The Pulse Survey is your chance to voice your concerns, share your thoughts, and help make your agency a more inclusive and welcoming place to work. The feedback you give informs policy and workforce decisions that improve the employee experience statewide. Many of the Next Level policies announced by Governor Eric J. Holcomb in early 2022 were a result of feedback collected from previous Pulse Surveys.

Why measure engagement?

Employee engagement is a measurement of an employee's commitment to their organization, role, manager, and co-workers. Because engagement drives performance, employers should regularly measure and make efforts to improve engagement. Highly engaged employees give more effort, have higher productivity, work safer and more efficiently, and stay with the state longer. Agencies can use the information gleaned from the Pulse Survey Results Dashboard to create targeted action plans which seek to improve engagement in 1-3 areas.

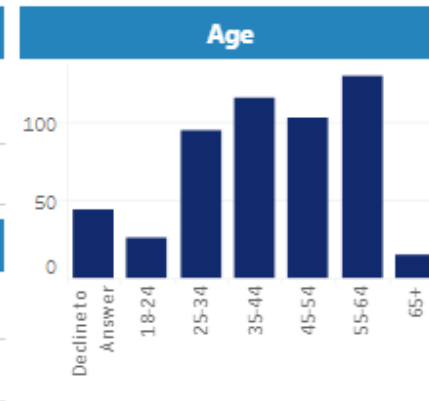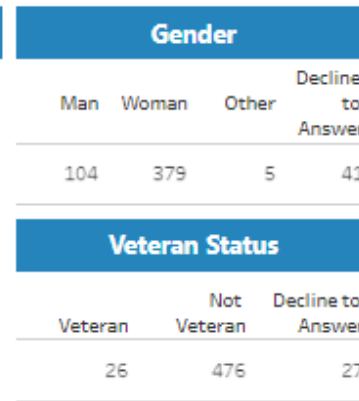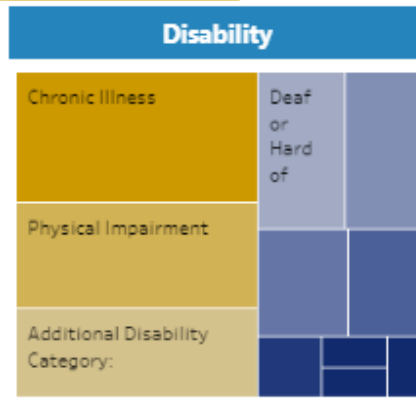# Indiana Department of Health
2022 Pulse Results
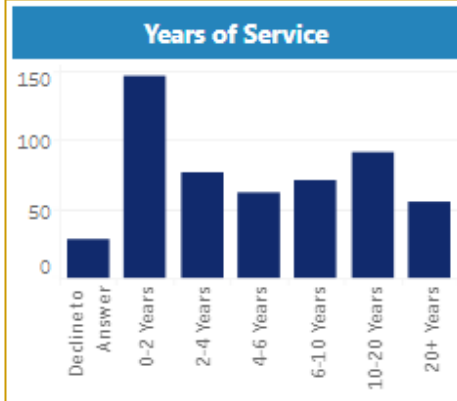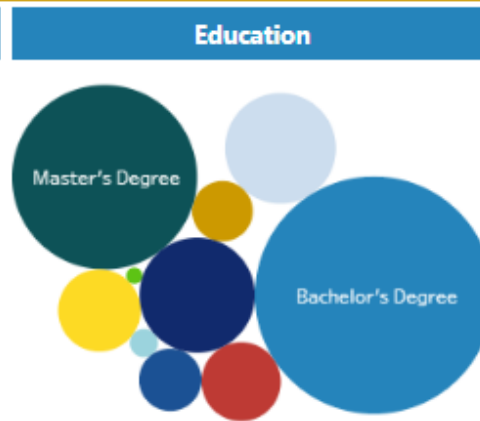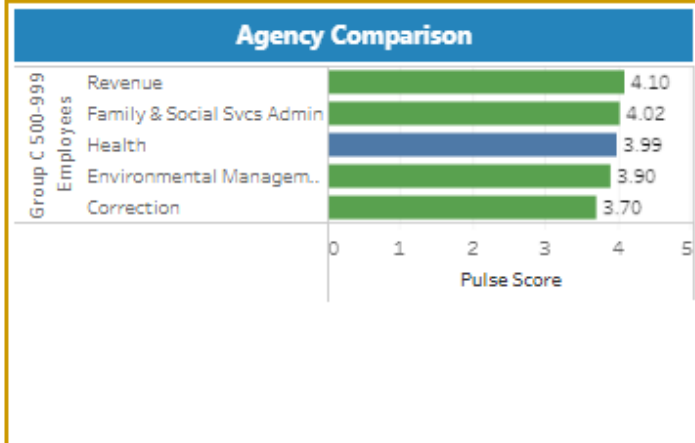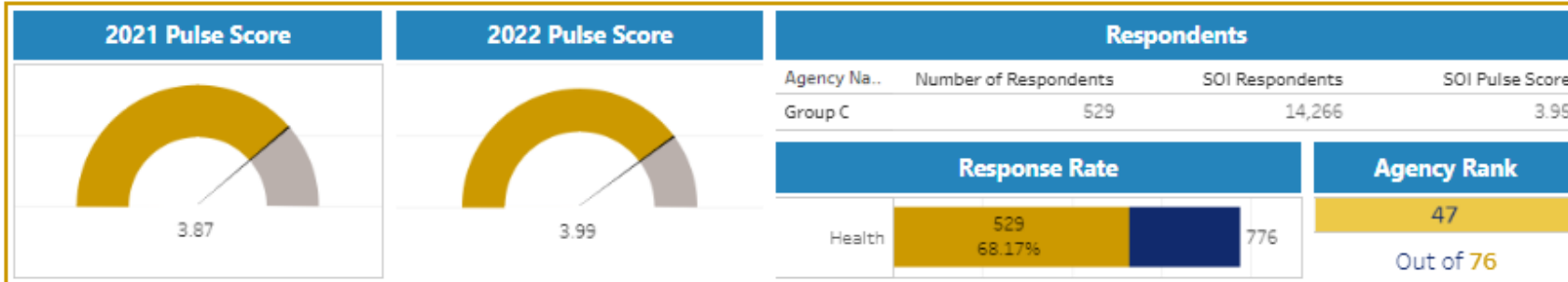
IDOH 2022 Pulse Survey Results

- 529 IDOH Respondents (employees, contractors, interns)

- These results are specific to IDOH.

- Our Pulse Score increased!

- The agency comparison is specific to other business units that are similar in size to IDOH. NOTE: FSSA and DOC are listed because they have more than one business unit within both agencies.

- Agency rank is out of all state agencies, not just those similar in size.

- PULSE SCORES:
  - > 4.0 = Engaged
  - 3.0 - 4.0 = Not Engaged
  - < 3.0 = Actively Disengaged

Question Clusters

These questions relate to the different engagement needs of employees. The scores below combine each cluster. The next page details each individual question and its associated score.

IDOH + comparable agencies

IDOH only (2022)

IDOH + comparable agencies

Agency
Health ▾

Peer Group
Group C 500-999 Employees ▾

Responses

2021 Averages	Cluster Distribution				SOI Averages
4.0	Basic Needs		50.9%	4.2 36.7%	4.1
3.8	Individual Needs & Contributions	12.2%	39.8%	4.0 36.5%	3.9
3.8	Teamwork & Belonging	16.4%	43.5% 3.9	29.0%	3.8
3.9	Growth & Potential		48.7%	4.0 32.7%	4.0

IDOH only

Question Distribution

Questions		
Diverse identities and ways of thinking are valued in my workgroup.		3.8
I feel a sense of belonging and inclusion at work.		3.8
I have access to opportunities at work that allow me to learn and grow.		3.7
I have access to the equipment and information needed to do my job well.		4.0
I plan to leave the State of Indiana as an employer within the next year.	2.4	
I receive meaningful recognition when I do good work.		3.7
I receive timely feedback from my supervisor regarding my performance.		3.9
I seek opportunities to improve my performance.		4.4
I understand what is required to be successful in my role.		4.3
I work with someone I consider a close friend.		3.5
I would recommend the State of Indiana as a great place to work.		3.4
My peers are committed to continuous improvement.		3.8
My supervisor, or another leader, encourages my professional development.		4.2
My supervisor, or someone at work, seems to care about me as a person.		4.3
My work is meaningful and contributes to the goals of my agency.		4.4

IDOH only

Target Areas

Agency: Health
Peer Group: Group C 500-999 Employees

Top Areas of Engagement

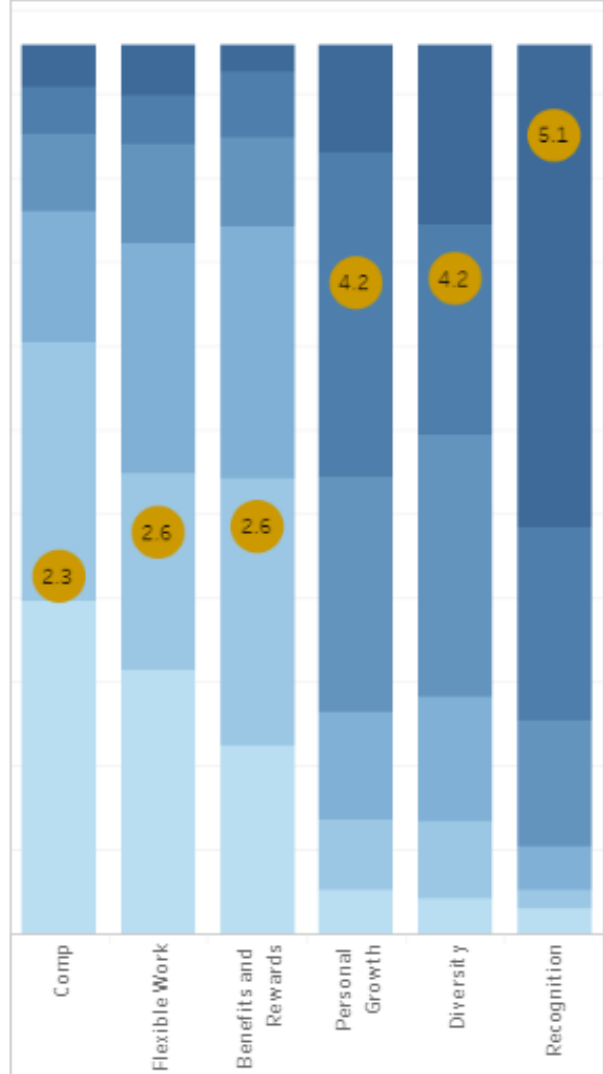| Questions		SOI Scores
I seek opportunities to improve my performance.	4.37 ↑	4.28
My work is meaningful and contributes to the goals of my agency.	4.35 ↑	4.26
I understand what is required to be successful in my role.	4.32 ↑	4.29

Top Areas of Opportunity

Questions		
I receive meaningful recognition when I do good work.	3.73 ↑	3.68
I have access to opportunities at work that allow me to learn and grow.	3.73 ↓	3.78
I work with someone I consider a close friend.	3.53 ↓	3.58

Measure of Engagement

Agency Engagement	30.70%	55.55%	13.75%
SOI Engagement	28.34%	57.92%	13.74%

Employment Priority

Comp: 2.3
Flexible Work: 2.6
Benefits and Rewards: 2.6
Personal Growth: 4.2
Diversity: 4.2
Recognition: 5.1

A rank of 1 is the highest priority and a rank of 6 is the lowest priority.

Data as of 4/6/2022 3:29:03 PM

Provided by INSPD

Term	Definition	Example
Age	Self reported age range from the survey: 18-24, 25-34, 35-44, 45-54, 55-64, 65+, or Decline to Answer.	Someone who is 32 years old will fall under the 25-34 category.
Agency Rank	Calucated using the Pulse Score, putting the scores in order from highest to lowest this rank will say how the agency com...	With a Pulse Score of 4.19, the Budget Agency ranks 27th out of 74 agencies that took the survey.
Cluster	Grouping of the questions from the Pulse Survey: Basic Needs, Individual Needs & Contributions, Teamwork and Bel...	The questions: I have access to the equipment and information needed to do my job well. & I understand what is required to be successful in my rol...
Disability	Self reported disability from the survey: Chronic Illness, Deaf, Physcial Impairment, Emotional Distrubance, Learning Disab...	Respondents were allowed to select more than one option as well as report a disability that was not covered in the given categories such as A...
Education	Self reported education level from the survey: Less than High School, High School Graduate, GED or High School, Some Coll...	A majority of the employees for the State of Indiana that completed the Pulse Survey have a Bachelor's Degree
Employment Priority	On the survey respondents were asked to rank the importance of six employment benefits for working with the State of Indi...	For the State of Indiana, Compensation was put first most.
Gender	Self reported gender identity from the survey.: Man, Woman, Gender Fluid, Non-Binary, Transgender (Transman), Transge...	A majority of the employees for the State of Indiana that completed the Pulse Survey identified as Woman.
Measure of Engagement	A distribution of the number of engaged repsonses (4-5), not engaged responses (3), and actively disengaged reponses (1-...	An agency that has their employees select 4 for most of their questions would show a majority Engaged.
Peer Group	A grouping of agencies based off the number of employees. This can be used to compare like agencies.	The Department of Correction has more than 2,500 employees so they are part of Peer Group A.
Pulse Score	The average score (1-5) for the four main categories: Basic Needs, Individual Needs & Constributions, Teamwork & Belo...	An agency scores 4.1 in Basic Needs, 3.9 in Individual Needs, 3.8 in Teamwork & Belonging, and 4.0 in Growth & Potential will have a Pulse S...
Race	Self reported race from the survey: White, Black, Asian, Hispanic, American Indian, North African, Pacific Islander, T...	If someone did not identify as one of the given categories, they would type in their self identified racial category such as African American & Asi...
Response Rate	The comparison of the number of people who were asked to complete the survey and the number of people who complete...	For the State of Indiana, 25,647 employees were asked to complete the survey and 14,171 employees did complete the survey for a response rat...
Top Areas of Engagement	The top three (or more) question scores for the agency (or peer group).	The three questions that have the highest scores for the State of Indiana are: I understand what is required to be successful I my role, I seek oppor...
Top Areas of Opportunity	The bottom three (or more) question scores for the agency (or peerp group).	The three questions that have the lowest scores for the State of Indaina are: My peers are committed to continuous improvement, I receive meani...
Veteran Status	Self reported verteran status from the survey: Active, Active Reserve, Inactive, Retired, Not Applicable, Not Veteran, or D...	If someone is an Active Reserve Military they are counted as a Veteran.
Years of Service	Self reported years of service with the State of Indiana from the survey: 0-2 Years, 2-4 Years, 4-6 Years, 6-10 Years, 10-20...	A majority of the employees for the State of Indiana that completed the Pulse Survey have 0-2 years of service.

Indiana Department of Health
2021 Pulse Results

2021 Agency Score: IDOH only
2021 SOI Score: All state of Indiana agencies
2019 Agency Score: IDOH only

Our Pulse Scores ALL increased or stayed the same from 2019 to 2022!

Top 3 Divisions with the highest Pulse Scores (with over 10 respondents):
1) Trauma & Injury Prevention
2) Women, Infants & Children
3) Epidemiology Resource Center

Agency Pulse Score	3.87	N= 457		
SOI Pulse Score	3.89	N= 8346		
Pulse Score Rank	60			
		2021 Agency Score	2021 SOI Score	2019 Agency Score
Basic Needs				
Q1. I understand what is required to be successful in my role.	4.14 ↓		4.23	4.09
Q2. I have access to the equipment and information needed to do my job well.	3.83 ↓		3.87	3.74
Cluster Score	3.98		4.05	3.92
Individual Needs & Contributions				
Q3. My supervisor, or another leader, encourages my professional development.	3.90 ↓		3.98	3.63
Q4. I feel a sense of belonging and inclusion at work.	3.77 ↓		3.78	3.57
Q5. My supervisor, or someone at work, seems to care about me as a person.	4.19 ↑		4.14	N/A
Q6. I receive meaningful recognition when I do good work.	3.56 ↓		3.60	3.29
Q13. I receive timely feedback from my supervisor regarding my performance.	3.75 ↓		3.79	3.53
Cluster Score	3.84		3.86	3.50
Teamwork & Belonging				
Q7. I work with someone I consider a close friend.	3.42 ↓		3.52	3.42
Q8. My peers are committed to continuous improvement.	3.80 ↑		3.73	3.80
Q9. My work is meaningful and contributes to the goals of my agency.	4.30 ↑		4.26	4.21
Q12. Diverse identities and ways of thinking are valued in my workgroup.	3.78 ↑		3.71	3.55
Cluster Score	3.82		3.81	3.74
Growth & Potential				
Q10. I have access to opportunities at work that allow me to learn and grow.	3.60 ↓		3.71	3.43
Q11. I seek opportunities to improve my performance.	4.26 ↑		4.25	N/A
Cluster Score	3.93		3.98	3.43

Top Three Areas of Engagement (based on Pulse Score)	
Question	Score
Q9. My work is meaningful and contributes to the goals of my agency.	4.30
Q11. I seek opportunities to improve my performance.	4.26
Q5. My supervisor, or someone at work, seems to care about me as a person.	4.19

Top Three Areas of Opportunity (based on Pulse Score)	
Question	Score
Q7. I work with someone I consider a close friend.	3.42
Q6. I receive meaningful recognition when I do good work.	3.56
Q10. I have access to opportunities at work that allow me to learn and grow.	3.60

Other Pulse Items: (results not included in Pulse Score)					
Q14. I plan to leave the State of Indiana as an employer within the next year.	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
	23%	29%	31%	10%	7%
Q15. I would recommend the State of Indiana as a great place to work.	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
	14%	39%	30%	12%	5%

Improvement Suggestions

Top 3 Areas of IDOH Opportunity
1) I receive meaningful recognition when I do good work.
2) I have access to opportunities that allow me to learn and grow.
3) I work with someone I consider a close friend.

IMPROVEMENT SUGGESTIONS

MEANINGFUL RECOGNITION

IDOH Pulse Score: 3.73 Not Engaged

Agency staff may not feel motivated by the recognition they receive, or recognition is inconsistent. How do staff prefer to be appreciated? Not everyone wants a public accolade and this could demotivate those individuals. Find out first! Receiving recognition for doing good work significantly impacts performance and does not always require funds. It can come in the form of verbal kudos, email messages, handwritten notes, certificates, spot bonuses, or perks. It also can come from peers, direct reports, customers, managers, or other stakeholders. Determine what programs, benefits, and/or perks your agency can implement or enhance to show recognition at the individual and team levels.

ACCESS TO OPPORTUNITIES

IDOH Pulse Score: 3.73 Not Engaged

Agency staff may not have consistent access to opportunities to develop their knowledge, skills, abilities, and capabilities. Determine where gaps exist and create a plan to address staff needs. Consider the unique needs of staff and inform them of the available channels to request help or accommodation to improve their use or access to tools and resources.

It is critical for supervisors to encourage, support, and promote the development opportunities for their staff. Permit employees to engage in relevant learning activities during work hours.

WORK FRIENDS

IDOH Pulse Score: 3.53 Not Engaged

Agency staff may not feel personally connected with their coworkers. Having valuable, respectful, and trusted friendships at work can help employees feel supported. Employees are more confident and productive when they have a colleague to celebrate with, lean on, and share encouragement. While agencies cannot create friendships, a sense of community, teamwork, and support can be promoted through employee engagement programs, events, and activities. Review the WHOLE Employee Policy to learn how your agency can invest in employee engagement and health and wellness activities.