

Conclusions and Recommendations

Analysis of the 104 responses to the 2013 HLSCC Employee Climate Survey has provided information to form the following conclusions:

There was general agreement by a majority of employees that the College does the following well:

- Meets their needs as employees;
- Fosters a culture where an overwhelming number of employees take pride in their work and a vast majority feel that the work they do is valuable to the College;
- Maintains respect in the community;
- Clearly defines who is responsible for each operation and service at the College;
- Provides satisfactory teaching facilities
- Has a good quality of existing academic programmes;
- Has Heads of Administrative Units & Deans or Heads of Academic Units with the right amount of involvement in planning and decision making;
- Creates a climate where employees are comfortable talking to their supervisor about work or job related concerns;
- Provides a good level of personal support for employees;
- Maintains reasonable workloads, fair pay and benefits which meet employee needs, with the caveat that employees aged 40 and under tend to be less satisfied with their workload and compensation than their older colleagues.
- Provides adequate opportunities for advancement, training and development, particularly to Faculty members
- Engages employees who have high levels of personal fulfilment and job satisfaction and enjoy working with Students. Provides practical benefits, and a good working environment, with mainly harmonious colleague relationships and good opportunities for employees.

There was general agreement by a majority of employees that the college needs to improve on the following:

- Efficiency in lines of communication;
- Employee morale;
- The overall spirit of teamwork;
- Opportunities to engage in employee team-building and social activities;
- Fairness and equality;
- Transparency and consistency in procedures for employee induction, orientation, performance evaluation and recognizing employee achievements;
- The development of new academic programmes;
- Transparency, communication and consistency in planning and decision making;
- The provision of adequate resources (budget and staff) to departments and divisions;