Montana University System Staff Association (MUSSA)

Board of Regents meeting
May 25, 2017
MUSSA 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