

# SNAPSHOT OF SURVEY RESULTS

## EMPLOYEE EXIT SURVEY

### PASADENA CITY COLLEGE

**Table 1. Employee Characteristics.**

<b>Total Surveys Returned: 36</b>																
	<b>Male</b>				<b>Female</b>											
	#	%	#	%	#	%	#	%								
<b>Gender:</b>	17	47.2	19	52.8												
	<b>African American</b>		<b>American Indian</b>		<b>Asian</b>		<b>Caucasian</b>		<b>Filipino</b>		<b>Hispanic</b>		<b>Pacific Islander</b>		<b>Other</b>	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Ethnicity:</b>	4	11.1	1	2.8	1	2.8	25	69.4	0	0	3	8.3	0	0	2	5.6
	<b>Faculty</b>		<b>Classified Staff</b>		<b>Manager/Supervisor</b>		<b>Educational Administrator</b>									
	#	%	#	%	#	%	#	%								
<b>Employee Classification:</b>	11	30.6	16	44.4	4	11.1	15	13.9								
<b>Average Years in Service: 15.3</b>																

**Table 2. Means and percentages (distribution) of the responses to the question: How much did each item influence your decision to leave your current position at PCC?**

**1 = Not at all    2 = Somewhat    3 = A lot**

	1	2	3	M		1	2	3	M		1	2	3	M
Benefits	79.4	14.7	5.9	1.26	Resigned before being fired	91.2	5.9	2.9	1.12	Co-worker(s)	76.5	11.8	11.8	1.35
Base salary	84.8	9.1	6.1	1.21	Lack of job security	100	0	0	1.00	Type of work	91.2	8.8	0	1.09
Family reasons	73.5	2.9	23.5	1.50	Lack of promotion opportunities	70.6	14.7	14.7	1.44	Lack of recognition	82.4	11.8	5.9	1.24
Health reasons	85.3	5.9	8.8	1.24	Lack of lateral advancement opportunities	85.3	5.9	8.8	1.24	Lack of relationships between co-workers	82.4	5.9	11.8	1.29
Moving from area	70.6	2.9	26.5	1.56	Lack of relationships between departments	85.3	11.8	2.9	1.18	Employee morale in the department	67.6	11.8	20.6	1.53
Career opportunity	76.5	5.9	17.6	1.41	Employee morale across the college	70.6	11.8	17.6	1.47	Illegal discrimination in the department	87.9	3.0	9.1	1.21
Return to school	100	0	0	1.00	Working conditions or environment	64.7	20.6	14.7	1.50	Other (_____)	37.5	0	62.5	2.25
Retirement	52.8	2.8	44.4	1.92	Illegal discrimination in the college	88.2	5.9	5.9	1.18	Other (_____)	50.0	0	50.0	2.00
Involuntary termination	90.9	3.0	6.1	1.15	Supervisor	61.8	17.6	20.6	1.59	Other (_____)	100	0	0	1.00

Note: The "M" column represents the mean (average response) of the item.

**Table 3. Means and percentages (distribution) of the responses to the item: Rate the benefits and the college on each item using the scale provided.**

	<b>Very Poor</b>	<b>Marginal</b>	<b>Fair</b>	<b>Good</b>	<b>Excellent</b>	
<b>Benefits</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Mean</b>
Base salary	0	5.6	22.2	50.0	22.2	3.89
Overtime/overload	12.1	3.0	30.3	36.4	18.2	3.45
Medical plan	0	0	8.3	27.8	63.9	4.56
Dental plan	0	0	16.7	27.8	55.6	4.39
Life insurance plan	0	3.1	31.3	31.3	34.4	3.97
Retirement plan	2.8	2.8	13.9	44.4	36.1	4.08
Tuition benefits	18.5	11.1	25.9	33.3	11.1	3.07
Paid vacation days	2.9	8.6	5.7	51.4	31.4	4.00
Paid holidays	0	0	5.6	58.3	36.1	4.31
<b>College</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Mean</b>
Communication of college philosophy, mission, goals	5.7	8.6	40.0	34.3	11.4	3.37
Communication of <b>current</b> college policies/procedures	11.1	11.1	30.6	36.1	11.1	3.25
Communication of college policy and procedure <b>updates/changes</b>	8.8	14.7	26.5	38.2	11.8	3.29
Communication of information on building maintenance, renovations, construction, etc.	0	8.6	37.1	37.1	17.1	3.63
Communication between departments	5.6	19.4	47.2	27.8	0	2.97
Relationships between departments	8.3	11.1	41.7	33.3	5.6	3.17
Collaboration between departments	13.9	8.3	47.2	25.0	5.6	3.00
Employee morale across the campus	19.4	27.8	13.9	36.1	2.8	2.75

**Table 4. Means and percentages (distribution) of the responses to the item: Rate the department and supervisor on each item using the scale provided.**

	Very Poor	Marginal	Fair	Good	Excellent	
<b>Your Department</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Mean</b>
Communication of <u>current</u> department policies/ procedures	13.9	0	25.0	36.1	25.0	3.58
Communication of department policy and procedure <u>updates/changes</u>	13.9	0	27.8	33.3	25.0	3.56
Communication of department philosophy, mission, goals	11.1	5.6	25.0	27.8	30.6	3.61
Communication between co-workers	8.3	0	25.0	44.4	22.2	3.72
Collaboration between co-workers	5.6	8.3	27.8	36.1	22.2	3.61
Treatment received by co-workers	2.8	16.7	13.9	27.8	38.9	3.83
Quality of on-the-job training	11.8	14.7	11.8	47.1	14.7	3.38
Equipment/technology provided to do the job	2.8	11.1	22.2	36.1	27.8	3.75
Physical working conditions	2.8	13.9	13.9	36.1	33.3	3.83
Overall workload	8.6	17.1	17.1	37.1	20.0	3.43
<b>Your Supervisor</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Mean</b>
Communication of job responsibilities	8.3	11.1	19.4	25.0	36.1	3.69
Communication of job performance expectations	16.7	2.8	19.4	19.4	41.7	3.67
Communication with department employees	16.7	8.3	19.4	22.2	33.3	3.47
Relationships with department employees	16.7	8.3	19.4	19.4	36.1	3.50
Ability to involve employees with the planning process	8.3	19.4	22.2	19.4	30.6	3.44
Ability to give employees fair and equal treatment	16.7	13.9	16.7	11.1	41.7	3.47
Adhere to the department philosophy, mission, goals	11.1	0	30.6	25.0	33.3	3.69
Ability to give employees recognition on the job	13.9	16.7	2.8	25.0	41.7	3.64
Ability to solve problems/complaints	25.0	13.9	8.3	19.4	33.3	3.22
Management skills	25.0	8.3	16.7	16.7	33.3	3.25
Ability to give employees constructive feedback	22.2	8.3	22.2	11.1	36.1	3.31
Ability to give feedback on a performance evaluation	25.7	14.3	8.6	14.3	37.1	3.23

**Table 5. Means and percentages (distribution) of the responses to the following questions.**

	<b>Definitely No 1</b>	<b>No 2</b>	<b>Maybe 3</b>	<b>Yes 4</b>	<b>Definitely Yes 5</b>	<b>Mean</b>
<b>Would you recommend PCC to persons seeking employment?</b>	8.3	2.8	13.9	22.2	52.8	4.08
<b>Would you recommend PCC to prospective students?</b>	8.3	0	2.8	27.8	61.1	4.33
<b>Would you consider future employment at PCC?</b>	8.8	8.8	20.6	23.5	38.2	3.74