

# UMD

Report Period: Spring 2016

UMD Overall

## Summary

Respondents	Grand Mean			Strengths	Current Mean
	Current Mean	Last Mean	Mean Percentile Rank		
6072	3.69	NA	25	<b>Q05: Cares About Me</b>	3.98
				<b>Q02: Materials and Equipment</b>	3.86
				<b>Opportunities</b>	
				<b>Q10: Best Friend</b>	2.98
				<b>Q11: Progress</b>	3.59

## Engagement Index



\* Not shown if n < 5 for Mean and Top Box, n < 10 for Frequency, or data is unavailable.  
 \*\* Last Data for the current unit.  
 \*\*\* Mean Percentile Rank and Strengths and Opportunities are being calculated against the Gallup Overall database.  
 \*\*\*\* A change in score is meaningful if the score changes by 0.2 or more between survey periods.

## Survey questions > Gallup Q<sup>12</sup> Items

	Total N	Current Mean	Frequency Distribution					Mean Percentile Rank
			%1	%2	%3	%4	%5	
Q00. How satisfied are you with the University of Maryland (UMD) as a place to work?	5892	3.70	3	8	24	46	19	26
Q01. I know what is expected of me at work.	6018	4.20	2	4	12	35	46	28
Q02. I have the materials and equipment I need to do my work right.	6010	3.86	4	8	18	35	34	33
Q03. At work, I have the opportunity to do what I do best every day.	5996	3.78	5	9	20	35	31	27
Q04. In the last seven days, I have received recognition or praise for doing good work.	5822	3.24	20	14	17	23	27	27
Q05. My supervisor, or someone at work, seems to care about me as a person.	5936	3.98	7	7	13	25	47	36
Q06. There is someone at work who encourages my development.	5932	3.58	11	12	18	28	32	27
Q07. At work, my opinions seem to count.	5956	3.57	10	11	18	32	28	32
Q08. The mission or purpose of my organization makes me feel my job is important.	5949	3.81	7	8	17	32	36	29

Percentile Range in Gallup Overall Database ■ < 25th Percentile ■ 25-49th Percentile ■ 50-74th Percentile ■ ≥ 75th Percentile

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Survey questions > Gallup Q<sup>12</sup> Items

	Total N	Current Mean	Frequency Distribution					Mean Percentile Rank
			%1	%2	%3	%4	%5	
Q09. My associates or fellow employees are committed to doing quality work.	5965	3.91	4	7	19	36	35	31
Q10. I have a best friend at work.	5633	2.98	21	18	23	20	19	12
Q11. In the last six months, someone at work has talked to me about my progress.	5824	3.59	13	10	15	26	35	26
Q12. This last year, I have had opportunities at work to learn and grow.	5882	3.72	10	9	17	30	35	26

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Survey questions > Custom Questions

	Total N	Current Mean	Frequency Distribution				
			%1	%2	%3	%4	%5
C01. I always trust my organization to be fair to all employees.	5935	2.93	19	19	27	23	13
C02. My organization treasures diverse opinions and ideas.	5853	3.32	11	14	25	30	19
C03. My supervisor or department chair creates an environment that is trusting and open.	5925	3.55	12	11	18	29	31
C04. If I raised a concern about discrimination, I am confident my employer would do what is right.	5704	3.70	10	9	16	28	36
C05. Everyone at UMD is treated fairly regardless of ethnic background, race, gender, age, disability, or other differences not related to job performance.	5525	3.38	13	13	20	29	25
C06. At work, I am treated with respect.	5960	3.93	5	8	16	35	37
C07. My supervisor or department chair emphasizes my strengths rather than my weaknesses.	5729	3.81	8	7	17	32	36
C08. I am asked for my input regarding changes that affect my work.	5785	3.44	12	13	19	31	25

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Survey questions > Custom Questions

	Total N	Current Mean	Frequency Distribution				
			%1	%2	%3	%4	%5
C09. Leaders at UMD help me see how changes made today will affect the institution's future.	5573	3.09	14	17	30	26	14
C10. At UMD, people are held accountable for their actions.	5511	2.96	16	19	30	23	12
C11. I am confident that the findings arising out of this survey will be acted upon.	5508	2.86	18	21	29	19	12
C12. I would recommend the University of Maryland as a great place to work.	5948	3.69	5	9	26	34	27

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