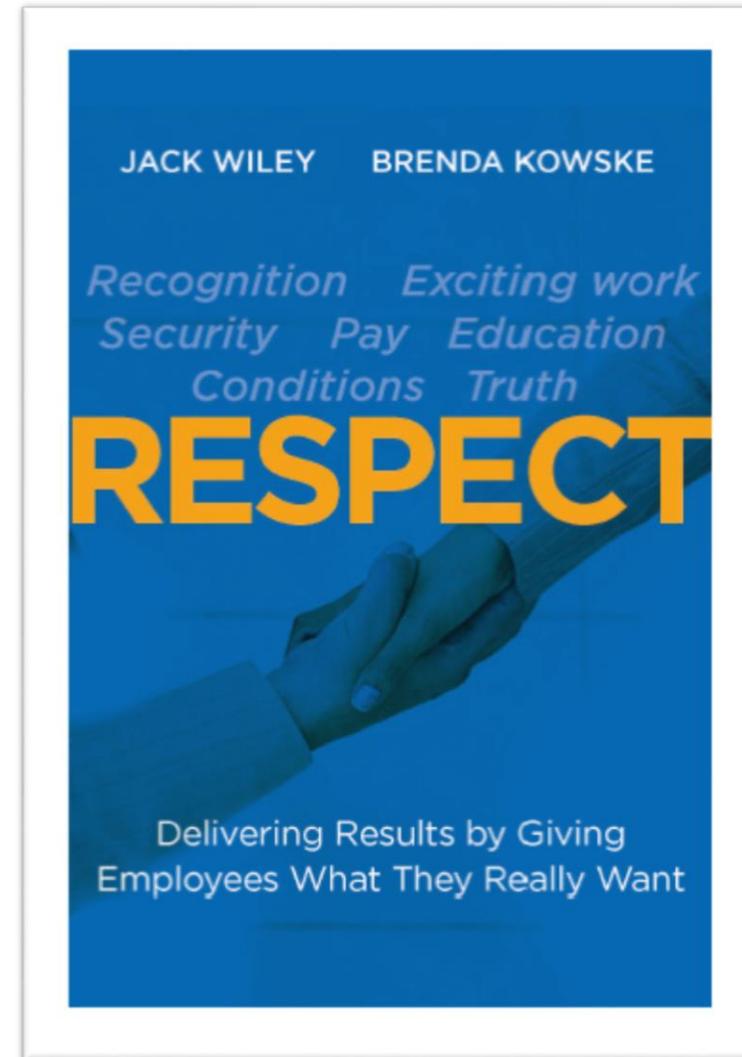


UNMC Survey Communication

Introduction

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

Introduction

- 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)

Headlines

- 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

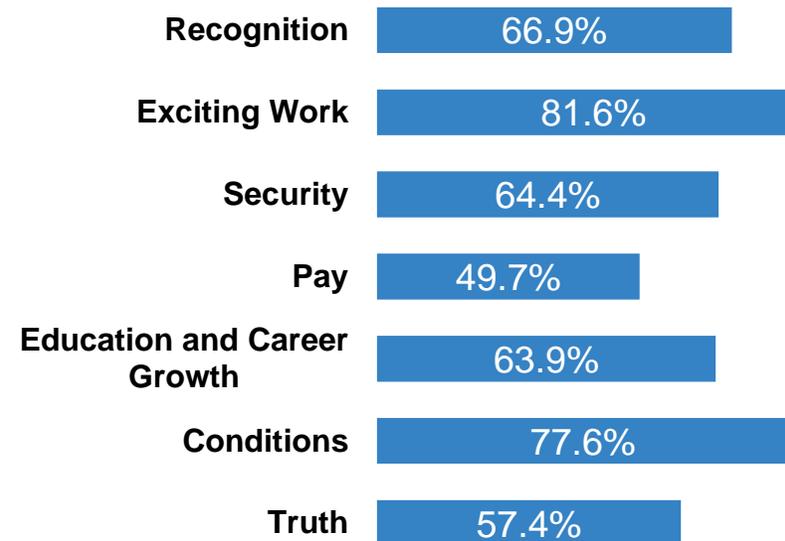
72.0% of employees responded to the survey

Most favorably rated categories

- Exciting Work
- Conditions
- Subjective Well-Being

Least favorably rated categories

- Pay
- Truth
- Dynamic Collaboration



Key Facts

Survey Period	3/25/2019 – 4/5/2019
Number of Core Questions	54
Number of Open-Ended Questions	1

