UCSD Staff@Work Survey - List of Questions with Dimension

Question #	Complete Wording	Short Phrase	Dimension
1	Overall, I am a satisfied UCSD employee.	Satisfied Employee	Employee Effectiveness/Satisfaction
2	I understand my department's mission.	Understand Mission	Leadership Effectiveness
3	I understand how my job contributes to my department's mission.	Understand Contribution	Leadership Effectiveness
4	Leadership in my department communicates essential information to all levels of the organization.	Leadership Communicates	Leadership Effectiveness
5	I can make recommendations to leaders in my department without fear of negative consequences.	Recommendations Without Fear	Leadership Effectiveness
6	I have sufficient freedom to decide how to best perform my work.	Sufficient Freedom	Leadership Effectiveness
7	Faculty members with whom I interact treat me with respect.	Faculty Respect	Leadership Effectiveness
8	Staff members with whom I interact treat me with respect.	Staff Respect	Leadership Effectiveness
9	I feel valued as a member of the UCSD community.	Valued Member	Leadership Effectiveness
10	Faculty members value my contributions.	Faculty Value Contributions	Leadership Effectiveness
11	Staff members value my contributions.	Staff Value Contributions	Leadership Effectiveness
12	I receive essential information on a timely basis.	Receive Timely Information	Leadership Effectiveness
13	My department establishes annual departmental performance goals.	Annual Dept Goals	Department Effectiveness
14	My department routinely measures departmental performance goal achievement.	Measures Dept Goals	Department Effectiveness
15	My department routinely measures customer satisfaction with services and products delivered.	Measures Customer Satisfaction	Department Effectiveness
16	My department routinely takes action to improve services and products based on customer feedback.	Improves Services/Products	Department Effectiveness
17	My department has adequate staffing to handle our workload.	Adequate Staffing	Department Effectiveness
18	I have the tools (i.e., equipment and technology) needed to perform my work.	Have Tools	Department Effectiveness
19	My physical work environment (e.g., office, lab) is adequate for the job that I do.	Physical Environment	Department Effectiveness
20	I feel safe in my work environment.	Safe Environment	Department Effectiveness
21	I have the opportunity to participate in making decisions that affect my work.	Participate In Decisions	Department Effectiveness
22	People in my department are recognized for finding better ways of doing things.	Better Ways Recognized	Department Effectiveness
23	My department creates a flexible environment that allows me to balance my work and personal life.	Balance Work/Life	Department Effectiveness
24	People of all ethnic groups, cultures, and backgrounds are treated fairly in my department.	All Cultures Treated Fairly	Department Effectiveness
25	People of all sexual orientations are treated fairly in my department.	Sexual Orientations Treated Fairly	Department Effectiveness
26	UCSD promotes a work environment where all people are welcomed.	All Welcomed	Department Effectiveness
27	My department actively supports a diverse work environment.	Diverse Environment	Department Effectiveness

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28	There is a spirit of cooperation within my department.	Spirit Of Cooperation	Department Effectiveness
29	My department practices UCSD's Principles of Community.	Principles Of Community	Department Effectiveness
30	Work is assigned equitably in my department.	Work Assigned Equitably	Supervisor Effectiveness
31	I feel that the amount of stress associated with my job is appropriate for my position.	Appropriate Stress	Supervisor Effectiveness
32	The person to whom I report gives me praise for my work.	Praise For Work	Supervisor Effectiveness
33	The person to whom I report gives me useful suggestions for improvement.	Suggestions For Improvement	Supervisor Effectiveness
34	My performance is evaluated fairly.	Evaluated Fairly	Supervisor Effectiveness
35	I receive formal performance appraisals at least annually.	Annual Appraisals	Supervisor Effectiveness
36	The person to whom I report gives me opportunities to develop new skills to support my career advancement.	Advancement Opportunities	Supervisor Effectiveness
37	The person to whom I report actively supports my participation in training and education programs related to my job responsibilities.	Supports Training	Supervisor Effectiveness
38	The person to whom I report treats me with respect.	Treats With Respect	Supervisor Effectiveness
39	The person to whom I report is supportive when personal issues arise.	Supportive	Supervisor Effectiveness
40	My department effectively resolves staff-related issues (i.e., staff work interactions).	Resolves Staff Issues	Supervisor Effectiveness
41	I understand how my job performance positively influences what members of the UCSD community think about my department.	Influence Community	Employee Effectiveness/Satisfaction
42	I am satisfied with my total compensation, including salary and benefits.	Salary and Benefits	Employee Effectiveness/Satisfaction
43	Most people in my department conduct themselves in an ethical manner.	Ethical Conduct	Employee Effectiveness/Satisfaction
44	Most people in my department perform their responsibilities.	Most Perform	Employee Effectiveness/Satisfaction
45	I know how to get the information I need to be effective in my job.	Get Information	Employee Effectiveness/Satisfaction
46	My job makes good use of my skills and abilities.	Good Use Of Skills	Employee Effectiveness/Satisfaction
47	I know how to use the tools (i.e., equipment and technology) I have to do my work.	Know How To Use Tools	Employee Effectiveness/Satisfaction
48	I am able to manage my work load effectively.	Manage Work Load	Employee Effectiveness/Satisfaction
49	I am satisfied with my opportunity for career advancement at UCSD.	Career Advancement	Employee Effectiveness/Satisfaction
50	The training I receive at UCSD is valuable for improving my job performance.	Valuable Training	Employee Effectiveness/Satisfaction
51	I feel valued by my department.	Feel Valued	Employee Effectiveness/Satisfaction
52	I would recommend UCSD to others as a good place to work.	Recommend UCSD	Employee Effectiveness/Satisfaction
53	I would consider my coworkers as friends	Friends at Work	Employee Effectiveness/Satisfaction