2019 Montgomery County Government Employee Survey
Organization-Wide Report

Table of Contents

Overview 1

Survey Responses

- Section A: Vision, Goals, and Priorities 2
- Section B: Job Satisfaction and Pride 3
- Section C: Support & Resources, and Training & Growth Opportunities 4
- Section D: Recognition and Feedback 6
- Section E: Management, Leadership, and Communication - Supervisor 7
- Section E: Management, Leadership, and Communication - Leadership 9
- Section F: Values and Culture 11
- Section G: Workplace/Facility Conditions 12
- Section H: Survey 13

Respondent Demographics 14

Overview

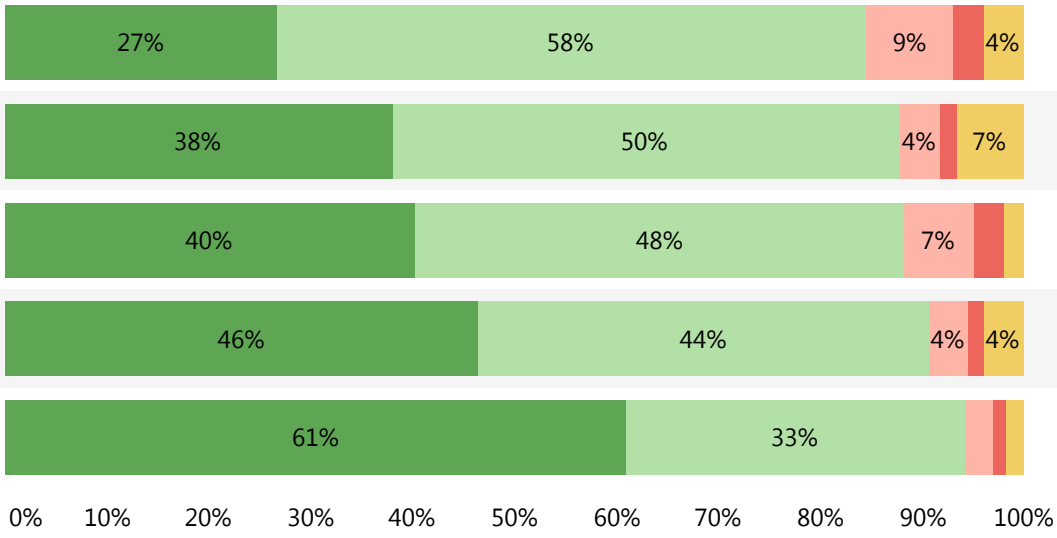
79% of all survey responses were positive, **21%** were negative, and **6%** were not applicable or unknown.

Notes/Methodology

- This is the first known administration of a Montgomery County Government employee survey, and responses were accepted from September 18 to October 21, 2019. For the purposes of this report, responses from volunteers and contractors have been excluded.
- Percentages may not total 100% due to rounding. Not all percentages are displayed due to space limitations.

Section A: Vision, Goals, and Priorities

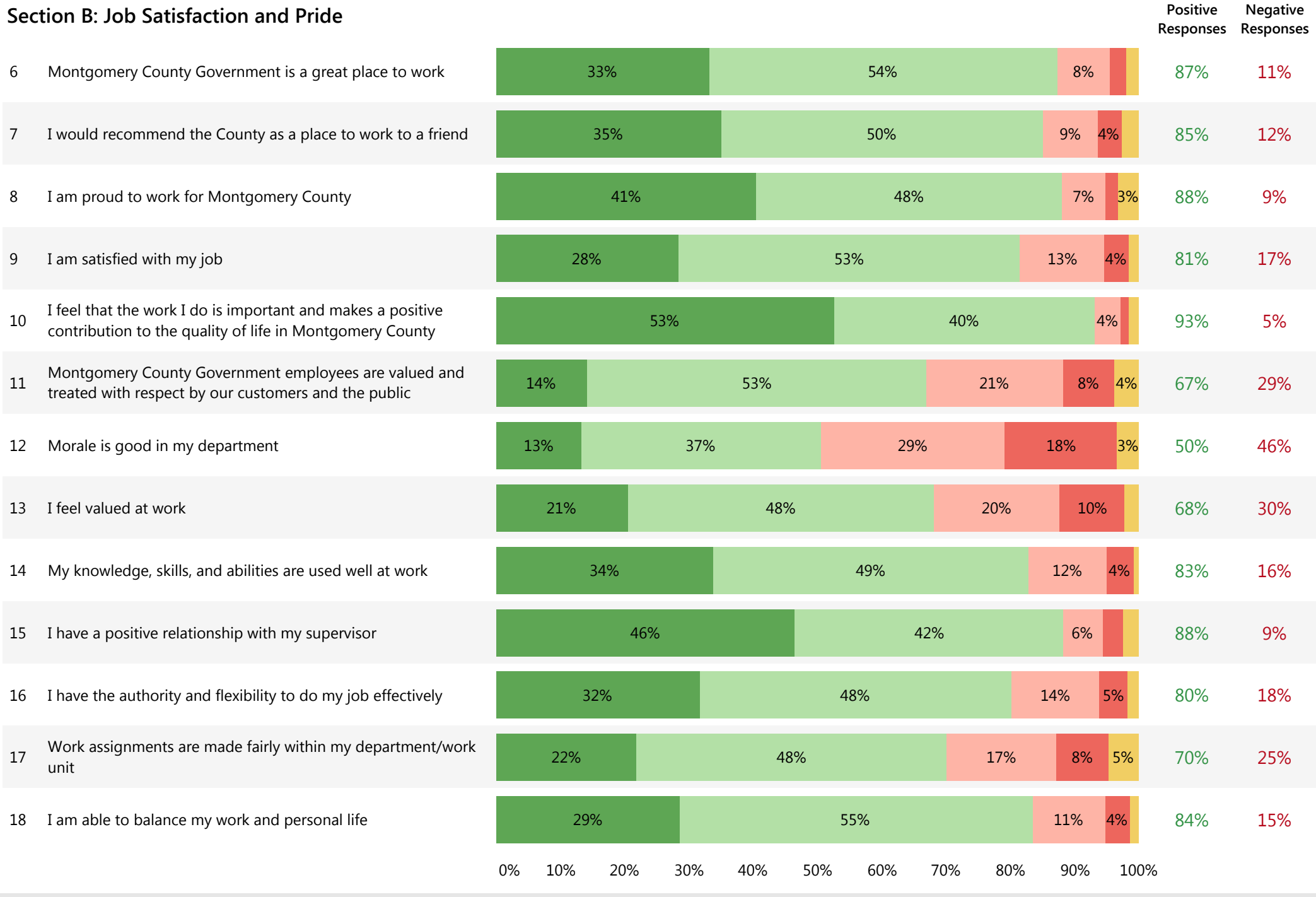
		Positive Responses	Negative Responses
1	I understand the vision, goals, and priorities of Montgomery County Government	84%	12%
2	My work supports the County's vision, goals, and priorities	88%	6%
3	I understand the vision, goals, and priorities of my department	88%	10%
4	My work supports my department's vision, goals, and priorities	91%	5%
5	Providing excellent customer service to our residents and other customers is a priority in my department	94%	4%



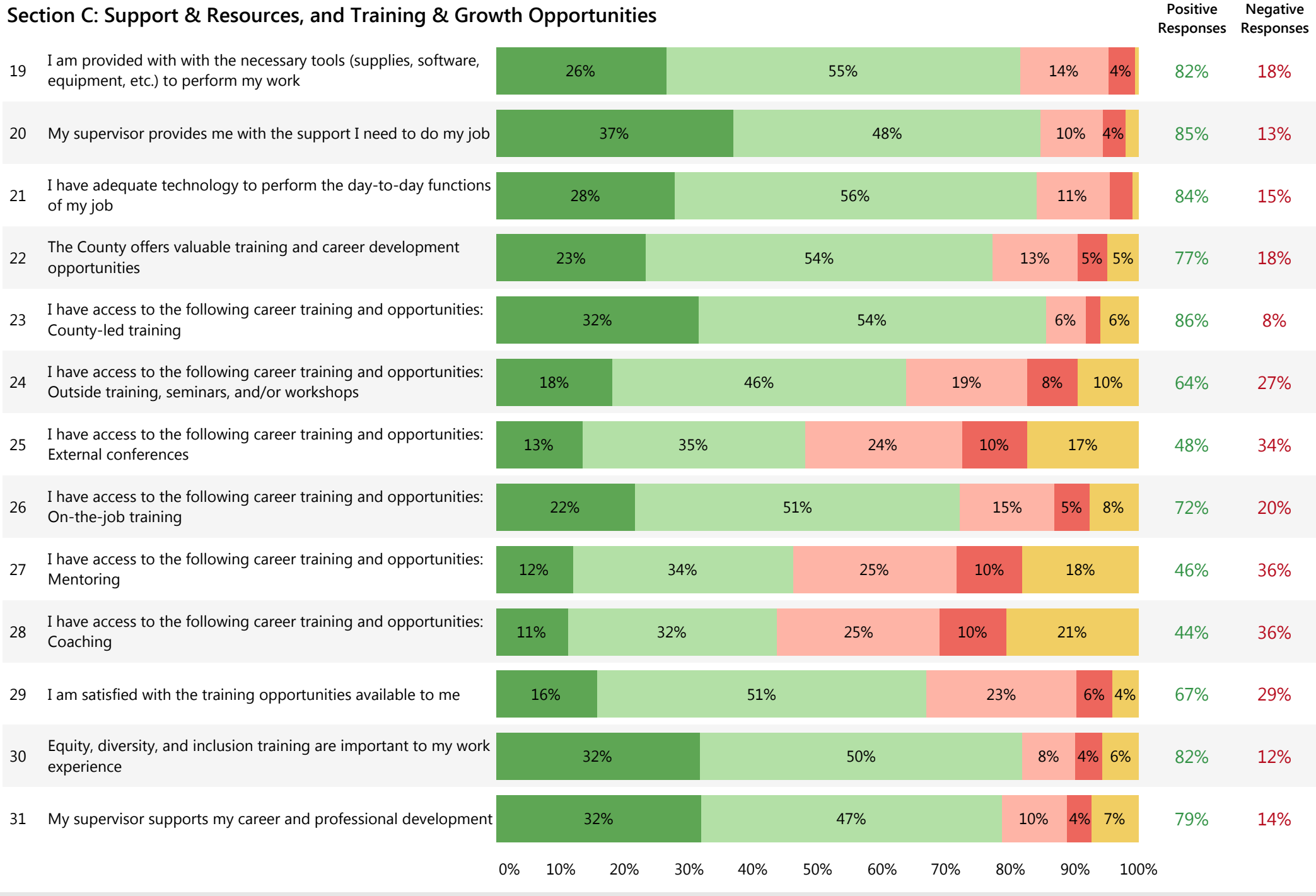
Key

Strongly Agree | Agree | Disagree | Strongly Disagree | N/A / Don't Know

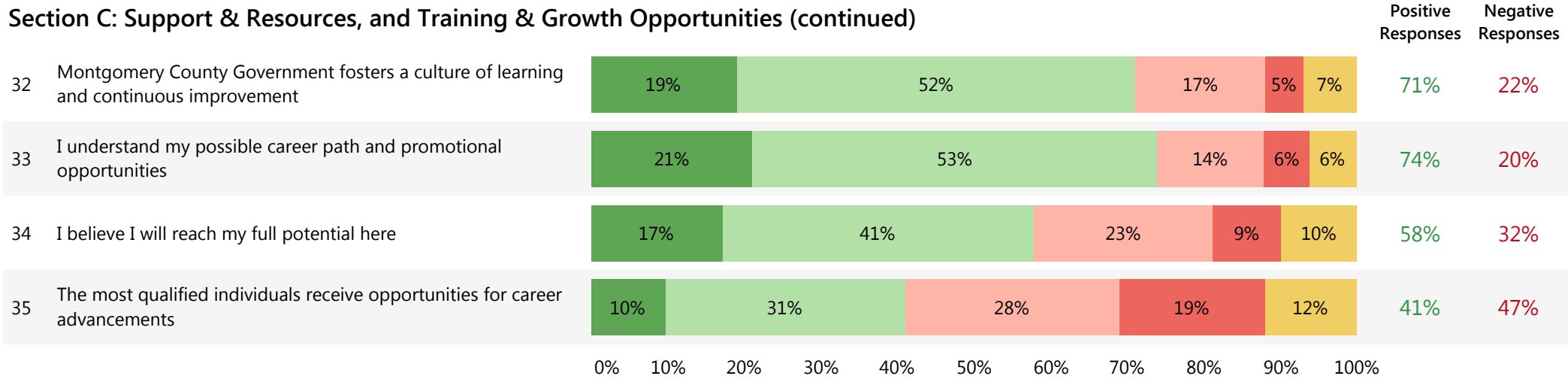
Section B: Job Satisfaction and Pride



Section C: Support & Resources, and Training & Growth Opportunities



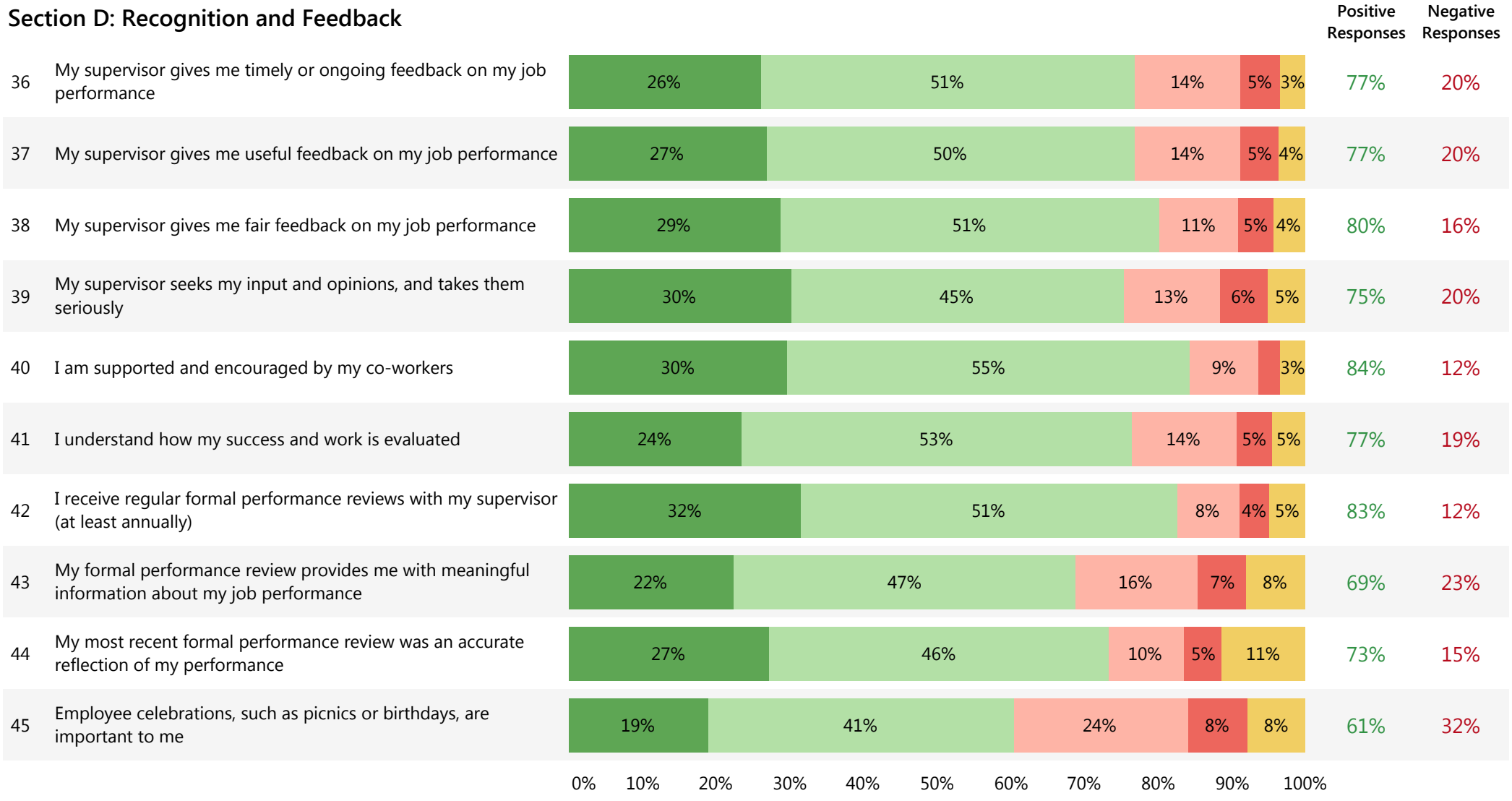
Section C: Support & Resources, and Training & Growth Opportunities (continued)



Key

Strongly Agree | Agree | Disagree | Strongly Disagree | N/A / Don't Know

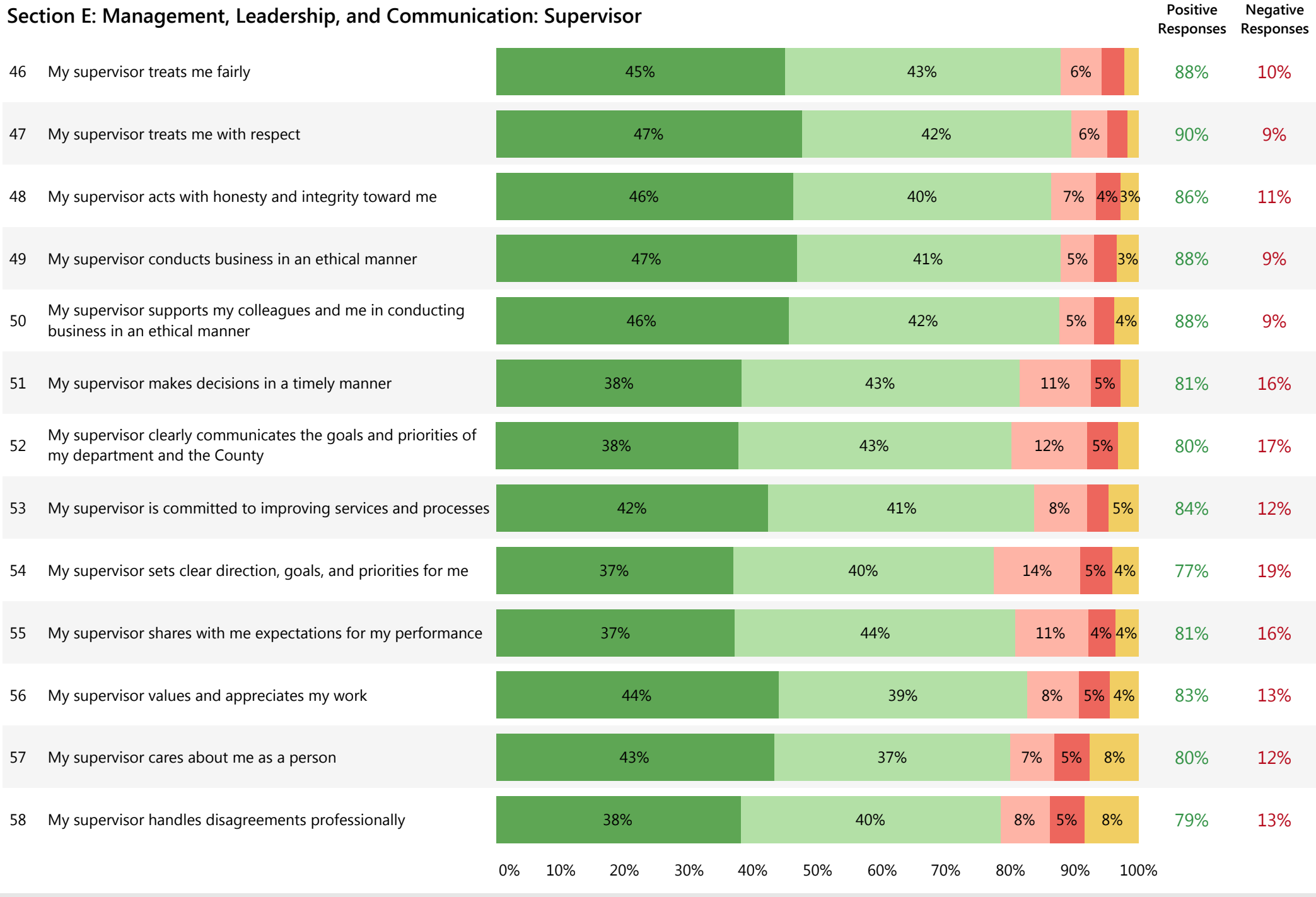
Section D: Recognition and Feedback



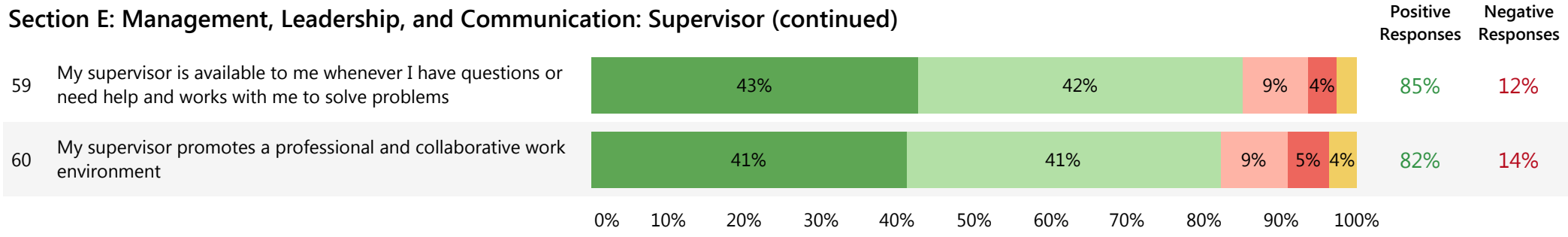
Key

Strongly Agree | Agree | Disagree | Strongly Disagree | N/A / Don't Know

Section E: Management, Leadership, and Communication: Supervisor



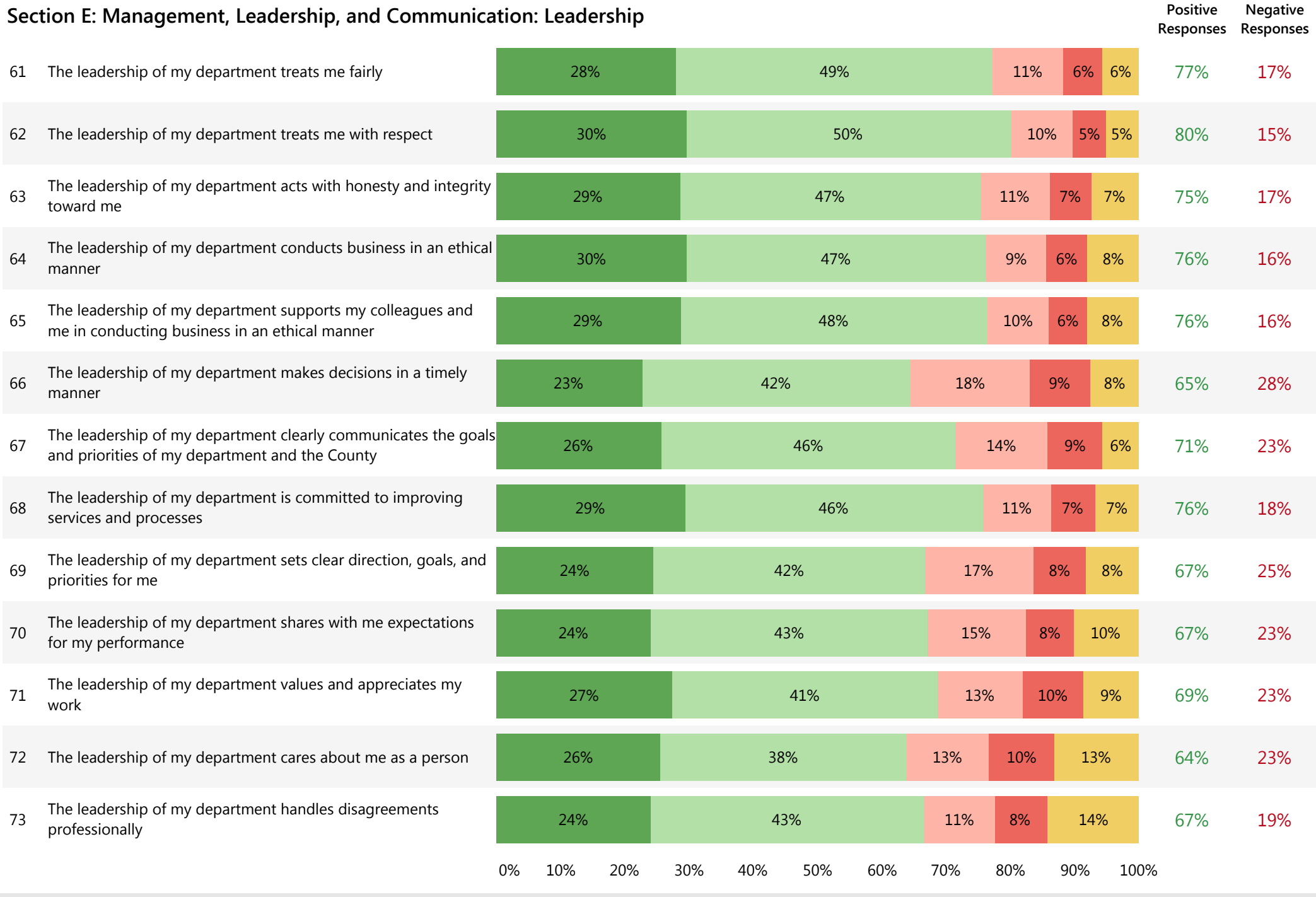
Section E: Management, Leadership, and Communication: Supervisor (continued)



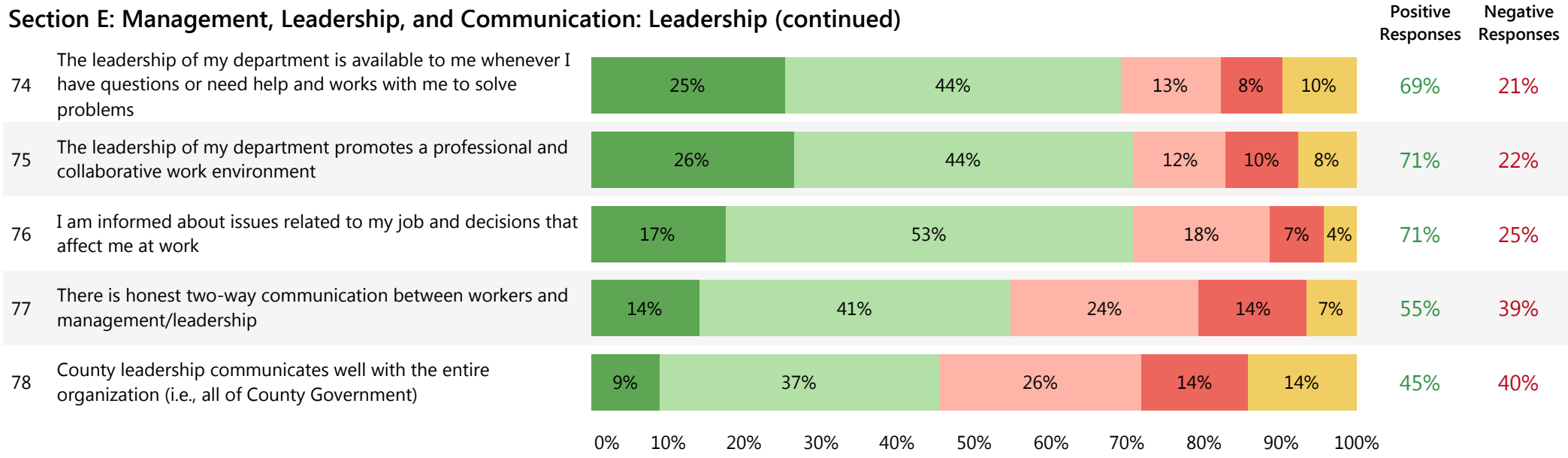
Key

Strongly Agree | Agree | Disagree | Strongly Disagree | N/A / Don't Know

Section E: Management, Leadership, and Communication: Leadership



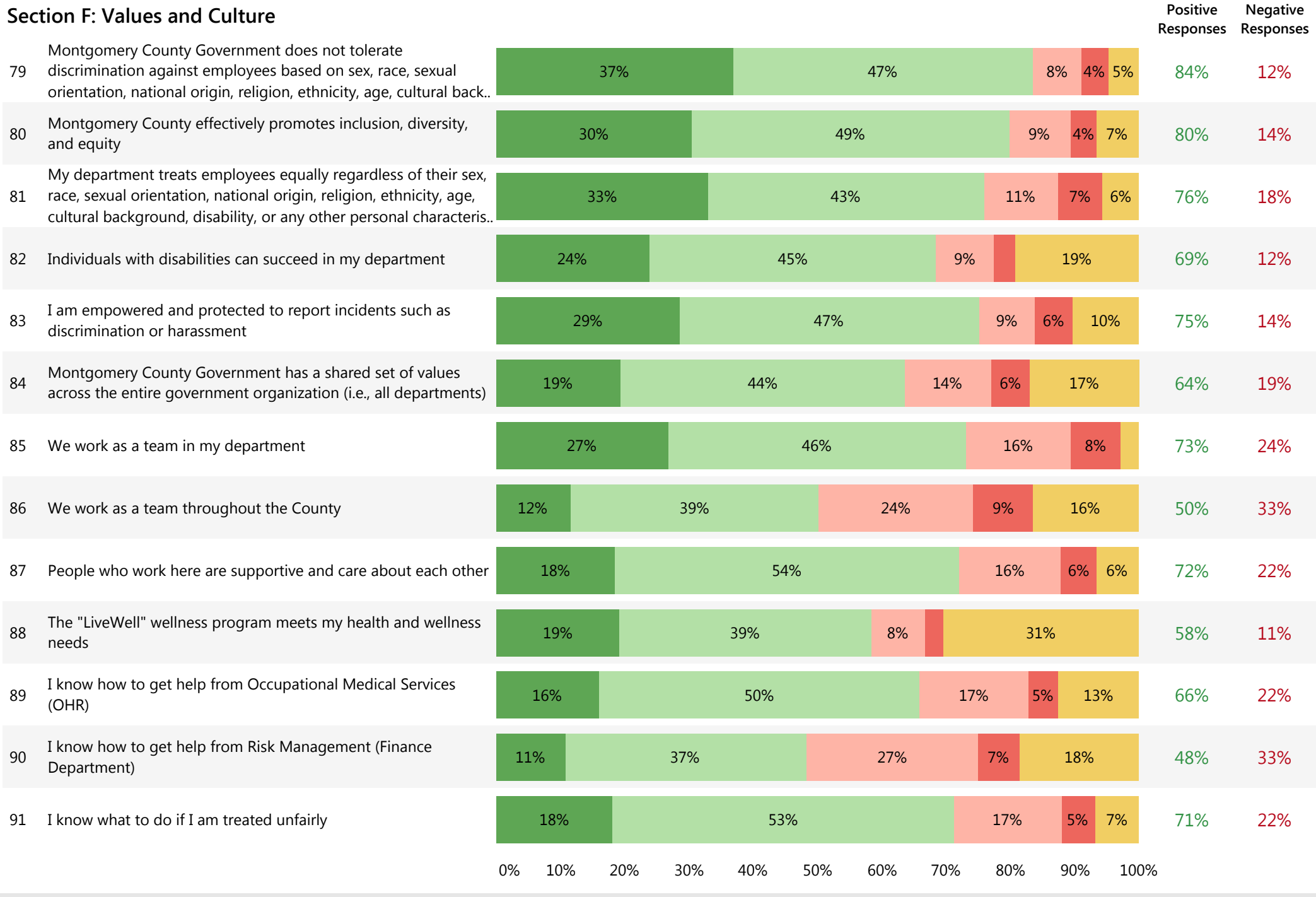
Section E: Management, Leadership, and Communication: Leadership (continued)



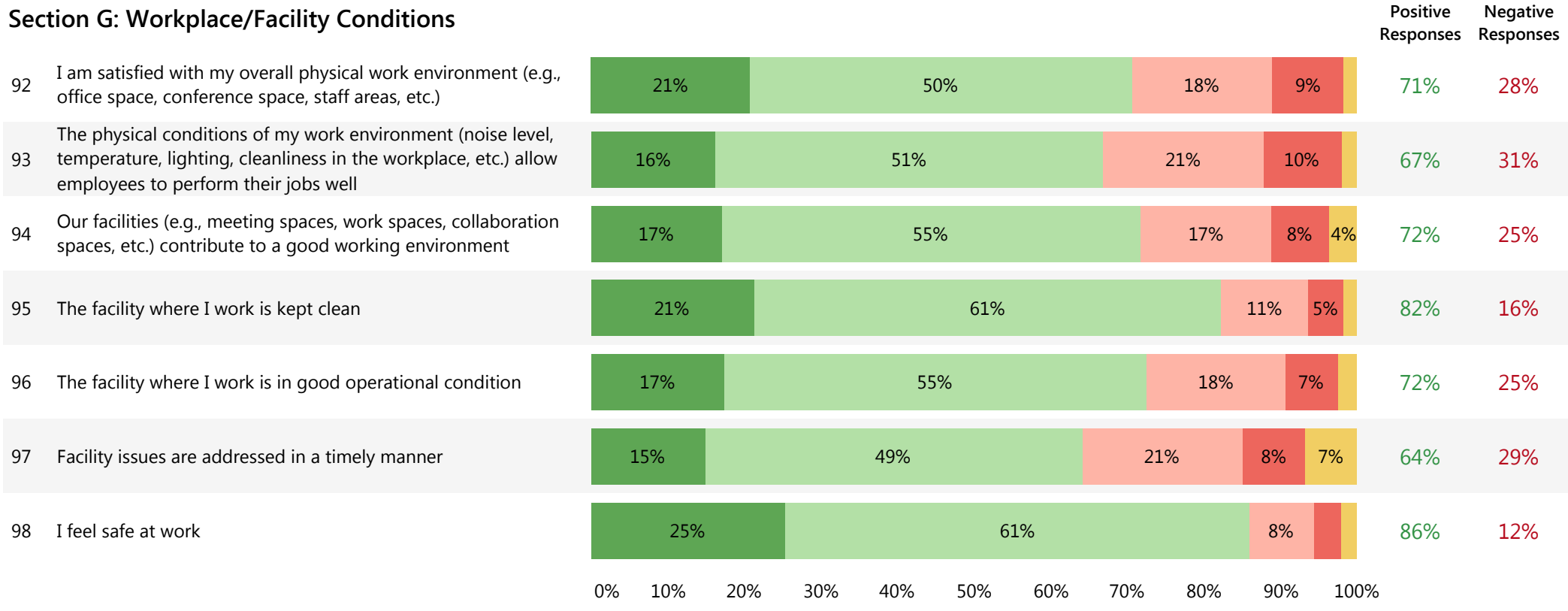
Key

Strongly Agree | Agree | Disagree | Strongly Disagree | N/A / Don't Know

Section F: Values and Culture



Section G: Workplace/Facility Conditions

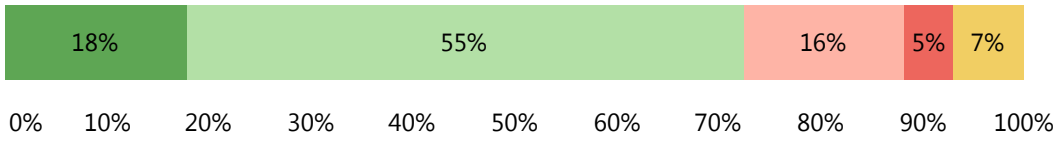


Key

Strongly Agree | Agree | Disagree | Strongly Disagree | N/A / Don't Know

Section H: Survey

		Positive Responses	Negative Responses
99	I found this survey helpful in expressing my job satisfaction and needs as an employee of Montgomery County Government	73%	21%



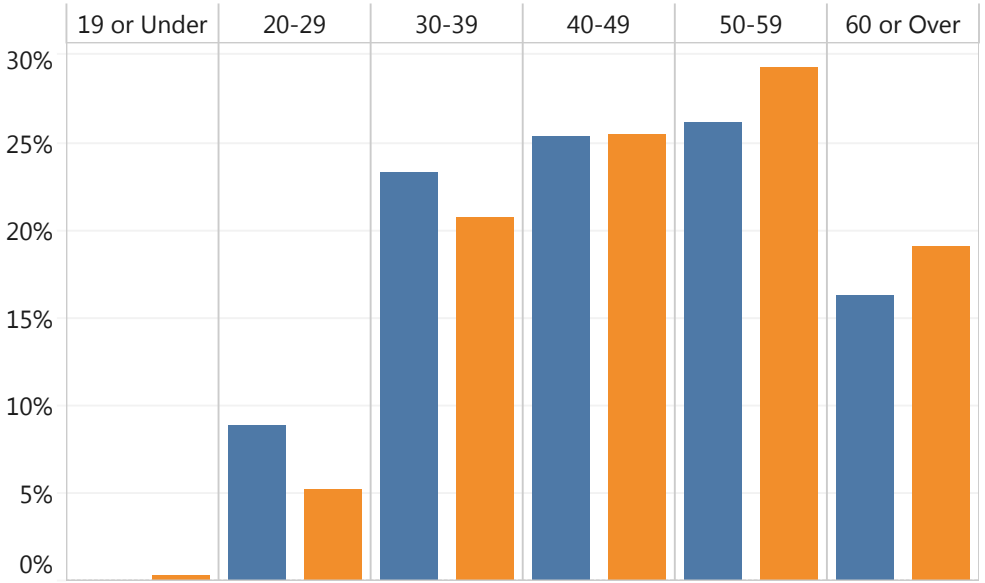
Key

Strongly Agree | Agree | Disagree | Strongly Disagree | N/A / Don't Know

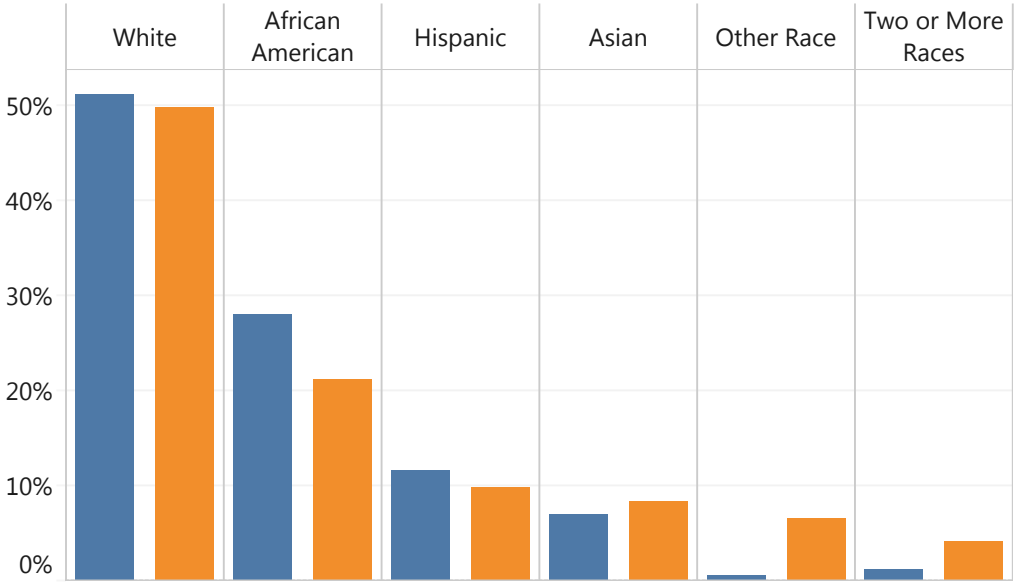
Demographics: Department Employees & Survey Respondents

Key % of Employees % of Respondents **Total Employee Responses: 6,227 (68.6%)**

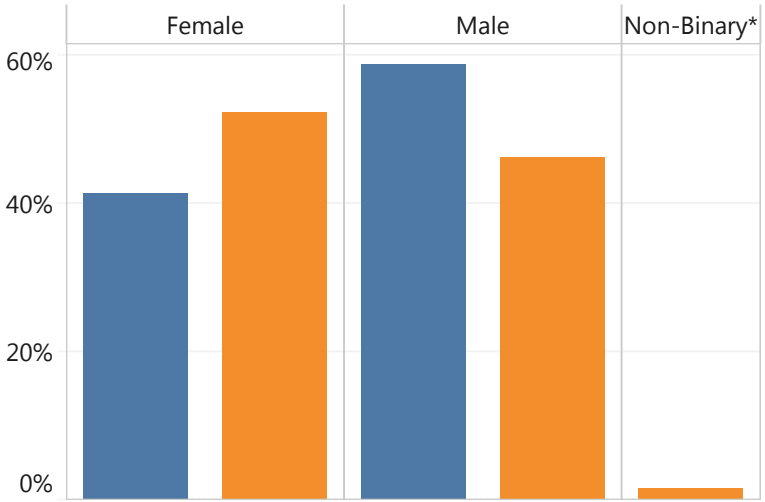
Age



Race/Ethnicity

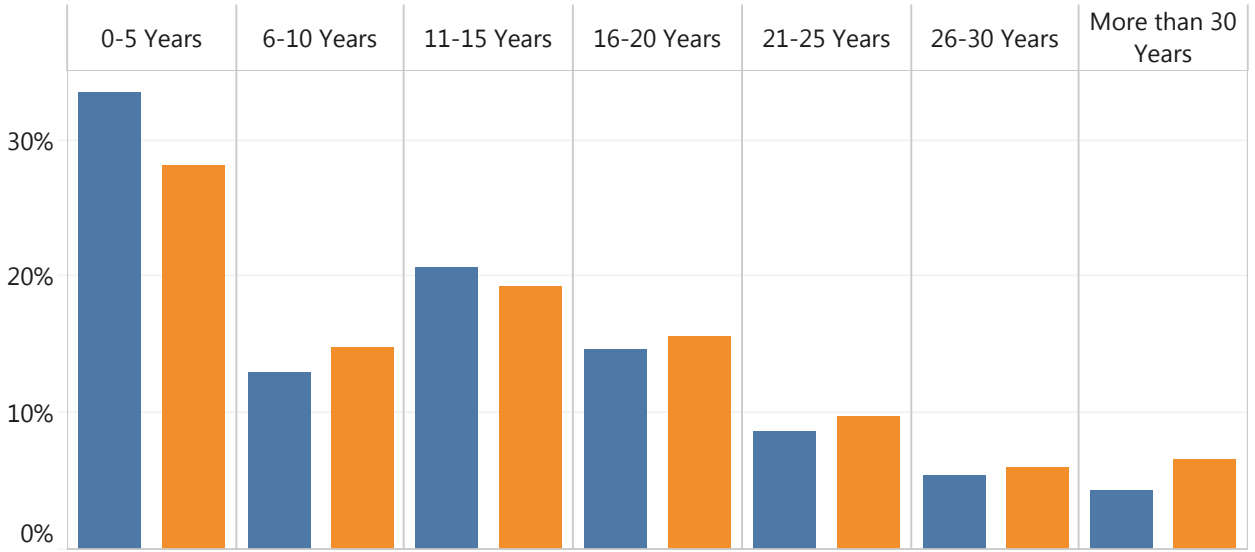


Gender



*Non-Binary does not exist as an option in Employee data source.

Length of Tenure



Employee data source: Oracle BI Regular Assignment filters; point in time as of 10/25/19.
Respondent data source: MCG 2019 Employee Survey responses excluding volunteers and contractors.