

Employee Entrance Experience Survey

Start of Block: Block 1

Employee Entrance Experience Survey

The purpose of this survey is to get your candid feedback on various experiences you have had since beginning your employment journey at NC State. We understand that the first few months of a new job can be busy and overwhelming. We would like to learn about how these months have impacted you and how we can continue to improve the new employee experience for others. *We value your opinion!*

Your survey responses are confidential. It will not be possible to identify individual respondents in the aggregate data that will be shared with university leadership. The survey should take less than 10 minutes to complete.

Instructions:

Click on the "Next" button to start. Use the "Next" and "Back" buttons to move through the survey. All questions are optional. At the end of the survey, click "Submit" to finish.

Work Expectations

Please indicate your agreement or disagreement with the following statements.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Do Not Remember (6)
My work/role was accurately described during the interview process. I am doing what I expected to be doing. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The skills and education that were listed in the job posting for applicants are actually needed for the role. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When interviewed, the right questions were asked to understand my qualifications for this role. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Training/Resources/Job Success

Please indicate your agreement or disagreement with the following statements.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
My manager provides me with adequate training to help me succeed in my job. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My manager provides me with adequate resources to help me succeed in my job. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive constructive feedback from my manager. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that my work is respected. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like there is a career path for me at NC State. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Mission and Goals

Please indicate your agreement or disagreement with the following statements.

I believe the mission and goals are clear for:

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
The team I'm on (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The department I'm in (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The college/division I'm in: \${e://Field/CollegeDivision} (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The university (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your agreement or disagreement with the following statements.

I understand how **my role** contributes to:

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
My team's goals (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department's goals (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My college/division's goals: \${e://Field/CollegeDivision} (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The university's goals (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Welcome/Connectedness

Please indicate your agreement or disagreement with the following statements.

When I first started in my current position, I felt welcomed by:

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
My team (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My college/division: \${e://Field/CollegeDivision} (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The university (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Now that I have been here about 180 days, I feel welcomed by:

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
My team (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My college/division: \${e://Field/CollegeDivision} (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The university (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Flexibility

Please indicate your agreement or disagreement with the following statement.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	<i>Don't Know</i> (6)
The NC State University policies and practices give me the flexibility to manage my work and personal life. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Display This Question:

If Flexibility Please indicate your agreement or disagreement with the following statement. != The NC State University policies and practices give me the flexibility to manage my work and personal life. [Don't Know]

Flexibility

Please indicate your agreement or disagreement with the following statement.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
My supervisor/leadership gives me the flexibility to regularly utilize the university's practices and policies that are available to balance my work/personal life. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Overall Satisfaction

Please indicate your satisfaction or dissatisfaction with each of the following:

	Very Dissatisfied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very Satisfied (5)
The work and tasks I do on a day-to-day basis (Q10_1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My team (Q10_2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people outside my team with whom I routinely interact (Q10_3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workplace culture (Q10_4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The physical environment in which I work (Q10_5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The equipment/technology I use to perform my job duties (Q10_6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Is there anything else you want us to know about your satisfaction with your work, team, workplace culture, and/or physical environment?

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Overall Satisfaction

Please indicate your agreement or disagreement with the following statements.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
All things considered, my department is a great place to work. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All things considered, NC State is a great place to work. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud to work for NC State. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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New Employee and Benefits Orientation

Are there topics you feel would be beneficial for new employees to hear during the **New Employee Orientation** session or the 30/60/90-day modules that weren't covered?

Are there topics you feel would be beneficial for new employees to hear during the **Benefits Orientation** session that weren't covered during your orientation?

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General Information

What is the biggest challenge you've faced so far in your role? Please select up to two responses.

- Training (1)
 - Availability of resources (2)
 - Work/life balance (3)
 - Work environment/culture (4)
 - Job duties matching my skillsets/interests (5)
 - Opportunities for professional development (6)
 - Manager relationship (7)
 - Peer-to-peer relationships (8)
 - Flexible working arrangements (9)
 - Other (*please specify*) (10)
-
- None of the above (11)

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General Information

Was there something your department did well or that you appreciated that we could incorporate in other departments around campus? Select all that apply.

- Had a well-thought-out training schedule (1)
 - Gave me an opportunity to meet my colleagues in an informal setting (2)
 - Had all of the technology resources available on my first day (3)
 - Was assigned a “buddy” who was supportive to me (4)
 - Was given a tour of the college/division/campus (5)
 - Other (*please specify*) (6)
-

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General Information

Which of the following best describes your work arrangement in your current position?

- Fully onsite (1)
- Fully remote (*e.g., 100% offsite*) (2)
- Flexible/hybrid (both onsite and remote work) (3)

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General Information

Responses will remain confidential and any personally identifying information will be removed before sharing results with university leadership. *However, our promise to maintain confidentiality does not apply where the university has a legal duty to act on the information you provide, such as reports of criminal activity or unlawful harassments.*

Is there anything else that you would like to share or want us to know about your new employee experience?

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Demographics

The following questions are completely optional, but encouraged. Your responses will remain confidential and will only be used for internal assessment and reporting purposes.



What is your gender identity?

- Woman (1)
 - Man (2)
 - Transgender woman (3)
 - Transgender man (4)
 - Genderqueer or non-binary (5)
 - Uncertain or questioning (6)
 - I identify using a different term (*please specify*) (7)

 - I prefer not to answer (8)
-



What is your race/ethnicity?

- African American or Black (1)
- Asian or Pacific Islander (2)
- Hispanic or Latino (3)
- Native American/American Indian/Alaska Native (4)
- White or Caucasian (5)
- I identify with the following term(s) for my race/ethnicity (*please specify*) (6)

- I prefer not to answer (7)

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What is your age?

- Under 18 (1)
- 18-24 (2)
- 25-29 (3)
- 30-39 (4)
- 40-49 (5)
- 50-59 (6)
- 60-69 (7)
- 70 and over (8)
- I prefer not to answer (9)

Do you identify as any of the following?

	Yes (1)	No (2)	Prefer not to answer (3)
A member of the LGBTQ+ community (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A military veteran or actively enrolled in the military (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person with a disability (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A native English speaker (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Finally, we would like to give you the opportunity to have someone from University Human Resources follow-up with you if there is anything you would like to discuss privately. Please indicate if you would like someone from UHR to contact you.

- Yes, I would like for someone from UHR to contact me (1)
- No, I do not want to be contacted (2)

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Display This Question:

If Finally, we would like to give you the opportunity to have someone from University Human Resource... = No, I do not want to be contacted

Contact Info

You have indicated that you would **not** like to have anyone from University Human Resources contact you. If you would like to provide your name as reference only for University Human Resources, please provide it below.

Please note that, after providing your name, your responses will no longer be confidential. However, your name will not be included in any internal assessments or aggregate reports.

Full Name (optional):

Display This Question:

If Finally, we would like to give you the opportunity to have someone from University Human Resource... = Yes, I would like for someone from UHR to contact me

Contact Info

You have indicated that you would like to have someone from University Human Resources contact you.

Please note that, after providing your name, your responses will no longer be confidential. However, your name will not be included in any internal assessments or aggregate reports.

First and last name (1) _____

Email address or phone number (2)

In an effort to connect you with the appropriate area, please include a brief summary or general topic of what you would like to discuss. (4)

End of Block: Block 1