

# Eight High-Level OPS Results from the Employee Survey

## Participation

- The participation rate was 57%, which is slightly lower than in 2014 (57.5%). However, the survey was only available for two weeks in 2017, whereas it was available for five weeks in 2014.



57%  
2017



57.5%  
2014



63.5%  
2011

## Engagement

- Engagement has improved both generally and across the four areas we measure: organizational satisfaction, commitment, job satisfaction and motivation.




69.9  
2017



67.8  
2014



69.6  
2011

	Distribution	2017	2014	2011
Organizational Satisfaction		64.8%	62.5%	64.7%
Commitment		64.2%	59.1%	64.3%
Job Satisfaction		63.6%	59.6%	61.4%
Motivation		82.1%	79.4%	77.4%

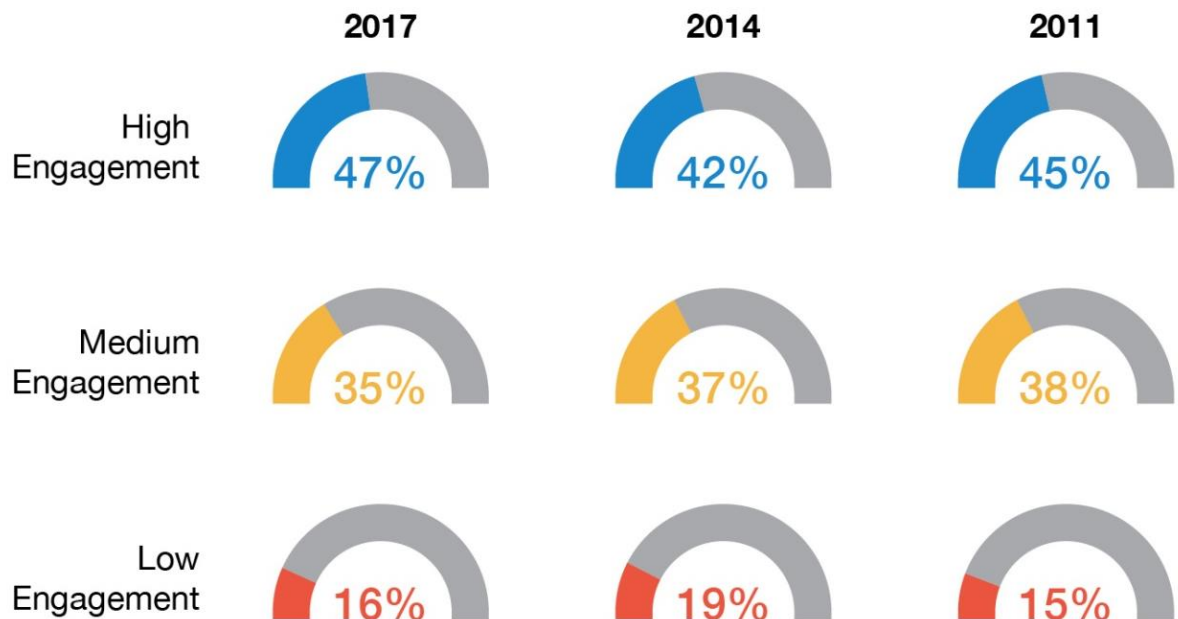
● Agree and Strongly Agree

● Neither Agree nor Disagree

● Disagree and Strongly Disagree

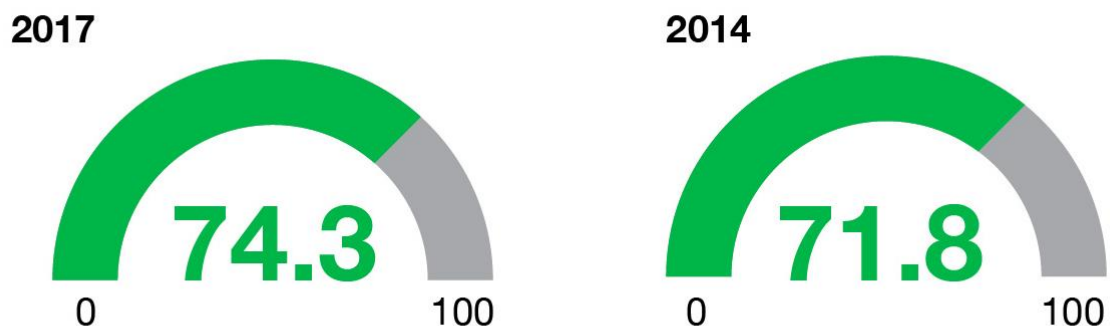
## Proportion of Engaged Employees

- More employees report that they are highly engaged at work, and fewer people report medium or low levels of engagement. The proportion of highly engaged employees has increased, and those with medium to low engagement has decreased



## Inclusion Index

- When compared to the 2014 results (2011 data is not available), the Inclusion Index has also improved. The Inclusion Index is based on five questions that ask employees whether they feel included by their coworkers, respected at work, and able to express opinions that diverge from their management's opinions without fear of reprisal.



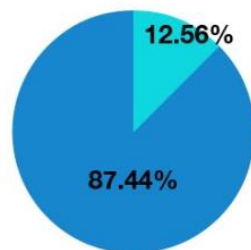
## Discrimination and Harassment

- Overall, discrimination and harassment have both declined.

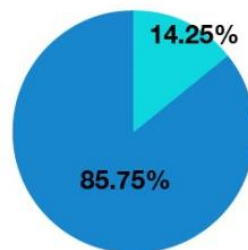
In the past two years, have you experienced discrimination on the job?

Yes No

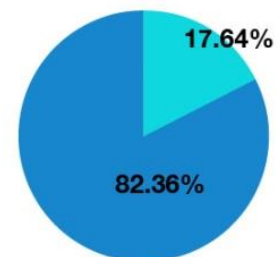
2017



2014



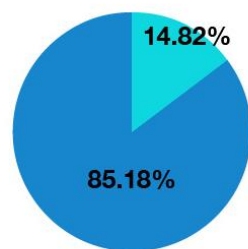
2011



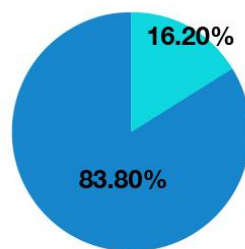
In the past two years, have you been the victim of harassment on the job?

Yes No

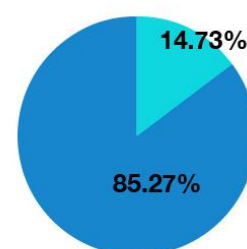
2017



2014



2011



## Violence

- In both 2017 and 2014, 3% of respondents said they had experienced violence on the job.

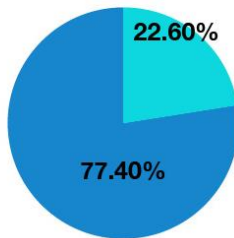
## Demographics

- The proportion of respondents self-identifying as visible minorities remained relatively static from 2011 to 2014, and has increased from 2014 to 2017.

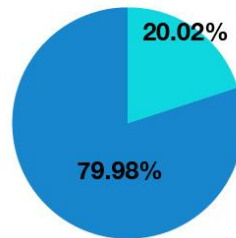
Do you consider yourself to be a visible minority person?

Yes No

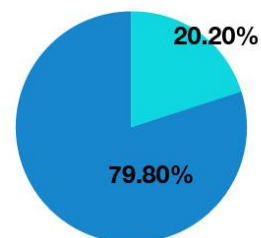
2017



2014



2011



## OPS Major Findings

Work is underway to develop ministry- and division-specific analysis of comments as well as a report on the major survey findings across the OPS. These should be available by mid-June.