

Work Group Level Reports

An important aspect of the organization safety perception survey is initiating dialog between senior managers, middle managers and front-line employees around issues connected to safety and organizational culture. The proceeding exhibits report survey results at the work unit level and have been designed as tools for work unit managers to share survey data with employees and initiate discussion of work unit specific issues.

Campus: St. Cloud Technical and Community College					
Culture Indicator	Question	2017 Avg. Scores	2019 Avg. Scores	% Change from 2017 - 2019	
Employee Safety Involvement	1. I am comfortable raising safety issues	4.15	4.04	-2.62%	
	2. My opinion is valued by my supervisor	3.96	4.01	1.38%	
	3. Leaders in this company solicit safety ideas from employees	3.78	3.56	-5.84%	
	4. Leaders use safety suggestions made by employees	3.69	3.49	-5.46%	
	5. Adequate company information is shared with employees	3.75	3.64	-2.79%	
	6. A team approach is valued in this company	3.62	3.66	1.33%	
	7. Our safety meetings are effective	3.35	3.29	-2.02%	
Safe Work Environment	8. My work environment is safe	4.05	3.89	-4.07%	
	9. The equipment and tools I use are safe	4.19	4.14	-1.17%	
	10. I am provided with proper safety equipment	4.01	3.89	-3.10%	
	11. My company properly evaluates the risk of tasks we perform	3.82	3.54	-7.40%	
	12. Our work procedures are safe	4.06	3.99	-1.84%	
	13. Unsafe conditions are corrected in a timely manner	3.86	3.68	-4.67%	
Workplace Safety Norms	14. Bringing up safety issues is accepted in this organization	4.06	3.86	-4.83%	
	15. My co-workers work safely	4.15	4.09	-1.41%	
	16. It is OK to remind or encourage people to work safely	4.21	4.17	-0.97%	
	17. People go out of their way to help someone do a job safely	3.98	3.82	-3.98%	
	18. Safety is never compromised to address production demands	3.98	3.78	-5.06%	
	19. Our workplace is free from drugs and alcohol	3.95	3.94	-0.17%	
Safety Supervision	20. Supervisors are good safety role models	4.00	3.86	-3.57%	
	21. It is clear my manager prioritizes safety concerns	4.01	3.89	-2.92%	
	22. Supervisors are willing to act on my safety concerns	3.97	3.80	-4.27%	
	23. My manager provides clear feedback on my job performance	3.93	3.93	-0.02%	
	24. Safety policies are enforced	3.87	3.81	-1.41%	
	25. There are consequences for violating safety rules	3.71	3.55	-4.24%	
	26. Supervisors have effective coaching skills that result in a safer workplace	3.71	3.64	-1.73%	
Organizational Safety Leadership	27. Employee safety is a priority for management in this company	3.77	3.81	1.24%	
	28. My company's safety goals and results are clearly communicated	3.75	3.68	-1.84%	
	29. There is an expectation that work will be performed safely	4.19	4.06	-3.04%	
	30. Production demands and safety conflicts are addressed properly	3.86	3.70	-4.11%	
	31. Managers are concerned with my safety	4.00	3.93	-1.79%	
	32. Safety performance is considered in performance appraisals and promotions	3.51	3.26	-6.87%	
Safety Training & Development	33. Employees are effectively trained to do their job safely	3.64	3.68	1.16%	
	34. New employees are effectively trained on safety rules and procedures	3.31	3.47	4.78%	
	35. Knowledge and skills gained through training programs are enforced in our work practices	3.72	3.65	-1.81%	
	36. Lessons learned from accident investigations are used to make our work place safer	3.78	3.59	-4.89%	
Job Satisfaction	37. I have a clear understanding of workplace hazards and how to avoid injury at work	4.00	4.04	0.89%	
	38. This company is a good place to work	4.12	4.22	2.43%	
	39. I enjoy my work responsibilities and tasks	4.28	4.26	-0.43%	
	40. My work contribution is recognized, valued and appreciated	3.28	3.99	21.63%	
	41. I have an opportunity to learn and use new skills in this company	4.02	4.01	-0.32%	
	42. There are reasonable rewards in the work I perform	3.68	3.66	-0.53%	
	43. I usually have enough time to perform my job in a quality manner	3.91	3.62	-7.36%	
	44. When injured on the job, employees return to work as quickly as possible	3.57	3.48	-2.44%	
	45. I am confident my company will handle any workers' compensation claim fairly and timely	3.78	3.75	-0.74%	
Aggregate Average Score		3.87	3.80	-1.80%	