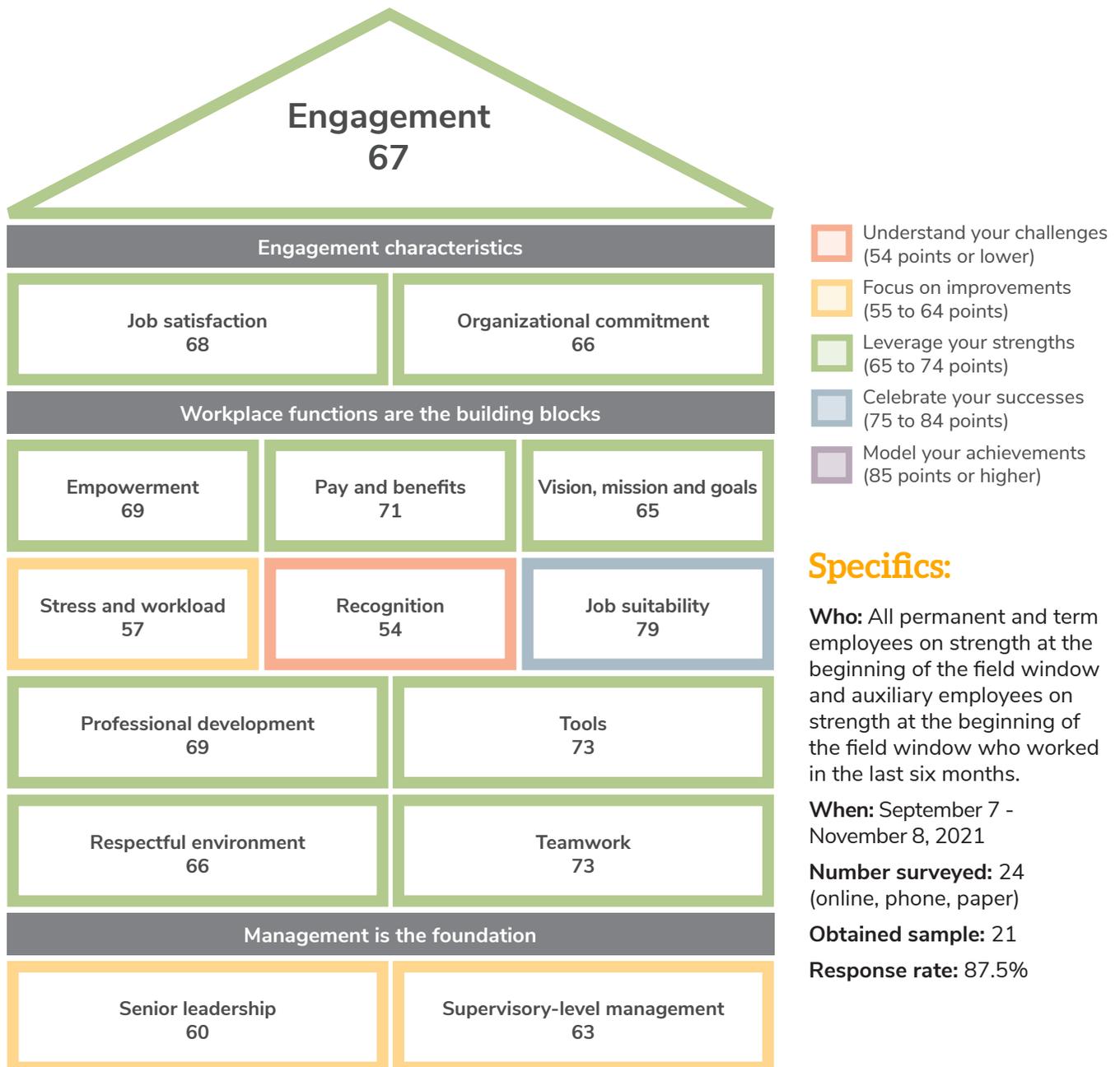


Employee Engagement Survey

2021 Women’s Directorate, Yukon Development Corporation, Lotteries Yukon, Elections Office and Legislative Assembly Results





Engagement model driver scores

	Average score /100 points	
	Department 2021	Corporate 2021
Engagement	67	72
Organization commitment	66	71
Job satisfaction	68	73
Vision, mission and goals	65	62
Pay and benefits	71	71
Empowerment	69	70
Job suitability	79	82
Recognition	54	62
Stress and workload	57	62
Tools	73	66
Professional development	69	68
Teamwork	73	78
Respectful environment	66	68
Supervisory-level management	63	74
Senior leadership	60	58

Question by question survey results

Linkage to model	Q	Survey question	Year	% Disagree	% Neutral	% Agree	Average Score / 100 Points	Difference
My day-to-day work								
			Corp	13%	16%	71%	70	
	1	Innovation is valued in my work.	Dept	15%	20%	65%	64	-6
Empowerment	2	I have opportunities to provide input into decisions that affect my work.	Corp	14%	10%	76%	72	
			Dept	10%	24%	67%	68	-4
Empowerment	3	I have the freedom to make the decisions necessary to do my job well.	Corp	13%	15%	72%	70	
			Dept	0%	38%	62%	70	0
Empowerment	4	I have the opportunities I need to implement new ideas.	Corp	17%	20%	64%	66	
			Dept	10%	29%	62%	68	2
	5	I have support at work to provide a high level of service.	Corp	14%	14%	72%	71	
			Dept	10%	14%	76%	70	-1
	6	I am inspired to give my best.	Corp	14%	16%	70%	71	
			Dept	19%	24%	57%	63	-8
Job suitability	7	My job is a good fit with my skills and interests.	Corp	5%	9%	86%	82	
			Dept	10%	0%	90%	82	0
Job suitability	8	My work is meaningful.	Corp	5%	9%	86%	82	
			Dept	19%	5%	76%	75	-7
Professional development	9	I have adequate opportunities to develop my skills.	Corp	16%	18%	66%	68	
			Dept	10%	29%	62%	64	-4
Professional development	10	My organization supports my work related learning and development.	Corp	11%	16%	73%	73	
			Dept	0%	29%	71%	74	1
Professional development	11	The quality of training and development I have received is satisfactory.	Corp	17%	21%	62%	65	
			Dept	10%	29%	62%	68	3
Recognition	12	I receive meaningful recognition for work well done.	Corp	18%	21%	61%	65	
			Dept	33%	14%	52%	56	-9
Recognition	13*	In my work unit, recognition is based on performance.	Corp	21%	30%	50%	59	
			Dept	33%	28%	39%	51	-8
	14	My physical work environment (e.g., sound level, lighting, heat, ergonomics, etc.) enables me to work well.	Corp	20%	18%	61%	64	
			Dept	14%	14%	71%	71	7

Linkage to model	Q	Survey question	Year	% Disagree	% Neutral	% Agree	Average Score / 100 Points	Difference
Tools	15	The computer based tools (e.g., hardware, software) I have access to help me to excel in my job.	Corp	15%	18%	67%	66	
			Dept	10%	10%	81%	73	7
Tools	16	The non-computer based tools (e.g., office or outdoor equipment) I have access to help me to excel in my job.	Corp	11%	26%	64%	66	
			Dept	5%	14%	81%	74	8
	17	I am provided with the accommodation(s) I require to perform my job.	Corp	9%	18%	73%	71	
			Dept	5%	20%	75%	71	0
	18	My workplace processes and procedures enable me to work as effectively as possible.	Corp	20%	21%	59%	61	
			Dept	19%	14%	67%	63	2
	19	My work unit encourages efforts to make the services and programs we provide inclusive to Yukoners.	Corp	7%	20%	72%	72	
			Dept	10%	19%	71%	71	-1
	20	The necessary processes and procedures are in place to ensure my safety at work.	Corp	9%	11%	80%	74	
			Dept	5%	19%	76%	73	-1
	21	Work is distributed fairly in my work unit.	Corp	22%	19%	59%	62	
			Dept	35%	20%	45%	51	-11
Stress and workload	22	My workload is manageable.	Corp	20%	15%	65%	63	
			Dept	24%	24%	52%	55	-8
Stress and workload	23	My work-related stress is manageable.	Corp	21%	20%	60%	62	
			Dept	19%	19%	62%	60	-2
	24	I have support at work to balance my work and personal life.	Corp	14%	15%	72%	70	
			Dept	10%	14%	76%	69	-1
	25	I feel supported during times of change.	Corp	20%	18%	62%	64	
			Dept	19%	29%	52%	60	-4
	26	I feel my job is secure.	Corp	13%	14%	73%	71	
			Dept	5%	19%	76%	71	0
	27	I have opportunities for career growth with the Government of Yukon.	Corp	19%	23%	58%	63	
			Dept	10%	38%	52%	62	-1
Pay and benefits	28	I am paid fairly for the work I do.	Corp	15%	12%	73%	70	
			Dept	14%	14%	71%	70	0
Pay and benefits	29	My benefits meet my (and my family's) needs well.	Corp	10%	12%	78%	72	
			Dept	10%	5%	86%	71	-1

Linkage to model	Q	Survey question	Year	% Disagree	% Neutral	% Agree	Average Score / 100 Points	Difference
	30	I am aware of the services available to me through the Employee and Family Assistance Program (EFAP).	Corp	8%	10%	82%	75	
			Dept	10%	0%	90%	74	-1
The people I work with								
Respectful environment	31	A healthy atmosphere (e.g., trust, mutual respect) exists in my work unit.	Corp	16%	14%	71%	69	
			Dept	19%	14%	67%	64	-5
Respectful environment	32	My work unit values diversity in people and backgrounds.	Corp	7%	13%	79%	75	
			Dept	0%	25%	75%	76	1
Respectful environment	33	My work unit values diversity in ideas.	Corp	12%	16%	71%	70	
			Dept	5%	33%	62%	69	-1
Respectful environment	34	In my work unit, conflict is dealt with effectively.	Corp	22%	23%	55%	60	
			Dept	35%	20%	45%	51	-9
	35*	In my work unit, the process of selecting a person for a position is fair.	Corp	20%	23%	57%	61	
			Dept	26%	16%	58%	58	-3
	36*	In my work unit, the selection of a person for a position is based on merit (i.e. the knowledge, skills, and abilities required for the position).	Corp	21%	22%	57%	61	
			Dept	21%	21%	58%	59	-2
Teamwork	37	I have positive working relationships with my co-workers.	Corp	2%	7%	90%	83	
			Dept	5%	14%	81%	76	-7
Teamwork	38	Members of my team communicate effectively with each other.	Corp	12%	15%	73%	71	
			Dept	14%	19%	67%	65	-6
Teamwork	39	When needed, members of my team help me get the job done.	Corp	5%	10%	85%	79	
			Dept	0%	14%	86%	76	-3
	40	I am treated respectfully at work.	Corp	6%	9%	85%	79	
			Dept	5%	19%	76%	75	-4
	41	When it comes to discrimination, bullying, and/or disrespectful conduct in the Government of Yukon, I feel equipped to support colleagues and/or employees who experience these behaviours.	Corp	14%	16%	70%	69	
			Dept	14%	14%	71%	67	-2
The person I report to								
Supervisory-level management	42	I have a positive working relationship with the person I report to.	Corp	6%	9%	86%	80	
			Dept	14%	14%	71%	69	-11

Linkage to model	Q	Survey question	Year	% Disagree	% Neutral	% Agree	Average Score / 100 Points	Difference
	43	The person I report to keeps me informed of things I need to know.	Corp	11%	13%	76%	74	
			Dept	19%	24%	57%	61	-13
Supervisory-level management	44	The person I report to provides clear expectations regarding my work.	Corp	12%	15%	73%	72	
			Dept	29%	14%	57%	60	-10
	45	The person I report to consults me on decisions that affect me.	Corp	13%	15%	72%	71	
			Dept	19%	33%	48%	61	-10
	46	The feedback I receive from the person I report to is timely.	Corp	12%	15%	73%	72	
			Dept	19%	14%	67%	65	-7
Supervisory-level management	47	The feedback I receive from the person I report to helps me improve my performance.	Corp	12%	19%	70%	71	
			Dept	24%	14%	62%	62	-9
	48	I feel I am able to have a conversation with the person I report to when I need their perspective or advice.	Corp	8%	8%	84%	79	
			Dept	24%	10%	67%	64	-15
	49	The person I report to considers other peoples' perspectives before making decisions.	Corp	11%	15%	74%	73	
			Dept	15%	30%	55%	60	-13
	50	I am satisfied with the quality of supervision I receive.	Corp	12%	13%	75%	74	
			Dept	19%	24%	57%	61	-13
My senior leadership								
Senior leadership	51	The senior leadership in my department provides clear direction for the future.	Corp	28%	24%	48%	56	
			Dept	25%	15%	60%	58	2
	52	The senior leadership in my department communicates decisions in a timely manner.	Corp	26%	24%	50%	57	
			Dept	19%	19%	62%	61	4
	53	The senior leadership in my department clearly communicates changing priorities.	Corp	27%	24%	49%	56	
			Dept	24%	19%	57%	58	2
Senior leadership	54	Essential information flows effectively from senior leadership to staff.	Corp	29%	22%	48%	55	
			Dept	29%	14%	57%	55	0
	55	Essential information flows effectively from staff to senior leadership.	Corp	23%	26%	51%	58	
			Dept	14%	19%	67%	62	4
Senior leadership	56	The senior leadership in my department is genuinely interested in the well-being of employees.	Corp	19%	21%	61%	64	
			Dept	20%	10%	70%	64	0

Linkage to model	Q	Survey question	Year	% Disagree	% Neutral	% Agree	Average Score / 100 Points	Difference
	57	I have confidence in the senior leadership of my department.	Corp	21%	25%	54%	60	
			Dept	25%	15%	60%	60	0
My department								
Vision, mission and goals	58	The vision, mission, and goals of my department are communicated well.	Corp	19%	24%	58%	62	
			Dept	14%	14%	71%	67	5
Vision, mission and goals	59	My department is taking steps to ensure the long-term success of its vision, mission, and goals.	Corp	17%	26%	57%	62	
			Dept	19%	5%	76%	64	2
	60	I am optimistic that my department is moving in the right strategic direction.	Corp	19%	27%	54%	61	
			Dept	19%	10%	71%	63	2
	61	I know how my work contributes to the achievement of my department's goals.	Corp	12%	19%	69%	68	
			Dept	5%	24%	71%	73	5
	62	I strive to improve my department's results.	Corp	3%	14%	82%	77	
			Dept	0%	10%	90%	82	5
	63	My department takes meaningful action to improve my work environment.	Corp	21%	26%	54%	60	
			Dept	24%	14%	62%	58	-2
My employment experience overall								
Job satisfaction	64	I am satisfied with my job.	Corp	10%	14%	76%	73	
			Dept	10%	24%	67%	68	-5
	65	I am satisfied with my department.	Corp	16%	18%	65%	66	
			Dept	19%	19%	62%	65	-1
	66	Overall, I am satisfied in my work as a Government of Yukon employee.	Corp	8%	13%	79%	74	
			Dept	5%	29%	67%	68	-6
Organization commitment	67	I am proud to tell people I work for the Government of Yukon.	Corp	9%	24%	67%	70	
			Dept	19%	33%	48%	61	-9
Organization commitment	68	I would recommend the Government of Yukon as a great place to work.	Corp	8%	21%	70%	72	
			Dept	0%	38%	62%	71	-1
Organization commitment	69	I would prefer to stay with the Yukon government, even if offered a similar job elsewhere.	Corp	11%	22%	68%	70	
			Dept	10%	25%	65%	65	-5
	70	Overall, I feel valued as a Government of Yukon employee.	Corp	17%	20%	63%	65	
			Dept	19%	29%	52%	61	-4

* Questions 13, 35 and 36 have a relatively high (≥ 10%) proportion of “don’t know/not applicable” responses.



For more information visit: <https://yukonconnect.gov.yk.ca/employee-info/Pages/employeeengagement.aspx>

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Confidentiality: During the survey administration, employees received personalized invitations and reminders. The survey was conducted by the Yukon Bureau of Statistics and no one in the Government of Yukon other than designated YBS employees has access to respondents' individual responses. Responses are confidential and protected by the Statistics Act (SY 2003, c.27; amended by SY 2016, c.5).

All results are derived from an anonymized dataset and reported in aggregate form to protect respondents' confidentiality. Furthermore, the Yukon Bureau of Statistics has reviewed the report to ensure that no individual employee can be directly or indirectly identified from the results.