

2021 Employee Pulse Survey – My Job

The Employee Pulse - My Job Survey was open to Fleming employees from October 12th, 2021 to October 25th 2021 with a reminder email sent on October 22nd, 2021. The survey was sent to **902** current employees via email by the BIRS office.

This report allows OEHR to review and explore the data collected in this survey. Selection items in the filters are suppressed when data exploration results in a grouping of respondents less than six. To further protect privacy, only leaders with six or more reports were listed in Leader question in the survey tool. Respondents reporting to leaders with less than six reports were instructed to select "Other Leader". To protect the privacy of Fleming employees in accordance with the Freedom of Information and Protection of Privacy Act (FIPPA), this report must be kept confidential for internal Fleming College use ONLY.

As this was an anonymous survey, demographic data (such as SMT group, Leader, campus, employee group and length of service) reflects what the respondent self selected.

462 employees completed the survey for a response rate of **51%**.

Employee Group	All Employees #	All Employees %	Survey Sample #	Survey Sample %
Admin	80	9%	57	12%
Faculty	507	56%	221	48%
Support Staff	315	35%	168	36%
No Response/Other	0	0%	16	3%
Total	902	100%	462	100%

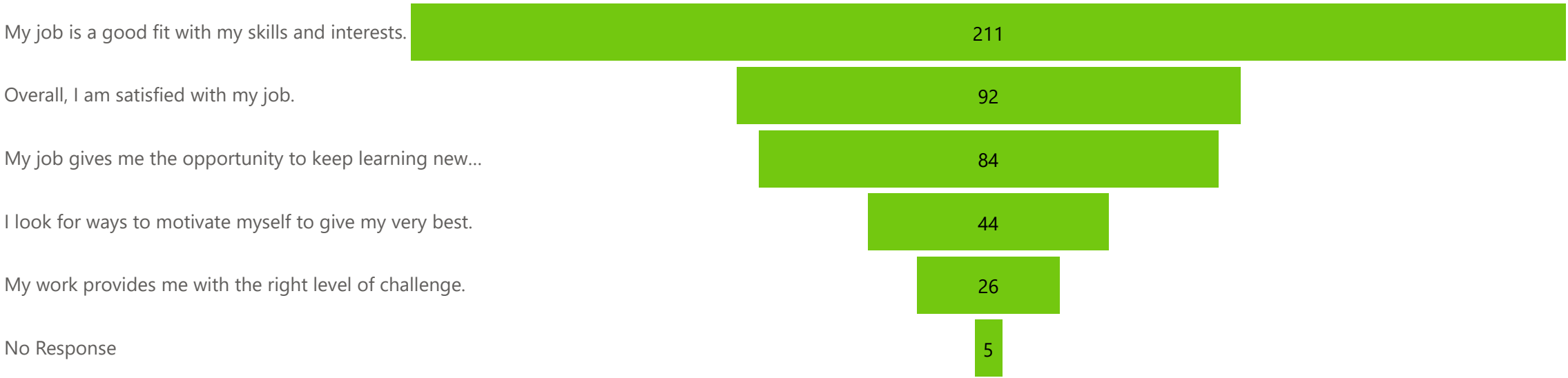
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1. Thinking about your job, please indicate your level of agreement for each of the following statements using the scale provided.

Value	No Response		Strongly Agree		Agree		Disagree		Strongly Disagree		Total	
Statement	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
I look for ways to motivate myself to give my very best.	8	2%	224	48%	205	44%	16	3%	9	2%	462	100%
My job gives me the opportunity to keep learning new things.	10	2%	181	39%	193	42%	58	13%	20	4%	462	100%
My job is a good fit with my skills and interests.	4	1%	268	58%	154	33%	28	6%	8	2%	462	100%
My work provides me with the right level of challenge.	7	2%	156	34%	210	45%	73	16%	16	3%	462	100%
Overall, I am satisfied with my job.	6	1%	134	29%	231	50%	67	15%	24	5%	462	100%
Total	35	2%	963	42%	993	43%	242	10%	77	3%	2310	100%

462
of Responses

2. Please indicate the statement that is most **important** to you when thinking about **your job**.



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Statement ▼

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- My job gives me the opportunity to keep learning new things.
- My job is a good fit with my skills and interests.
- My work provides me with the right level of challenge.
- Overall, I am satisfied with my job.

Employee Group	% SA+A	# of Respondents
Other	100%	2
Full-time Faculty (including Professors, Counsellors, Instructors and Learning Strategists)	98%	121
Partial Load Faculty (including Professors and Instructors)	97%	65
Administrators	96%	57
Part-time / Sessional Faculty (including Professors, Counsellors, Instructors and Learning Strategists)	94%	35
Full-time Support Staff	92%	146
NR/I prefer not to answer/Other	90%	14
Part-time Support Staff (Regular Part-time, Temporary Part-time, Casual Part-time)	86%	22
Total	94%	462

Campus	% SA+A	# of Respondents
Haliburton	100%	8
Frost - Lindsay	96%	82
Sutherland / CREW/SSM - Peterborough	94%	346
NR/I prefer not to answer/Cobourg	86%	26
Total	94%	462

Length of Service	% SA+A	# of Respondents
5 to 9 years	96%	108
10 to 15 years	96%	98
1 to 4 years	95%	103
Less than 1 year	94%	48
16 to 20 years	93%	41
More than 20 years	93%	42
No Response/I prefer not to answer	84%	22
Total	94%	462

SA+A calculated independently of No Response

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Administrators	82%	57
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Full-time Support Staff	74%	146
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