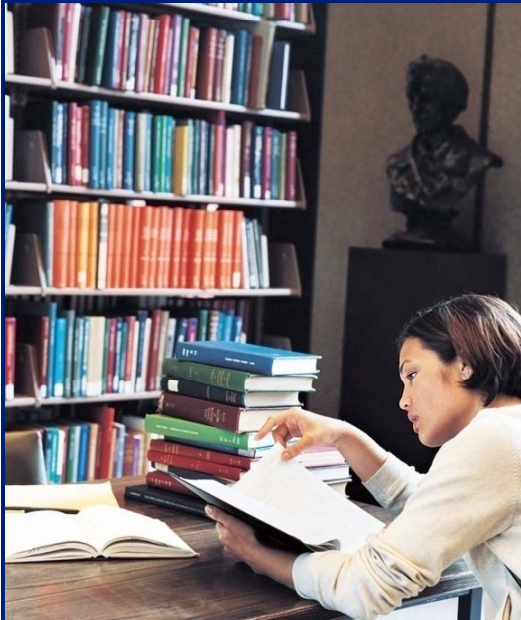




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2008 Staff Climate Survey Results





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Response Statistics

University of South Australia Employee Opinion Survey Results, April 2008 - Response Statistics

| | |
|---|-------------|
| Total | 2076 |
| Home Campus | |
| City East | 392 |
| City West (including 160 Currie Street) | 503 |
| Magill | 291 |
| Mawson Lakes | 579 |
| Centre for Regional Engagement (including Whyalla and Mt Gambier) | 42 |
| Non-campus location (including 100 North Terrace, 101 Currie Street and Flexible Learning Centre) | 241 |
| <i>Unspecified</i> | <i>28</i> |
| Length of Employment | |
| Less than 3 years | 768 |
| 3 to 9 years | 624 |
| 10 to 15 years | 250 |
| More than 15 years | 404 |
| <i>Unspecified</i> | <i>30</i> |
| What is your age range? | |
| Less than 26 years | 134 |
| 26 to 35 years | 448 |
| 36 to 45 years | 567 |
| 46 to 55 years | 570 |
| 56 years or above | 322 |
| <i>Unspecified</i> | <i>35</i> |
| Mode of Employment | |
| Continuing full-time | 1179 |
| Continuing part-time | 136 |
| Fixed term full-time | 345 |
| Fixed term part-time | 90 |
| Casual/Sessional | 277 |
| Adjunct | 8 |
| Other | 11 |
| <i>Unspecified</i> | <i>30</i> |

| | |
|-------------|-----------------------|
| | Response rates |
| 2008 | N = 2076 |
| | 70% |



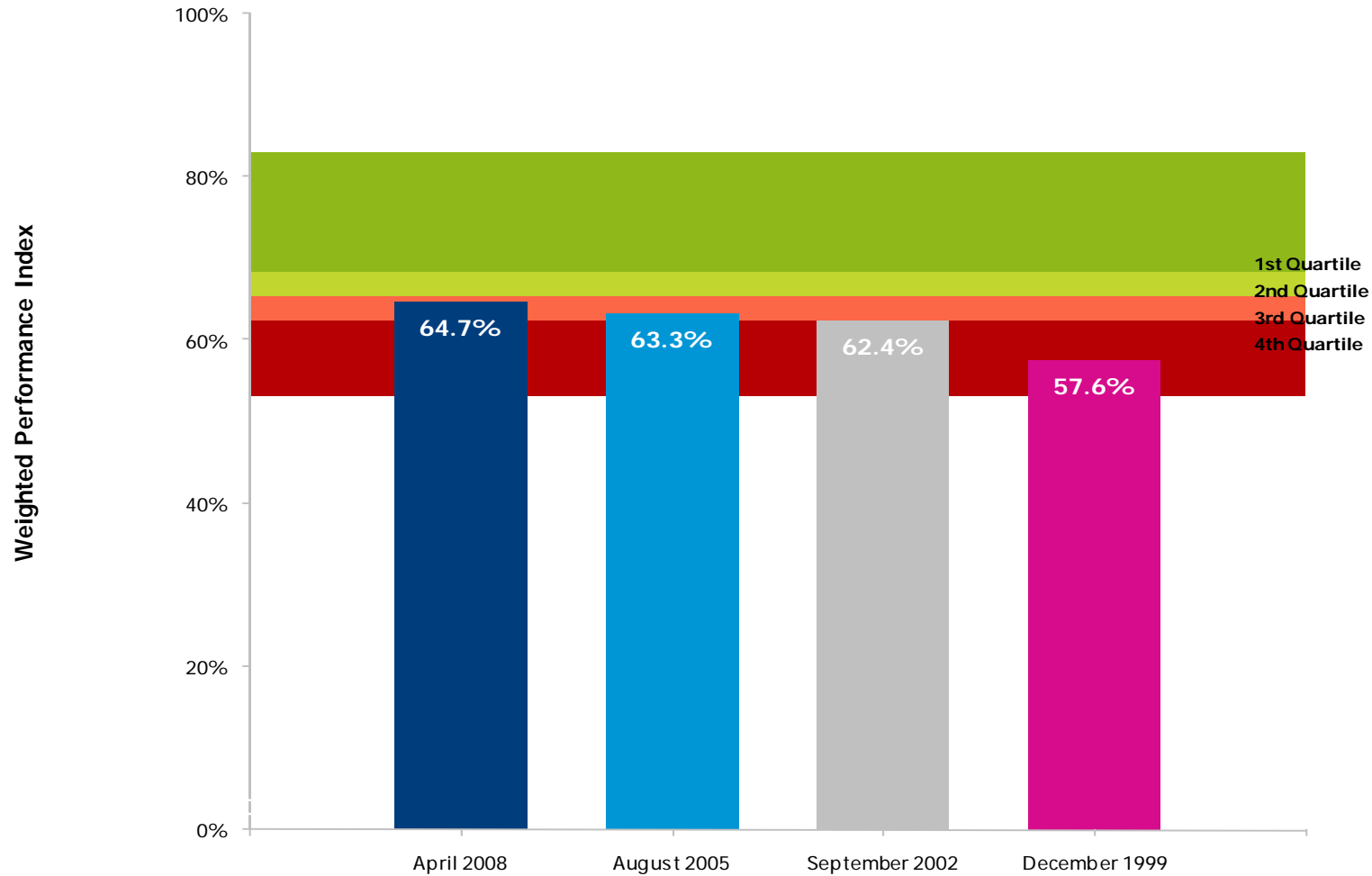
Response Statistics

| | |
|--|------|
| Gender | |
| Female | 1246 |
| Male | 795 |
| <i>Unspecified</i> | 35 |
| Diversity | |
| Aboriginal or Torres Strait Islander | 20 |
| Person with a disability | 28 |
| From a minority group in Australia (select this option if you are from a minority background because of language or accent, religion or culture, ethnic origin, country of birth or descent) | 252 |
| <i>Unspecified</i> | 1776 |



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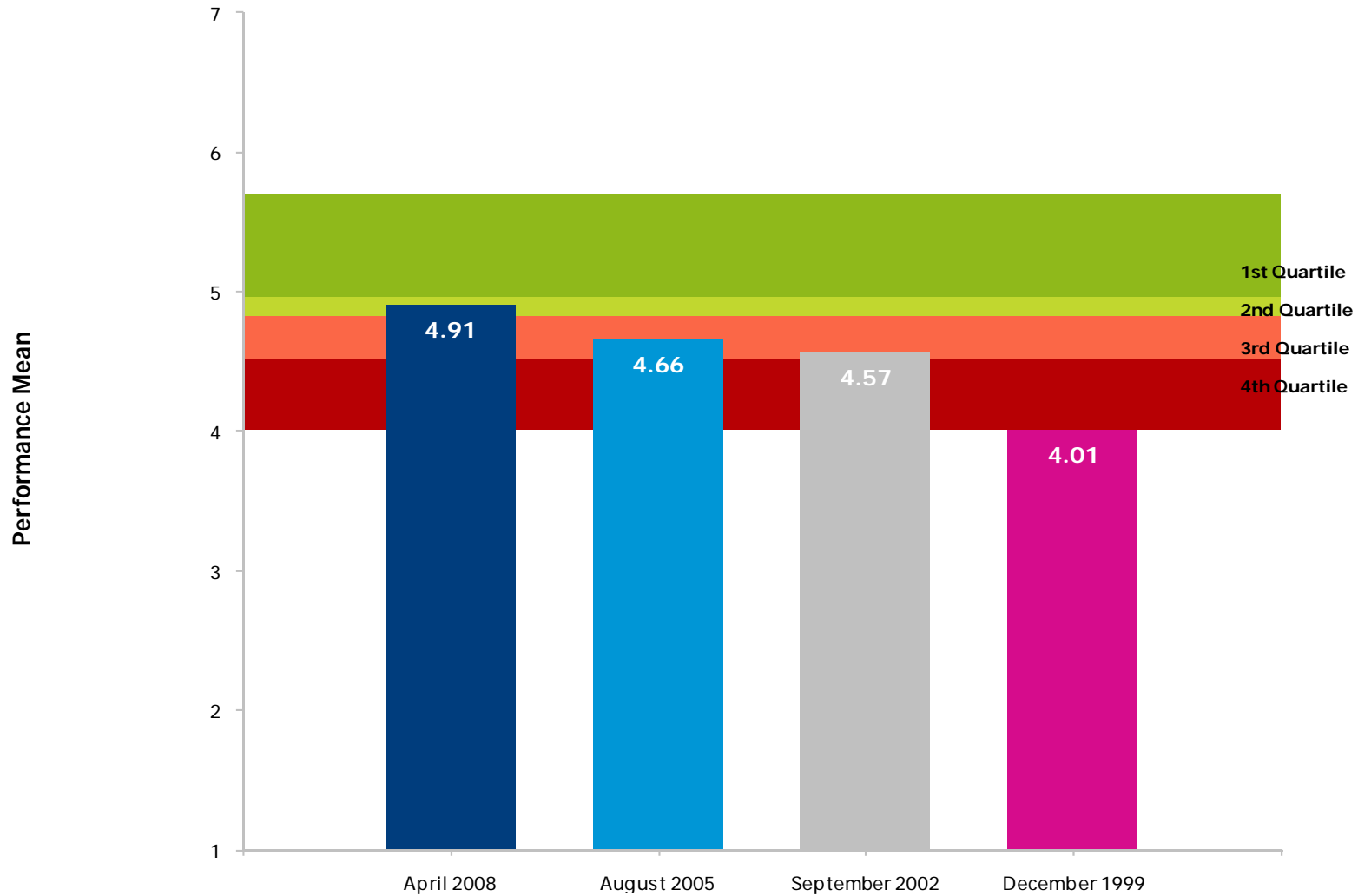
Best Practice Benchmark Performance





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Overall Satisfaction





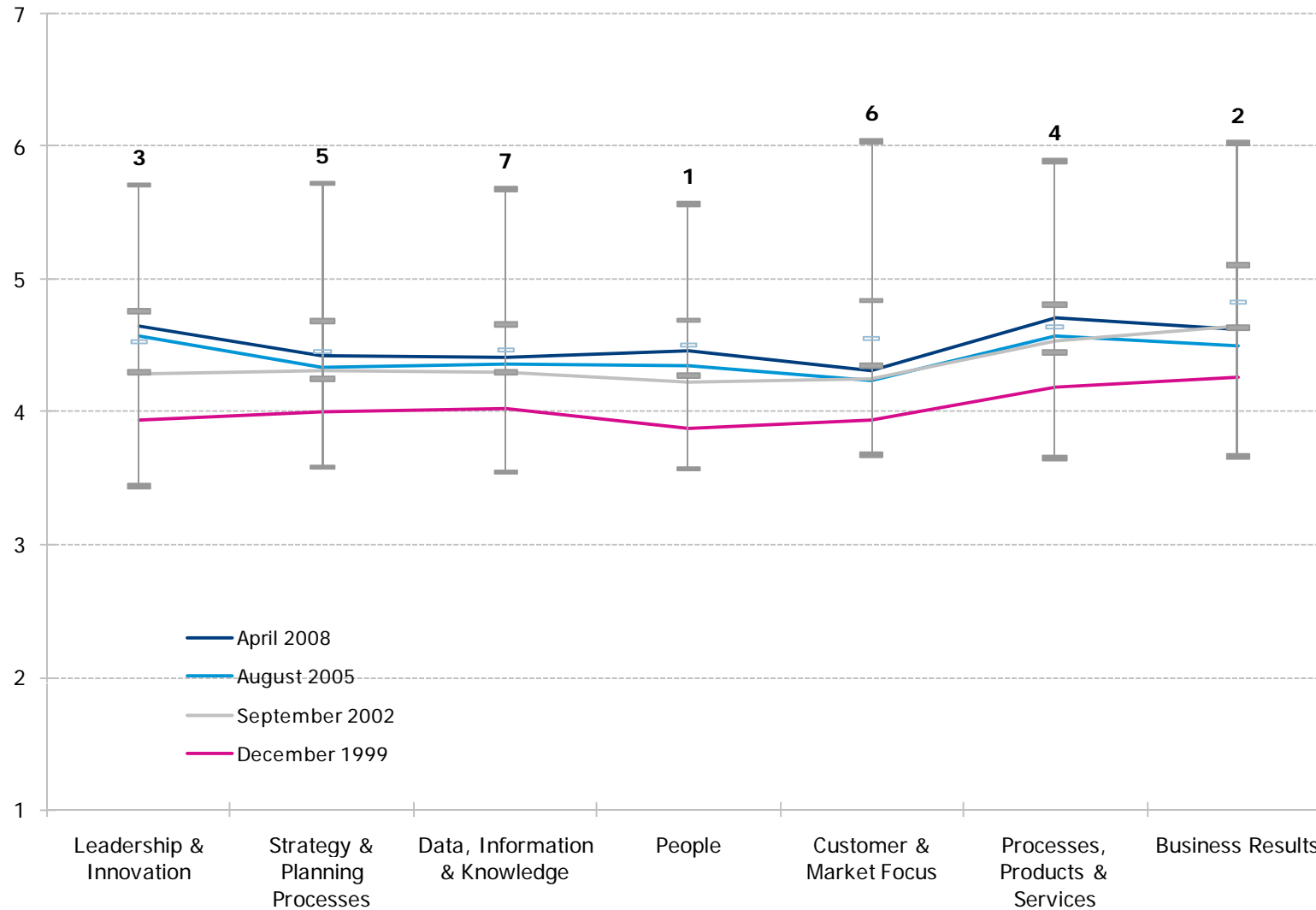
Overall Satisfaction

| | Overall Satisfaction | |
|------|----------------------|-----------------|
| 2008 | 4.91 | ↑ 3.5% Increase |
| | 70.1% | |
| | Overall Satisfaction | |
| 2005 | 4.66 | |
| | 66.6% | |



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Best Practice Categories1





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All Employees – Top 5 Importance

| April 2008 Top 5 Importance | Mean | August 2005 Top 5 Importance | Mean |
|---|------|---|------|
| My work area produces or delivers quality products and services | 6.45 | My work area produces or delivers quality products and services | 6.42 |
| My working environment is free from harassment | 6.38 | My working environment is free from harassment | 6.33 |
| UniSA values its employees | 6.37 | UniSA values its employees | 6.31 |
| My supervisor has good people management skills | 6.36 | My supervisor has good people management skills | 6.29 |
| I am satisfied in my job | 6.34 | I am satisfied in my job | 6.29 |

■ Common to 2008 and 2005

□ *Unique*



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All Employees – Top 5 Performance

| April 2008 Top 5 Performance | Mean | August 2005 Top 5 Performance | Mean |
|---|------|---|------|
| UniSA provides a safe work environment | 5.56 | UniSA provides a safe work environment | 5.43 |
| UniSA is committed to reconciliation between indigenous and non-indigenous people | 5.53 | My working environment is free from harassment | 5.42 |
| My working environment is free from harassment * | 5.50 | UniSA is committed to reconciliation between indigenous and non-indigenous people | 5.35 |
| UniSA is committed to equity for its students | 5.43 | My work area produces or delivers quality products and services | 5.30 |
| My work area produces or delivers quality products and services * | 5.42 | UniSA is committed to equity for its students | 5.26 |

- Common to 2008 and 2005
- *Unique*

(N.B. Factors marked * have also been identified as top 5 importance issues)



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All Employees – Top 5 Gaps

| April 2008 Top 5 Gaps | Mean | August 2005 Top 5 Gaps | Mean |
|--|------|--|------|
| UniSA makes an effort to keep skilled employees | 2.50 | UniSA makes an effort to keep skilled employees | 2.51 |
| Incentives and rewards are provided | 2.46 | Incentives and rewards are provided | 2.44 |
| My work area has enough resources to achieve its goals | 2.40 | My work area has enough resources to achieve its goals | 2.39 |
| UniSA consults staff before decisions are made | 2.29 | UniSA values its employees | 2.38 |
| There is trust among people in UniSA | 2.28 | UniSA consults staff before decisions are made | 2.34 |

■ Common to 2008 and 2005

□ *Unique*



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Top 5 Gaps – Gender

University of South Australia Employee Opinion Survey Results, April 2008

Top 5 Gap Scores by Demographic

Gender

Unique Factors

| Female (1246 Responses) | | Male (795 Responses) | |
|--|------|--|------|
| Incentives and rewards are provided | 2.47 | UniSA makes an effort to keep skilled employees | 2.59 |
| UniSA makes an effort to keep skilled employees | 2.44 | My work area has enough resources to achieve its goals | 2.49 |
| My work area has enough resources to achieve its goals | 2.33 | Incentives and rewards are provided | 2.43 |
| UniSA consults staff before decisions are made | 2.29 | UniSA consults staff before decisions are made | 2.27 |
| There is trust among people in UniSA | 2.28 | UniSA values its employees | 2.27 |



Top 5 Gaps – Diversity

University of South Australia Employee Opinion Survey Results, April 2008

Top 5 Gap Scores by Demographic

Diversity

Unique Factors

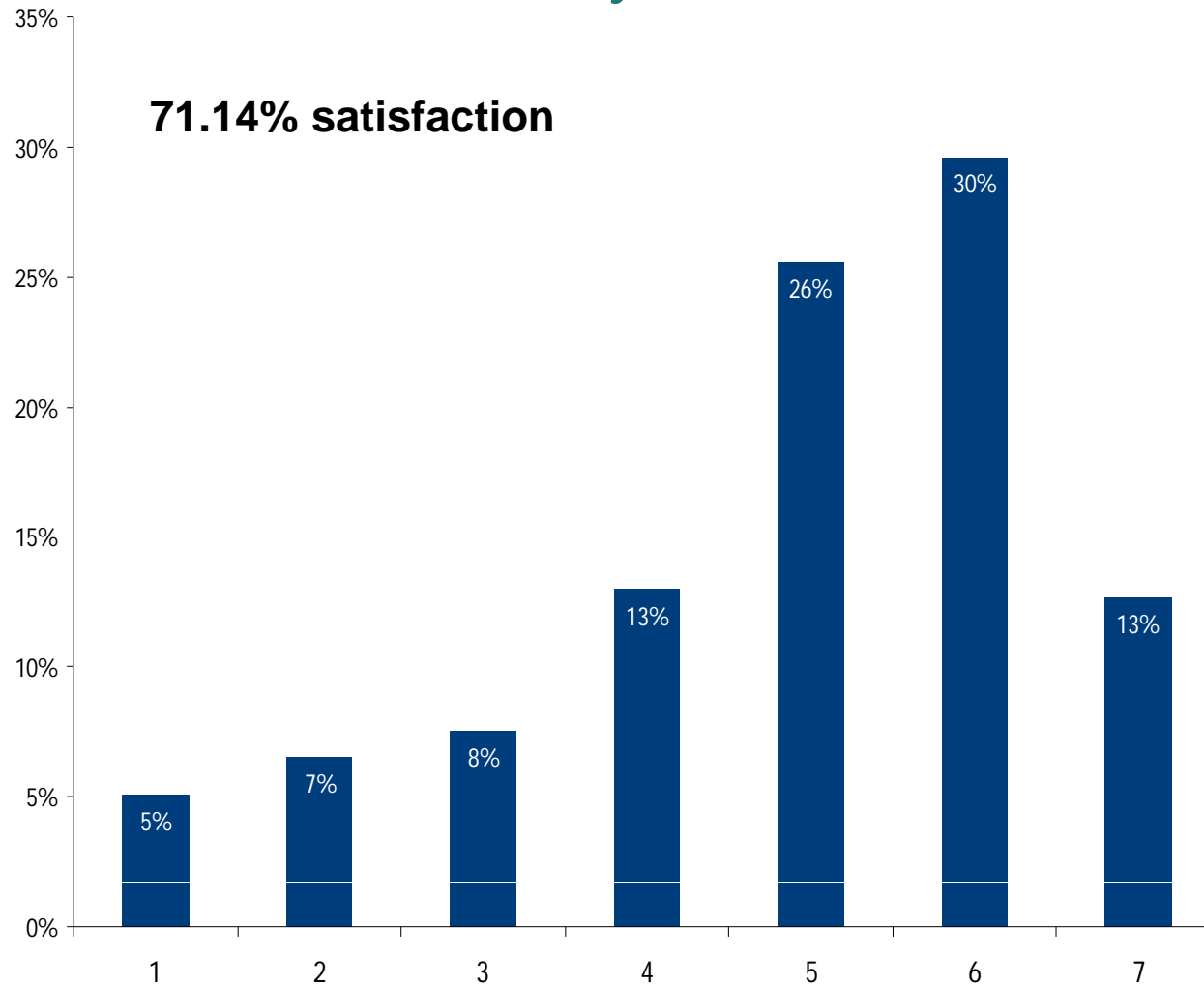
| Aboriginal or Torres Strait Islander (20 Responses) | | Person with a disability (28 Responses) | | From a minority group in Australia (select this option if you are from a minority background because of language or accent, | |
|---|------|--|------|---|------|
| My work area has enough resources to achieve its goals | 2.17 | UniSA values its employees | 2.96 | UniSA makes an effort to keep skilled employees | 2.51 |
| I receive regular feedback on my job performance from the person I report to | 1.91 | There is trust among people in UniSA | 2.89 | Incentives and rewards are provided | 2.47 |
| I receive regular recognition for my efforts at work from the person I report to | 1.85 | UniSA helps me to balance work and life demands | 2.89 | UniSA consults staff before decisions are made | 2.30 |
| UniSA is committed to reconciliation between indigenous and non-indigenous people | 1.79 | UniSA makes an effort to keep skilled employees | 2.74 | There is trust among people in UniSA | 2.30 |
| UniSA provides career opportunities | 1.71 | My work area has enough resources to achieve its goals | 2.71 | UniSA values its employees | 2.22 |



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Customised Statements

I am satisfied with my immediate work area





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Summary – Key Indicators of the Study

- **Weighted performance index score *increase* of 1.4% since 2005**
- ***Positive* response rate of 70% up by 326 employees**
- **Overall satisfaction *increase* of 3.5% (70.1%) since 2005**
- ***Improvement* in all Best Practice Categories**
- **71.1% overall satisfaction with immediate work area.**