



UAMS

Exit Survey

Dashboard Report

February 24, 2023

Report based on

Exit Survey
Data from

Report filters applied

Org Unit

Dashboard

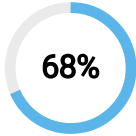
Total Invited

65

Total Response

47

Overall Favorability



68%

Total Questions

57

Total Comments

161

Suggested Areas of Action

Benefits & Compensation
I was paid fairly compared to others at the organization doing similar work with similar experience

Benefits & Compensation
My compensation was competitive with similar organizations in the area

Communication
Communication between departments was effective

Highest and Lowest Rated Items

- High**
- 90% My manager/supervisor treated employees with respect
 - 90% I had someone at work who encouraged my professional development
 - 87% The benefits package met my needs
 - 85% I would consider returning to the same manager/supervisor
 - 82% Employees were treated fairly (regardless of their race, gender, age, sexual orientation, etc.)

- Low**
- 37% I was paid fairly for the work I did
 - 41% I was paid fairly compared to others at the organization doing similar work with similar experience
 - 44% I felt valued as an employee
 - 46% Senior Leadership's actions showed they valued their employees
 - 48% My compensation was competitive with similar organizations in the area

Summary

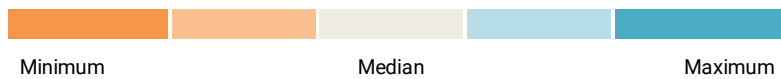
View By Question	Category	N	Mean	%Favorable	Comparison to Company	Last 3 months
Communication between departments was effective	Communication	40	3.48	55	-13	▼-27
Employees were treated fairly (regardless of their race, gender, age, sexual orientation, etc.)	Culture	45	4.16	82	14	▼-5
I felt I had the opportunity to be promoted	Growth & Development	40	3.45	58	-10	▼-6
I felt valued as an employee	Culture	45	3.18	44	-24	▲4
I had enough freedom in making decisions to do my job effectively	Job Satisfaction	43	4.05	79	11	▼-4
I had someone at work who encouraged my professional development	Growth & Development	41	4.27	90	22	▲8
I had the resources and equipment I needed to be successful at my job	Job Satisfaction	42	3.86	69	1	▼-22
I liked the type of work I did	Job Satisfaction	14	4.00	71	3	▼-9
I received adequate training to be successful at my job	Job Satisfaction	45	4.09	78	10	▼-14
I trusted my manager/supervisor	Manager/Supervisor	41	4.07	73	5	▼-17
I was kept informed about matters that affected me	Communication	40	3.83	68		▼-23
I was not afraid for my physical safety while working	Workplace Safety	43	4.02	79	11	▼-4
I was paid fairly compared to others at the organization doing similar work with similar experience	Benefits & Compensation	39	3.18	41	-27	▼-39
I was paid fairly for the work I did	Benefits & Compensation	41	3.02	37	-31	▼-8
I was provided with opportunities to grow professionally	Growth & Development	41	4.00	80	12	▲7
I was satisfied with the communication in my department	Communication	41	3.85	66	-2	▼-16
I was satisfied with the health and safety practices of UAMS	Workplace Safety	39	3.97	74	6	▼-8
I would consider returning to the organization	Rehire Potential	40	4.00	73	5	▼-16
I would consider returning to the same manager/supervisor	Rehire Potential	41	4.37	85	17	▼-15
I would recommend UAMS to a friend or relative who needed care	Patient Safety & Satisfaction	42	3.81	69	1	▲2
I would recommend the organization as a good place to work	Culture	45	3.73	62	-6	▲9
Interdisciplinary teams worked well together	Culture	31	3.90	77	9	▼-12
My benefits were clearly communicated so that I understood them	Benefits & Compensation	39	3.97	72	4	▼-19
My benefits were competitive with similar organizations in the area	Benefits & Compensation	38	3.89	74	6	▼-17
My compensation was competitive with similar organizations in the area	Benefits & Compensation	40	3.27	48	-20	▼-25
My ideas and suggestions were given consideration	Culture	38	3.47	50	-18	▲4
My manager/supervisor clearly communicated expectations for my performance	Manager/Supervisor	13	3.77	69	1	▼-31

View By Question	Category	N	Mean	%Favorable	Comparison to Company	Last 3 months
My manager/supervisor gave me useful feedback on my performance	Manager/Supervisor	41	4.10	80	12	▼-11
My manager/supervisor held people accountable for results	Manager/Supervisor	41	3.59	66	-2	▼-14
My manager/supervisor provided recognition for good work	Manager/Supervisor	41	4.07	80	12	▼-10
My manager/supervisor treated employees with respect	Manager/Supervisor	42	4.38	90	22	0
My manager/supervisor was effective in resolving issues	Manager/Supervisor	41	3.71	68		▼-12
My team worked well together	Culture	14	3.50	64	-4	▼-36
Patient satisfaction is a top priority at this organization	Patient Safety & Satisfaction	42	3.98	74	6	▼-9
Senior Leadership communicated a clear vision for the organization's future	Senior Leadership	39	3.62	62	-6	▼-20
Senior Leadership's actions showed they valued their employees	Senior Leadership	39	3.15	46	-22	▼-9
The amount of work I was expected to do was reasonable	Job Satisfaction	43	3.44	56	-12	▼-35
The benefits package met my needs	Benefits & Compensation	38	4.11	87	19	▼-4
The organization supported me in maintaining a work/life balance	Job Satisfaction	42	3.69	60	-8	▼-23
The reality of my job matched the expectations I had when I was hired	Job Satisfaction	44	3.57	64	-4	▼-9
There was sufficient communication from Senior Leadership	Senior Leadership	39	3.51	51	-17	▼-13

Hotspot (Department Name)

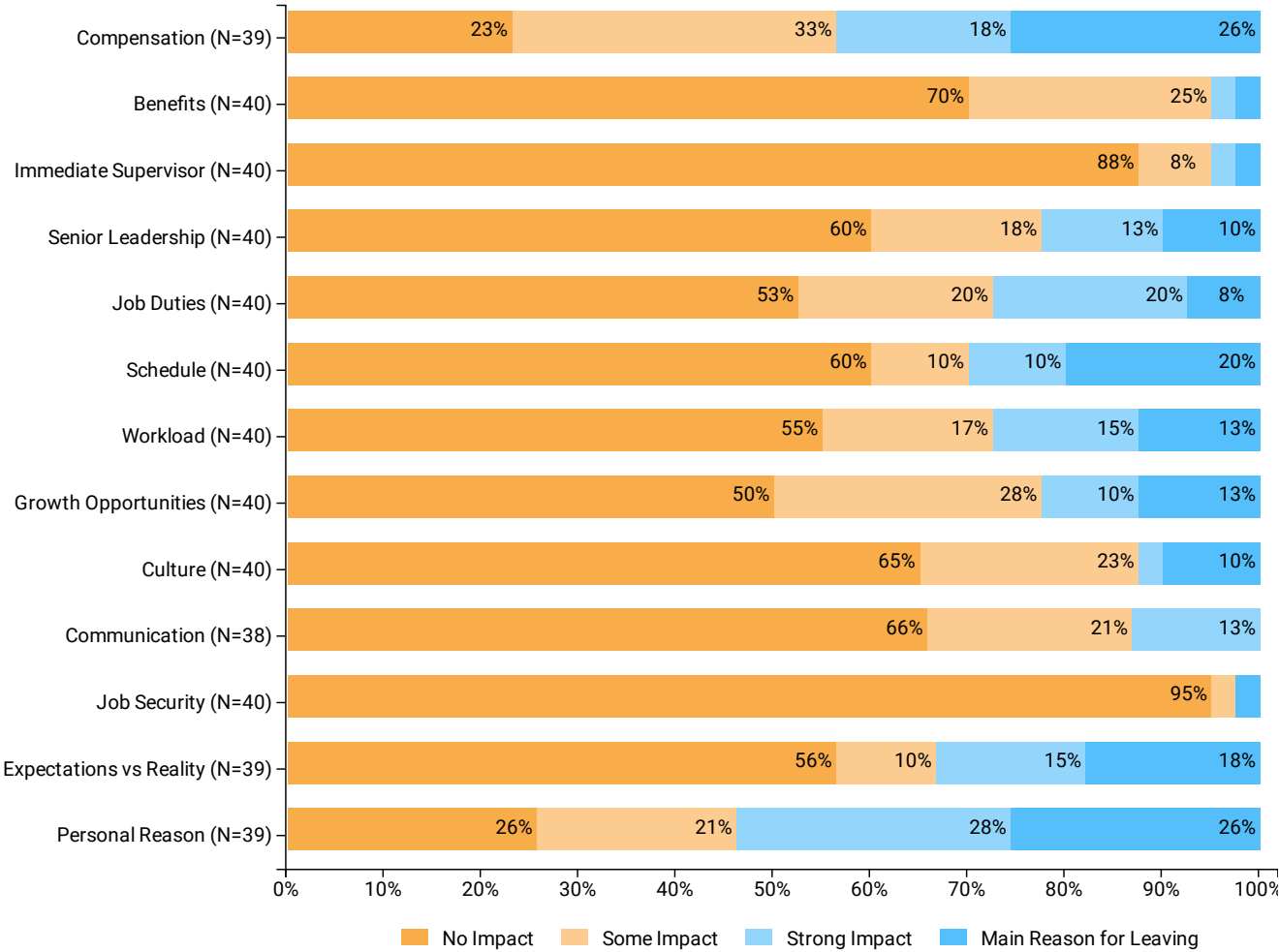
Question	Category	Overall				
Respondents	-	47	6	12	22	6
Overall	-	68%	61	63	70	75
Communication between departments was effective	Communication	55%	60	42	61	60
Employees were treated fairly (regardless of their race, gender, age, sexual orientation, etc.)	Culture	82%	67	83	81	100
I felt I had the opportunity to be promoted	Growth & Development	58%	60	58	56	60
I felt valued as an employee	Culture	44%	20	42	55	33
I had enough freedom in making decisions to do my job effectively	Job Satisfaction	79%	60	83	81	80
I had someone at work who encouraged my professional development	Growth & Development	90%	80	100	84	100
I had the resources and equipment I needed to be successful at my job	Job Satisfaction	69%	75	42	81	80
I liked the type of work I did	Job Satisfaction	71%	83	67	50	100
I received adequate training to be successful at my job	Job Satisfaction	78%	67	83	82	60
I trusted my manager/supervisor	Manager/Supervisor	73%	100	75	63	80
I was kept informed about matters that affected me	Communication	68%	60	67	74	50
I was not afraid for my physical safety while working	Workplace Safety	79%	100	67	81	80
I was paid fairly compared to others at the organization doing similar work with similar experience	Benefits & Compensation	41%	0	33	56	40
I was paid fairly for the work I did	Benefits & Compensation	37%	0	25	58	20
I was provided with opportunities to grow professionally	Growth & Development	80%	60	83	84	80
I was satisfied with the communication in my department	Communication	66%	80	67	58	80
I was satisfied with the health and safety practices of UAMS	Workplace Safety	74%	75	73	70	100
I would consider returning to the organization	Rehire Potential	73%	40	67	78	100
I would consider returning to the same manager/supervisor	Rehire Potential	85%	100	92	79	80
I would recommend UAMS to a friend or relative who needed care	Patient Safety & Satisfaction	69%	40	58	80	80
I would recommend the organization as a good place to work	Culture	62%	40	58	68	67
Interdisciplinary teams worked well together	Culture	77%	-	78	76	80
My benefits were clearly communicated so that I understood them	Benefits & Compensation	72%	50	58	79	100

Question	Category	Overall	Q1	Q2	Q3	Q4
My benefits were competitive with similar organizations in the area	Benefits & Compensation	74%	75	55	84	75
My compensation was competitive with similar organizations in the area	Benefits & Compensation	48%	0	50	63	20
My ideas and suggestions were given consideration	Culture	50%	20	58	56	33
My manager/supervisor clearly communicated expectations for my performance	Manager/Supervisor	69%	100	67	50	0
My manager/supervisor gave me useful feedback on my performance	Manager/Supervisor	80%	100	92	68	80
My manager/supervisor held people accountable for results	Manager/Supervisor	66%	80	58	63	80
My manager/supervisor provided recognition for good work	Manager/Supervisor	80%	80	83	74	100
My manager/supervisor treated employees with respect	Manager/Supervisor	90%	100	100	80	100
My manager/supervisor was effective in resolving issues	Manager/Supervisor	68%	60	75	63	80
My team worked well together	Culture	64%	83	67	50	0
Patient satisfaction is a top priority at this organization	Patient Safety & Satisfaction	74%	60	75	75	80
Senior Leadership communicated a clear vision for the organization's future	Senior Leadership	62%	80	50	59	80
Senior Leadership's actions showed they valued their employees	Senior Leadership	46%	40	33	47	80
The amount of work I was expected to do was reasonable	Job Satisfaction	56%	40	25	71	80
The benefits package met my needs	Benefits & Compensation	87%	75	67	100	100
The organization supported me in maintaining a work/life balance	Job Satisfaction	60%	20	58	65	80
The reality of my job matched the expectations I had when I was hired	Job Satisfaction	64%	40	58	64	100
There was sufficient communication from Senior Leadership	Senior Leadership	51%	60	33	53	80

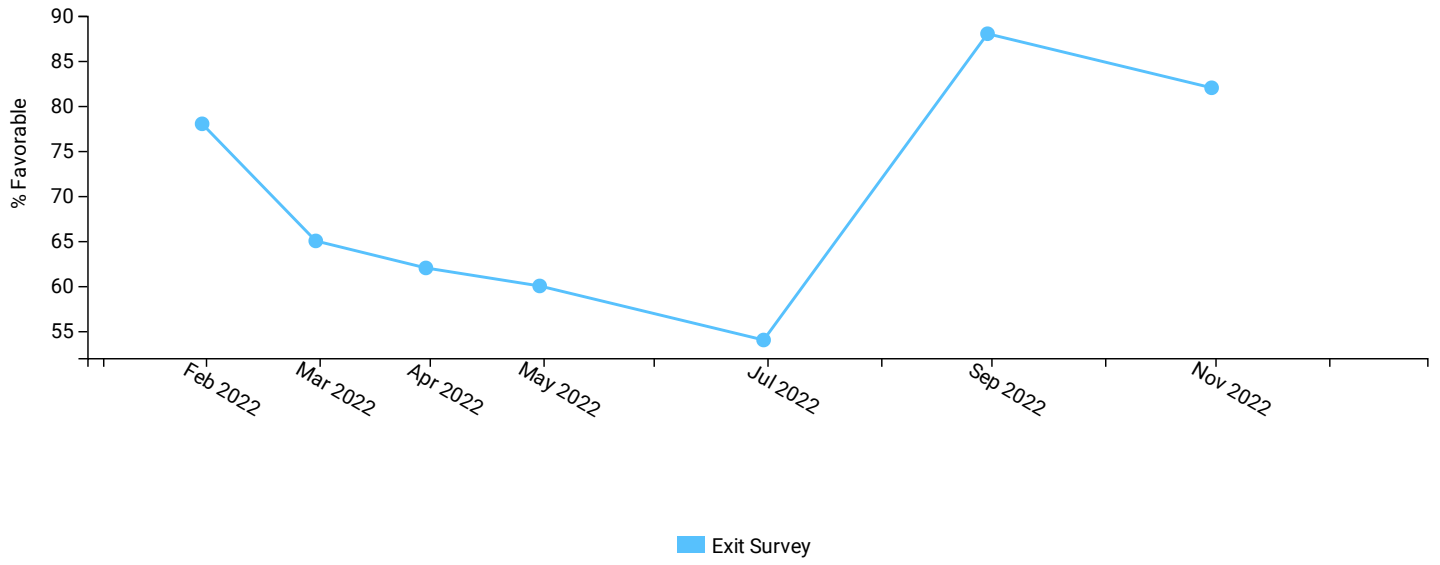


Matrix Questions

Please rate the following factors in terms of how much impact they had on your decision to leave the organization. Please skip this question if you left for involuntary reasons.



Trends Over Time



Yes/No Questions (Org Unit)

(Answer only if you responded to the previous question) The organization takes these issues seriously and would like to be made aware of them. We will be forwarding this issue/s to the organization. As much information as you can share will be most helpful (i.e., department, location, job titles, etc). All your other answers to this survey remain confidential. Do you give permission to identify your name with this specific comment? If yes, this will give the organization an opportunity to follow up and you may be contacted for more information (N=12)



If you responded with a 3 or above to any of the Rehire Potential questions, the organization is interested in receiving your information. All your other answers to this survey remain confidential. Do you give permission for us to share your name, contact information, and comments from the Rehire Potential section with the organization regarding future potential employment? (N=40)

