

Montana University System Staff Association (MUSSA)

Board of Regents meeting
May 25, 2017





MUSSEA Survey on Job Satisfaction

- Timeline
- Methods
- Survey design
- Summary of questions



MUSSA Survey Results

- Overall satisfaction
 - Satisfied or very satisfied – 61%
 - Neutral – 22%
- Job security
 - Satisfied or very satisfied – 61%
 - Neutral – 23%
- Safety at work
 - Agree or strongly agree – 82%
 - Neutral – 9%



MUSSA Survey Results

- My co-workers and I work as part of a team.
 - Agree or strongly agree – 81%
- I know what is expected of me at work.
 - Agree or strongly agree – 83%
- I enjoy the type of work I do.
 - Agree or strongly agree – 83%
- I understand how my work supports the mission of the institution.
 - Agree or strongly agree – 85%



MUSSA Survey Results

- I have a say in decisions that affect my work.
 - Disagree or strongly disagree – 21%
 - Neutral – 26%
- My contributions at work are valued.
 - Disagree or strongly disagree – 22%
 - Neutral – 28%



MUSSA Survey Results

- Satisfaction with the wages I receive for the work I am doing
 - Dissatisfied or very dissatisfied – 55%
 - Neutral – 20%
- I work an additional part-time or full-time job.
 - 42%
- Utilize social services programs (WIC, food stamps, etc.)



MUSSA Survey Results

- My supervisor allows me release time to attend training and institutional events
 - Agree or strongly agree – 81%
 - Neutral – 10%
- The institution offers the training or education that I need to grow in my job.
 - Disagree or strongly disagree – 22%
 - Neutral – 30%
- Opportunities for advancement or promotion exist at this institution.
 - Disagree or strongly disagree – 47%
 - Neutral – 28%



MUSSA Survey Results

- Opportunities for advancement or promotion exist at this institution.
 - Disagree or strongly disagree – 47%
- Of those 47% who disagree or strongly disagree, the majority:
 - Indicate that they are proud to work in the MUS
 - Feel a strong sense of belonging to their institution
 - Agree that their work gives them a feeling of personal accomplishment
 - Have worked in the MUS for fewer than five years
 - Work directly with students (72%)
 - Intend to remain employed in the MUS for a maximum of another 1-5 years



MUSSA Survey Results

- Health insurance benefits
 - Satisfied or very satisfied – 75%
 - Neutral – 12%
- Retirement plan
 - Satisfied or very satisfied – 62%
 - Neutral – 28%
- Flexibility of work schedule
 - Satisfied or very satisfied – 73%
 - Neutral – 14%

Questions and open discussion

