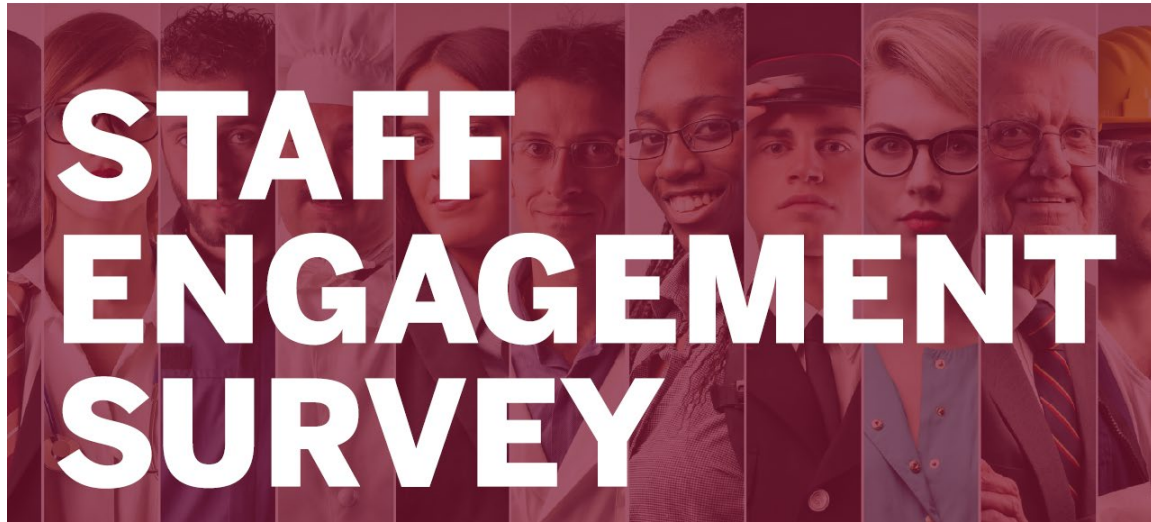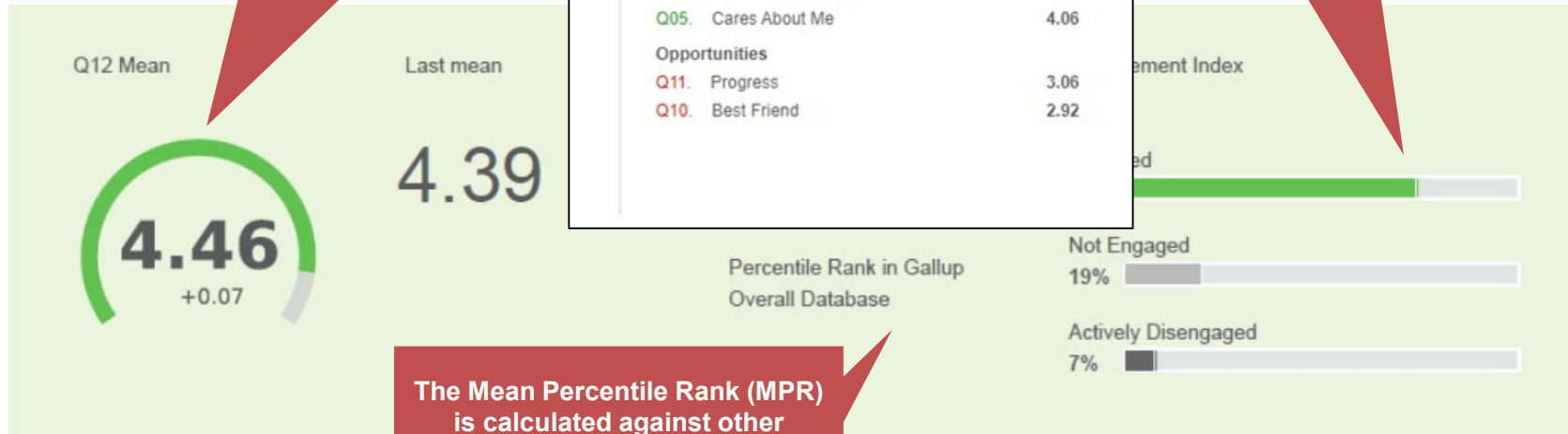IU HR Community Meeting

Employee Engagement

Employee Engagement is a Continuous Process

Reading and Sharing Results

The GrandMean measures overall workgroup engagement, which is an average of the 12 workgroup engagement items.

Engagement Index provides a quick view of the percentage of engaged, not engaged, and actively disengaged employees.

Strengths and Opportunities

Strengths

Q02.	Materials and Equipment	4.03
Q05.	Cares About Me	4.06

Opportunities

Q11.	Progress	3.06
Q10.	Best Friend	2.92

Q12 Mean

4.46
+0.07

Last mean

4.39

Percentile Rank in Gallup Overall Database

The Mean Percentile Rank (MPR) is calculated against other workgroup scores in the Gallup Overall Database.

...ement Index

...ed

Not Engaged
19%

Actively Disengaged
7%

Reading and Sharing Results

	Total N	Current Mean	Mean Percentile Rank**	Last Mean	Change
Q00. Overall Satisfaction	14585	4.13	53		
Q01. Know What's Expected	14580	4.16	22		
Q02. Materials and Equipment	14577	4.22	55		
Q03. Opportunity to do Best	14580	4.26	58		
Q04. Recognition	14579	4.20	68		
Q05. Cares About Me	14581	4.25	49		
Q06. Development	14583	4.39	69		
Q07. Opinions Count	14581	4.34			
Q08. Mission/Purpose				3.88	4.36
Q09. Committed to Quality				4.17	4.57
Q10. Best Friend				4.17	4.55
Q11. Progress				3.93	4.43
Q12. Learn and Grow				4.19	4.63
				4.17	4.58

Last Mean	Change
4.60	▼ -0.20
3.80	▲ 0.20
4.40	▲ 0.40
4.80	▼ -0.20
4.80	▼ -0.20
4.60	▼ -0.40
3.20	▲ 1.80
4.00	0.00

The column titled **Change** represents the increase or decrease in the team's mean score from the previous survey results.

A **red** triangle indicates a significant decrease in the mean score, while a **green** triangle indicates a significant increase.

Measurable growth or decline of **0.1 or more** can be described as **meaningful change.**

INDIANA UNIVERSITY
HUMAN RESOURCES

Interpreting Trending Data

Keep the focus on three questions:

1. What are our scores?

2. What changed?

3. Why did it change?

2019 Action Planning: The Simple Approach

On a regular basis, take 10 minutes to review and ask:

1 Using the survey data, identify an area of strength or opportunity that will most impact our team or unit.

2 In that area, how can we positively impact our team or unit?

3 What is ONE action we can take to address steps one and two?

Did we do what we said we were going to do?

Did it make any difference?
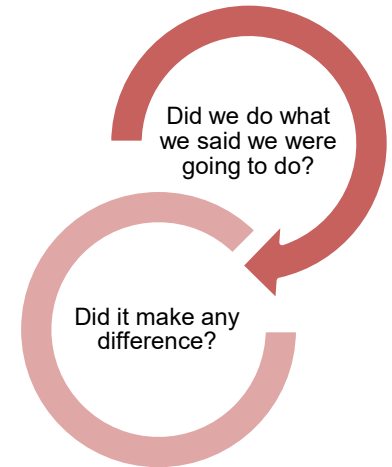
Strategic Action Planning

Strategic Action Planning Discussion

1. What pieces of the action planning that you did two years ago worked well?

2. What challenges did you encounter as you conducted action planning last time?

3. How can you move into action planning this time in ways using methods that will be even more successful?

TIME: 15 minutes

GOAL: Determine how you will conduct action planning this time around

Next Steps

- **Now through October 28**: Survey data will be validated and finalized by Gallup.

- **October 29:** Gallup will share topline survey results with IU.

- **November**: Topline results will be shared with President McRobbie, followed by unit results shared with Cabinet. HRBP will be copied.

- **Early December:** Survey results will be live in Gallup Online for HR. Tools and resources will be available in Box.

- **Early 2020**: HR shares results with leadership and staff and creates action plans for positive change.

- **May 1, 2020**: Deadline to record unit action plans in Gallup Online.