



2019 SOIA Employment Engagement Survey

The SOIA Employment Engagement Survey was sent out to all fourteen (14) SOIA employees on August 8, 2019 and closed on August 16, 2019. Twelve (12) out of Fifteen (15) employees answered the survey.

Synopsis of the Engagement Survey

Benefits (Questions 1-4)

- Employees need more education on the benefit plans
- Importance of benefits: (10 is very satisfied)
 1. 401K - 4.80/5
 2. Medical - 4.64/5
 3. PTO - 4.18/5
 4. Dental - 3.73/5
- Satisfaction of benefits: (10 is very satisfied)
 1. PTO - 4.08/5
 2. 401K - 3.83/5
 3. Dental - 3.42/5
 4. Flex Spending - 3.09/5

Recommendation: *May want to look for better Medical insurance. Employees rate it high in importance (ranked #2) but their satisfaction ranked tied for (8th place).*

Compensation (Questions 6)

- 4 - Agree they are paid appropriately
- 4 – Neutral
- 2- Disagree with being paid appropriately

Recommendation: *Oasis can conduct a Salary Analysis by position to determine if employees are paid appropriately.*



Special Olympics **Iowa**

Autonomy / Work Culture (Questions 7-12)

- Employees give best efforts and have their coworkers back (+)
- Employees generally respect one another (+)
- Employees have a difficult time with change (-)
- Employees want to be given more opportunities for professional growth and development (-)
- Work environment can be stressful (-)

Recommendation: *More team building activities with employees throughout the year.
Give employees opportunity for professional development*

Communication (Questions 13-15)

- Communication within department good (+)
- Employees have a good working relationship with other departments (+)
- Information employees receive from management is straightforward and honest (+)
- New organizational policies are clear and timely communicated (-)
- Coworkers are committed to doing quality work (+)
- Communication between departments is not well coordinated (-) 6/10 EE
- Management does not inform employees about big changes in advance (-)
- Company policy is not clear or timely communicated (-)

Recommendation: *When changes need to occur within SOIA, management needs to be as transparent as possible, give advanced notice of the change and if possible give an explanation of “why” the change is occurring.*

Stress, Work Pressure and Burnout (Questions 16)

- Workload is manageable (+)
- Employees have sufficient time to complete their work (+)
- Staffing levels are appropriate (+)



SOIA Brand (Questions 20- 21)

- 9 of 11 employees are proud of the SOIA brand (+)
- 54.5% of employees would recommend employment at SOIA to their friends

Direct Managers Communication (Questions 22-25)

- Employees have the information they need to do their job well (+)
- Good working relationship with other departments (+)
- Communication between departments is well coordinated (-)
- SOIA values my work (+)
- Employees receive the necessary training to maintain their skill and competency levels (+)
- My manager is approachable and available whenever I need them (+)
- My manager does not give employees enough feedback about my performance (-)

CEO Communication (Questions 26-30)

- Employees have the information they need to do their job well (+)
- Employees get the information they need to coordinate their work with others (+)
- Good working relationship with other departments (+)
- Employees receive straightforward and honest communication (+)
- Communication between departments is well coordinated (-)
- Employees receive the necessary training to maintain their skill and competency levels (+)
- CEO listens and responds to employee concerns (+)
- CEO takes care of complaints and concerns (+)
- Management is committed to enhancing the mission of SOIA (+)

Overall Managers/Management approval is positive

Recommendation: *Managers need to provide specific/honest feedback on a timely basis to employees. When employee issues arise, managers need to coach the employee and document the situation. Oasis can conduct Manager Training to explain the importance of proper documentation and how to deal with difficult situations.*