

Question 3 – Non identifiable questions regarding Exit interviews Qualtrics September 2020 – September 2021

Employment type:

Professional/General Staff: 82 staff

Academic: 13 staff

Employment Status:

Continuing Full Time: 38

Continuing Part time: 25

Fixed Term – Greater than 12 months: 32

Time at UC:

10 years or more: 20

Between 1 and less than 2 years: 11

Between 2 and less than 5 years: 24

Between 5 and less than 10 years: 13

Less than a year: 27

(Not everyone answered this)

Reason for leaving UC:

Career break: 4

Other: 27

Retirement: 14

Take up new role/ promotion: 45

Study: 5

Please rate the following aspects of Organisational Culture at UC: - I felt that my immediate work area/team were engaged, connected and supportive of one another

Strongly agree: 40

Agree: 27

Neither Agree or Disagree: 12

Disagree: 7

Strongly Disagree: 3

Blanks: 6

Please rate the following aspects of Organisational Culture at UC: - I felt that my college/service unit was positive and inclusive

Strongly agree: 26

Agree: 30

Neither Agree or Disagree: 15

Disagree: 14

Strongly Disagree: 2

Blanks: 8

Please rate the following aspects of Organisational Culture at UC: - I felt that the culture of UC was positive and inclusive:

Strongly agree: 16

Agree: 39

Neither Agree or Disagree: 17

Disagree: 9

Strongly Disagree: 6

Blanks: 8

Please rate the following aspects of Organisational Culture at UC: - I felt supported within the UC community

Strongly agree: 19

Agree: 35

Neither Agree or Disagree: 22

Disagree: 7

Strongly Disagree: 5

Blanks: 7

Please rate the following aspects of Organisational Culture at UC: - I felt connected and engaged within the UC community

Strongly agree: 15

Agree: 29

Neither Agree or Disagree: 28

Disagree: 14

Strongly Disagree: 2

Blanks: 7

Please rate the following aspects of Management and Leadership at UC: - I felt supported by my Manager/Supervisor

Strongly agree: 42

Agree: 25

Neither Agree or Disagree: 10

Disagree: 4

Strongly Disagree: 6

Blanks: 8

Please rate the following aspects of Management and Leadership at UC: - I felt that the work/research I did was recognised and valued by my Manager/Supervisor

Strongly agree: 35

Agree: 30

Neither Agree or Disagree: 12

Disagree: 6

Strongly Disagree: 3

Blanks: 9

Please rate the following aspects of Management and Leadership at UC: - I felt encouraged to improve processes and try new ways of doing things

Strongly agree: 33

Agree: 27

Neither Agree or Disagree: 15

Disagree: 7

Strongly Disagree: 4

Blanks: 9

Please rate the following aspects of Management and Leadership at UC: - I was encouraged to develop my skills and abilities

Strongly agree: 29

Agree: 25

Neither Agree or Disagree: 14

Disagree: 11

Strongly Disagree: 6

Blanks: 10

Please rate the following aspects of Management and Leadership at UC: - I had confidence in the Senior Leadership Team

Strongly agree: 18

Agree: 17

Neither Agree or Disagree: 16

Disagree: 7

Strongly Disagree: 3

Blanks: 9

Please rate the following aspects of Professional Development at UC: - My professional development and career progression was enhanced by working at UC

Strongly agree: 13

Agree: 22

Neither Agree or Disagree: 11

Disagree: 13

Strongly Disagree: 2

Blanks: 9

Please rate the following aspects of Professional Development at UC: - UC provided an environment in which I was able to perform to the best of my abilities

Strongly agree: 13

Agree: 18

Neither Agree or Disagree: 16

Disagree: 10

Strongly Disagree: 4

Blanks: 9

Please rate the following aspects of Professional Development at UC: - I was engaged with/participated in the annual PD&R process

Strongly agree: 8

Agree: 13

Neither Agree or Disagree: 22

Disagree: 3

Strongly Disagree: 16

Blanks: 8

Please rate the following in relation to Remuneration and Benefits at UC: - I felt that I was remunerated appropriately for the work I did

Strongly agree: 11

Agree: 29

Neither Agree or Disagree: 9

Disagree: 8

Strongly Disagree: 4

Blanks: 9

Please rate the following in relation to Remuneration and Benefits at UC: - I was happy with the range of employee benefits available to me

Strongly agree: 19

Agree: 28

Neither Agree or Disagree: 8

Disagree: 3

Strongly Disagree: 3

Blanks: 9

Please rate the following in relation to Remuneration and Benefits at UC: - Remuneration and benefits information was easily accessible to me

Strongly agree: 21

Agree: 25

Neither Agree or Disagree: 10

Disagree: 3

Strongly Disagree: 2

Blanks: 9

Please rate the following in relation to Health, Safety and Wellbeing at UC: - I was provided with sufficient information about my health and safety responsibilities on campus

Strongly agree: 30

Agree: 22

Neither Agree or Disagree: 6

Disagree: 3

Strongly Disagree: This option was not provided for this question

Blanks: 9

Please rate the following in relation to Health, Safety and Wellbeing at UC: - I was informed who our department Health & Safety representative was

Strongly agree: 33

Agree: 20

Neither Agree or Disagree: 4

Disagree: 3

Strongly Disagree: 1

Blanks: 9

Please rate the following in relation to Health, Safety and Wellbeing at UC: - The importance of my wellbeing was recognised by UC

Strongly agree: 23

Agree: 19

Neither Agree or Disagree: 10

Disagree: 4

Strongly Disagree: 5

Blanks: 9

Tangata TĀ«, Tangata Ora: Engaged, Empowered, Making a difference: - I have valued my time at UC

Strongly agree: 28

Agree: 26

Neither Agree or Disagree: 6

Disagree: This option was not provided for this question

Strongly Disagree: 1

Blanks: 9

Tangata TĀ«, Tangata Ora: Engaged, Empowered, Making a difference: - I would recommend UC as a place to work

Strongly agree: 26

Agree: 22

Neither Agree or Disagree: 8

Disagree: 2

Strongly Disagree: 3

Blanks: 9

Tangata TĀ«, Tangata Ora: Engaged, Empowered, Making a difference: - I would recommend UC as a place to study

Strongly agree: 29

Agree: 24

Neither Agree or Disagree: 8

Disagree: This option was not provided

Strongly Disagree: This option was not provided

Blanks: 9

Tangata TĀ«, Tangata Ora: Engaged, Empowered, Making a difference: - I felt that the work/research I did contributed to the vision and direction of UC

Strongly agree: 20

Agree: 24

Neither Agree or Disagree: 10

Disagree: 4

Strongly Disagree: 2

Blanks: 10

Tangata TĀ«, Tangata Ora: Engaged, Empowered, Making a difference: - UC is positively contributing to society on a local, national and international level

Strongly agree: 24

Agree: 21

Neither Agree or Disagree: 15

Disagree: 1

Strongly Disagree: This option was not provided for this question

Blanks: 9