

Employee Engagement

# NDSU Employee Engagement October 2024

Oct 14, 2024 - Nov 01, 2024

Participation: 96%

Reporting Group: Direct | Wallin, Kimberly - All - All

# Q<sup>12</sup> Mean

The Gallup Q<sup>12</sup> score represents the average, combined score of the 12 elements that measure employee engagement. Each element has consistently been linked to better business outcomes.

ENGAGEMENT MEAN



MEAN PERCENTILE RANK



Database: Custom Industry - Education -  
Postsecondary/Higher Education - R1 Institutions  
(Doctoral Universities)


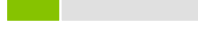




RESPONDENTS

22

ENGAGEMENT INDEX

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

Questions	Respondents	Current Mean	Mean Percentile Rank - Custom Industry - Education - Postsecondary/Higher Education - R1 Institutions (Doctoral Universities)	Company Overall Current Mean
<b>Q00:</b> On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with your organization as a place to work?	22	3.64	35 	3.66
<b>Q01:</b> I know what is expected of me at work.	22	4.27	46 	4.25
<b>Q02:</b> I have the materials and equipment I need to do my work right.	22	3.82	28 	3.91
<b>Q03:</b> At work, I have the opportunity to do what I do best every day.	22	3.77	35 	3.86
<b>Q04:</b> In the last seven days, I have received recognition or praise for doing good work.	22	3.36	40 	3.14
<b>Q05:</b> My supervisor, or someone at work, seems to care about me as a person.	20	4.40	57 	4.15
<b>Q06:</b> There is someone at work who encourages my development.	21	4.05	58 	3.76
<b>Q07:</b> At work, my opinions seem to count.	22	4.09	67 	3.65
<b>Q08:</b> The mission or purpose of my organization makes me feel my job is important.	21	4.10	55 	3.84
<b>Q09:</b> My fellow employees are committed to doing quality work.	22	4.14	45 	3.90
<b>Q10:</b> I have a best friend at work.	18	3.33	53 	2.99
<b>Q11:</b> In the last six months, someone at work has talked to me about my progress.	22	3.68	40 	3.48
<b>Q12:</b> This last year, I have had opportunities at work to learn and grow.	22	3.91	42 	3.87

# Q12 Plus - Workplace Demands

MEAN

3.41

MEAN PERCENTILE RANK

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Database: Custom Industry - Education - Postsecondary/Higher Education - R1 Institutions (Doctoral Universities)

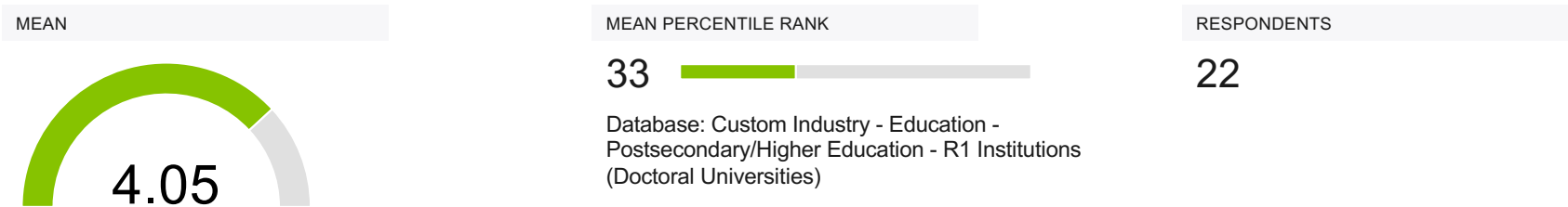
RESPONDENTS

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Questions	Respondents	Current Mean	Mean Percentile Rank - Custom Industry - Education - Postsecondary/Higher Education - R1 Institutions (Doctoral Universities)	Company Overall Current Mean
At work, I am treated with respect.	22	4.09	48 <div></div>	4.00
My organization cares about my overall wellbeing.	22	3.32	39 <div></div>	3.47
I have received meaningful feedback in the last week.	21	3.05	*	3.03
My organization always delivers on the promise we make to customers.	21	3.19	*	3.61

# Basic Needs - What do I get?

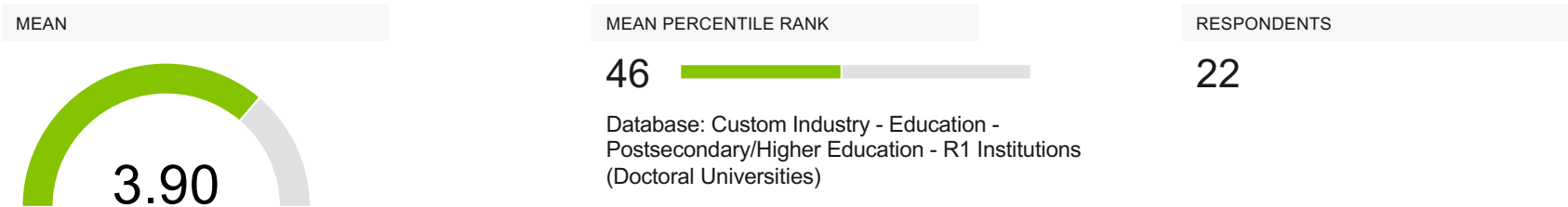
Employees need to have a clear understanding of what excellence in their role looks like so they can be successful. Groups with high scores on the first element are more productive, cost-effective, creative and adaptive.



Questions	Respondents	Current Mean	Mean Percentile Rank - Custom Industry - Education - Postsecondary/Higher Education - R1 Institutions (Doctoral Universities)		Company Overall Current Mean
Q01: I know what is expected of me at work.	22	4.27	46	<div></div>	4.25
Q02: I have the materials and equipment I need to do my work right.	22	3.82	28	<div></div>	3.91

# Individual - What do I give?

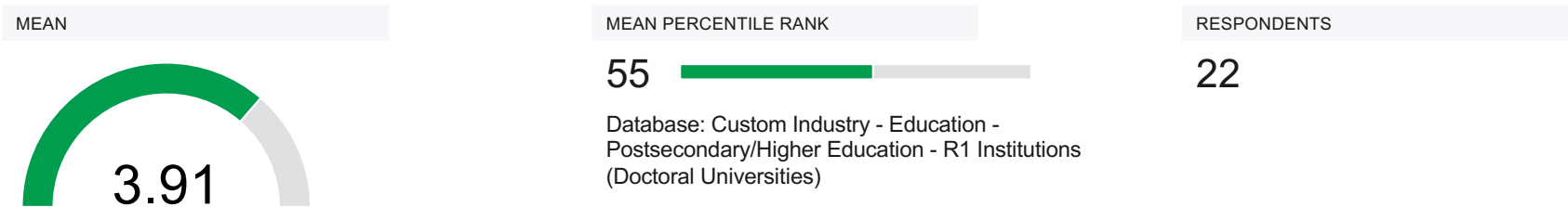
Employees want to know about their individual contributions and their worth to the organization. Manager support is especially important during this stage because managers typically define and reinforce value.



Questions	Respondents	Current Mean	Mean Percentile Rank - Custom Industry - Education - Postsecondary/Higher Education - R1 Institutions (Doctoral Universities)	Company Overall Current Mean
Q03: At work, I have the opportunity to do what I do best every day.	22	3.77	35	3.86
Q04: In the last seven days, I have received recognition or praise for doing good work.	22	3.36	40	3.14
Q05: My supervisor, or someone at work, seems to care about me as a person.	20	4.40	57	4.15
Q06: There is someone at work who encourages my development.	21	4.05	58	3.76

# Teamwork - Do I belong here?

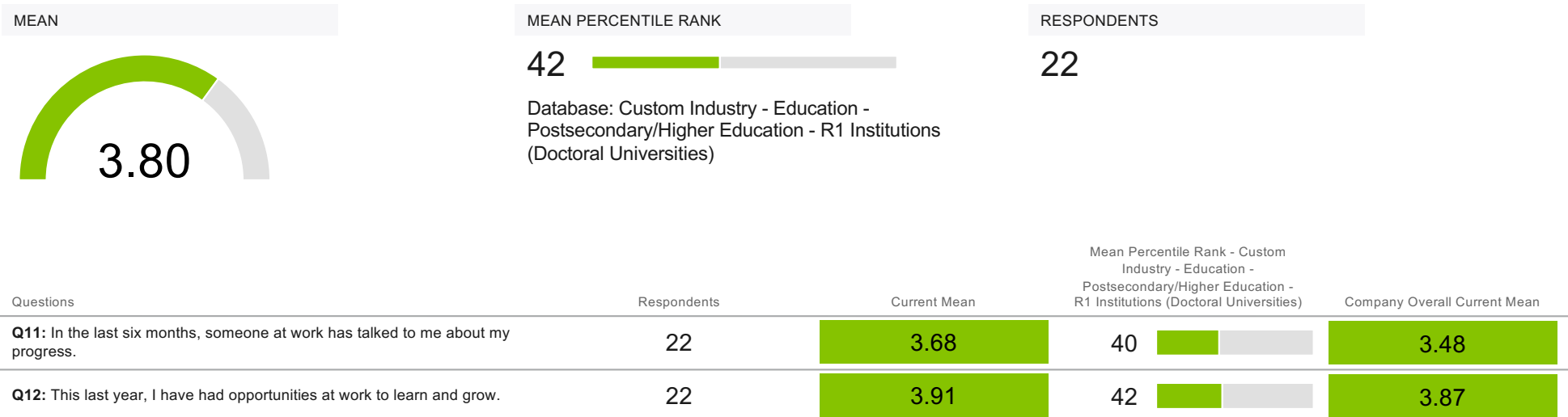
Employees need to feel like they belong and are a good fit with their team. They need to know they are part of something bigger than themselves. As a manager, encourage opportunities for teamwork and a sense of belonging.



Questions	Respondents	Current Mean	Mean Percentile Rank - Custom Industry - Education - Postsecondary/Higher Education - R1 Institutions (Doctoral Universities)	Company Overall Current Mean
Q07: At work, my opinions seem to count.	22	4.09	67	3.65
Q08: The mission or purpose of my organization makes me feel my job is important.	21	4.10	55	3.84
Q09: My fellow employees are committed to doing quality work.	22	4.14	45	3.90
Q10: I have a best friend at work.	18	3.33	53	2.99

# Growth - How can I grow?

Employees need to be challenged to learn something new and find better ways to do their jobs. They need to feel a sense of movement and progress as they mature in their roles.





# Engagement Index

There is a powerful link between employees who are engaged in their jobs and the achievement of crucial business outcomes.

## ENGAGEMENT INDEX RATIO

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## ENGAGEMENT INDEX

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### Engaged

Employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners", drive performance, innovation, and move the organization forward.

### Not Engaged

Employees are essentially psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time – but not energy or passion – into their work.

### Actively Disengaged

Employees aren't just unhappy at work – they are resentful that their needs are not being met and are busy acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

# Footnotes

\* - Scores are not available due to data suppression.  
Respondents can select multiple responses for multi-select questions.  
Not shown if n < 5 for all Means, Top Box, and Verbatim Responses; n < 10 for Frequency; or data are unavailable.  
Mean Percentile Rank is being calculated against other workgroup scores in the Custom Industry - Education - Postsecondary/Higher Education - R1 Institutions (Doctoral Universities) database.  
Meaningful change is represented by a green or red arrow if the score changes by 0.2 or more between survey periods.

Percentile Rank in Custom Industry - Education - Postsecondary/Higher Education - R1 Institutions (Doctoral Universities) Database

 < 25th Percentile       25-49th Percentile       50-74th Percentile       75-89th Percentile       >= 90th Percentile

\*All text analytics are machine generated. Because we use machine learning to generate sentiments, results may not be 100% accurate.

\*Percent Engaged available when n ≥ 30. All categories available when n ≥ 100.  
\* - Scores are not available due to data suppression.      Respondents can select multiple responses for multi-select questions.