

Survey Results: Employee Satisfaction

Survey Info - This survey was sent on behalf of the City of Novi to the FlashVote community for Novi Employees, MI.

These FlashVote results are shared with local officials

180

Participants since survey started on Dec 7, 2023 3:21pm EST

Margin of error: $\pm 7\%$

Applied Filter:

All Responses

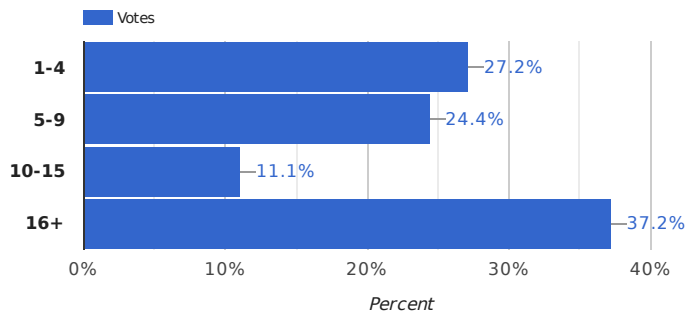
Participants for filter:

180

Q1 How many years have you worked for the City of Novi?

(180 responses)

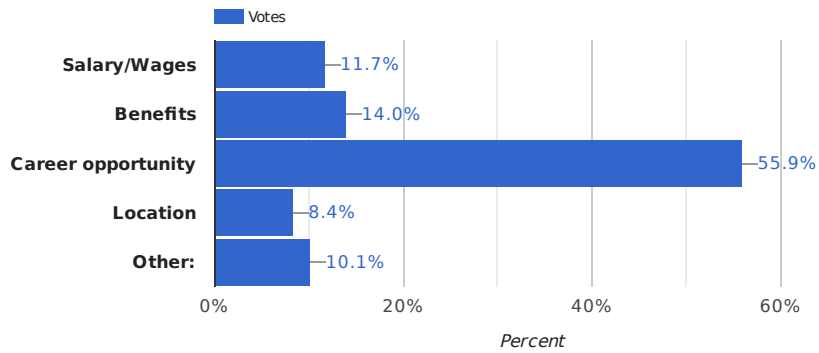
Options	Votes (180)
1-4	27.2% (49)
5-9	24.4% (44)
10-15	11.1% (20)
16+	37.2% (67)



Q2 What is the main reason you took the job you have here?

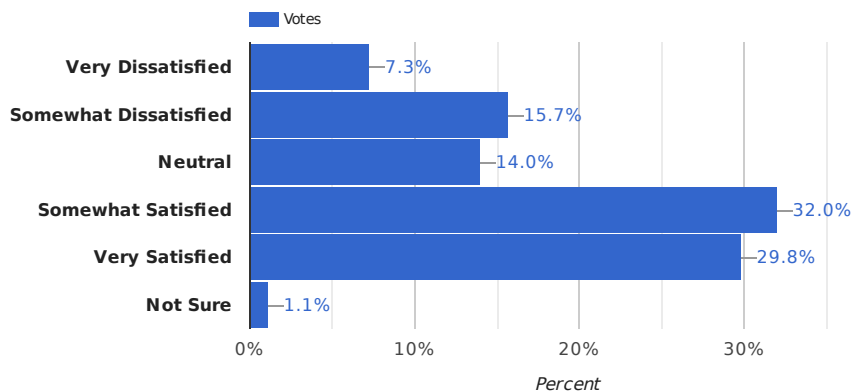
(179 responses)

Options	Votes (179)
Salary/Wages	11.7% (21)
Benefits	14.0% (25)
Career opportunity	55.9% (100)
Location	8.4% (15)
Other:	10.1% (18)

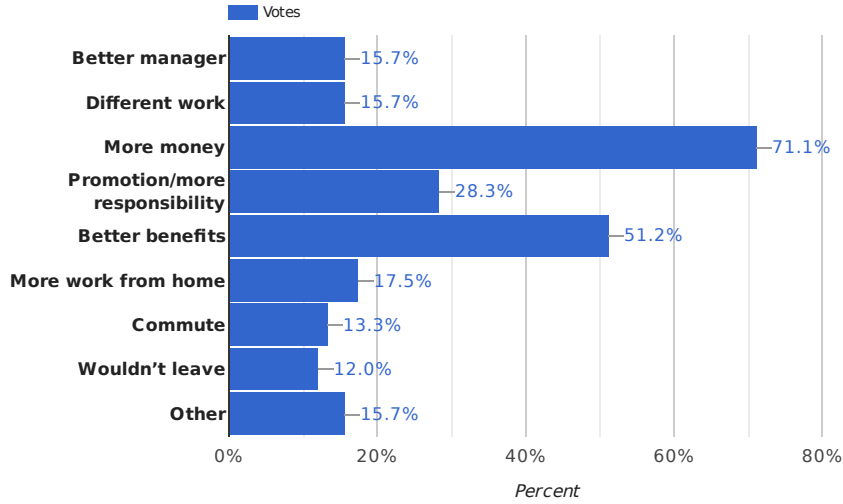


Q3 How would you rate your overall satisfaction at work?
(178 responses)

Options	Votes (178)
Very Dissatisfied	7.3% (13)
Somewhat Dissatisfied	15.7% (28)
Neutral	14.0% (25)
Somewhat Satisfied	32.0% (57)
Very Satisfied	29.8% (53)
Not Sure	1.1% (2)



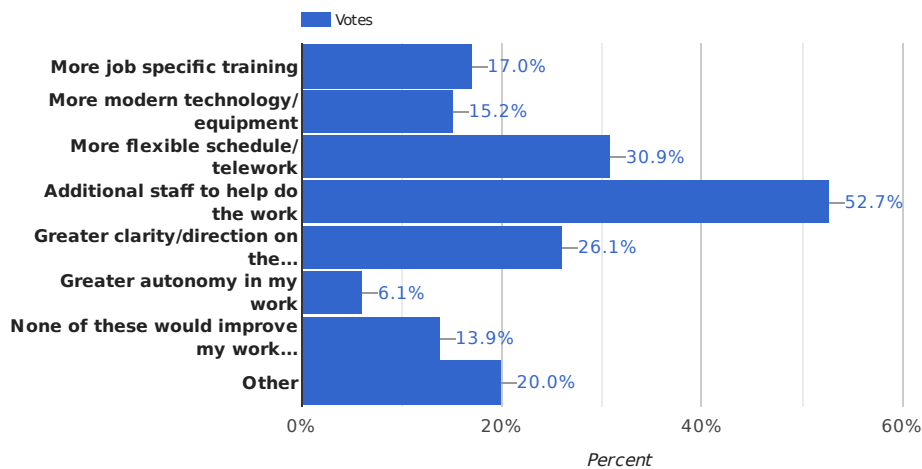
Options	Votes (166)
Promotion/more responsibility	28.3% (47)
Better benefits	51.2% (85)
More work from home	17.5% (29)
Commute	13.3% (22)
Wouldn't leave	12.0% (20)
Other	15.7% (26)



Q7 Besides pay and benefits, which of the following would improve your work satisfaction the most? (You can choose up to THREE, if any)

(165 responses)

Options	Votes (165)
More job specific training	17.0% (28)
More modern technology/equipment	15.2% (25)
More flexible schedule/telework	30.9% (51)
Additional staff to help do the work	52.7% (87)
Greater clarity/direction on the City's goals	26.1% (43)
Greater autonomy in my work	6.1% (10)
None of these would improve my work satisfaction	13.9% (23)
Other	20.0% (33)



Q8 What 3 to 5 words best describe our current work culture?

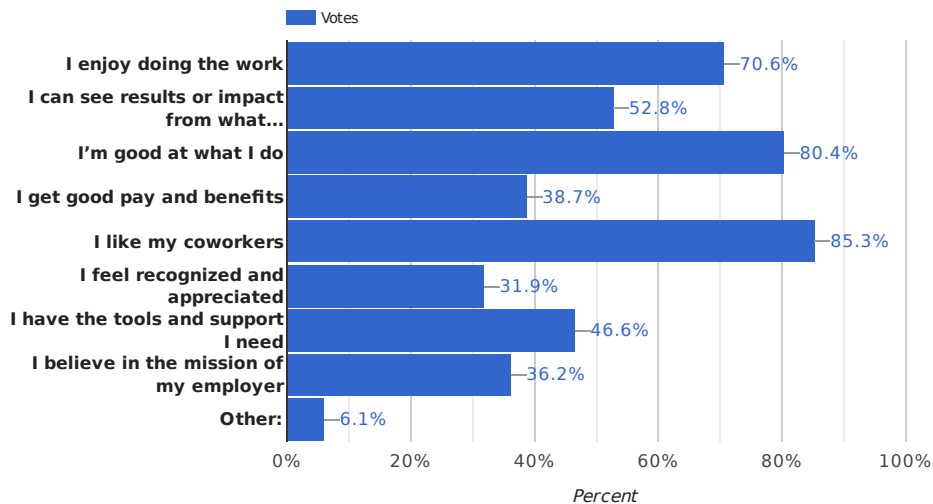
(114 responses)



Q9 Which of the following are TRUE for your job at the City of Novi? (Choose all that apply)

(163 responses)

Options	Votes (163)
I enjoy doing the work	70.6% (115)
I can see results or impact from what I do	52.8% (86)
I'm good at what I do	80.4% (131)
I get good pay and benefits	38.7% (63)
I like my coworkers	85.3% (139)
I feel recognized and appreciated	31.9% (52)
I have the tools and support I need	46.6% (76)
I believe in the mission of my employer	36.2% (59)
Other:	6.1% (10)



chief department well administration 90
 agree better benefits
 mostly fiscally good feel workers high people pd
 needs city cc staff available attainable union
 work whim pay great current
 aren turn responsible asks co
 mission affects

Q10 If you could change anything to improve our organization, what would you change?
 (120 responses)

higher better department manager
 administration police hire pay city need increase
 way like think job feel people staff
 change employee time come
 quality office wage best
 great hr position work benefit less
 help make staffed improve current stay