

Government Operations Agency - Cal HR

Employee Engagement Survey

How do we know what our
colleagues are thinking unless we ask
them?

Employee Engagement Survey (1)

- Primary Goal: To engage
- Secondary Goals:
 - To determine drivers of employee engagement
 - To inform our Civil Service Improvement efforts
 - To get a baseline for future surveys
 - Ultimately, to improve employee engagement and improve performance.

Why?

Employee Engagement Survey (2)

- General rules

Challenges Ahead

What is Engagement?

Why Employee Engagement and not Employee Satisfaction?

Assumptions Going In

What are departments doing already?

What else did we look at?

- Federal Government's Office of Personnel Management
 - Federal Employee Viewpoint Survey - annual
- Google
- Gallup
- SMUD
- Franchise Tax Board
- DHHS

There is only one way to do this, right?

No

So what did GovOps do?

Thank you!

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