

ST FRANCIS HEALTH SERVICES EMPLOYEE ENGAGEMENT SURVEY

2015 Survey Inquiries		Altkin Health Services	Browns Valley Health Center	Chisholm Health Center	Farmington Health Services	Franciscan Health Center	Guardian Angels Health Center	Little Falls Health Services	Pennington Health Services	Renville Health Services	Viewcrest Health Center	West Wind Village	Zumbrota Health Services	Skyview Court & Plaza	Suncrest	SFHS CORP	SFHS COMBINED AVERAGE RESPONSE 2015	SFHS COMBINED AVERAGE RESPONSE 2014	SFHS Combined Average Response 2013	SFHS Combined Average Response 2012
Number of Employee Responses		27	31	79	64	30	76	31	54	36	81	54	23	14	17	31	617	589	570	437
Number of Employees (Per week 05/01/15)		63	71	127	150	83	134	76	113	119	139	161	93	47	22	39	1,376	1,316	1,232	1,058
% of Employees Responding		43%	44%	62%	43%	36%	57%	41%	48%	30%	58%	34%	25%	30%	77%	79%	45%	45%	46%	41%
What do I get?	I have the materials, equipment and technology I need to do my work.	3.85	4.34	3.87	4.25	3.60	4.03	3.58	3.85	4.00	4.14	3.52	3.43	3.71	3.76	4.23	3.93	3.88	3.71	3.60
	I feel I can handle the amount of work I am assigned.	3.74	4.22	3.68	3.98	3.57	3.86	3.87	3.67	4.22	3.51	3.37	3.30	3.79	3.76	4.03	3.75	3.77	3.71	3.62
	I have received recognition or praise from my immediate supervisor for doing a good job.	3.89	3.50	3.14	3.77	3.27	3.47	4.13	3.20	3.58	3.44	2.81	2.83	3.36	3.88	3.65	3.42	3.46	3.07	3.08
	I have received recognition or praise from my co-workers for doing a good job.	3.96	3.38	3.35	3.81	3.77	3.64	3.87	3.28	3.81	3.79	3.41	3.04	3.29	3.35	3.71	3.59	3.57	3.48	3.46
	I feel my pay is comparable to other similar work places.	3.26	3.06	2.52	3.09	3.00	2.89	3.10	2.80	2.69	3.33	2.67	3.91	3.14	2.12	3.35	2.97	2.99	2.73	2.62
	I believe the workplace is a safe place to work.	3.96	4.47	3.62	4.31	4.37	4.20	4.19	4.00	4.25	4.22	3.41	3.57	4.14	3.88	4.29	4.05	4.06	4.01	3.98
What do I give?	At work, I have the opportunity to do what I do best every day.	4.04	4.38	3.84	4.31	4.13	4.21	4.23	3.96	4.25	4.25	3.69	3.83	4.00	3.94	4.00	4.08	4.07	4.05	3.96
	At work, my opinions seem to count.	3.56	3.56	3.11	3.94	3.57	3.51	3.55	3.33	3.44	3.58	2.39	3.43	3.14	3.47	3.58	3.40	3.41	3.31	3.27
	I attend facility-held educational or training sessions.	4.19	4.03	3.91	4.11	4.30	4.21	3.97	4.09	4.44	4.21	3.67	4.13	4.07	4.53	4.16	4.10	4.13	4.18	4.23
	I feel I display a positive attitude at work.	4.41	4.50	4.22	4.59	4.47	4.38	4.32	4.46	4.50	4.28	4.35	4.30	4.43	4.59	4.45	4.40	4.42	4.37	4.34
I believe I influence the quality of care delivered at my workplace.	4.33	4.28	4.09	4.58	4.33	4.45	4.35	4.35	4.36	4.23	3.94	4.26	4.50	4.29	4.13	4.29	4.30	4.26	4.24	
Do I belong here?	My coworkers are committed to doing quality work.	3.85	3.88	3.37	4.23	3.80	3.79	3.77	3.59	3.97	3.75	3.04	3.87	3.57	3.29	4.06	3.71	3.72	3.65	3.55
	I leave work feeling good about my job.	3.70	4.03	3.58	4.31	3.93	3.97	3.81	3.76	4.00	3.94	3.48	3.61	3.93	4.00	3.74	3.86	3.85	3.74	3.69
	My employer helps me deal with job stress and burnout.	3.74	3.28	2.94	3.69	3.17	3.14	3.10	3.30	3.64	3.54	2.44	2.87	3.36	3.12	3.48	3.24	3.25	3.06	2.96
	My work allows me to make a difference in people's lives.	4.56	4.41	4.13	4.58	4.37	4.33	4.26	4.37	4.42	4.30	4.00	4.43	4.64	4.18	3.87	4.30	4.32	4.33	4.30
	I have someone at work I can trust to talk to.	3.93	4.09	3.75	4.14	4.03	4.01	3.81	4.06	3.86	4.14	3.35	4.17	4.07	4.06	4.06	3.95	3.97	3.87	3.79
How can we all grow?	In recent months, someone at work talked to me about my progress.	3.67	3.22	3.06	3.72	3.47	3.26	3.45	3.02	3.39	3.31	2.78	2.87	3.43	3.29	3.45	3.27	3.29	3.07	3.03
	This last year, I have had opportunities at work to learn and grow.	4.04	4.03	3.27	3.84	3.77	3.87	3.71	3.76	3.61	3.77	3.33	3.78	3.79	3.41	3.97	3.70	3.73	3.60	3.60
	I know what I have to do to receive a career move or promotion.	3.67	3.53	3.34	3.78	3.40	3.43	3.39	3.37	3.22	3.60	3.02	3.09	3.36	2.65	3.58	3.41	3.37	3.32	3.27
	I believe I have had appropriate training to deal with difficult residents or family members.	4.00	3.97	3.53	4.17	3.97	3.80	3.48	3.93	3.64	3.91	3.11	3.48	3.50	3.53	3.35	3.73	3.69	3.77	3.72
There is good cooperation between my department and other departments.	3.85	3.50	3.20	3.78	3.37	3.51	3.06	3.31	2.86	3.37	2.70	3.04	3.43	3.18	3.77	3.33	3.33	3.24	3.17	
How do we communicate?	I know what is expected of me at work.	4.37	4.31	4.20	4.55	4.23	4.32	4.29	4.28	4.39	4.40	4.11	2.57	4.50	4.12	3.94	4.23	4.18	4.26	4.24
	My performance evaluations are timely.	3.41	3.69	3.87	3.89	3.50	3.47	3.52	3.46	3.53	3.58	3.30	3.87	4.07	4.12	3.48	3.62	3.65	3.42	3.36
	I am comfortable communicating with the administrator.	4.56	4.13	3.43	4.23	4.33	3.80	4.03	3.76	3.58	3.96	3.07	3.74	4.00	4.41	3.81	3.84	3.92	3.60	3.54
	My direct supervisor regularly gives me important work-related information.	3.78	3.69	3.28	4.14	3.80	3.82	3.74	3.50	3.69	3.89	3.15	3.61	3.79	4.06	3.77	3.69	3.71	3.65	3.61
General	We are living up to the mission and core values.	4.07	4.06	3.33	4.20	4.03	3.95	3.61	3.70	3.72	3.90	3.07	3.43	3.79	3.71	4.03	3.76	3.77	3.66	3.64
	I would be comfortable having a family member receive care here.	3.89	4.06	3.18	3.95	3.37	3.79	3.35	3.39	3.39	3.69	2.63	3.22	3.57	3.29	4.03	3.52	3.52	3.49	3.44
	We have a good reputation.	4.07	4.13	3.49	4.28	4.00	3.47	2.74	3.54	3.61	3.96	2.46	3.43	3.86	3.35	3.94	3.62	3.62	3.65	3.60
	I would recommend employment here to others.	4.11	4.03	3.46	4.11	4.07	3.79	3.55	3.76	3.72	3.85	3.09	3.39	4.07	3.41	3.58	3.72	3.73	3.64	3.58
Average Response, 05/31/2015		3.95	3.92	3.51	4.08	3.83	3.81	3.72	3.68	3.79	3.80	3.85	3.68	3.86	3.22	3.54	3.74			
Average Response % 05/31/2015		79%	78%	70%	82%	77%	76%	74%	74%	76%	76%	77%	74%	77%	64%	71%	75%			
Average Response, 05/31/2014		3.69	3.49	3.63	3.81	3.92	3.64	3.55	3.91	3.53	3.88	3.61	3.36	3.95	3.80	3.80	3.70			
Average Response % 05/31/2014		74%	70%	73%	76%	78%	73%	71%	78%	71%	78%	72%	67%	79%	76%	74%	74%			
Average Response, 05/31/2013		3.30	3.73	3.68	3.92	3.74	3.64		3.71	3.55	3.94	3.41	3.52				3.65			
Average Response % 05/31/2013		66%	75%	74%	78%	75%	73%		74%	71%	79%	68%	70%				73%			
Average Response, 5/31/2012		3.29	3.66	3.55	3.64	3.66	3.51		3.80	3.47	4.06	3.42	3.57				3.60			
Average Response %, 5/31/2012		66%	73%	71%	73%	73%	70%		76%	69%	81%	68%	71%				66%			