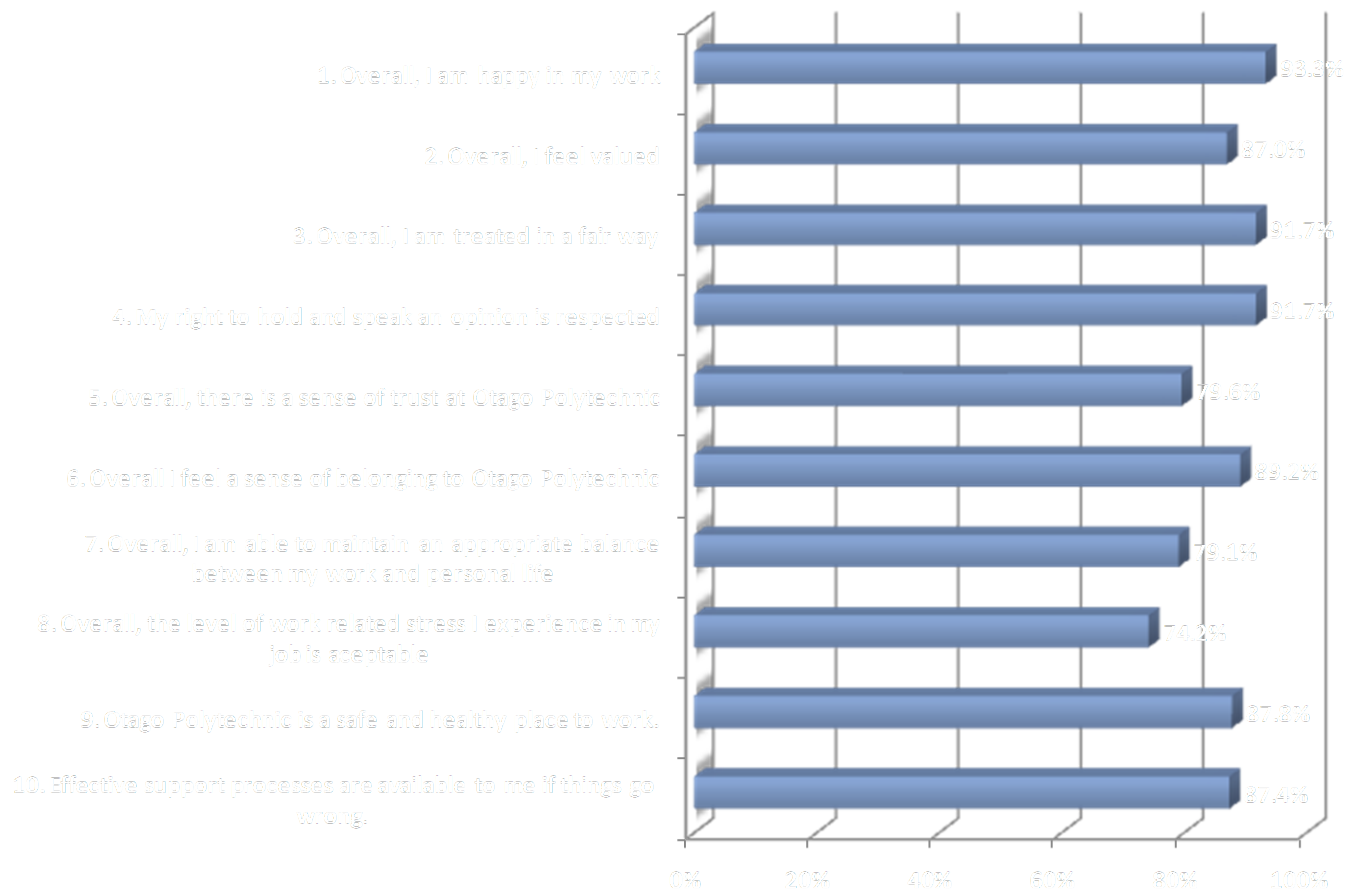


**OTAGO
POLYTECHNIC
WORK
ENVIRONMENT
SURVEY
2010**

**Overall Results
Summary Report**

Employees: 539
 Responses: 445
 Response Rate: 82.64%

WELLBEING



1. Overall, I am happy in my work.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	282	63.4	63.4	63.4
	Tend to agree	133	29.9	29.9	93.3
	Tend to disagree	27	6.1	6.1	99.3
	Disagree	3	.7	.7	100.0
	Total	445	100.0	100.0	

2. Overall, I feel valued.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	246	55.3	55.3	55.3
	Tend to agree	141	31.7	31.7	87.0
	Tend to disagree	45	10.1	10.1	97.1
	Disagree	13	2.9	2.9	100.0
	Total	445	100.0	100.0	

3. Overall I am treated in a fair way.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	246	55.3	55.3	55.3
	Tend to agree	141	31.7	31.7	87.0
	Tend to disagree	45	10.1	10.1	97.1
	Disagree	13	2.9	2.9	100.0
	Total	445	100.0	100.0	

4. My right to hold and speak an opinion is respected.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	304	68.3	68.3	68.3
	Tend to agree	104	23.4	23.4	91.7
	Tend to disagree	31	7.0	7.0	98.7
	Disagree	6	1.3	1.3	100.0
	Total	445	100.0	100.0	

5. Overall, there is a sense of trust at Otago Polytechnic.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	165	37.1	37.1	37.1
	Tend to agree	189	42.5	42.5	79.6
	Tend to disagree	75	16.9	16.9	96.4
	Disagree	16	3.6	3.6	100.0
	Total	445	100.0	100.0	

6. Overall, I feel a sense of belonging to Otago Polytechnic.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	226	50.8	50.8	50.8
	Tend to agree	171	38.4	38.4	89.2
	Tend to disagree	37	8.3	8.3	97.5
	Disagree	11	2.5	2.5	100.0
	Total	445	100.0	100.0	

7. Overall, I am able to maintain an appropriate balance between my work and personal life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	185	41.6	41.6	41.6
	Tend to agree	167	37.5	37.5	79.1
	Tend to disagree	72	16.2	16.2	95.3
	Disagree	21	4.7	4.7	100.0
	Total	445	100.0	100.0	

8. Overall, the level of work related stress I experience in my job is acceptable.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	160	36.0	36.0	36.0
	Tend to agree	170	38.2	38.2	74.2
	Tend to disagree	87	19.6	19.6	93.7
	Disagree	28	6.3	6.3	100.0
	Total	445	100.0	100.0	

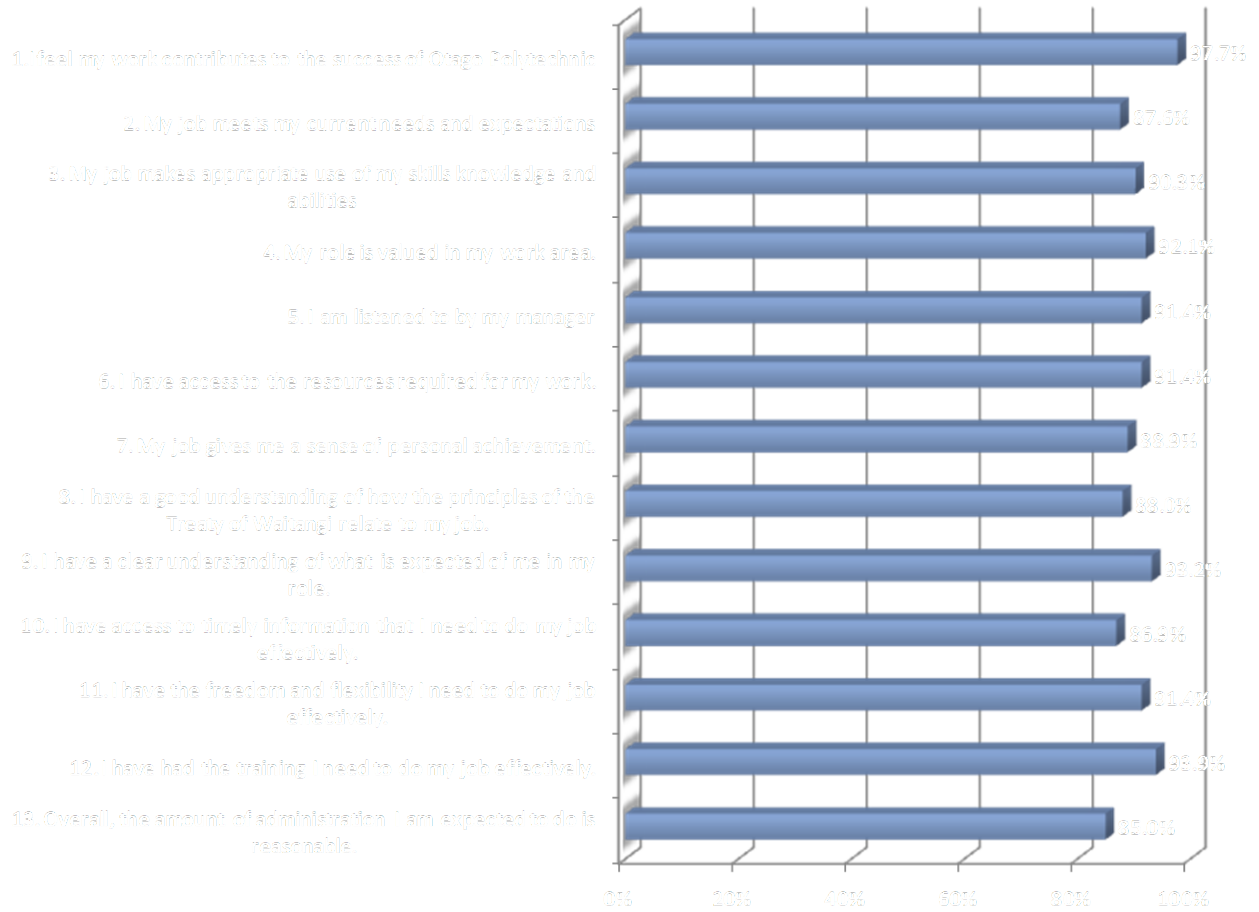
9. Otago Polytechnic is a safe and healthy place to work.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	201	45.2	51.1	51.1
	Tend to agree	144	32.4	36.6	87.8
	Tend to disagree	37	8.3	9.4	97.2
	Disagree	11	2.5	2.8	100.0
	Total	393	88.3	100.0	
Missing	Unable to judge	22	4.9		
	System	30	6.7		
	Total	52	11.7		
Total		445	100.0		

10. Effective support processes are available to me if things go wrong

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	208	46.7	49.3	49.3
	Tend to agree	161	36.2	38.2	87.4
	Tend to disagree	46	10.3	10.9	98.3
	Disagree	7	1.6	1.7	100.0
	Total	422	94.8	100.0	
Missing	Unable to judge	23	5.2		
Total		445	100.0		

MY JOB



1. I feel my work contributes to the success of Otago Polytechnic.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	353	79.3	79.7	79.7
	Tend to agree	80	18.0	18.1	97.7
	Tend to disagree	10	2.2	2.3	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

2. My job meets my current needs and expectations.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	242	54.4	54.8	54.8
	Tend to agree	145	32.6	32.8	87.6
	Tend to disagree	52	11.7	11.8	99.3
	Disagree	3	.7	.7	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

3. My job makes appropriate use of my skills, knowledge and abilities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	275	61.8	62.1	62.1
	Tend to agree	125	28.1	28.2	90.3
	Tend to disagree	39	8.8	8.8	99.1
	Disagree	4	.9	.9	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

4. My role is valued in my work area.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	291	65.4	65.7	65.7
	Tend to agree	117	26.3	26.4	92.1
	Tend to disagree	26	5.8	5.9	98.0
	Disagree	9	2.0	2.0	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

5. I have access to the resources required for my work.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	230	51.7	51.9	51.9
	Tend to agree	164	36.9	37.0	88.9
	Tend to disagree	38	8.5	8.6	97.5
	Disagree	11	2.5	2.5	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

6. My job gives me a sense of personal achievement.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	288	64.7	65.0	65.0
	Tend to agree	118	26.5	26.6	91.6
	Tend to disagree	32	7.2	7.2	98.9
	Disagree	5	1.1	1.1	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

7. I have a good understanding of how the principles of the Treaty of Waitangi relate to my job.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	265	59.6	59.8	59.8
	Tend to agree	125	28.1	28.2	88.0
	Tend to disagree	37	8.3	8.4	96.4
	Disagree	16	3.6	3.6	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

8. I have a clear understanding of what is expected of me in my role.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	297	66.7	67.0	67.0
	Tend to agree	108	24.3	24.4	91.4
	Tend to disagree	36	8.1	8.1	99.5
	Disagree	2	.4	.5	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

9. I have access to timely information that I need to do my job effectively.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	196	44.0	44.2	44.2
	Tend to agree	189	42.5	42.7	86.9
	Tend to disagree	51	11.5	11.5	98.4
	Disagree	7	1.6	1.6	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

10. I have the freedom and flexibility I need to do my job effectively.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	297	66.7	67.0	67.0
	Tend to agree	108	24.3	24.4	91.4
	Tend to disagree	36	8.1	8.1	99.5
	Disagree	2	.4	.5	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

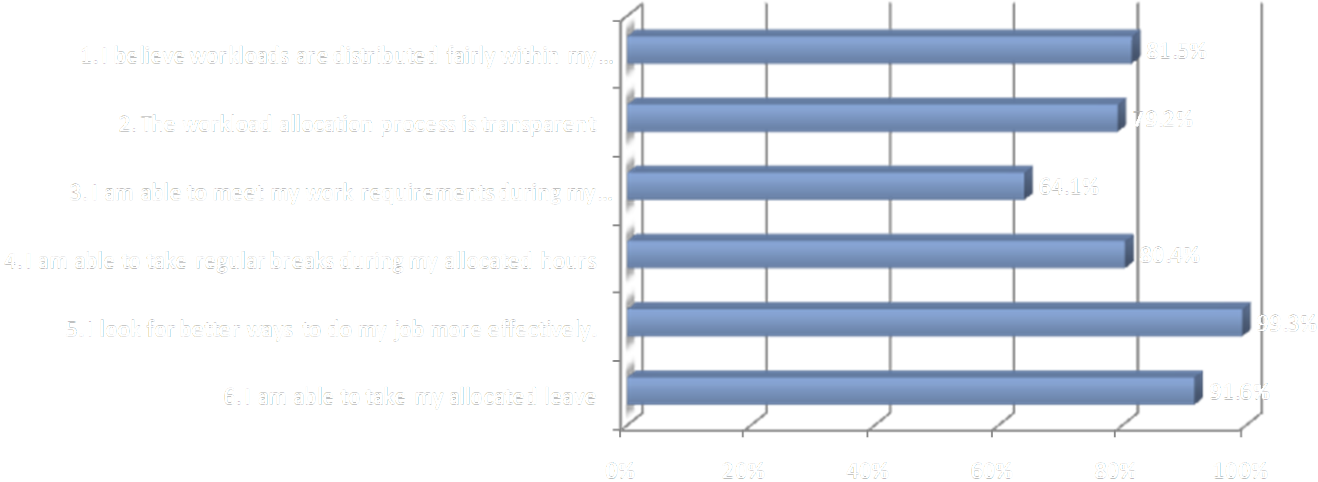
11. I have had the training I need to do my job effectively.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	277	62.2	62.7	62.7
	Tend to agree	138	31.0	31.2	93.9
	Tend to disagree	24	5.4	5.4	99.3
	Disagree	3	.7	.7	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

12. Overall, the amount of administration I am expected to do is reasonable.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	225	50.6	51.0	51.0
	Tend to agree	150	33.7	34.0	85.0
	Tend to disagree	52	11.7	11.8	96.8
	Disagree	14	3.1	3.2	100.0
	Total	441	99.1	100.0	
Missing	System	4	.9		
Total		445	100.0		

WORKLOADS AND WORKLOAD MANAGEMENT



1. I believe workloads are distributed fairly within my work area.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	177	39.8	40.0	40.0
	Tend to agree	184	41.3	41.5	81.5
	Tend to disagree	63	14.2	14.2	95.7
	Disagree	19	4.3	4.3	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

2. The workload allocation process is transparent.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	191	42.9	43.2	43.2
	Tend to agree	159	35.7	36.0	79.2
	Tend to disagree	77	17.3	17.4	96.6
	Disagree	15	3.4	3.4	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

3. I am able to meet my work requirements during my allocated hours.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	127	28.5	28.7	28.7
	Tend to agree	157	35.3	35.4	64.1
	Tend to disagree	110	24.7	24.8	88.9
	Disagree	49	11.0	11.1	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

4. I am able to take regular breaks during my allocated hours.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	213	47.9	48.1	48.1
	Tend to agree	143	32.1	32.3	80.4
	Tend to disagree	64	14.4	14.4	94.8
	Disagree	23	5.2	5.2	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

5. I look for better ways to do my job more effectively.

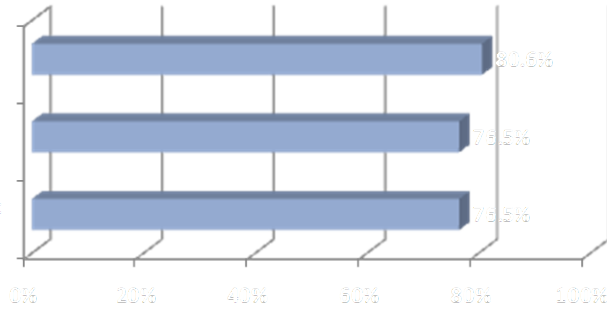
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	213	47.9	48.1	48.1
	Tend to agree	143	32.1	32.3	80.4
	Tend to disagree	64	14.4	14.4	94.8
	Disagree	23	5.2	5.2	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

6. I am able to take my allocated leave.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	297	66.7	67.2	67.2
	Tend to agree	108	24.3	24.4	91.6
	Tend to disagree	27	6.1	6.1	97.7
	Disagree	10	2.2	2.3	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

REWARDS AND RECOGNITION

- 1. My efforts and contributions are appropriately recognized and rewarded.
- 2. I am paid fairly given my responsibilities, qualifications and experience.
- 3. I have found the salary review and promotion processes at Otago Polytechnic to be transparent and fair.



1. I have completed a salary review:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	102	22.9	26.1	26.1
	No	262	58.9	67.0	93.1
	I am in the process of a salary review	27	6.1	6.9	100.0
	Total	391	87.9	100.0	
Missing	Not applicable	52	11.7		
	System	2	.4		
	Total	54	12.1		
Total		445	100.0		

2. My efforts and contributions are appropriately recognized and rewarded.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	176	39.6	39.7	39.7
	Tend to agree	181	40.7	40.9	80.6
	Tend to disagree	70	15.7	15.8	96.4
	Disagree	16	3.6	3.6	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

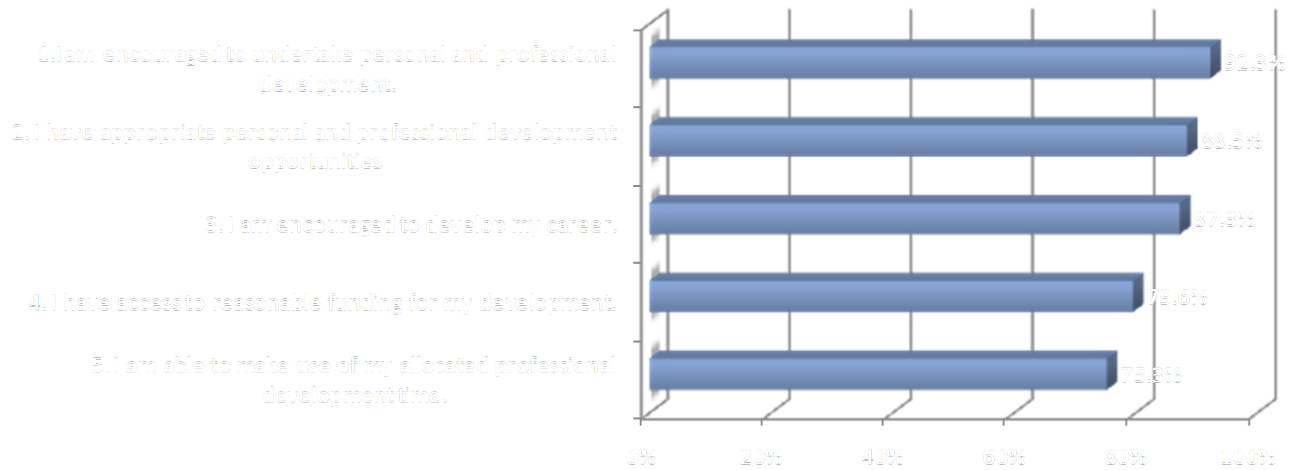
3. I am paid fairly given my responsibilities, qualifications and experience.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	160	36.0	36.1	36.1
	Tend to agree	179	40.2	40.4	76.5
	Tend to disagree	83	18.7	18.7	95.3
	Disagree	21	4.7	4.7	100.0
	Total	443	99.6	100.0	
Missing	System	2	.4		
Total		445	100.0		

4. I have found the salary review and promotion processes at Otago Polytechnic to be transparent and fair.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	96	21.6	43.4	43.4
	Tend to agree	73	16.4	33.0	76.5
	Tend to disagree	35	7.9	15.8	92.3
	Disagree	17	3.8	7.7	100.0
	Total	221	49.7	100.0	
Missing	Unable to judge	220	49.4		
	System	4	.9		
	Total	224	50.3		
Total		445	100.0		

LEARNING AND DEVELOPMENT



1. I am encouraged to undertake personal and professional development.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	314	70.6	71.0	71.0
	Tend to agree	94	21.1	21.3	92.3
	Tend to disagree	26	5.8	5.9	98.2
	Disagree	8	1.8	1.8	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

2. I have appropriate personal and professional development opportunities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	268	60.2	60.6	60.6
	Tend to agree	123	27.6	27.8	88.5
	Tend to disagree	43	9.7	9.7	98.2
	Disagree	8	1.8	1.8	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

3. I am encouraged to develop my career.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	248	55.7	56.1	56.1
	Tend to agree	138	31.0	31.2	87.3
	Tend to disagree	47	10.6	10.6	98.0
	Disagree	9	2.0	2.0	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

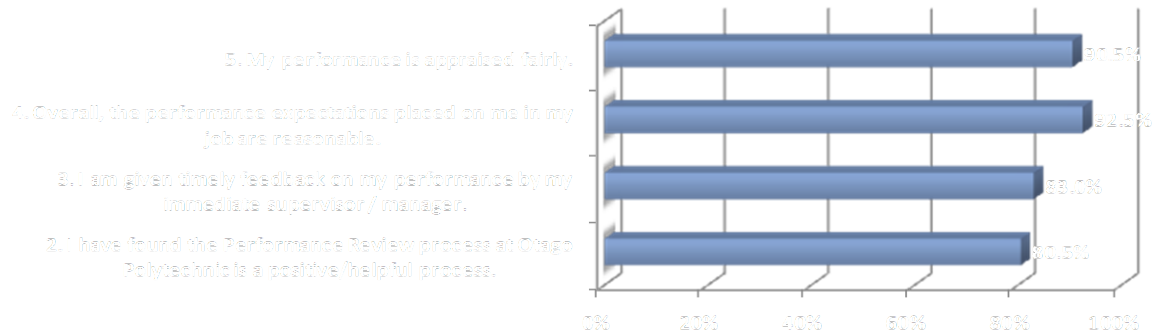
4. I have access to reasonable funding for my development.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	225	50.6	50.9	50.9
	Tend to agree	127	28.5	28.7	79.6
	Tend to disagree	59	13.3	13.3	93.0
	Disagree	31	7.0	7.0	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

5. I am able to make use of my allocated professional development time.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	192	43.1	47.4	47.4
	Tend to agree	113	25.4	27.9	75.3
	Tend to disagree	76	17.1	18.8	94.1
	Disagree	24	5.4	5.9	100.0
	Total	405	91.0	100.0	
Missing	Not applicable	37	8.3		
	System	3	.7		
	Total	40	9.0		
Total		445	100.0		

PERFORMANCE AND RECOGNITION



1. My most recent performance review was:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 12 months ago	203	45.6	45.9	45.9
	Between 12 and 24 months	110	24.7	24.9	70.8
	More than 24 months ago	43	9.7	9.7	80.5
	I have never had a performance review	86	19.3	19.5	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

2. I have found performance review at Otago Polytechnic is a positive/helpful process.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	122	27.4	37.2	37.2
	Tend to agree	142	31.9	43.3	80.5
	Tend to disagree	46	10.3	14.0	94.5
	Disagree	18	4.0	5.5	100.0
	Total	328	73.7	100.0	
Missing	Unable to judge	114	25.6		
	System	3	.7		
	Total	117	26.3		
Total		445	100.0		

3. I am given timely feedback on my performance by my immediate supervisor / manager.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	207	46.5	46.8	46.8
	Tend to agree	160	36.0	36.2	83.0
	Tend to disagree	51	11.5	11.5	94.6
	Disagree	24	5.4	5.4	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

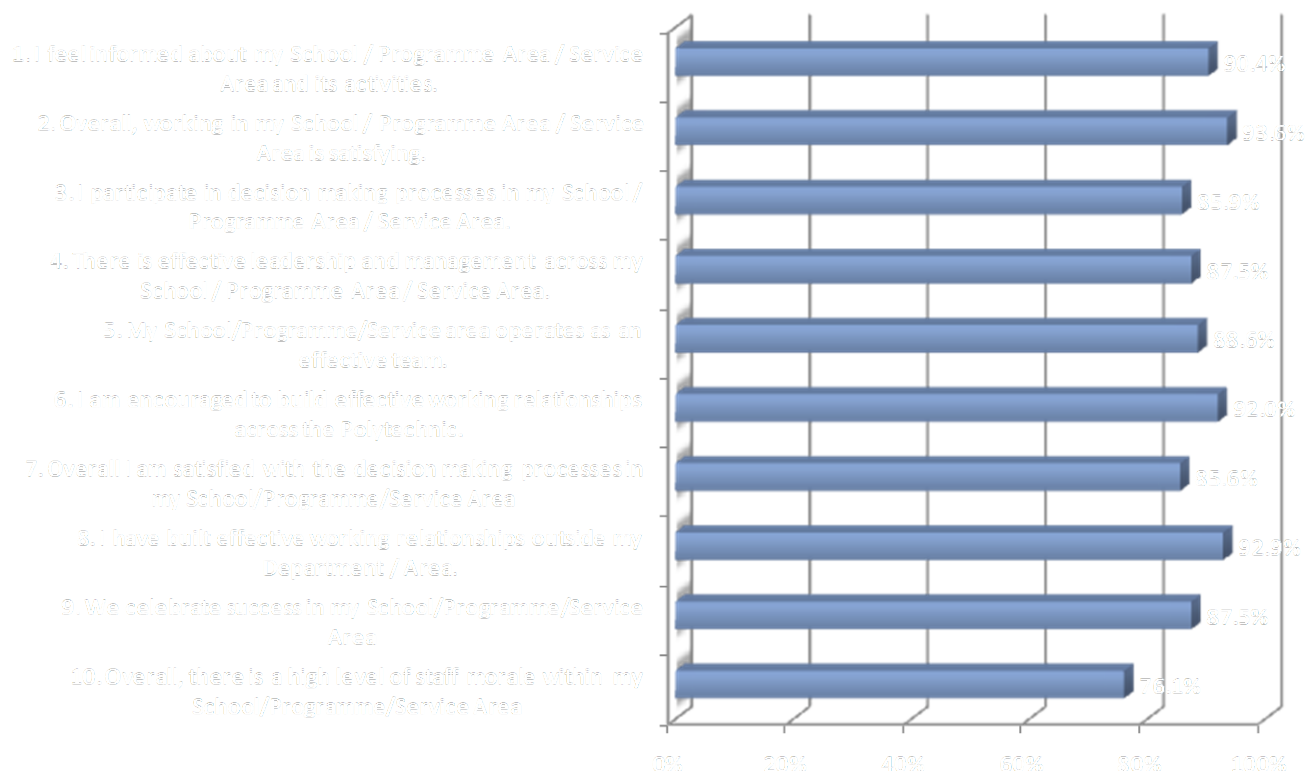
4. Overall, the performance expectations placed on me in my job are reasonable.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	271	60.9	61.3	61.3
	Tend to agree	138	31.0	31.2	92.5
	Tend to disagree	26	5.8	5.9	98.4
	Disagree	7	1.6	1.6	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

5. My performance is appraised fairly.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	257	57.8	58.1	58.1
	Tend to agree	143	32.1	32.4	90.5
	Tend to disagree	22	4.9	5.0	95.5
	Disagree	20	4.5	4.5	100.0
	Total	442	99.3	100.0	
Missing	System	3	.7		
Total		445	100.0		

MY SCHOOL / SERVICE AREA



1. I feel informed about my School / Programme / Service Area and its activities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	260	58.4	59.2	59.2
	Tend to agree	137	30.8	31.2	90.4
	Tend to disagree	36	8.1	8.2	98.6
	Disagree	6	1.3	1.4	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

2. Overall, working in my School / Programme / Service Area is satisfying.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	287	64.5	65.4	65.4
	Tend to agree	124	27.9	28.2	93.6
	Tend to disagree	25	5.6	5.7	99.3
	Disagree	3	.7	.7	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

3. I participate in decision making processes in my School / Programme / Service Area.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	244	54.8	55.6	55.6
	Tend to agree	133	29.9	30.3	85.9
	Tend to disagree	50	11.2	11.4	97.3
	Disagree	12	2.7	2.7	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

4. There is effective leadership and management across my School / Programme / Service Area

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	250	56.2	56.9	56.9
	Tend to agree	134	30.1	30.5	87.5
	Tend to disagree	46	10.3	10.5	97.9
	Disagree	9	2.0	2.1	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

5. My School / Programme / Service Area operates as an effective team.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	227	51.0	51.7	51.7
	Tend to agree	162	36.4	36.9	88.6
	Tend to disagree	40	9.0	9.1	97.7
	Disagree	10	2.2	2.3	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

6. I am encouraged to build effective working relationships across the Polytechnic

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	263	59.1	59.9	59.9
	Tend to agree	141	31.7	32.1	92.0
	Tend to disagree	32	7.2	7.3	99.3
	Disagree	3	.7	.7	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

7. Overall, I am satisfied with the decision making processes in my School / Programme / Service Area.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	228	51.2	51.9	51.9
	Tend to agree	148	33.3	33.7	85.6
	Tend to disagree	52	11.7	11.8	97.5
	Disagree	11	2.5	2.5	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

8. I have built effective working relationships outside my Department / Area.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	288	64.7	65.6	65.6
	Tend to agree	120	27.0	27.3	92.9
	Tend to disagree	22	4.9	5.0	97.9
	Disagree	9	2.0	2.1	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

9. We celebrate success in my School / Programme / Service area

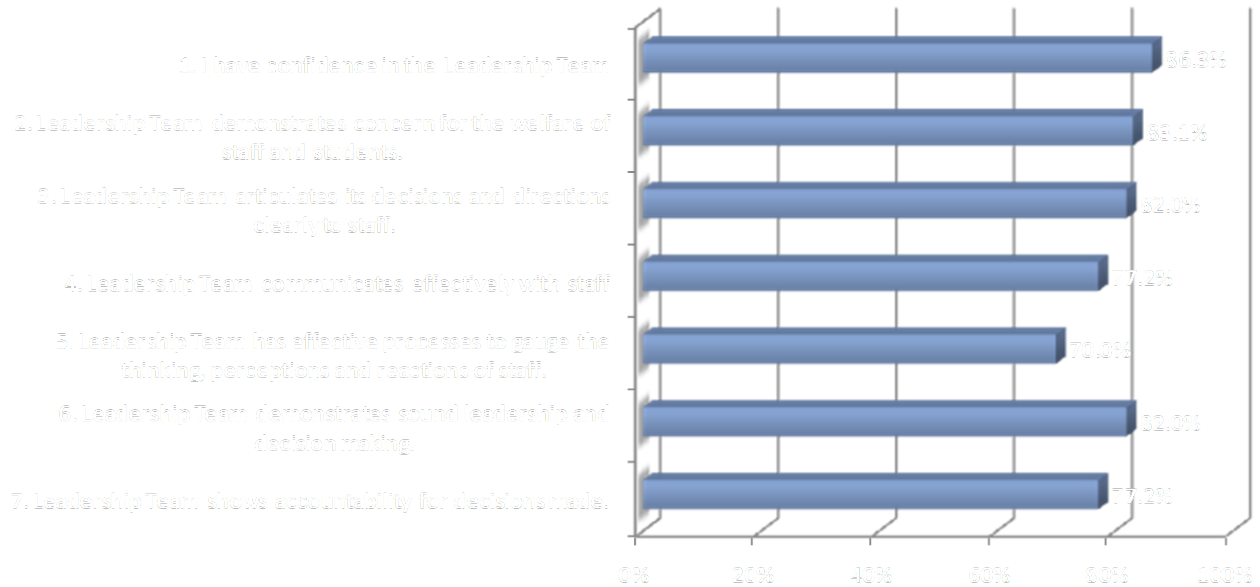
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	236	53.0	53.8	53.8
	Tend to agree	148	33.3	33.7	87.5
	Tend to disagree	47	10.6	10.7	98.2
	Disagree	8	1.8	1.8	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

10. Overall, there is a high level of staff morale within my School / Programme / Service Area.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	93	20.9	21.2	21.2
	Tend to agree	241	54.2	54.9	76.1
	Tend to disagree	94	21.1	21.4	97.5
	Disagree	11	2.5	2.5	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

MANAGEMENT AND LEADERSHIP

Leadership Team



1. Leadership Team demonstrates concern for the welfare of staff and students.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	157	35.3	39.6	39.6
	Tend to agree	172	38.7	43.4	83.1
	Tend to disagree	54	12.1	13.6	96.7
	Disagree	13	2.9	3.3	100.0
	Total	396	89.0	100.0	
Missing	Unable to judge	43	9.7		
	System	6	1.3		
	Total	49	11.0		
Total		445	100.0		

2. Leadership Team articulates its decisions and directions clearly to staff.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	134	30.1	30.6	30.6
	Tend to agree	225	50.6	51.4	82.0
	Tend to disagree	59	13.3	13.5	95.4
	Disagree	20	4.5	4.6	100.0
	Total	438	98.4	100.0	
Missing	Unable to judge	1	.2		
	System	6	1.3		
	Total	7	1.6		
Total		445	100.0		

3. Leadership Team communicates effectively with staff.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	122	27.4	27.9	27.9
	Tend to agree	216	48.5	49.3	77.2
	Tend to disagree	78	17.5	17.8	95.0
	Disagree	22	4.9	5.0	100.0
	Total	438	98.4	100.0	
Missing	System	7	1.6		
Total		445	100.0		

4. Leadership Team has effective processes to gauge the thinking, perceptions and reactions of staff.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	108	24.3	30.6	30.6
	Tend to agree	139	31.2	39.4	70.0
	Tend to disagree	82	18.4	23.2	93.2
	Disagree	24	5.4	6.8	100.0
	Total	353	79.3	100.0	
Missing	Unable to judge	86	19.3		
	System	6	1.3		
	Total	92	20.7		
Total		445	100.0		

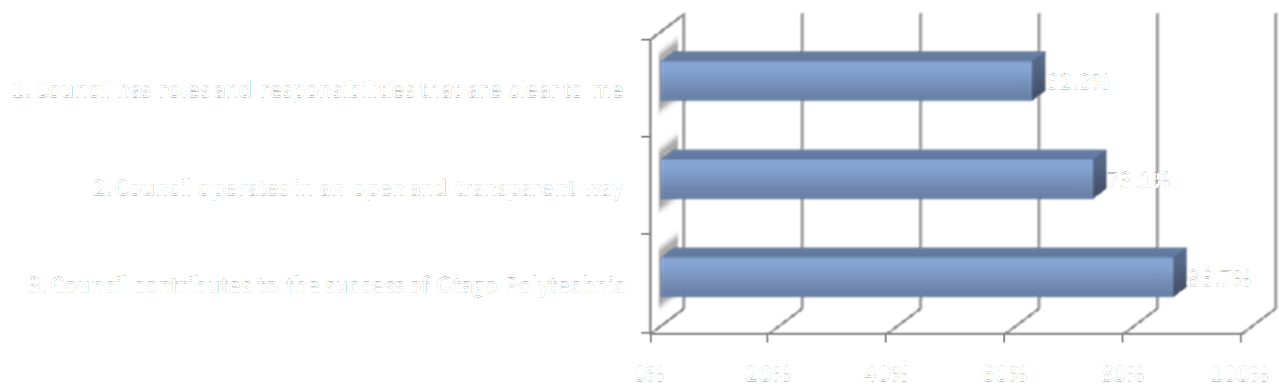
5. Leadership Team demonstrates sound leadership and decision making.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	61	13.7	13.9	13.9
	Tend to agree	299	67.2	68.1	82.0
	Tend to disagree	69	15.5	15.7	97.7
	Disagree	10	2.2	2.3	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

6. Leadership Team shows accountability for decisions made.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	157	35.3	35.8	35.8
	Tend to agree	182	40.9	41.5	77.2
	Tend to disagree	75	16.9	17.1	94.3
	Disagree	25	5.6	5.7	100.0
	Total	439	98.7	100.0	
Missing	System	6	1.3		
Total		445	100.0		

The Council



7. Council has roles and responsibilities that are clear to me.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	94	21.1	21.5	21.5
	Tend to agree	181	40.7	41.3	62.8
	Tend to disagree	111	24.9	25.3	88.1
	Disagree	52	11.7	11.9	100.0
	Total	438	98.4	100.0	
Missing	System	7	1.6		
Total		445	100.0		

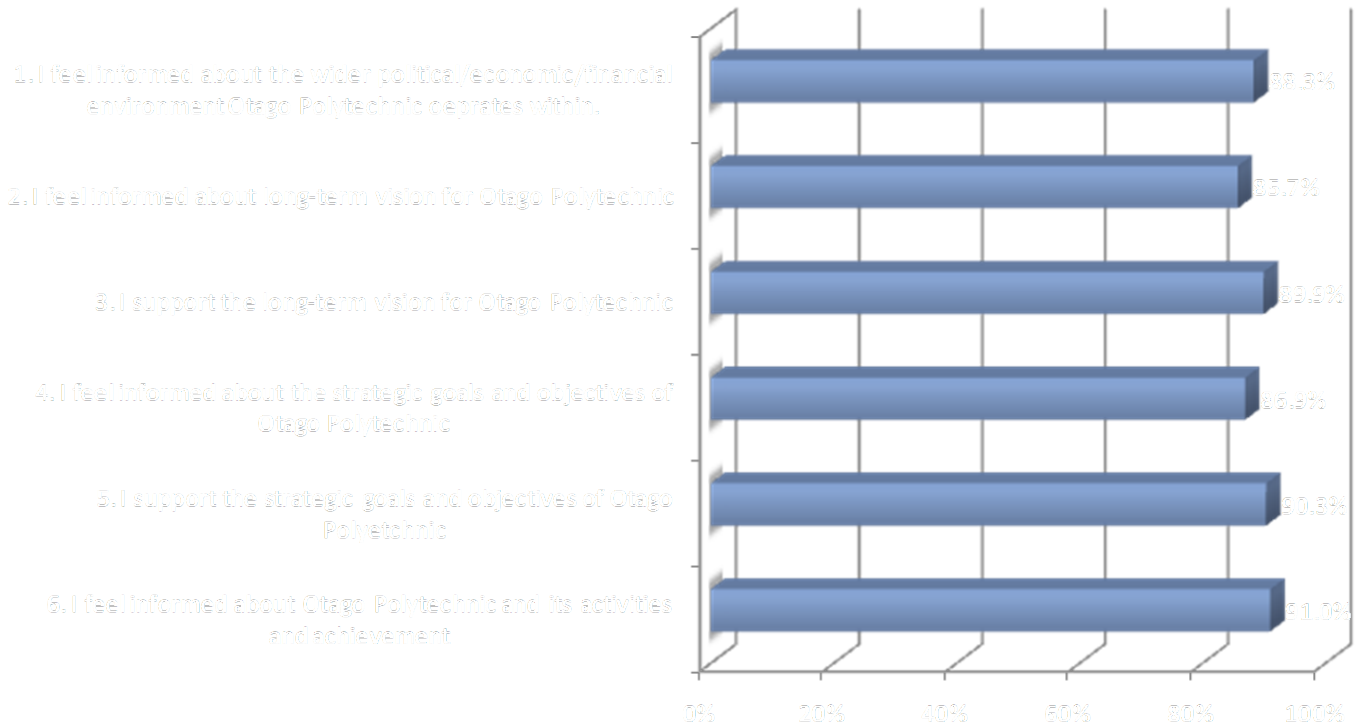
8. Council operates in an open and transparent way.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	63	14.2	23.2	23.2
	Tend to agree	135	30.3	49.8	73.1
	Tend to disagree	49	11.0	18.1	91.1
	Disagree	24	5.4	8.9	100.0
	Total	271	60.9	100.0	
Missing	Unable to judge	167	37.5		
	System	7	1.6		
	Total	174	39.1		
Total		445	100.0		

9. Council contributes to the success of Otago Polytechnic.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	98	22.0	37.3	37.3
	Tend to agree	130	29.2	49.4	86.7
	Tend to disagree	20	4.5	7.6	94.3
	Disagree	15	3.4	5.7	100.0
	Total	263	59.1	100.0	
Missing	Unable to judge	175	39.3		
	System	7	1.6		
	Total	182	40.9		
Total		445	100.0		

VISION AND STRATEGY



1. I feel informed about the wider political/economic/financial environment Otago Polytechnic operates within

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	218	49.0	50.1	50.1
	Tend to agree	166	37.3	38.2	88.3
	Tend to disagree	41	9.2	9.4	97.7
	Disagree	10	2.2	2.3	100.0
	Total	435	97.8	100.0	
Missing	System	10	2.2		
Total		445	100.0		

2. I feel informed about the long-term vision for Otago Polytechnic.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	207	46.5	47.6	47.6
	Tend to agree	166	37.3	38.2	85.7
	Tend to disagree	52	11.7	12.0	97.7
	Disagree	10	2.2	2.3	100.0
	Total	435	97.8	100.0	
Missing	System	10	2.2		
Total		445	100.0		

3. I support the long-term vision for Otago Polytechnic.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	216	48.5	49.7	49.7
	Tend to agree	175	39.3	40.2	89.9
	Tend to disagree	39	8.8	9.0	98.9
	Disagree	5	1.1	1.1	100.0
	Total	435	97.8	100.0	
Missing	System	10	2.2		
Total		445	100.0		

4. I feel informed about the strategic goals and objectives of Otago Polytechnic.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	217	48.8	49.9	49.9
	Tend to agree	161	36.2	37.0	86.9
	Tend to disagree	50	11.2	11.5	98.4
	Disagree	7	1.6	1.6	100.0
	Total	435	97.8	100.0	
Missing	System	10	2.2		
Total		445	100.0		

5. I support the strategic goals and objectives of Otago Polytechnic.

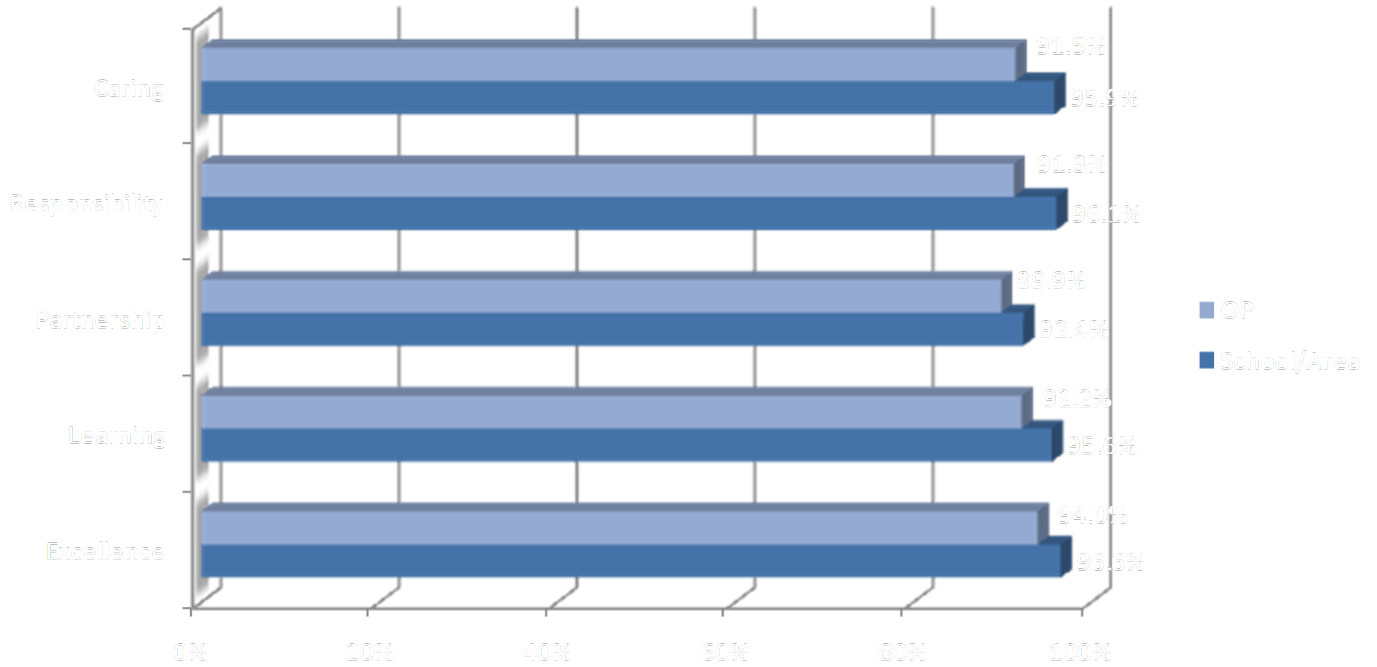
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	217	48.8	49.9	49.9
	Tend to agree	161	36.2	37.0	86.9
	Tend to disagree	50	11.2	11.5	98.4
	Disagree	7	1.6	1.6	100.0
	Total	435	97.8	100.0	
Missing	System	10	2.2		
Total		445	100.0		

6. I feel informed about Otago Polytechnic and its activities and achievements.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	241	54.2	55.4	55.4
	Tend to agree	155	34.8	35.6	91.0
	Tend to disagree	37	8.3	8.5	99.5
	Disagree	2	.4	.5	100.0
	Total	435	97.8	100.0	
Missing	System	10	2.2		
Total		445	100.0		

VALUES

These values are currently lived (demonstrated by our actions and behaviours)



CARING

Otago Polytechnic

		n	%	Valid Percent	Cumulative Percent
Valid	Agree	210	47.2	48.2	48.2
	Tend to agree	189	42.5	43.3	91.5
	Tend to disagree	34	7.6	7.8	99.3
	Disagree	3	.7	.7	100.0
	Total	436	98.0	100.0	
Missing	System	9	2.0		
Total		445	100.0		

School/Programme/ Service Area

		n	%	Valid Percent	Cumulative Percent
Valid	Agree	302	67.9	69.3	69.3
	Tend to agree	116	26.1	26.6	95.9
	Tend to disagree	15	3.4	3.4	99.3
	Disagree	3	.7	.7	100.0
	Total	436	98.0	100.0	
Missing	System	9	2.0		
Total		445	100.0		

RESPONSIBILITY

Otago Polytechnic

		n	%	Valid Percent	Cumulative Percent
Valid	Agree	214	48.1	49.1	49.1
	Tend to agree	184	41.3	42.2	91.3
	Tend to disagree	31	7.0	7.1	98.4
	Disagree	7	1.6	1.6	100.0
	Total	436	98.0	100.0	
Missing	System	9	2.0		
Total		445	100.0		

School/Programme/ Service Area

		N	%	Valid Percent	Cumulative Percent
Valid	Agree	289	64.9	66.3	66.3
	Tend to agree	130	29.2	29.8	96.1
	Tend to disagree	15	3.4	3.4	99.5
	Disagree	2	.4	.5	100.0
	Total	436	98.0	100.0	
Missing	System	9	2.0		
Total		445	100.0		

PARTNERSHIPS

Otago Polytechnic

		n	%	Valid Percent	Cumulative Percent
Valid	Agree	209	47.0	47.9	47.9
	Tend to agree	183	41.1	42.0	89.9
	Tend to disagree	41	9.2	9.4	99.3
	Disagree	3	.7	.7	100.0
	Total	436	98.0	100.0	
Missing	System	9	2.0		
Total		445	100.0		

School/Programme/ Service Area

		N	%	Valid Percent	Cumulative Percent
Valid	Agree	263	59.1	60.3	60.3
	Tend to agree	140	31.5	32.1	92.4
	Tend to disagree	28	6.3	6.4	98.9
	Disagree	5	1.1	1.1	100.0
	Total	436	98.0	100.0	
Missing	System	9	2.0		
Total		445	100.0		

LEARNING

Otago Polytechnic

		n	%	Valid Percent	Cumulative Percent
Valid	Agree	263	59.1	60.3	60.3
	Tend to agree	140	31.5	32.1	92.4
	Tend to disagree	28	6.3	6.4	98.9
	Disagree	5	1.1	1.1	100.0
	Total	436	98.0	100.0	
Missing	System	9	2.0		
Total		445	100.0		

School/Programme/ Service Area

		N	%	Valid Percent	Cumulative Percent
Valid	Agree	279	62.7	64.0	64.0
	Tend to agree	138	31.0	31.7	95.6
	Tend to disagree	16	3.6	3.7	99.3
	Disagree	3	.7	.7	100.0
	Total	436	98.0	100.0	
Missing	System	9	2.0		
Total		445	100.0		

EXCELLENCE

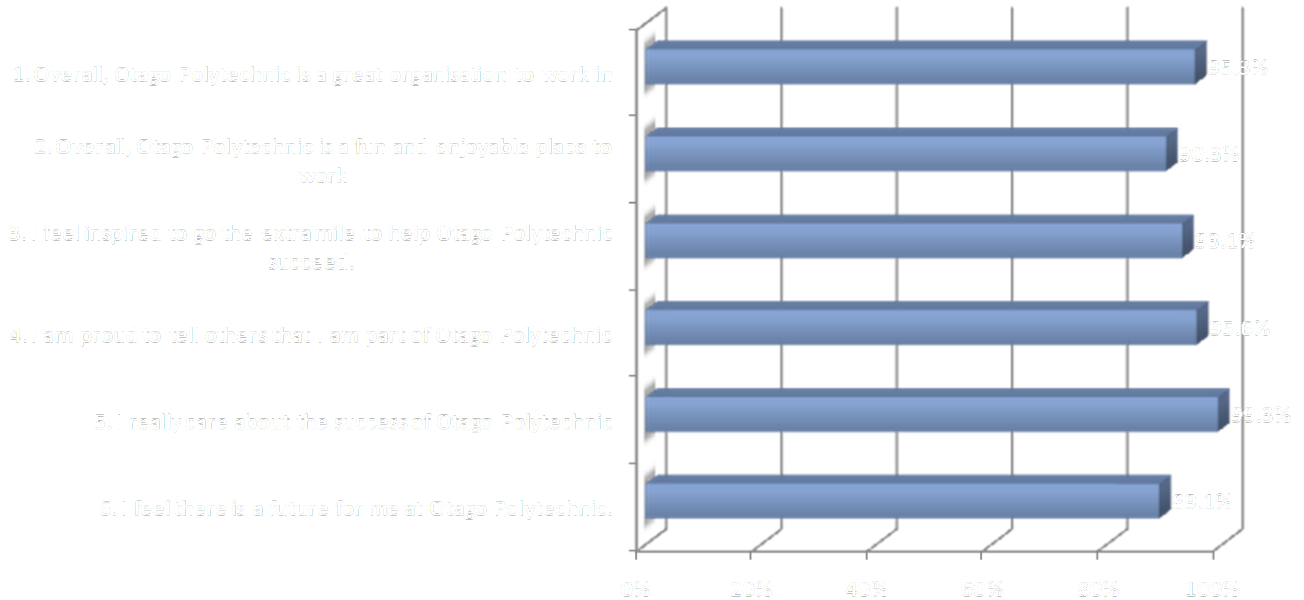
Otago Polytechnic

		n	%	Valid Percent	Cumulative Percent
Valid	Agree	240	53.9	55.0	55.0
	Tend to agree	170	38.2	39.0	94.0
	Tend to disagree	24	5.4	5.5	99.5
	Disagree	2	.4	.5	100.0
	Total	436	98.0	100.0	
Missing	System	9	2.0		
Total		445	100.0		

School/Programme/ Service Area

		n	%	Valid Percent	Cumulative Percent
Valid	Agree	304	68.3	69.7	69.7
	Tend to agree	117	26.3	26.8	96.6
	Tend to disagree	12	2.7	2.8	99.3
	Disagree	3	.7	.7	100.0
	Total	436	98.0	100.0	
Missing	System	9	2.0		
Total		445	100.0		

OVERALL PERCEPTIONS



1. Overall, Otago Polytechnic is a great organisation to work in.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	252	56.6	58.6	58.6
	Tend to agree	158	35.5	36.7	95.3
	Tend to disagree	19	4.3	4.4	99.8
	Disagree	1	.2	.2	100.0
	Total	430	96.6	100.0	
Missing	System	15	3.4		
Total		445	100.0		

2. Overall, Otago Polytechnic is a fun and enjoyable place to work.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	222	49.9	51.4	51.4
	Tend to agree	168	37.8	38.9	90.3
	Tend to disagree	38	8.5	8.8	99.1
	Disagree	4	.9	.9	100.0
	Total	432	97.1	100.0	
Missing	System	13	2.9		
Total		445	100.0		

3. I feel inspired to go the extra mile to help Otago Polytechnic succeed.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	274	61.6	63.4	63.4
	Tend to agree	128	28.8	29.6	93.1
	Tend to disagree	28	6.3	6.5	99.5
	Disagree	2	.4	.5	100.0
	Total	432	97.1	100.0	
Missing	System	13	2.9		
Total		445	100.0		

4. I am proud to tell others that I work for Otago Polytechnic.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	304	68.3	70.5	70.5
	Tend to agree	108	24.3	25.1	95.6
	Tend to disagree	17	3.8	3.9	99.5
	Disagree	2	.4	.5	100.0
	Total	431	96.9	100.0	
Missing	System	14	3.1		
Total		445	100.0		

5. I really care about the success of Otago Polytechnic.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	364	81.8	84.5	84.5
	Tend to agree	64	14.4	14.8	99.3
	Tend to disagree	3	.7	.7	100.0
	Total	431	96.9	100.0	
Missing	System	14	3.1		
Total		445	100.0		

6. I feel there is a future for me at Otago Polytechnic.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	171	38.4	39.8	39.8
	Tend to agree	212	47.6	49.3	89.1
	Tend to disagree	38	8.5	8.8	97.9
	Disagree	9	2.0	2.1	100.0
	Total	430	96.6	100.0	
Missing	System	15	3.4		
Total		445	100.0		