UNMC Survey
Communication
RESPECT summarizes what employees want: exciting work and a chance to shine; to be paid fairly; a clear path for their working future; positive working conditions; and, to be told the truth.

Build this organization and employees will work harder, stay longer and help the organization outperform its competitors.
7 Dimensions of RESPECT

Recognition
A pat on the back - acknowledgment for a job well done - from managers and the organization at large

Exciting Work
A job that's interesting, challenging and fun

Security
Confidence that solid work and a well-managed organization lead to job security

Pay
Fair compensation for a day's work

Education and Career Growth
Opportunities to develop skills over the course of a productive career

Conditions
A well-equipped workplace that is physically comfortable and socially inviting

Truth
Frank, honest and transparent communication from managers and senior leaders
The UNMC survey was administered from March 25 to April 5, 2019

3,184 of the 4,422 invited employees completed the survey, resulting in a 72% participation rate

The RESPECT survey is based on 45 items:

- 35 items evaluate the seven dimensions of RESPECT
- They also provide an assessment of senior leaders and direct line managers
- In addition, five items each measure employees’ engagement with the organization and their confidence in the organization’s performance

All 45 items are asked on a 5-pt agreement scale (strongly disagree to strongly agree)
The vast majority of employees like their work, believes it makes good use of their skills and abilities, and provides them with a sense of accomplishment. They have the resources they need to complete their work and managers recognize them for work well done.

Employees report feeling part of a team and describe their co-workers as cooperative. They view safety as an organizational priority and are proud to work for UNMC.

Some employees do not regard their pay as fair and do not have a good understanding of pay practices. Also, employees would like more effort aimed at getting their opinions and more open, honest two-way communication.

Direct Manager, Employee Engagement, and Performance Confidence Index scores are both highly favorable and surpass industry norms. The Senior Management and RESPECT Index scores are both mid-range in favorability and comparable to norms.

Drivers of engagement and performance confidence are primarily three-fold: confidence in the future, opportunities for growth and development, and organizational communication practices — extent of open, honest two-way communication, senior management credibility, and effort extended to get employee opinions.
Results At-A-Glance

72.0% of employees responded to the survey

Most favorably rated categories
- Exciting Work
- Conditions
- Subjective Well-Being

Least favorably rated categories
- Pay
- Truth
- Dynamic Collaboration
### Key Facts

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<tbody>
<tr>
<td><strong>Survey Period</strong></td>
<td>3/25/2019 – 4/5/2019</td>
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<tr>
<td><strong>Number of Core Questions</strong></td>
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<td><strong>Number of Open-Ended Questions</strong></td>
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