

EMPLOYEE EXPERIENCE SURVEY RESULTS

Participation was well above the 30% average for online voluntary surveys!

Survey 1 (August 2022)
56% of employees responded

Survey 2 (October 2022)
53% of employees responded

Thank you for your participation! We value your constructive feedback. The work being done through our strategic initiatives is the first step to improving the employee experience and promoting TDOT as an employer of choice. Check out what you and the TDOT team shared in the 2022 Employee Experience Survey!

↑ Compensation, Benefits, Work-Life Balance

76% of employees state that the State of Tennessee benefits meet their needs

Many employees wanted additional benefits, including paid paternity leave. In April 2023, lawmakers passed legislation to provide state employees with 6 weeks of paid parental leave!

45% of employees feel they are compensated fairly for the work they do

Most employees enjoy a strong sense of work-life balance and can utilize their personal skills and abilities in the workplace.

↑ Meaningful Work and Job Satisfaction

88% of employees understand how their job impacts TDOT's mission of a safe and reliable transportation system

76% of employees find their work to be meaningful

↑ Professional Development and Career Path

Over 80%

of employees indicated a high level of job security in their employment with TDOT

69%

of employees are aware of training and professional development opportunities available at TDOT

44%

of respondents have recently considered leaving TDOT due to:

Persistent lack of engagement in employee career advancement.

A pessimistic view of career advancement opportunities at TDOT.

The phrase "no path" was often cited among employees who voiced concerns about their professional growth. This is why we are focusing on our people through EPIC!

↑ Communication

There is a perception among a large group of employees that TDOT has too much gossip and uncertainty among its employees from all levels and regions across the state.

There is a perception that most communication occurring from higher levels of leadership is too often in email format.

↑ Supervisor Support

79% of employees are satisfied with their direct supervisor

More than 75% of employees indicated that:

- they had a good relationship with their supervisor.
- their supervisor is fair and consistent with treatment of employees.
- their supervisor communicates regularly.
- they can openly raise concerns with supervisor.
- their supervisor values their opinion.
- their supervisor empowers employees to make decisions related to their job.

↑ Teamwork

58% of employees stated that projects are managed well across teams

Almost 62% of employees stated that it is easy to collaborate across teams at TDOT.

↑ Leadership/Strategic Initiatives

42% of employees feel that leadership give staff a clear picture of the direction in which TDOT is headed

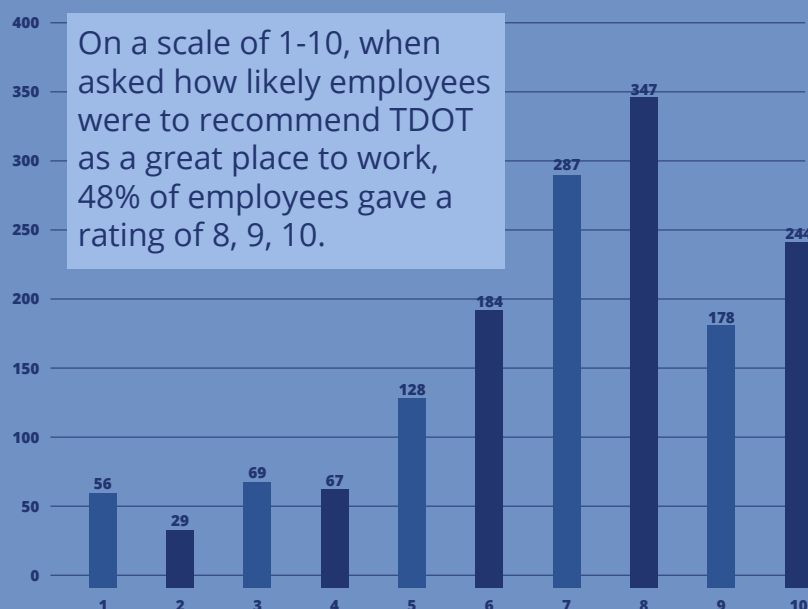
↑ Employee Experience

More than 75% of employees indicated a high level of employee satisfaction with the workplace culture in their division or functional area.

44% of employees feel that employee engagement initiatives are promoted regularly by TDOT.

58% of employees describe TDOT as having a comfortable, supportive work environment.

57% of employees believe that TDOT delivers a high standard of work to the customer.



We have already made strides towards improving our employees overall workplace experience through:

