

Texas A&M University- Corpus Christi

2007 Dimension Results: Workgroup by EEO Category



Full Item Text	Category	Scale					
		SA	A	N	D	SD	NA
Decision making and control are given to employees doing the actual work.	101 - Executive, Administrative, Managerial	25%	46%	21%	5%	4%	0%
	103 - Professional	18%	45%	15%	16%	6%	0%
	104 - Clerical/Secretarial	15%	41%	14%	18%	7%	5%
	105 - Technical/Paraprofessional	5%	53%	26%	16%	0%	0%
	106 - Skill Trades	20%	40%	20%	10%	10%	0%
	107 - Service	10%	35%	15%	25%	15%	0%
Every employee is valued.	101 - Executive, Administrative, Managerial	45%	29%	14%	7%	5%	0%
	103 - Professional	27%	42%	9%	16%	6%	0%
	104 - Clerical/Secretarial	27%	41%	12%	9%	9%	1%
	105 - Technical/Paraprofessional	26%	32%	26%	16%	0%	0%
	106 - Skill Trades	22%	44%	11%	11%	11%	0%
	107 - Service	15%	35%	5%	20%	25%	0%
Favoritism (special treatment) is not an issue in raises and promotions.	101 - Executive, Administrative, Managerial	41%	29%	16%	9%	5%	0%
	103 - Professional	19%	40%	14%	12%	12%	3%
	104 - Clerical/Secretarial	21%	35%	13%	14%	13%	4%
	105 - Technical/Paraprofessional	16%	32%	32%	11%	11%	0%
	106 - Skill Trades	10%	20%	20%	20%	30%	0%
	107 - Service	0%	30%	20%	10%	40%	0%
My performance is evaluated fairly.	101 - Executive, Administrative, Managerial	48%	36%	7%	5%	3%	0%
	103 - Professional	29%	36%	16%	11%	2%	5%
	104 - Clerical/Secretarial	31%	40%	11%	11%	6%	2%
	105 - Technical/Paraprofessional	26%	58%	0%	11%	0%	5%
	106 - Skill Trades	10%	40%	20%	30%	0%	0%
	107 - Service	10%	40%	5%	20%	25%	0%
My supervisor is consistent when administering employee policies.	101 - Executive, Administrative, Managerial	53%	26%	12%	3%	3%	2%
	103 - Professional	31%	37%	10%	14%	5%	3%
	104 - Clerical/Secretarial	29%	47%	11%	4%	9%	0%
	105 - Technical/Paraprofessional	32%	37%	11%	16%	0%	5%
	106 - Skill Trades	10%	50%	10%	20%	10%	0%
	107 - Service	10%	30%	15%	10%	30%	5%
My supervisor is supportive of my career goals.	101 - Executive, Administrative, Managerial	52%	38%	9%	2%	0%	0%
	103 - Professional	42%	34%	16%	4%	3%	2%
	104 - Clerical/Secretarial	37%	40%	13%	2%	4%	4%
	105 - Technical/Paraprofessional	32%	47%	16%	5%	0%	0%
	106 - Skill Trades	40%	0%	30%	20%	10%	0%

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My supervisor is supportive of my career goals.	107 - Service	10%	40%	25%	5%	20%	0%
People who challenge the status quo are valued.	101 - Executive, Administrative, Managerial	21%	48%	14%	14%	3%	0%
	103 - Professional	10%	35%	20%	20%	7%	7%
	104 - Clerical/Secretarial	11%	40%	27%	13%	5%	4%
	105 - Technical/Paraprofessional	0%	47%	26%	16%	5%	5%
	106 - Skill Trades	20%	20%	20%	20%	20%	0%
	107 - Service	5%	35%	20%	25%	15%	0%
The people I work with treat each other with respect.	101 - Executive, Administrative, Managerial	31%	53%	7%	7%	2%	0%
	103 - Professional	29%	49%	8%	10%	3%	1%
	104 - Clerical/Secretarial	22%	54%	11%	8%	5%	0%
	105 - Technical/Paraprofessional	26%	47%	16%	11%	0%	0%
	106 - Skill Trades	20%	30%	30%	10%	10%	0%
	107 - Service	10%	45%	20%	20%	5%	0%
There is a real feeling of teamwork.	101 - Executive, Administrative, Managerial	28%	40%	14%	10%	7%	2%
	103 - Professional	18%	41%	22%	12%	7%	0%
	104 - Clerical/Secretarial	21%	38%	19%	8%	13%	0%
	105 - Technical/Paraprofessional	11%	42%	32%	16%	0%	0%
	106 - Skill Trades	30%	10%	30%	10%	20%	0%
	107 - Service	0%	15%	40%	20%	25%	0%
There is a sense of trust throughout the organization.	101 - Executive, Administrative, Managerial	17%	48%	17%	14%	3%	0%
	103 - Professional	15%	34%	19%	25%	7%	0%
	104 - Clerical/Secretarial	19%	34%	20%	18%	9%	0%
	105 - Technical/Paraprofessional	6%	50%	17%	28%	0%	0%
	106 - Skill Trades	20%	20%	30%	10%	20%	0%
	107 - Service	0%	25%	10%	35%	30%	0%
We are efficient.	101 - Executive, Administrative, Managerial	21%	52%	12%	14%	2%	0%
	103 - Professional	20%	48%	14%	12%	5%	1%
	104 - Clerical/Secretarial	24%	54%	12%	7%	4%	0%
	105 - Technical/Paraprofessional	5%	79%	11%	5%	0%	0%
	106 - Skill Trades	30%	30%	20%	0%	20%	0%
	107 - Service	20%	40%	20%	10%	10%	0%
We are given accurate feedback about our performance.	101 - Executive, Administrative, Managerial	28%	52%	14%	7%	0%	0%
	103 - Professional	15%	52%	16%	13%	3%	1%
	104 - Clerical/Secretarial	19%	47%	15%	11%	6%	2%
	105 - Technical/Paraprofessional	5%	63%	16%	16%	0%	0%

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We are given accurate feedback about our performance.	106 - Skill Trades	10%	50%	20%	10%	10%	0%
	107 - Service	0%	35%	20%	25%	20%	0%
We are given the opportunity to do our best work.	101 - Executive, Administrative, Managerial	33%	53%	2%	12%	0%	0%
	103 - Professional	26%	50%	10%	11%	3%	0%
	104 - Clerical/Secretarial	29%	48%	13%	5%	5%	0%
	105 - Technical/Paraprofessional	11%	74%	11%	5%	0%	0%
	106 - Skill Trades	30%	40%	20%	0%	10%	0%
	107 - Service	10%	50%	15%	10%	15%	0%
We have an opportunity to participate in the goal setting process.	101 - Executive, Administrative, Managerial	28%	52%	7%	7%	5%	2%
	103 - Professional	20%	42%	21%	10%	6%	2%
	104 - Clerical/Secretarial	16%	36%	22%	12%	7%	6%
	105 - Technical/Paraprofessional	5%	68%	11%	16%	0%	0%
	106 - Skill Trades	20%	20%	20%	10%	20%	10%
	107 - Service	5%	45%	15%	20%	15%	0%
We seem to be working toward the same goals.	101 - Executive, Administrative, Managerial	21%	64%	9%	3%	3%	0%
	103 - Professional	23%	50%	11%	12%	3%	1%
	104 - Clerical/Secretarial	21%	44%	18%	11%	5%	2%
	105 - Technical/Paraprofessional	11%	63%	21%	5%	0%	0%
	106 - Skill Trades	20%	30%	30%	10%	10%	0%
	107 - Service	5%	30%	30%	25%	10%	0%
We work to attract, develop, and retain people with diverse backgrounds.	101 - Executive, Administrative, Managerial	37%	40%	12%	7%	4%	0%
	103 - Professional	25%	38%	17%	11%	5%	3%
	104 - Clerical/Secretarial	27%	45%	13%	8%	4%	4%
	105 - Technical/Paraprofessional	16%	47%	26%	5%	0%	5%
	106 - Skill Trades	20%	20%	20%	30%	10%	0%
	107 - Service	5%	35%	25%	15%	15%	5%
When possible, alternative work schedules (flex-time, compressed work weeks, job sharing, telework)	101 - Executive, Administrative, Managerial	33%	38%	14%	9%	3%	3%
	103 - Professional	32%	40%	9%	7%	5%	7%
	104 - Clerical/Secretarial	16%	38%	16%	9%	7%	13%
	105 - Technical/Paraprofessional	5%	63%	21%	5%	0%	5%
	106 - Skill Trades	10%	50%	30%	0%	10%	0%
	107 - Service	10%	45%	20%	15%	10%	0%
Work groups or committees are involved in making work processes more effective.	101 - Executive, Administrative, Managerial	16%	49%	19%	11%	4%	2%
	103 - Professional	10%	39%	25%	9%	6%	10%
	104 - Clerical/Secretarial	8%	48%	17%	10%	4%	14%

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Work groups or committees are involved in making work processes more effective.	105 - Technical/Paraprofessional	5%	53%	21%	11%	0%	11%
	106 - Skill Trades	20%	40%	10%	10%	20%	0%
	107 - Service	5%	30%	20%	35%	5%	5%
Work groups or committees are trained to incorporate the opinions of each member.	101 - Executive, Administrative, Managerial	20%	50%	13%	11%	4%	4%
	103 - Professional	15%	36%	22%	14%	4%	9%
	104 - Clerical/Secretarial	12%	36%	22%	7%	7%	15%
	105 - Technical/Paraprofessional	11%	47%	21%	16%	0%	5%
	106 - Skill Trades	30%	20%	20%	0%	20%	10%
	107 - Service	0%	25%	20%	50%	5%	0%
Work groups or committees receive adequate feedback that helps improve performance.	101 - Executive, Administrative, Managerial	16%	56%	12%	9%	4%	4%
	103 - Professional	14%	37%	21%	14%	4%	9%
	104 - Clerical/Secretarial	12%	38%	21%	6%	6%	17%
	105 - Technical/Paraprofessional	5%	42%	42%	5%	0%	5%
	106 - Skill Trades	20%	40%	10%	10%	10%	10%
	107 - Service	0%	35%	15%	45%	5%	0%