

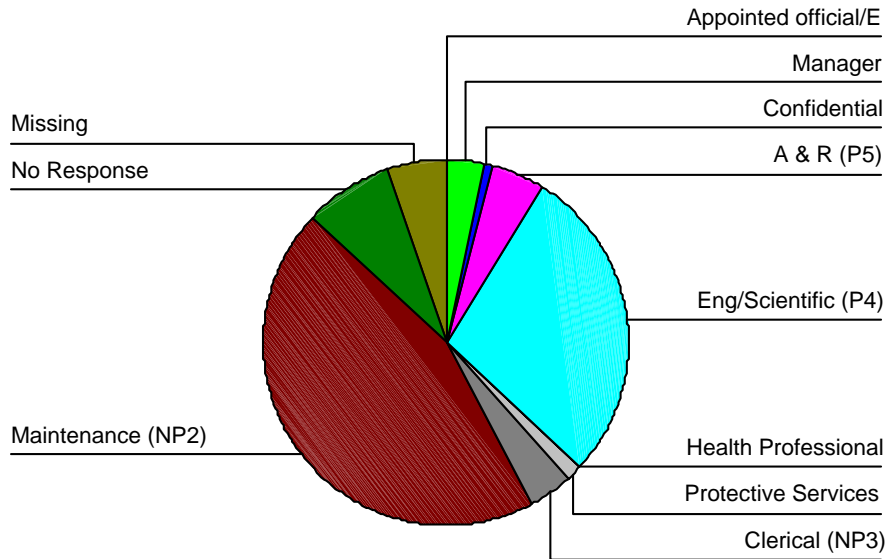
Summary Results

2007 ConnDOT Organizational
Assessment Survey (OAS)

Demographics of Participants

- 2,074 usable surveys
 - 789 Completed on line
 - 1,285 Completed on paper
- Return rate exceeded 62%

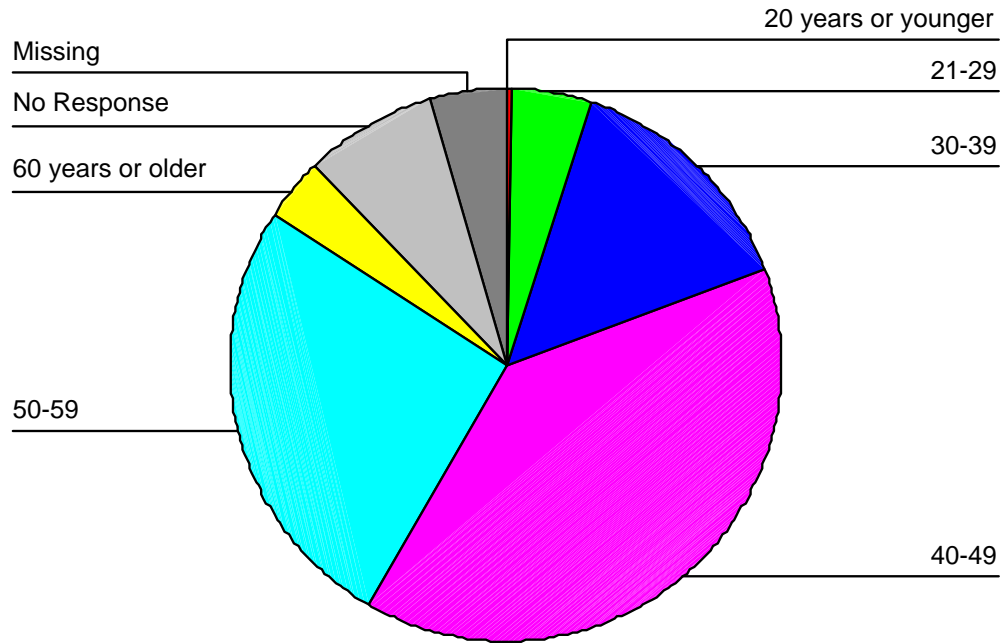
What is your labor unit affiliation?



What is your labor unit affiliation?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Appointed official/Executive	2	.1	.1	.1
	Manager	68	3.3	3.5	3.6
	Confidential	14	.7	.7	4.3
	A & R (P5)	102	4.9	5.2	9.5
	Eng/Scientific (P4)	582	28.1	29.6	39.1
	Health Professional (P1)	1	.0	.1	39.2
	Protective Services (NP5)	24	1.2	1.2	40.4
	Clerical (NP3)	83	4.0	4.2	44.6
	Maintenance (NP2)	926	44.6	47.1	91.8
	No Response	162	7.8	8.2	100.0
	Total	1964	94.7	100.0	
Missing	System	110	5.3		
Total		2074	100.0		

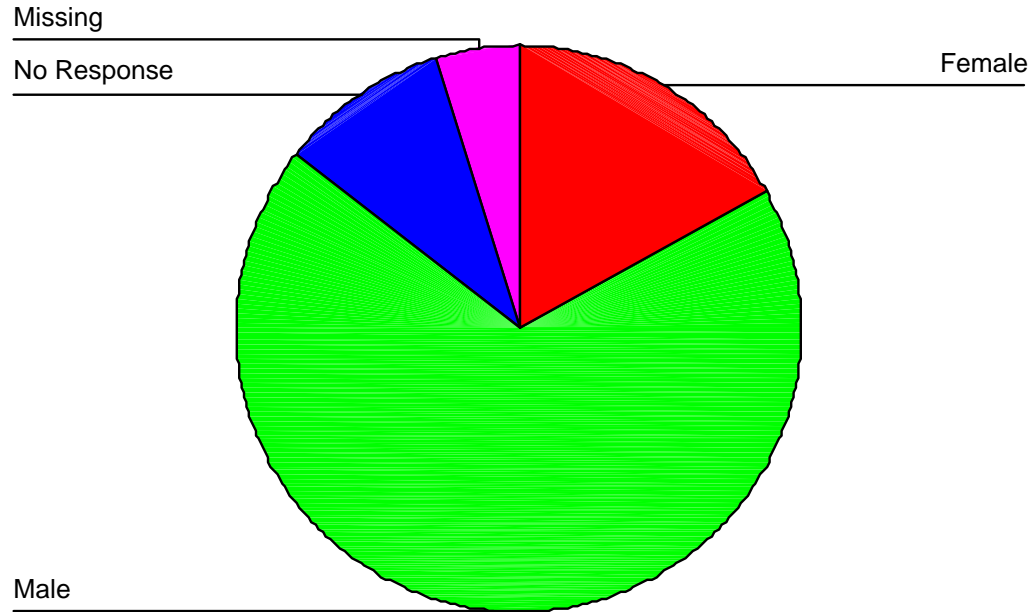
What is your age?



What is your age?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 years or younger	3	.1	.2	.2
	21-29	98	4.7	4.9	5.1
	30-39	305	14.7	15.4	20.5
	40-49	806	38.9	40.7	61.2
	50-59	531	25.6	26.8	88.0
	60 years or older	80	3.9	4.0	92.1
	No Response	157	7.6	7.9	100.0
Total		1980	95.5	100.0	
Missing	System	94	4.5		
Total		2074	100.0		

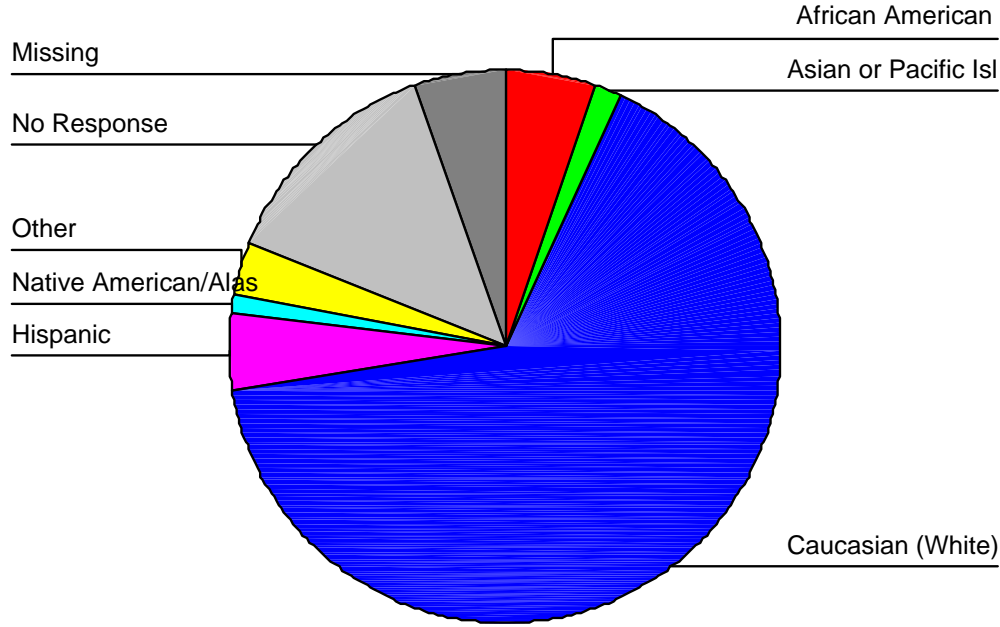
What is your gender?



What is your gender?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	354	17.1	17.9	17.9
	Male	1423	68.6	72.0	89.9
	No Response	200	9.6	10.1	100.0
	Total	1977	95.3	100.0	
Missing	System	97	4.7		
Total		2074	100.0		

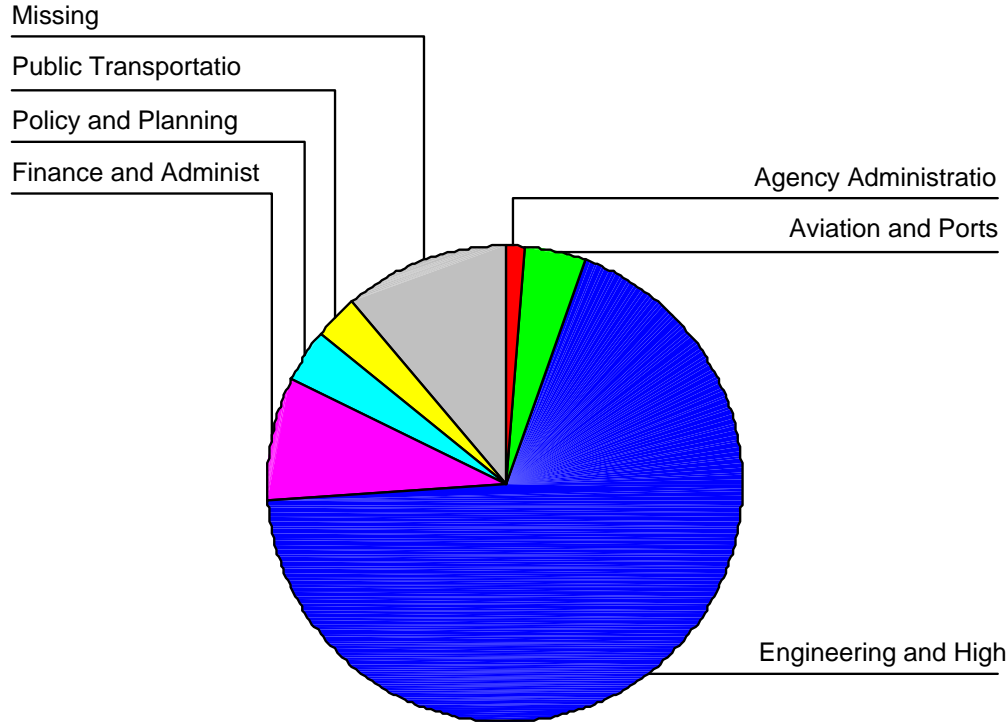
What is your race/ethnic background?



What is your race/ethnic background?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	African American	112	5.4	5.7	5.7
	Asian or Pacific Islander	31	1.5	1.6	7.3
	Caucasian (White)	1360	65.6	69.1	76.4
	Hispanic	94	4.5	4.8	81.2
	Native American/Alaskan	23	1.1	1.2	82.4
	Native				
	Other	63	3.0	3.2	85.6
	No Response	284	13.7	14.4	100.0
	Total	1967	94.8	100.0	
Missing	System	107	5.2		
Total		2074	100.0		

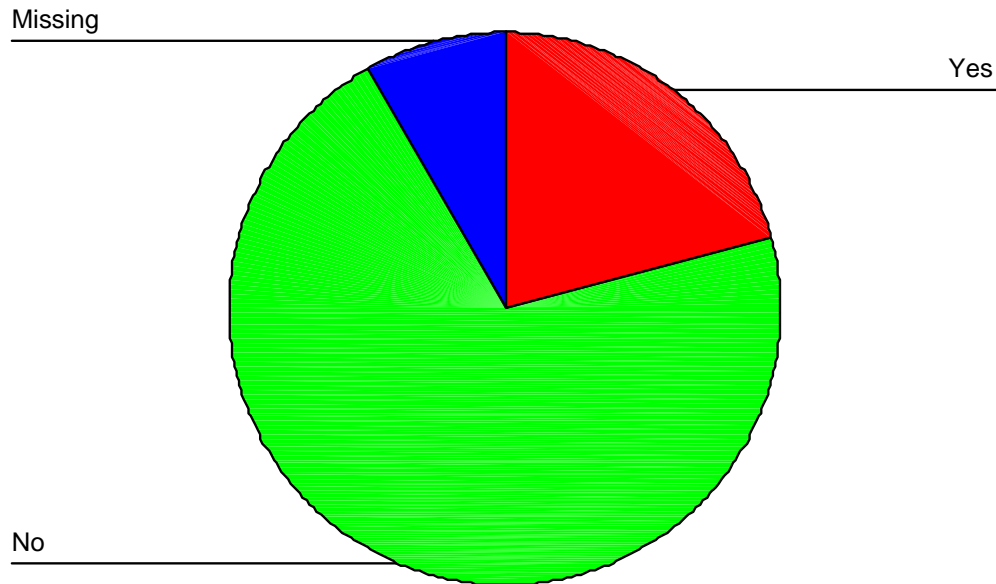
ConnDOT Bureau



ConnDOT Bureau

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agency Administration	27	1.3	1.5	1.5
	Aviation and Ports	88	4.2	4.8	6.2
	Engineering and Highway Operations	1419	68.4	77.1	83.3
	Finance and Administration	173	8.3	9.4	92.7
	Policy and Planning	75	3.6	4.1	96.8
	Public Transportation	59	2.8	3.2	100.0
	Total	1841	88.8	100.0	
Missing	No Response	142	6.8		
	System	91	4.4		
	Total	233	11.2		
Total		2074	100.0		

believe the results of this survey will bring about change

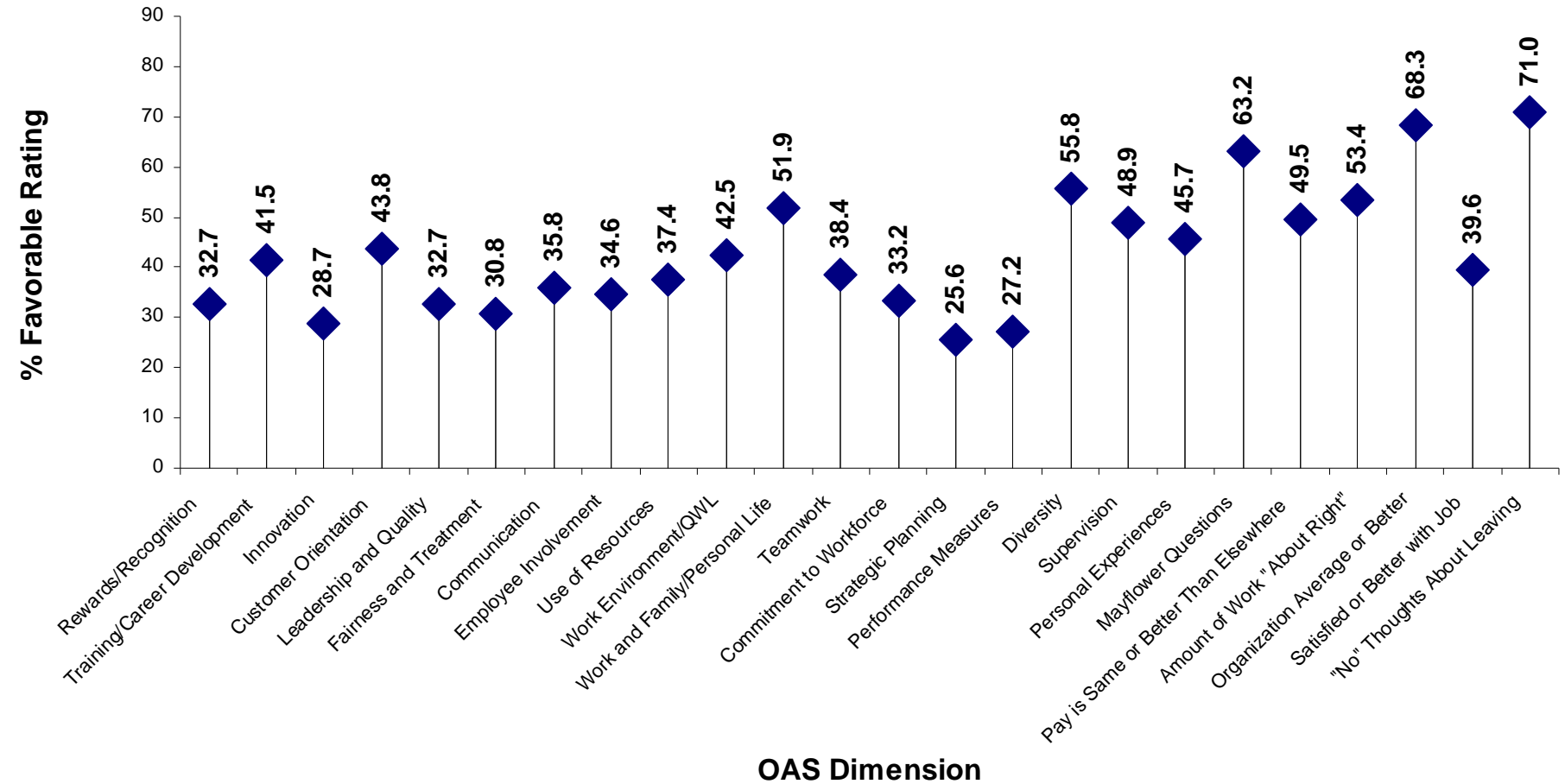


Do you believe the results of this survey will bring about change at the ConnDOT?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	434	20.9	22.8	22.8
	No	1470	70.9	77.2	100.0
	Total	1904	91.8	100.0	
Missing	System	170	8.2		
Total		2074	100.0		

Overview of OAS Results

2007 ConnDOT OAS All Respondents



ConnDOT 2007 OAS

TOP TEN (PLUS ONE) RATED MOST HIGHLY IN "ORGANIZATIONAL EXPERIENCES"	MEAN
Family-related benefits are available to employees	3.77
Reasonable accommodations are made for persons with disabilities	3.61
Employees understand who their customers are	3.58
Policies and programs promote diversity in the workplace	3.53
Managers/supervisors deal effectively with reports of sexual harassment	3.44
Employees can balance their work and family/personal life responsibilities	3.43
Employees share their knowledge with each other	3.41
Employees receive help from their supervisors when there are work related problems	3.37
Employees receive the everyday guidance and assistance they need to perform their jobs	3.36
Programs that help employees deal with work and family responsibilities are provided	3.35
The workforce has the job knowledge and skills necessary to accomplish organizational goals	3.35
BOTTOM TEN ITEMS IN "ORGANIZATIONAL EXPERIENCES"	MEAN
High performing employees receive monetary rewards	2.00
Risk-taking is encouraged without fear of punishment for mistakes	2.01
Pay raises depend on how well employees perform their job	2.09
"Red tape" and unnecessary rules/regulations do not interfere with timely completion of work	2.13
Employees are rewarded for providing high quality products and services to customers	2.24
Employees participate in the development of strategic plans	2.24
Creativity and innovation are rewarded	2.31
Employees are rewarded for working together in teams	2.37
Disciplinary actions are applied fairly to employees	2.40
The distribution of work among employees is fair	2.43

TOP TEN (PLUS ONE) RATED MOST HIGHLY IN "ORGANIZATIONAL EXPERIENCES" for those who answered "Yes" to if the survey would bring about change at ConnDOT	Mean
Family-related benefits are available to employees	4.03
Reasonable accommodations are made for persons with disabilities	3.91
Employees understand who their customers are	3.81
Policies and programs promote diversity in the workplace	3.75
Employees receive help from their supervisors when there are work related problems	3.74
Employees can balance their work and family/personal life responsibilities	3.74
Managers/supervisors deal effectively with reports of sexual harassment	3.68
Managers/supervisors work well with employees of different backgrounds	3.66
Employees share their knowledge with each other	3.66
Supervisors understand and support employees' family/personal life responsibilities	3.61
The workforce has the job knowledge and skills necessary to accomplish organizational goals	3.61
BOTTOM TEN ITEMS IN "ORGANIZATIONAL EXPERIENCES" for those who answered "Yes" to if the survey would bring about change at ConnDOT	
Employees receive training and guidance to develop the knowledge and skills necessary to perform other jobs or to pursue new careers	2.81
The distribution of work among employees is fair	2.75
Employees are rewarded for working together in teams	2.71
Creativity and innovation are rewarded	2.67
Employees participate in the development of strategic plans	2.58
Employees are rewarded for providing high quality products and services to customers	2.44
"Red tape" and unnecessary rules/regulations do not interfere with the completion of work in a timely manner	2.40
Pay raises depend on how well employees perform their jobs	2.29
Risk-taking is encouraged without fear of punishment for mistakes	2.19
High performing employees receive monetary rewards	2.10

TOP TEN RATED MOST HIGHLY IN "ORGANIZATIONAL EXPERIENCES" for those who answered "No" to if the survey would bring about change at ConnDOT	Mean
Family-related benefits are available to employees	3.71
Employees understand who their customers are	3.52
Reasonable accommodations are made for persons with disabilities	3.52
Policies and programs promote diversity in the workplace	3.47
Managers/supervisors deal effectively with reports of sexual harassment	3.35
Employees can balance their work and family/personal life responsibilities	3.34
Employees share their knowledge with each other	3.34
Employees receive the everyday guidance and assistance they need to perform their jobs	3.30
Programs that help employees deal with work and family responsibilities are provided	3.27
The workforce has the job knowledge and skills necessary to accomplish organizational goals	3.27
BOTTOM TEN ITEMS IN "ORGANIZATIONAL EXPERIENCES" for those who answered "No" to if the survey would bring about change at ConnDOT	
Managers are receptive to change	2.27
Disciplinary actions are applied fairly to employees	2.26
Employees are rewarded for working together in teams	2.24
Creativity and innovation are rewarded	2.18
Employees are rewarded for providing high quality products and services to customers	2.14
Employees participate in the development of strategic plans	2.12
"Red tape" and unnecessary rules/regulations do not interfere with the completion of work in a timely manner	2.03
Pay raises depend on how well employees perform their jobs	2.02
Risk-taking is encouraged without fear of punishment for mistakes	1.93
High performing employees receive monetary rewards	1.92