

# Survey Report #10

Fall 2014 Quarterly Questionnaire



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# About

## The Survey

This Survey Report presents findings of a *PSRPanel* online survey about work and family balance in the public and nonprofit sectors.

The survey was conducted in October 2014, and included online responses from 170 panelists.

## The Panel

The Public Service Research Panel, *PSRPanel*, is an online community of public service professionals who sign up to participate in occasional web-based surveys and studies about the important work they do and the organizations they help lead.

It is important to point out that the panel is not a random sample, and thus the results are not scientifically projectable to a larger population.

For more information visit [www.psrpanel.org](http://www.psrpanel.org) or email [psrpanel@rutgers.edu](mailto:psrpanel@rutgers.edu)

# 1. Where do you currently work?

#	Answer	Bar	Response	%
1	Federal government		18	10.84%
2	State government		33	19.88%
3	Local government		40	24.10%
4	Nonprofit organization		34	20.48%
5	Private company or business		11	6.63%
6	Independent consulting or self-employed		11	6.63%
7	Not currently working / retired / student		14	8.43%
8	Other (specify)		5	3.01%
	Total		166	100.00%




### Other (specify)

- public university
- university
- school district
- University







## 2. What is the approximate size of your organization?

#	Answer	Bar	Response	%
1	Less than 20 employees		19	13.57%
2	20-99 employees		26	18.57%
3	100-299 employees		13	9.29%
4	300-500 employees		14	10.00%
5	More than 500 employees		68	48.57%
	Total		140	100.00%

### 3. Which of the following best describes your current management responsibilities?

#	Answer	Bar	Response	%
1	Top manager		35	25.36%
2	Middle manager		36	26.09%
3	Team leader		19	13.77%
4	Supervisor		12	8.70%
5	None (not a manager or supervisor)		36	26.09%
	Total		138	100.00%

## 4. How long have you held this position?

#	Answer	Bar	Response	%
1	Less than 1 year		20	14.39%
2	1-3 years		48	34.53%
3	4-5 years		13	9.35%
4	6-10 years		31	22.30%
5	11-20 years		21	15.11%
6	More than 20 years		6	4.32%
	Total		139	100.00%

## 5. To what extent do you agree, or disagree, with the following statements:

#	Question	Disagree completely	Disagree somewhat	Agree somewhat	Agree completely	Response	Average Value
1	My employer has made me aware of the legal rights of workers with caregiving responsibilities.	31	29	40	26	126	2.48
2	My employer has a policy in place to prevent unlawful discrimination against caregivers.	22	18	43	42	125	2.84
3	My employer makes it a priority for managers to be aware of and comply with the organization's work-life policies.	17	31	43	34	125	2.75
4	My employer responds effectively to complaints of discrimination from caregivers.	14	19	59	29	121	2.85

## 6. To what extent do you agree, or disagree, with the following statements:

#	Question	Disagree completely	Disagree somewhat	Agree somewhat	Agree completely	Response	Average Value
1	My employer's policies related to hiring disadvantage workers with caregiving responsibilities.	28	25	37	11	101	2.31
2	My employer's policies related to promotion disadvantage workers with caregiving responsibilities.	29	24	37	9	99	2.26
3	My employer's policies related to pay disadvantage workers with caregiving responsibilities.	30	28	34	8	100	2.20
4	My employer's policies related to benefits and leave disadvantage workers with caregiving responsibilities.	32	22	36	11	101	2.26



## 7. To what extent do you agree, or disagree, with the following statements:

#	Question	Disagree completely	Disagree somewhat	Agree somewhat	Agree completely	Response	Average Value
2	My employer recruits people with caregiving responsibilities.	19	26	46	9	100	2.45
3	My employer encourages employees to request flexible work arrangements.	22	30	32	18	102	2.45
4	My employer promotes a workplace culture that respects employees' personal lives and obligations.	11	19	45	28	103	2.87
5	My employer offers support and resources to employees with caregiving responsibilities.	15	22	45	19	101	2.67

## 8. To what extent do you agree, or disagree, with the following statements:

#	Question	Disagree completely	Disagree somewhat	Agree somewhat	Agree completely	Response	Average Value
1	My employer provides training to all workers, regardless of whether or not they are caregivers.	8	13	30	50	101	3.21
2	My employer ensures all employees have equal opportunity to participate in high-profile work assignments that will enhance their careers.	16	22	30	33	101	2.79
3	My employer provides equal access to workplace networks.	10	15	40	35	100	3.00
4	In my organization, leaders generate high levels of motivation and commitment in the workforce.	22	25	33	21	101	2.52

## 9. To what extent do you agree, or disagree, with the following statements:

#	Question	Disagree completely	Disagree somewhat	Agree somewhat	Agree completely	Response	Average Value
1	My employer provides reasonable personal leave to engage in caregiving, even if they are not required to do so by the Family and Medical Leave Act.	13	11	38	36	98	2.99
2	My employer provides reasonable sick leave to engage in caregiving, even if they are not required to do so by the Family and Medical Leave Act.	9	13	39	38	99	3.07
3	My employer makes required overtime as family-friendly as possible, such as allowing employees to schedule overtime in advance so they can arrange for childcare or other caregiving responsibilities.	19	13	31	32	95	2.80

## 10. To what extent do you agree, or disagree, with the following statements:

#	Question	Disagree completely	Disagree somewhat	Agree somewhat	Agree completely	Response	Average Value
1	Salaries and other compensation at my workplace are affected by whether an individual has caregiving responsibilities.	45	24	18	3	90	1.77
2	Performance appraisals of employees at my organization are affected by whether an individual has caregiving responsibilities.	41	22	21	5	89	1.89
3	I feel confident that I could make a complaint about unfair treatment of caregivers without any sort of retaliation.	19	16	31	24	90	2.67
4	Male and female caregivers are treated differently by my employer.	34	27	15	12	88	2.06
5	My employer reassigns job duties that employees cannot perform due to pregnancy or caregiving responsibilities.	14	19	36	19	88	2.68
6	Senior leaders at my workplace demonstrate support for work/life programs	7	18	38	27	90	2.94

# 11. How satisfied are you with the following work/life programs in your organization?

#	Question	Completely dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Completely satisfied	Response	Average Value
1	Telework	27	19	26	16	88	29.35
2	Alternative work schedule	19	17	33	22	91	29.64
3	Health and wellness programs (for example, exercise, medical screening, quit smoking programs)	14	21	31	24	90	29.72
4	Employee Assistance Program (EAP)	11	18	32	26	87	29.84
5	Child care programs (for example, daycare, parenting, classes, parenting support groups)	31	25	23	8	87	29.09
6	Elder care programs (for example, support groups, speakers)	27	31	22	8	88	29.13

## 12. Considering everything, how satisfied are you with the following:

#	Question	Completely dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Completely satisfied	Response	Average Value
1	your job	5	9	49	27	90	17.09
2	your pay	7	25	37	22	91	16.81
3	your organization	6	23	35	26	90	16.90
4	your opportunity to get a better job in your organization	19	29	26	15	89	16.42
5	the policies and practices of your senior leaders	16	24	36	15	91	16.55

## 13. How likely do you think it is that you will leave your employer in the next few years for another job?

#	Question	Responses	Mean
1		83	55.42

# 14. In what ways could your organization better accommodate employees with family or caregiving responsibilities? Feel free to elaborate on any of your answers to previous questions. (Optional)

Text Entry

Support flexible schedules and telecommuting.

Fine as is

I think my organization could implement policies that increase the visibility of people with lifestyles that are not the typical 9-5 person, since we all have challenges at times and workplace flexibility would greatly increase worker sense of well being within a company.

Have plans to handle such issues in advance of need.

Offer pre-tax savings plans, offer telework.

offer flexible work schedules, be more flexible about time needed away from work. Offer support to those who need more flexibility.



Flexible scheduling options are allowed, but executive & senior management prefer to limit the availability. Although there is no prohibition against middle managers to work a flexible schedule, it is not allowed

Your survey is fundamentally flawed in that it does not offer a "don't know" or "not sure" option to any question. Moreover, it seems to automatically assume that the employer actually offers any benefits. My nonprofit is so small that the 3 paid staff add up to less than 2 FTEs. No one has any health benefits, or sick leave, or vacation days. And, we are all the same gender so it is impossible to compare Male/Female. But we do have a lot of latitude in where terms of flexible time as long as the hours meet the agreed upon average. One of us works 10 hours/week, another works 20, and another works 30. Lastly, while I have many reservations about the future of this organization and how long I might stay, the dissatisfaction is only partly explained by the lack of benefits. I knew what I signed up for when I took the job.

Our organization is quite small and does not have a personnel department - or formal programs like childcare -- they do have a very flexible work hours - schedule's can be flexed pretty much at will provided that there is consent from the immediate supervisor







They should give us more sick leave to accrued

# 15. Are you...






#	Answer	Bar	Response	%
1	Male		43	48.86%
2	Female		45	51.14%
	Total		88	100.00%








## 16. What is your age?

#	Answer	Bar	Response	%
1	19 or under		0	0.00%
2	20-29		6	6.67%
3	30-39		17	18.89%
4	40-49		23	25.56%
5	50-59		29	32.22%
6	60-69		12	13.33%
7	70 or older		3	3.33%
	Total		90	100.00%






## 17. Do you consider yourself to be...

#	Answer	Bar	Response	%
1	White		61	68.54%
2	Black		9	10.11%
3	Hispanic		8	8.99%
4	Asian		4	4.49%
5	Other		7	7.87%
	Total		89	100.00%

## 18. What is the highest level of education you have completed?

#	Answer	Bar	Response	%
1	Less than High School		0	0.00%
2	High School / GED		0	0.00%
3	Some College		1	1.11%
4	2-year College Degree		0	0.00%
5	4-year College Degree		10	11.11%
6	Masters Degree		64	71.11%
7	Doctoral Degree		7	7.78%
8	Professional Degree (JD, MD)		8	8.89%
	Total		90	100.00%

## 19. Where do you currently live?



#	Answer	Bar	Response	%
1	Northeast (US)		35	38.89%
2	South (US)		18	20.00%
3	Midwest (US)		13	14.44%
4	West (US)		22	24.44%
5	Outside the US (please specify country)		2	2.22%
	Total		90	100.00%

### Outside the US (please specify country)







Australia

Netherlands

## 20. Would you consider yourself to be politically...

#	Answer	Bar	Response	%
1	Very liberal		13	14.44%
2	Liberal		30	33.33%
3	Moderate		35	38.89%
4	Conservative		8	8.89%
5	Very conservative		4	4.44%
	Total		90	100.00%

## 21. Please indicate whether you have caregiving responsibilities, or consider yourself a caregiver, for any of the following people (check all that apply):

#	Answer	Bar	Response	%
1	Children under 6 years of age		10	16.39%
2	Children 6-12 years of age		18	29.51%
3	Children 13-18 years of age		19	31.15%
4	An elderly parent or relative		19	31.15%
5	Other (specify):		8	13.11%
6	A family member with special needs		5	8.20%
	Total		79	100.00%

### Other (specify):

None  
responsibilities ended recently w/death of parent  
Nil - not a caregiver  
Soon to be 6 to 12 years of age range  
none



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