

2019



Annual Employee Survey (AES) Report

Surface Transportation Board

FIELD PERIOD	May 23 - July 5, 2019
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	74
NUMBER OF SURVEYS ADMINISTERED	105
RESPONSE RATE	70.5%

43 items identified as **strengths** (65% positive or higher)

1 item identified as **challenges** (35% negative or higher)

Engagement Index Score

2019 ENGAGEMENT INDEX

70%

LEADERS LEAD

60%

SUPERVISORS

81%

INTRINSIC WORK EXPERIENCE

69%

Highest % Strongly Disagree Items

Select: Highest % Strongly Disagree

- Q23** In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. **16%**
- Q53** In my organization, senior leaders generate high levels of motivation and commitment in the workforce. **15%**
- Q67** How satisfied are you with your opportunity to get a better job in your organization? **14%**
- Q66** How satisfied are you with the policies and practices of your senior leaders? **12%**
- Q30** Employees have a feeling of personal empowerment with respect to work processes. **12%**

Highest % Strongly Disagree Items

Select: Highest % Strongly Disagree

- Q23** In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. **16%**
- Q53** In my organization, senior leaders generate high levels of motivation and commitment in the workforce. **15%**
- Q67** How satisfied are you with your opportunity to get a better job in your organization? **14%**
- Q66** How satisfied are you with the policies and practices of your senior leaders? **12%**
- Q30** Employees have a feeling of personal empowerment with respect to work processes. **12%**