



Employee Well-being Survey: Fall 2024

The PLU Employee Well-being Survey was administered to all PLU employees in October 2024.

The overall response rate: 51.1% (383 responses out of 750 invitations)

The following summary provides a snapshot of the descriptive details for each question. A copy of these results is also posted at plu.edu/Institutional Effectiveness. Additional document will be added to the site as further analysis is conducted

This section addressed Protection from Harm, which is rooted in the needs for safety and security (a healthful work environment, protected from physical harm, injury, illness, and death).		
	Current Year	Last Year
To what extent do you agree with the following statement: At this moment in PLU’s history, I feel secure in my job.	77.3%	78.6%
To what extent do you agree with the following statement: Overall, I feel physically safe at work (e.g., protected from physical harm, illness, and injury).	90.9%	82.4%
To what extent do you agree with the following statement: Overall, I feel psychologically safe at work (e.g. safe from bias, discrimination, emotional hostility, bullying, and harassment).	86.1%	83.7%
To what extent do you agree with the following statement: I would feel comfortable seeking out resources at work to support my mental health.	72.9%	71.2%
To what extent do you agree with the following statement: I feel safe to be authentic and to express my feelings because I trust that my co-workers will welcome and value my perspectives.	75.7%	72.4%
Protection from Harm (overall)	80.6%	77.7%

This section focused on Connection and Community, which is rooted in the need for both social support (relationships and networks) and belonging (acceptance in community) at work.		
Please rate your satisfaction with each of the following: My opportunities to form connections with co-workers.	85.6%	87.9%
Please rate your satisfaction with each of the following: Opportunities to have trusted relationships with colleagues when I need them.	86.1%	84.2%
Please rate your satisfaction with each of the following: Opportunities to collaborate with co-workers.	85.0%	81.6%
Please rate your satisfaction with each of the following: The extent to which I feel like I am part of a team at work.	83.8%	80.6%
Connection and Community (all)	85.1%	83.6%

This section addressed the concept of Work-Life Harmony, which is rooted in the need for autonomy (control over one's work) and flexibility (the when and where of work).		
Please rate your satisfaction with the following dimensions of your work over the course of the average month: The freedom I have to shape and influence how my work is done.	89.5%	88.6%
Please rate your satisfaction with the following dimensions of your work over the course of the average month: The predictability of my work schedule.	91.2%	88.3%
Please rate your satisfaction with the following dimensions of your work over the course of the average month: My ability to take time away from work when I need it.	80.7%	75.4%
Please rate your satisfaction with the following dimensions of your work over the course of the average month. My ability to set boundaries between work and non-work time.	78.2%	72.8%
Work-Life Harmony (all)	84.9%	81.3%

This section focused on the concept of Mattering at Work, which is rooted in the need for dignity (a sense of being respected and valued) and meaning (a sense of broader purpose).		
Over a typical month, how often are you involved in decisions that affect your work?	68.0%	88.3%
How clear are the requirements of your position?	85.6%	85.0%
How strong is the connection between your work and the university's mission?	93.4%	94.0%
Over a typical month, how often do you receive recognition and gratitude for your contributions from co-workers and/or supervisors?	73.0%	71.8%
Mattering At Work (all)	80.0%	84.7%

This section considered Opportunity for Growth, which is rooted in the need for growth (acquiring new knowledge and skills) and accomplishment (achieving desired goals).		
To what extent do you agree with the following statement: I have experienced quality training and/or education in my time working at PLU.	70.6%	72.7%
To what extent do you agree with the following statement: I have experienced impactful mentoring opportunities in my time working at PLU.	59.5%	60.7%
To what extent do you agree with the following statement: There are clear and equitable pathways for career advancement within the university.	45.7%	44.8%
To what extent do you agree with the following statement: I receive meaningful guidance and relevant feedback that helps me grow.	64.1%	58.9%
Opportunities for Growth (all)	60.0%	59.3%