



Business Savvy. People Friendly.

**PITTSYLVANIA**  
COUNTY, VIRGINIA

# Employee Satisfaction Survey

October 2021

## About the Survey

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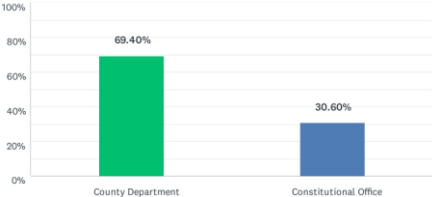
- Survey was designed using SurveyMonkey. SurveyMonkey is an online survey development cloud-based software service company.
- Survey results were calculated by SurveyMonkey and reporting was done using SurveyMonkey.
- The Employee Satisfaction Survey was sent to all County employees and all Constitutional office employees.
- Total responses received = 134

# Q3: Do you work for a County Department or Constitutional Office?

## 2021

Q3 Do you work for a County Department or Constitutional Office?

Answered: 134 Skipped: 0

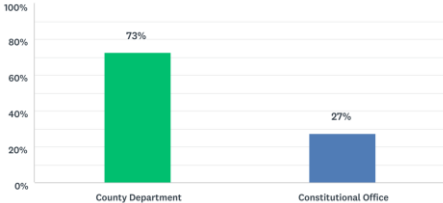


Total Responses = 134  
69% County  
31% Constitutional Office

## 2019

Q3 Do you work for a County Department or Constitutional Office?

Answered: 102 Skipped: 0

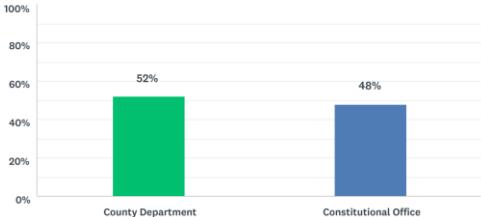


Total Responses = 102  
73% County  
27% Constitutional Office

## 2018

Q3 Do you work for a County Department or Constitutional Office?

Answered: 182 Skipped: 0



Total Responses = 182  
52% County  
48% Constitutional Office

# How happy are you at work?

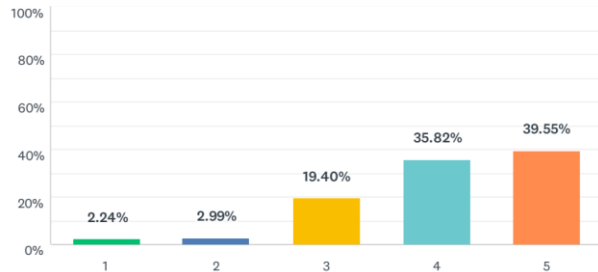
Ratings:

1 = Lowest rating; 5 = Highest rating

## 2021

Q5 How happy are you at work?

Answered: 134 Skipped: 0

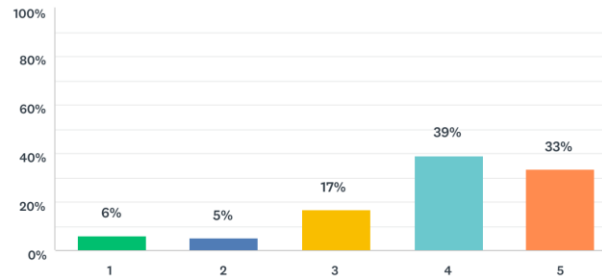


**75%** are happy at work

## 2019

Q5 How happy are you at work?

Answered: 102 Skipped: 0

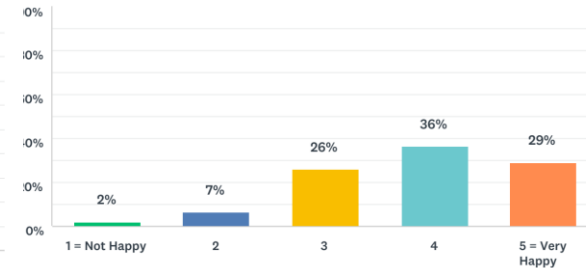


**72%** are happy at work

## 2018

Q5 How happy are you at work?

Answered: 182 Skipped: 0



**65%** are happy at work

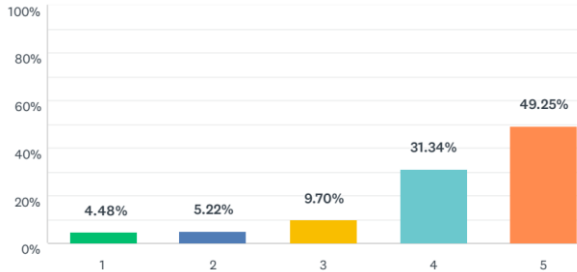
# Employee Development

## How comfortable do you feel giving upwards feedback to your supervisor?

Ratings:

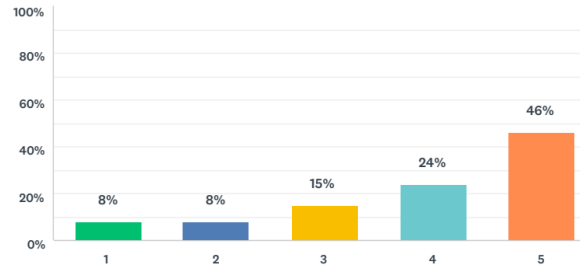
1 = Lowest rating; 5 = Highest rating

### 2021



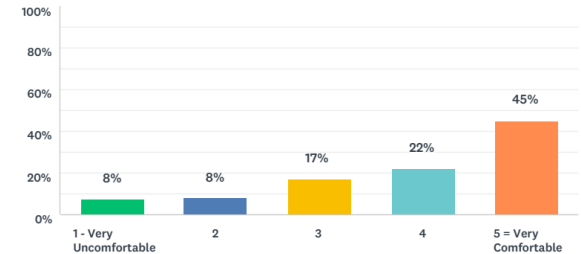
**81%** feel comfortable giving feedback to the supervisor

### 2019



**70%** feel their supervisor encourages their development

### 2018



**67%** felt their supervisor encouraged their development

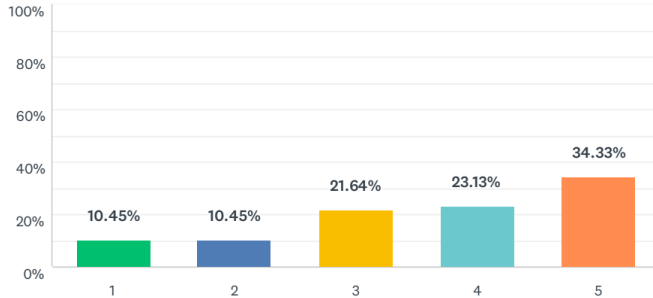
# Recognition and Respect

## How often do you receive recognition or praise for doing a good job at work?

Ratings:

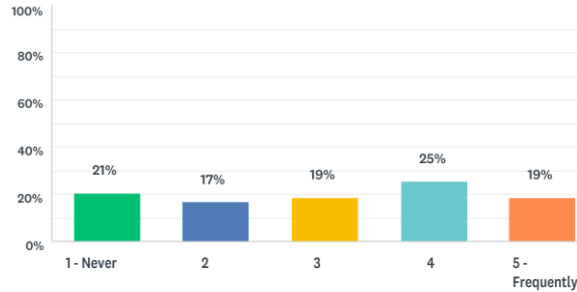
1 = Never; 5 = Frequently

### 2021



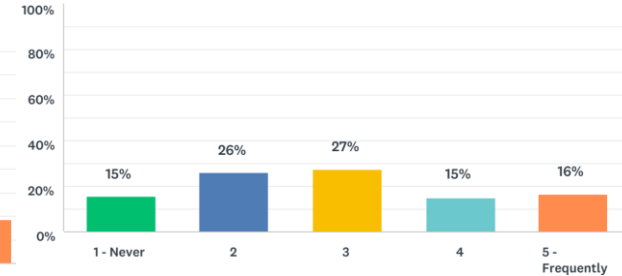
**58%** often or frequently receive recognition or praise

### 2019



**44%** often or frequently receive recognition or praise

### 2018



**31%** often or frequently receive recognition or praise

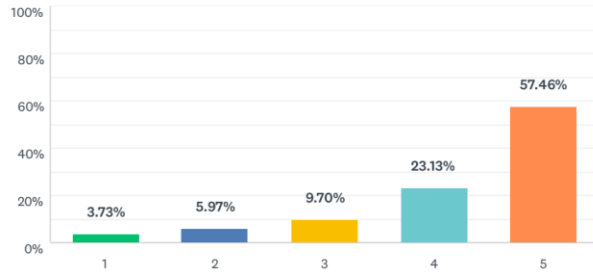
# Employee Development

## How much does your supervisor seem to care about you as a person?

Ratings:

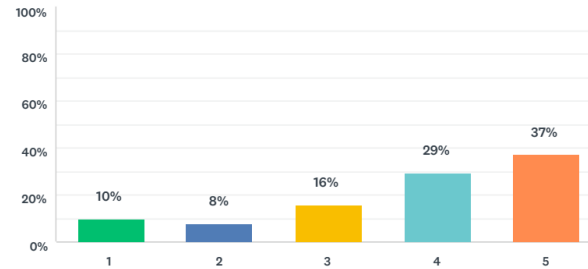
1 = Not at all; 5 = Very much

2021



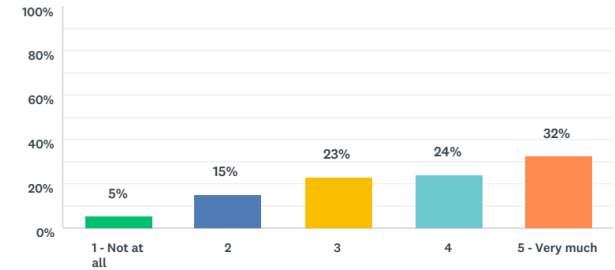
**81%** feel their supervisor cares about them as a person

2019



**66%** feel their supervisor cares about them as a person

2018



**56%** feel their supervisor cares about them as a person

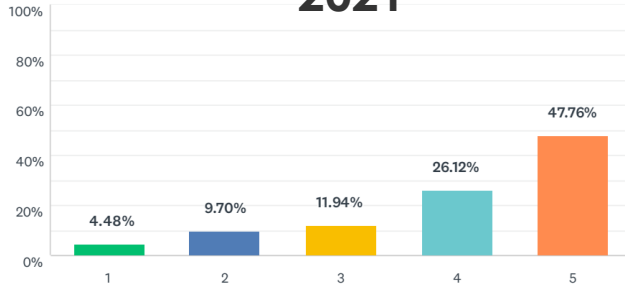
# Employee Development

## How strongly do you feel your supervisor encourages your development?

Ratings:

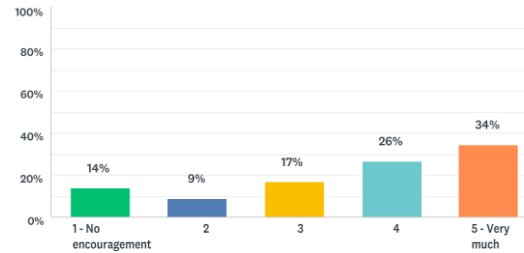
1 = None; 5 = Strongly

### 2021



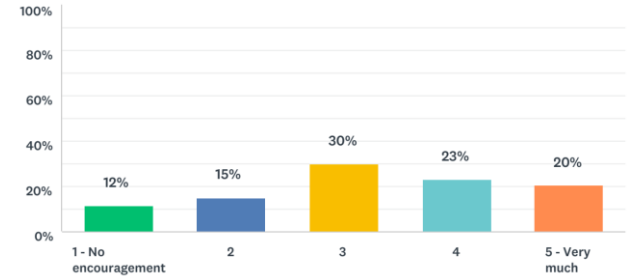
**74%** feel their supervisor encourages their development

### 2019



**60%** feel their supervisor encourages their development

### 2018



**43%** feel their supervisor encourages their development



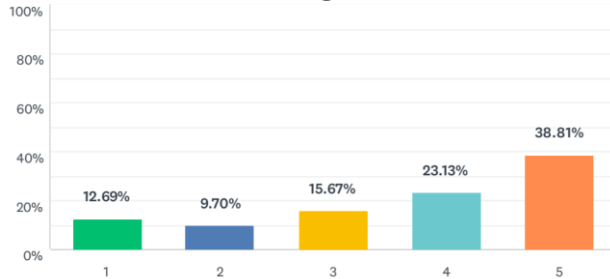
# Communication

## How much do you feel your opinions seem to matter at work?

Ratings:

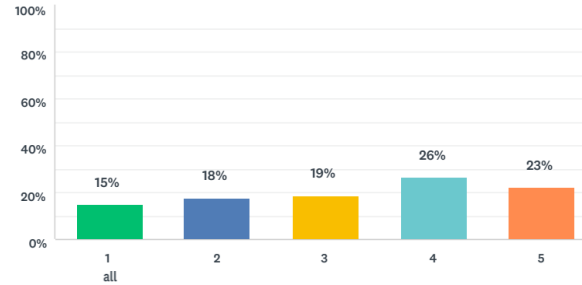
1 = Lowest rating; 5 = Highest rating

### 2021



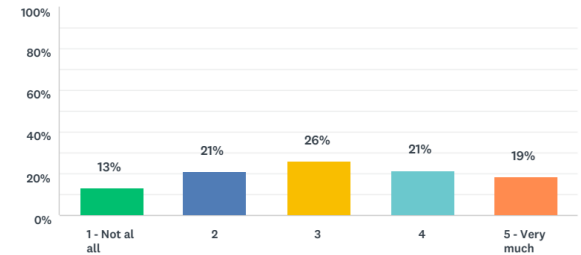
**62%** feel their opinions matter at work

### 2019



**49%** feel their opinions matter at work

### 2018



**40%** feel their opinions matter at work

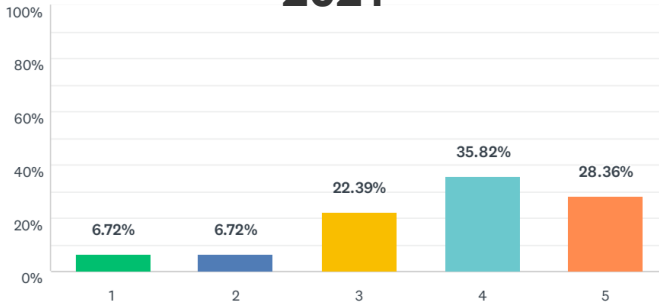
# Communication

## How well does PC communicate information, priorities and values?

Ratings:

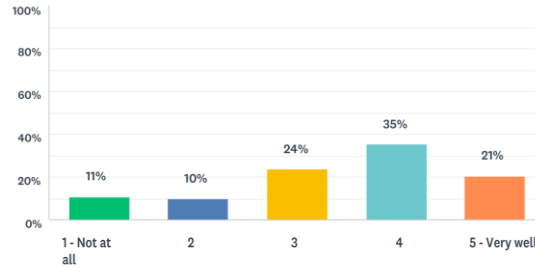
1 = Lowest rating; 5 = Highest rating

### 2021



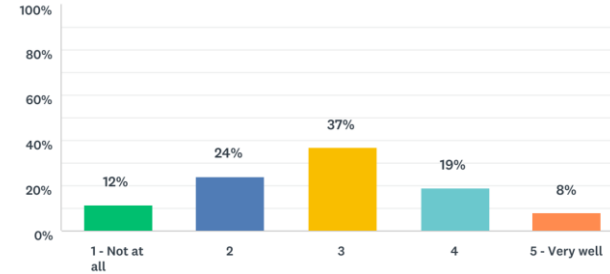
**64%** feel that PC communicates well

### 2019



**56%** feel that PC communicates well

### 2018



**27%** feel that PC communicates well

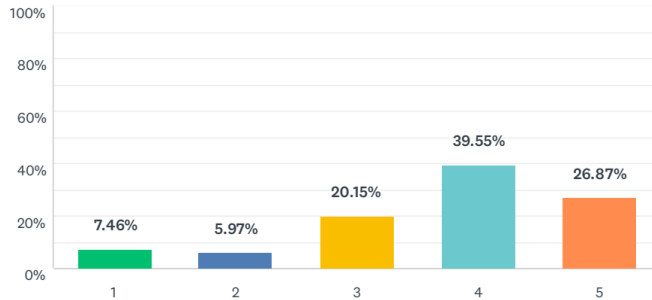
# Recognition and Respect

## How well does PC treat employees at all levels with respect?

Ratings:

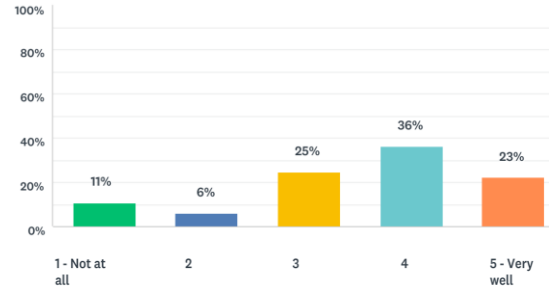
1 = Lowest rating; 5 = Highest rating

### 2021



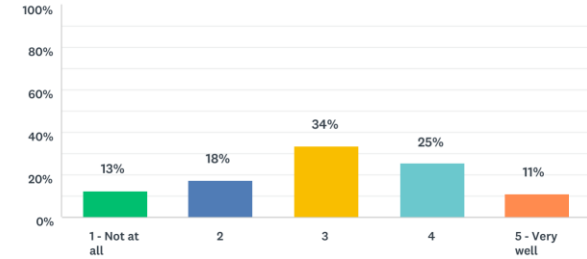
**66%** feel employees are treated with respect

### 2019



**59%** feel employees are treated with respect

### 2018

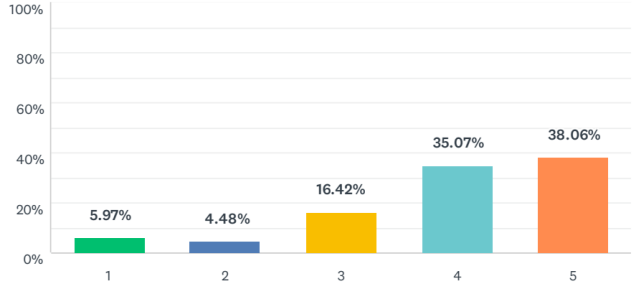


**36%** feel employees are treated with respect

# How strongly would you recommend PC as a great place to work?

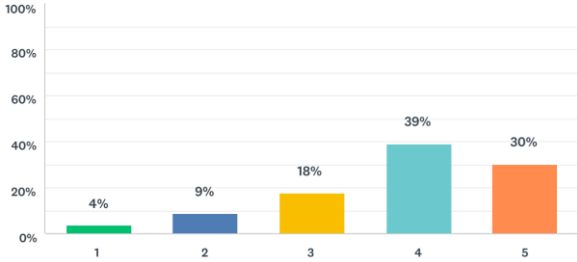
Ratings:  
1 = Lowest rating; 5 = Highest rating

### 2021



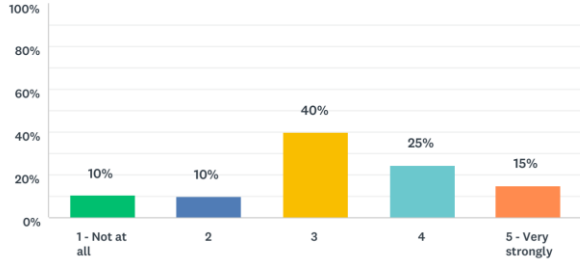
**73%** would recommend PC as a great place to work

### 2019



**69%** would recommend PC as a great place to work

### 2018



**40%** would recommend PC as a great place to work

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**Questions?**