



EMPLOYEE ENGAGEMENT REPORT

Gallup-Simmons University COVID Response

All - All

Apr 17, 2020 - Apr 22, 2020

* - Scores are not available due to data suppression.

Not shown if $n < 4$ for Mean, Top Box, Verbatim Responses, and Sentiment, $n < 10$ for Frequency, or data is unavailable.

Mean Percentile Rank is being calculated against other workgroup scores in the Gallup Overall database.

Meaningful change is represented by a green or red arrow if the score changes by 0.2 or more between survey periods.

Percentile Rank in Gallup Overall Database ■ < 25th Percentile ■ 25-49th Percentile ■ 50-74th Percentile ■ 75-89th Percentile ■ \geq 90th Percentile

Sentiment Distribution is not available when $n < 50$

Percent Engaged available when $n \geq 30$. No topics available when $n < 250$. 5 topics available when $n \geq 250$. 10 topics available when $n \geq 1000$.

All text analytics are machine generated. Because we use machine learning to generate sentiments, results may not be 100% accurate.

My employer has communicated a clear plan of action in response to COVID-19.

Total N	Current Mean	Frequency Distribution 1 2 3 4 5	Current Topbox	Gallup Overall Mean 25	Gallup Overall Mean 50
526	4.10	1:1% 2:4% 3:17% 4:39% 5:39%	39	*	*

I feel well prepared to do my job.

Total N	Current Mean	Frequency Distribution 1 2 3 4 5	Current Topbox	Gallup Overall Mean 25	Gallup Overall Mean 50
520	4.18	1:1% 2:5% 3:14% 4:34% 5:45%	45	*	*

Is there anything else you would like to share about how you answered the prior question?

Total N	Sentiment Distribution
180	42% 29% 24% 4%

Your responses are available in a .csv file. Please log on to my.gallup.com to download your full list of responses.

My immediate supervisor keeps me informed about what is going on at my organization.

Total N	Current Mean	Frequency Distribution 1 2 3 4 5	Current Topbox	Gallup Overall Mean 25	Gallup Overall Mean 50
522	4.24	1:3% 2:5% 3:11% 4:27% 5:54%	54	3.50	4.00

My organization cares about my overall well-being.

Total N	Current Mean	Frequency Distribution ■ 1 ■ 2 ■ 3 ■ 4 ■ 5	Current Topbox	Gallup Overall Mean 25	Gallup Overall Mean 50
522	3.81	1:4% 2:10% 3:20% 4:32% 5:34%	34	3.44	3.92

I am able to maintain a healthy balance between work and personal commitments.

Total N	Current Mean	Frequency Distribution ■ 1 ■ 2 ■ 3 ■ 4 ■ 5	Current Topbox	Gallup Overall Mean 25	Gallup Overall Mean 50
523	3.44	1:6% 2:17% 3:23% 4:32% 5:21%	21	3.67	4.11

Is there anything else you would like Simmons University to know about how COVID-19 has impacted your experiences working at the University?

Total N	Sentiment Distribution
174	34% 35% 25% 6%

Your responses are available in a .csv file. Please log on to my.gallup.com to download your full list of responses.

INDICES

Our Company's Future

Total N

*

Current Mean

*

	Total N	Current Mean	Frequency Distribution	Current Topbox	Gallup Overall Mean 25	Gallup Overall Mean 50
			1 2 3 4 5 ■ ■ ■ ■ ■			
I am confident in my organization's financial future. I am confident in my organization's financial future.	512	2.57	1:22% 2:26% 3:32% 4:13% 5:7% 	7	3.80	4.20

FOOTNOTES

* - Scores are not available due to data suppression.

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Meaningful change is represented by a green or red arrow if the score changes by 0.2 or more between survey periods.

Percentile Rank in Gallup Overall Database ■ < 25th Percentile ■ 25-49th Percentile ■ 50-74th Percentile ■ 75-89th Percentile ■ \geq 90th Percentile

Sentiment Distribution ■ Positive ■ Negative ■ Neutral ■ Mixed

Sentiment Distribution is not available when $n < 50$

Percent Engaged available when $n \geq 30$. No topics available when $n < 250$. 5 topics available when $n \geq 250$. 10 topics available when $n \geq 1000$.

All text analytics are machine generated. Because we use machine learning to generate sentiments, results may not be 100% accurate.

GLOSSARY

The glossary provides high-level definitions of terms within the engagement report. Because of the dynamic nature of this site, not all terms will be applicable to or displayed on your report. Please use the terms that are relevant to your team when discussing and interpreting the data.

ENGAGEMENT DEFINED

EMPLOYEE ENGAGEMENT: Employee engagement refers to how committed an employee is to their organization, their role, their manager and their co-workers. Engagement drives performance. Gallup's research shows that more highly engaged employees give more discretionary effort at work and have higher productivity, profitability and customer service, as well as reduced turnover and safety incidents.

THE SURVEY ITEMS/QUESTIONS

OVERALL SATISFACTION: Overall Satisfaction is a measure of how content your team is with the overall company as a place to work. Overall Satisfaction is not included in the Overall Workgroup Engagement (GrandMean) score. Being a satisfied employee does not equate with being engaged, though the two are highly related.

Q01-Q12: These items are Gallup's proprietary workgroup engagement questions (commonly referred to as the Q¹²®). These items were selected for their strong connection to performance outcomes and the ability to take action at the workgroup level.

INDICES: In addition to the Q¹²® items, Gallup has created a number of empirically-derived sets of indices, which are comprised of 3-4 questions each. Individual scores of each index item are provided, along with a combined index score, which measures the strength of the core index construct. These indices help companies strategically pinpoint and improve specific focus areas relevant to their current situation.

CUSTOM ITEMS: These items are unique to your company and can vary across companies and surveys. While these "additional" questions link to the Gallup Engagement hierarchy, they are not always within the power of the workgroup to influence or change. These questions can provide additional insights into employees' perceptions, the situational workplace environment or company-specific initiatives.

EMPLOYEE ENGAGEMENT RESULTS

GRANDMEAN: The GrandMean measures overall Workgroup Engagement, which is an average of the 12 Workgroup Engagement items (Q01-Q12). The higher your score (with a maximum possible score of 5), the more engaged your fellow employees are.

ENGAGEMENT INDEX: The Engagement Index (EI) is a macro-level indicator of an organisation's health that allows leaders to track the engagement levels of employees. This analysis identifies the percentage of participants who are engaged, not engaged and actively disengaged based on their responses to the Q¹²® survey items. You must have 100 employees participate to receive the full spectrum of responses for the EI. If you have 30<100 employees, the report will include the percentage of engaged employees only.

ENGAGEMENT HIERARCHY: Every employee has a distinct set of needs that follows a hierarchy, with basic needs at the foundation and growth at the top. Employees feel more or less engaged depending on how well they believe their needs are being met in the workplace.

UNDERSTANDING THE SCORES

THE SURVEY SCALE: The engagement survey utilises a 5-point scale with 1=Strongly Disagree and 5=Strongly Agree. For each question, employees have the option to also select

“Don’t know” or “Does not apply”.

TOTAL N: The total number of employees who responded to the survey.

MEAN SCORES: The average score using the 5-point survey scale, with 5.00 being the highest score and 1.00 being the lowest.

TOP BOX/%5: The percentage of employees who responded “5 – Strongly Agree” to the survey item.

DISTRIBUTION OF RESPONSES: The percentage of employees who responded “1”, “2”, “3”, “4” or “5” to an item. If 10 or more employees respond to the survey, the report could display a full distribution of responses. Otherwise, only the percentage of employees who responded with a “5” (TopBox) and item means will display.

SUPPRESSED DATA: Confidentiality of responses is extremely important to Gallup. If too few employees respond to a survey item, the data will be suppressed (not published) and an asterisk (“*”) will appear in its place.

COMPARISONS

EXTERNAL BENCHMARKING: (GALLUP DATABASE COMPARISON): Used as a benchmark to determine how your team’s results compare to other workgroups within the Gallup Database of clients.

PERCENTILE RANKING: The 25th percentile indicates 75% of workgroups fell above this score; the 50th percentile indicates 50% of workgroups fell above and below this score; the 75th percentile indicates only 25% of workgroups fell above this score. The higher your percentile, the stronger the item is in relation to the database. Used as a benchmark to determine how your team’s results compare to internal and external workgroups.