagree	9.30% 4
Neutral/Neither agree nor disagree	39.53% 17
Agree	37.21% 16
Strongly Agree	9.30% 4
Total	43

Q33: I am satisfied with the retirement plan offered by my organization.

Answered: 43 Skipped: 2



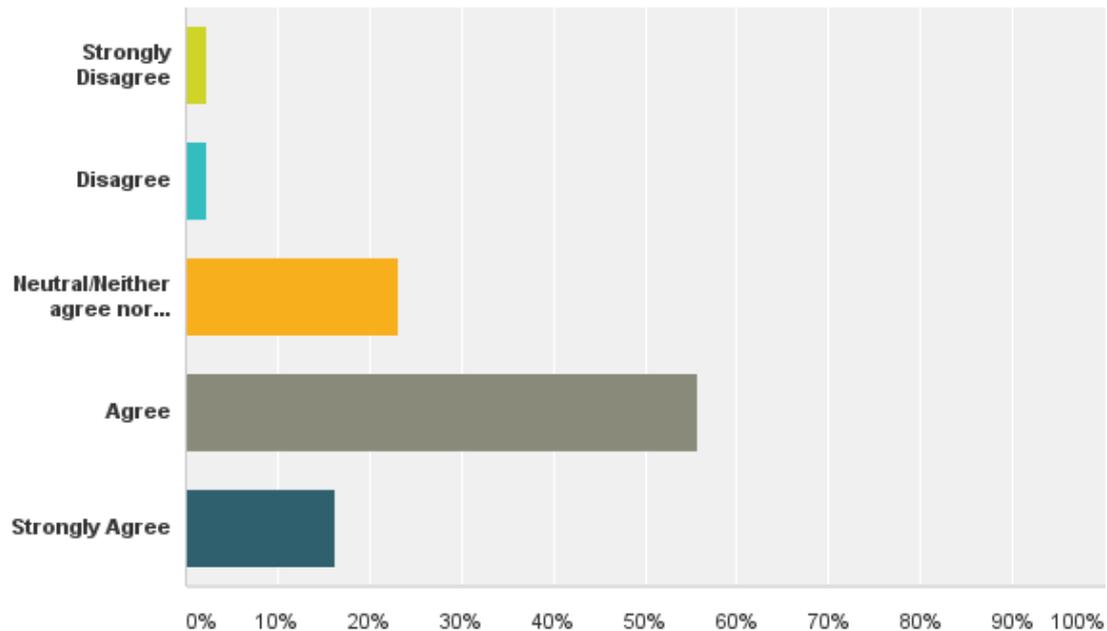
Q33: I am satisfied with the retirement plan offered by my organization.

Answered: 43 Skipped: 2

Answer Choices	Responses
Strongly Disagree	2.33% 1
Disagree	2.33% 1
Neutral/Neither agree nor disagree	41.86% 18
Agree	44.19% 19
Strongly Agree	9.30% 4
Total	43

Q34: I am satisfied with the workplace flexibility offered by my organization.

Answered: 43 Skipped: 2



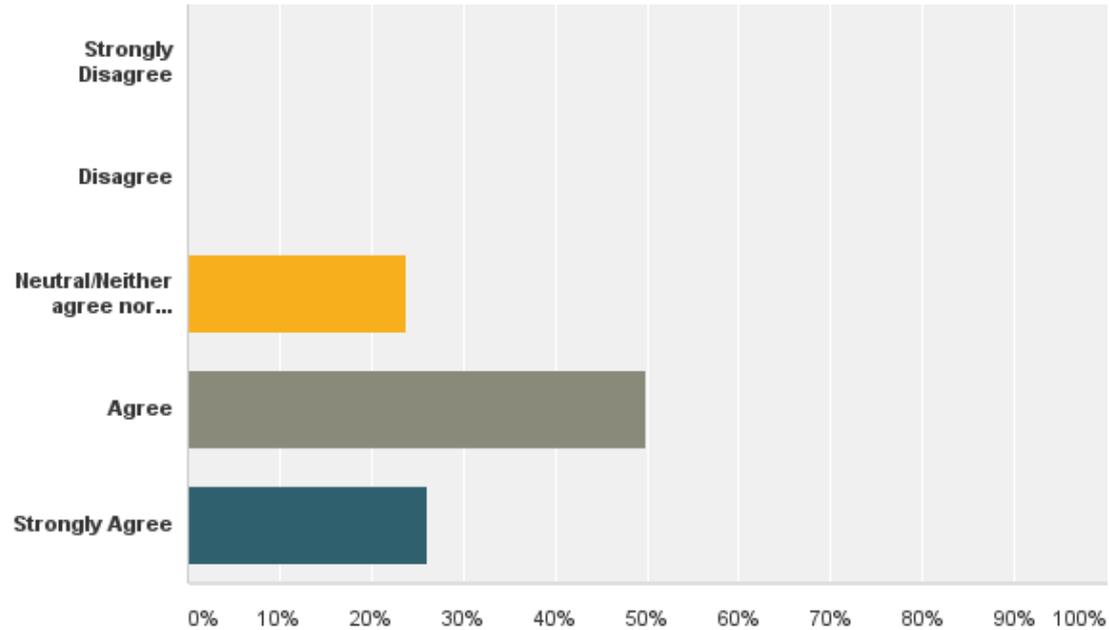
Q34: I am satisfied with the workplace flexibility offered by my organization.

Answered: 43 Skipped: 2

Answer Choices	Responses	
Strongly Disagree	2.33%	1
Disagree	2.33%	1
Neutral/Neither agree nor disagree	23.26%	10
Agree	55.81%	24
Strongly Agree	16.28%	7
Total		43

Q35: My organization has a safe work environment.

Answered: 42 Skipped: 3



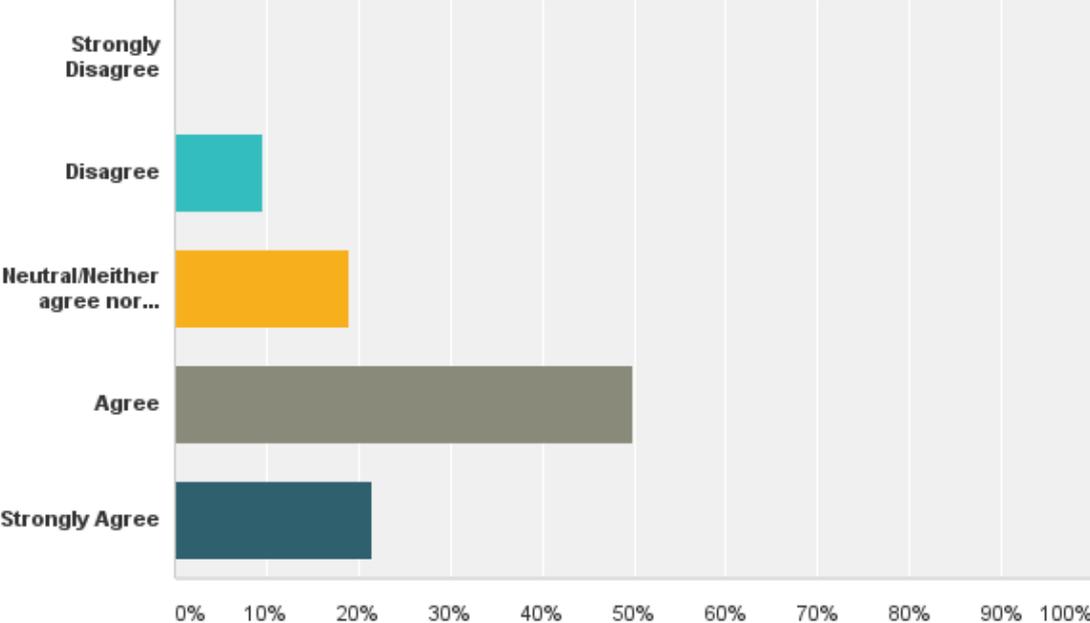
Q35: My organization has a safe work environment.

Answered: 42 Skipped: 3

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	0.00% 0
Neutral/Neither agree nor disagree	23.81% 10
Agree	50.00% 21
Strongly Agree	26.19% 11
Total	42

Q36: I am satisfied with my overall job security.

Answered: 42 Skipped: 3



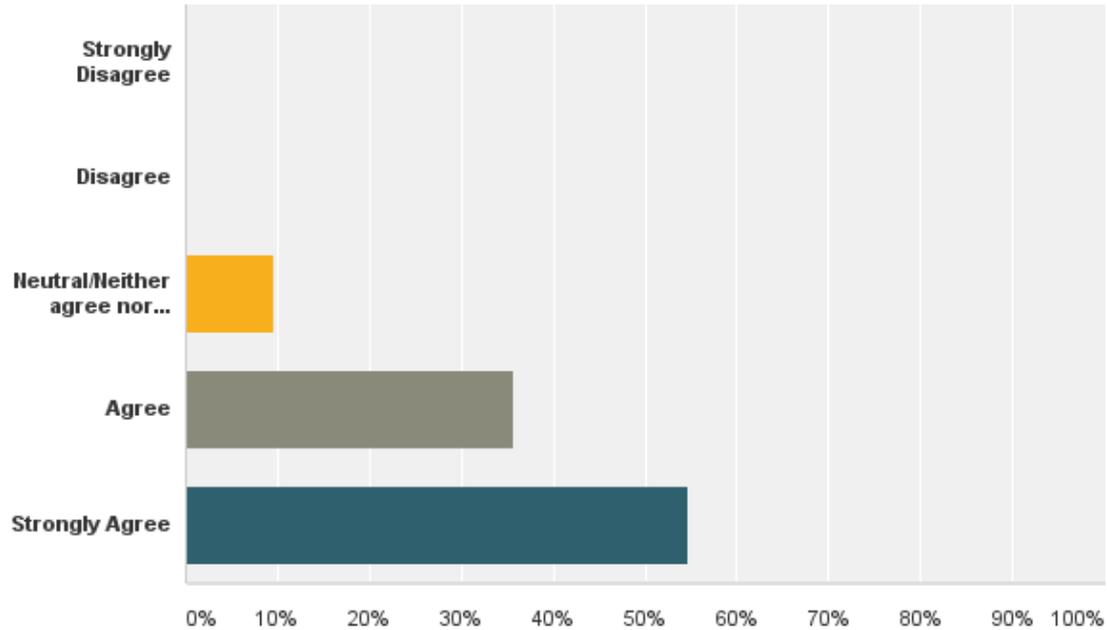
Q36: I am satisfied with my overall job security.

Answered: 42 Skipped: 3

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	9.52% 4
Neutral/Neither agree nor disagree	19.05% 8
Agree	50.00% 21
Strongly Agree	21.43% 9
Total	42

Q37: My organization's work positively impacts people's lives.

Answered: 42 Skipped: 3



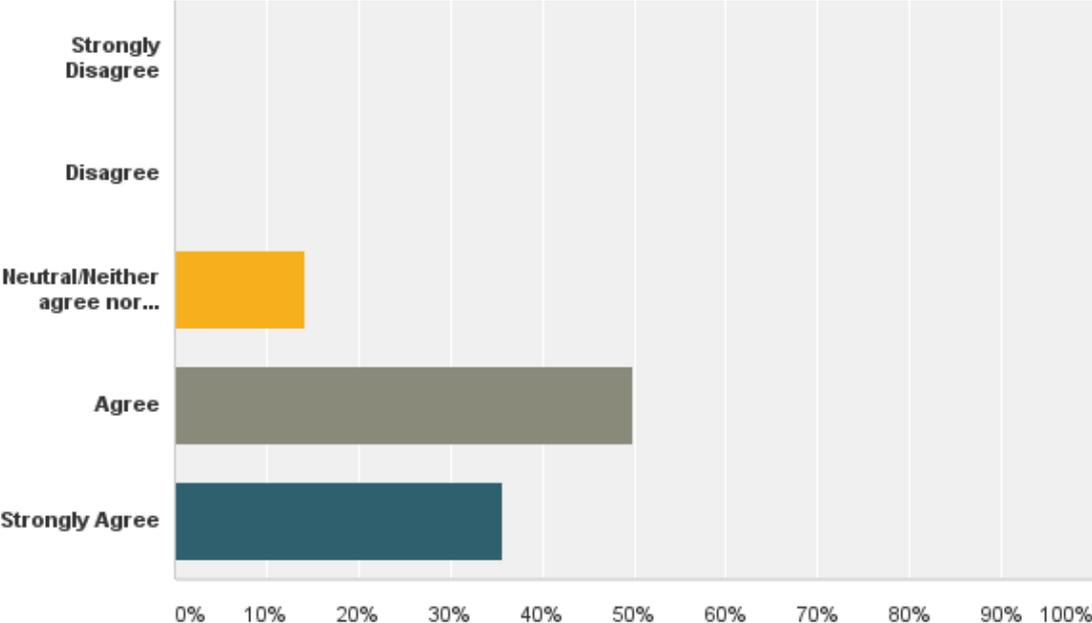
Q37: My organization's work positively impacts people's lives.

Answered: 42 Skipped: 3

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	0.00% 0
Neutral/Neither agree nor disagree	9.52% 4
Agree	35.71% 15
Strongly Agree	54.76% 23
Total	42

Q38: My organization operates in a socially responsible manner.

Answered: 42 Skipped: 3



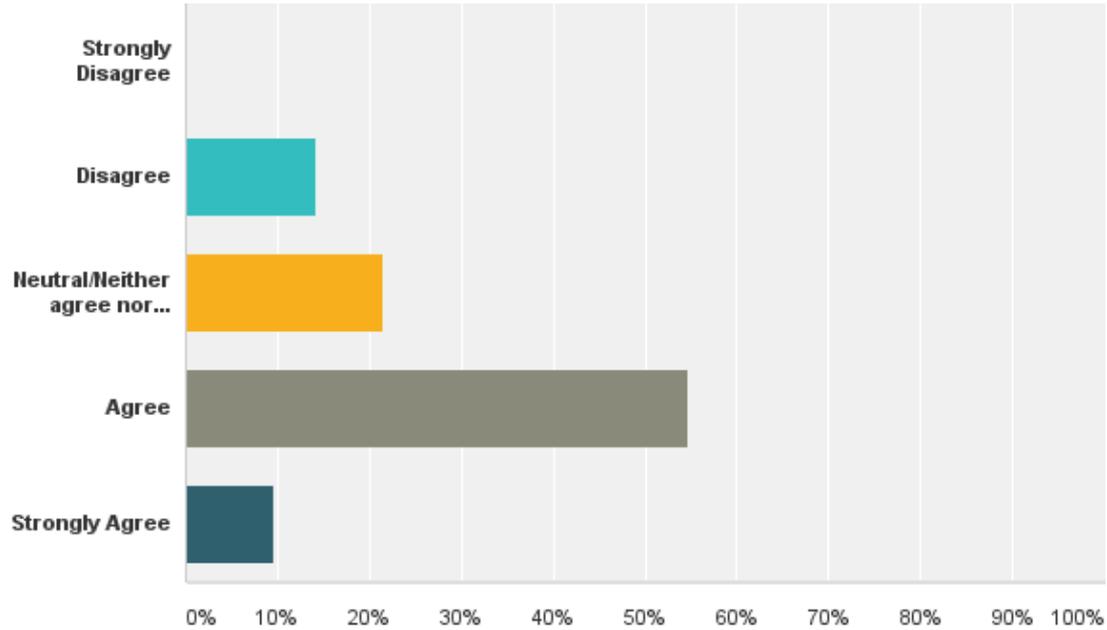
Q38: My organization operates in a socially responsible manner.

Answered: 42 Skipped: 3

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	0.00% 0
Neutral/Neither agree nor disagree	14.29% 6
Agree	50.00% 21
Strongly Agree	35.71% 15
Total	42

Q39: My organization's fiscal well-being is stable.

Answered: 42 Skipped: 3



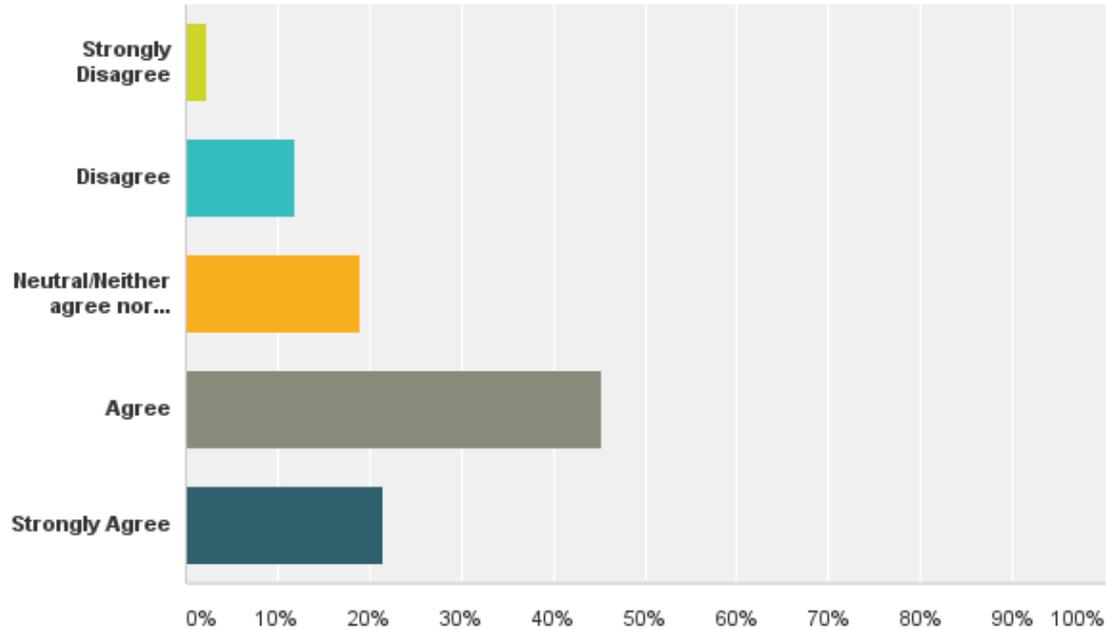
Q39: My organization's fiscal well-being is stable.

Answered: 42 Skipped: 3

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	14.29% 6
Neutral/Neither agree nor disagree	21.43% 9
Agree	54.76% 23
Strongly Agree	9.52% 4
Total	42

Q40: I am satisfied with the culture of my workplace.

Answered: 42 Skipped: 3



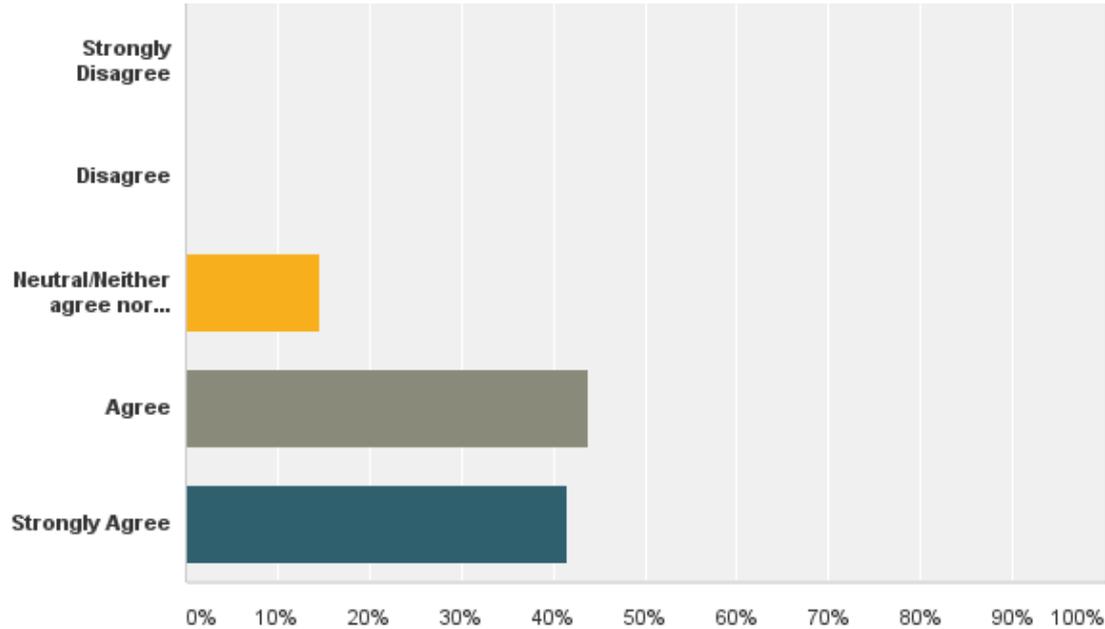
Q40: I am satisfied with the culture of my workplace.

Answered: 42 Skipped: 3

Answer Choices	Responses	
Strongly Disagree	2.38%	1
Disagree	11.90%	5
Neutral/Neither agree nor disagree	19.05%	8
Agree	45.24%	19
Strongly Agree	21.43%	9
Total		42

Q41: I understand how my work impacts the organization's business goals.

Answered: 41 Skipped: 4



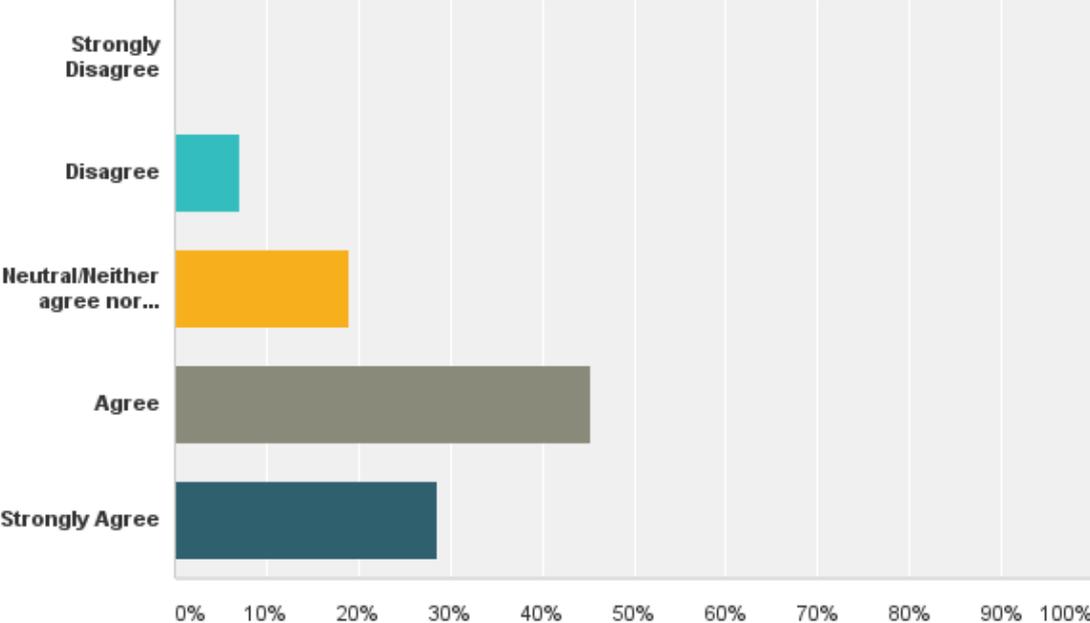
Q41: I understand how my work impacts the organization's business goals.

Answered: 41 Skipped: 4

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	0.00% 0
Neutral/Neither agree nor disagree	14.63% 6
Agree	43.90% 18
Strongly Agree	41.46% 17
Total	41

Q42: My organization is dedicated to diversity and inclusiveness.

Answered: 42 Skipped: 3



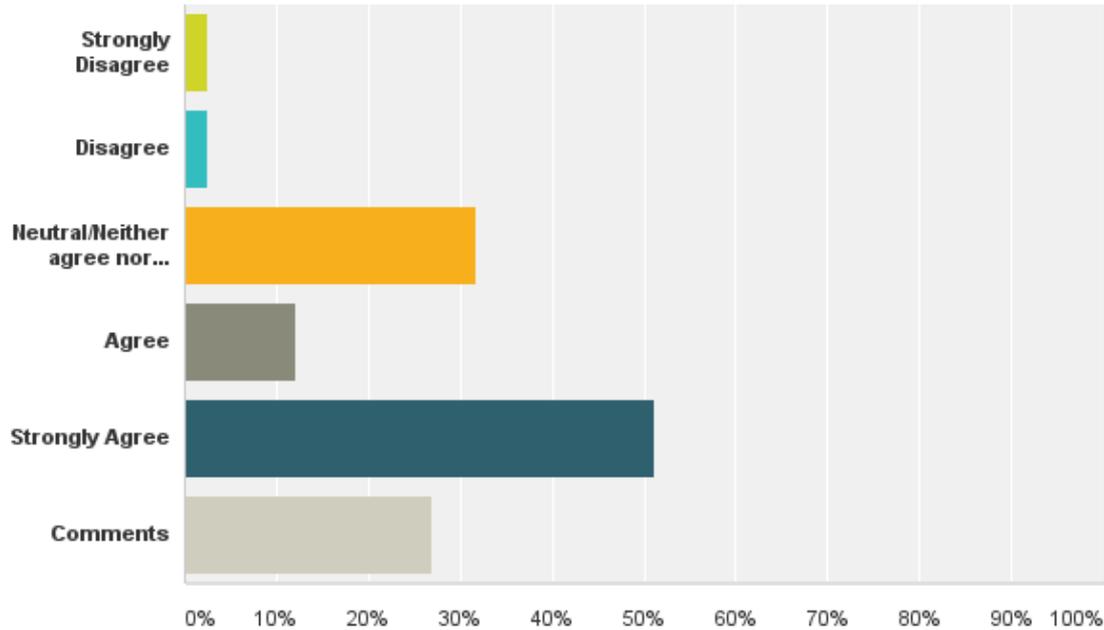
Q42: My organization is dedicated to diversity and inclusiveness.

Answered: 42 Skipped: 3

Answer Choices	Responses
Strongly Disagree	0.00% 0
Disagree	7.14% 3
Neutral/Neither agree nor disagree	19.05% 8
Agree	45.24% 19
Strongly Agree	28.57% 12
Total	42

Q43. Should the town change the time off policy by allowing employees to use vacation and sick time on an hourly basis instead of full and half day increments only?

Answered: 41 Skipped: 4



Q43. Should the town change the time on policy by allowing employees to use vacation and sick time on an hourly basis instead of full and half day increments only?

Answered: 41 Skipped: 4

Answer Choices	Responses
Strongly Disagree	2.44% 1
Disagree	2.44% 1
Neutral/Neither agree nor disagree	31.71% 13
Agree	12.20% 5
Strongly Agree	51.22% 21
Comments	26.83% 11
Total Respondents: 41	