

# Exit Survey

## Indiana Department of Health

### 2018 - 2024

Questions or Feedback?

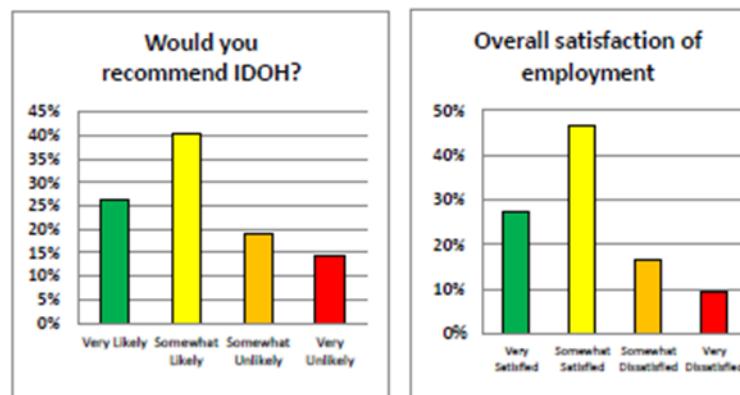
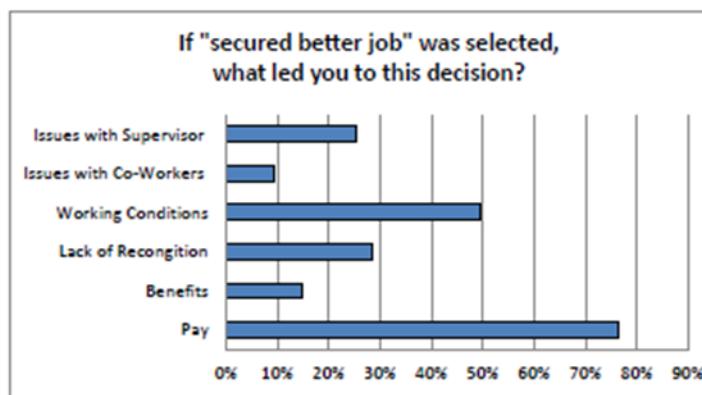
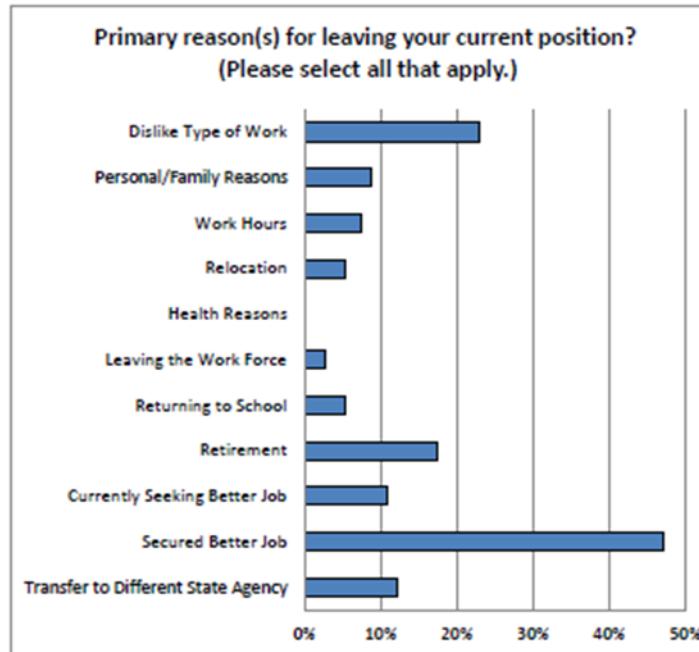
Contact IDOH HR at [HealthHR@spd.in.gov](mailto:HealthHR@spd.in.gov).



Indiana State  
Personnel Department

# Pre – Compensation Study Analysis (1/2)

## exit survey responses from January 2018 through December 2022



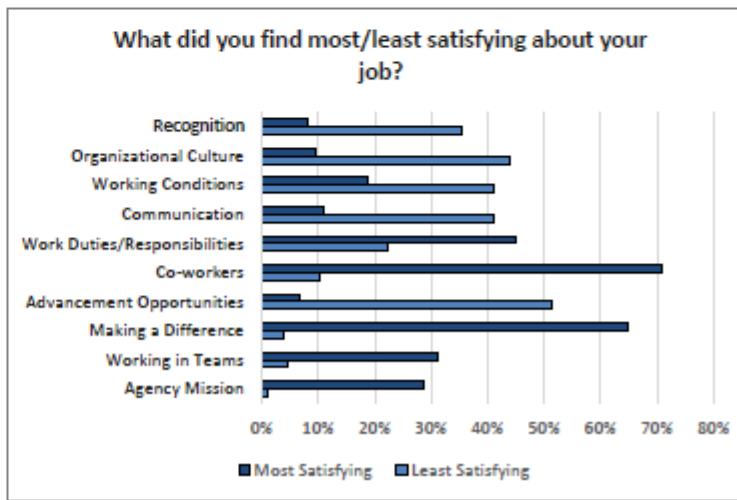
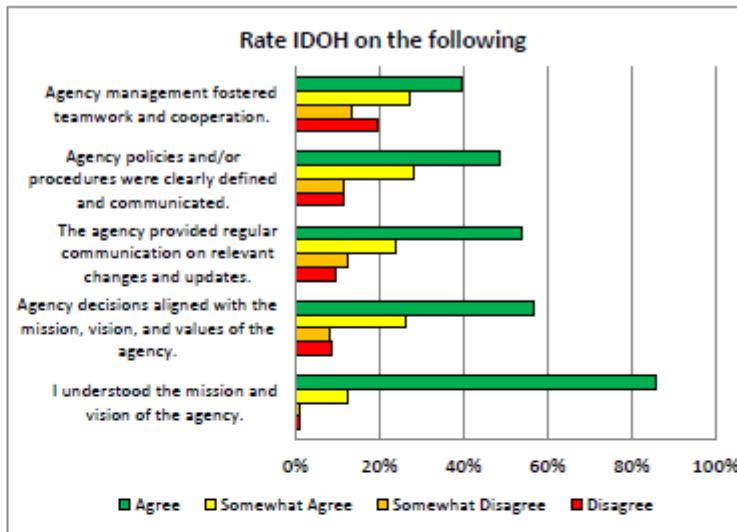
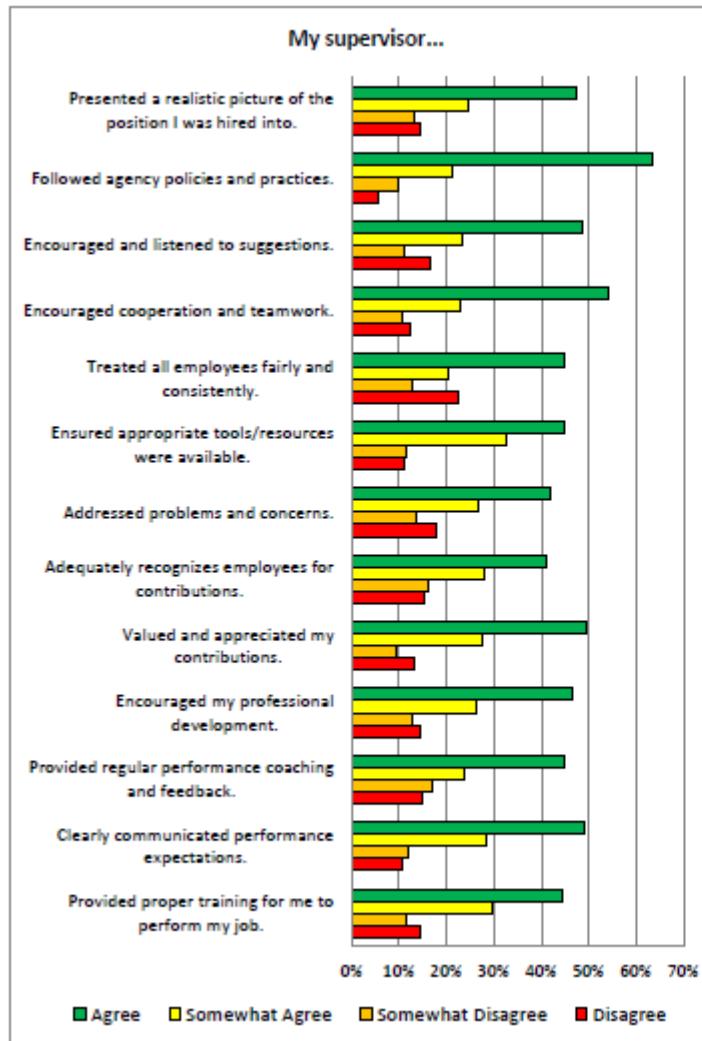
**Summary:** Prior to the implementation of the statewide compensation study in late 2022, IDOH staff indicated their primary reasons for leaving were mostly due to securing a better job and disliking their work. They noted pay as the main contributor when looking for another job followed by working conditions and issues with supervisors. However, most staff would recommend IDOH and were overall satisfied with their employment here.



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# Pre – Compensation Study Analysis (2/2)

## exit survey responses from January 2018 through December 2022



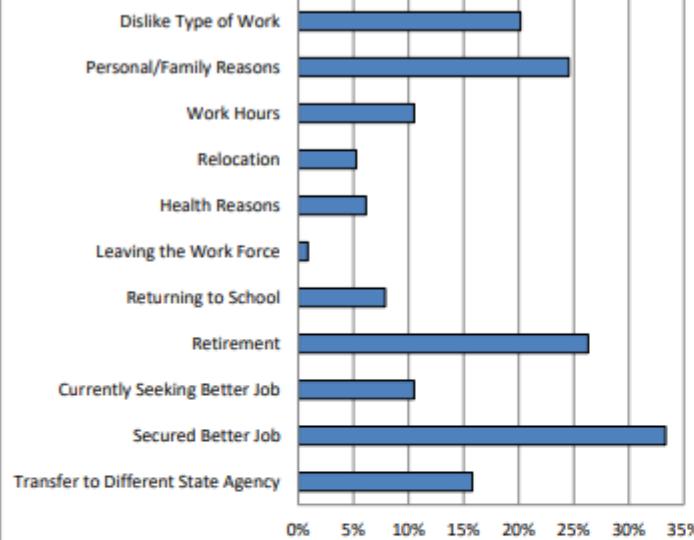
**Summary:** Prior to the implementation of the statewide compensation study in late 2022, IDOH staff were mostly satisfied with their supervisors and IDOH. While still mostly positive responses, areas of opportunity could include recognition, regular feedback, and ensuring problems are addressed and all employees are treated consistently. Overall, IDOH employees found advancement opportunities followed by organizational culture to be least satisfying. They were mostly satisfied with their co-workers and making a difference.



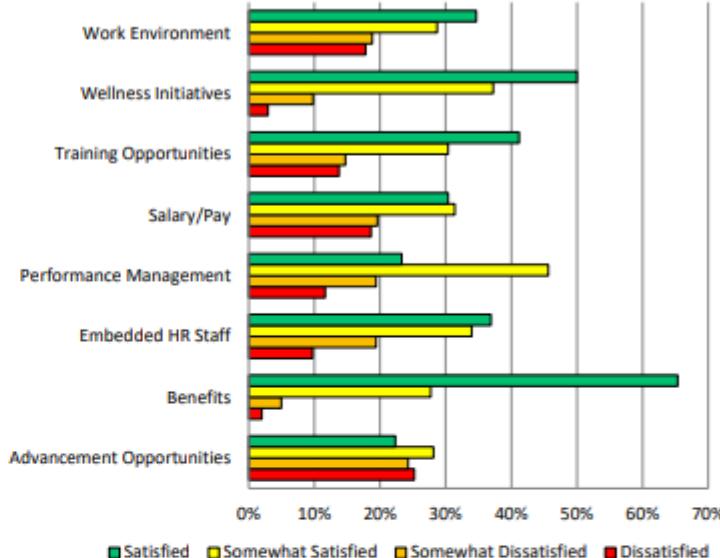
# Post – Compensation Study Analysis (1/2)

## exit survey responses from January 2023 through December 2024

### Primary reason(s) for leaving your current position? (Please select all that apply.)

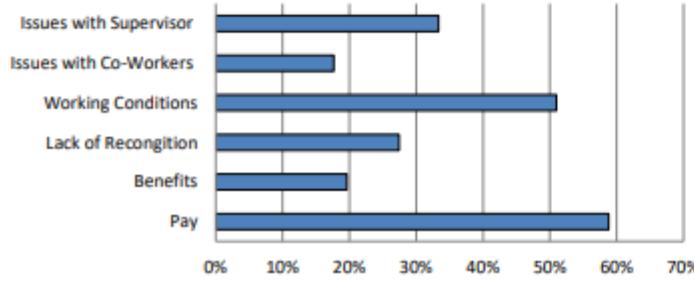


### Overall Employment Experience Satisfaction Rating

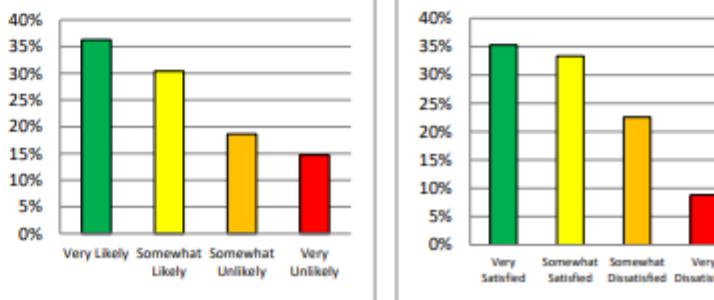


**Summary:** Following the implementation of the statewide compensation study in late 2022, IDOH saw an immediate difference in 2023 exit survey details where the top reason staff chose other employment was due to working conditions instead of pay. By the end of 2024, pay surpassed working conditions in this category. Employees were most satisfied with their benefits and least satisfied with advancement opportunities. Additionally, most staff would recommend IDOH and were overall satisfied with their employment here, especially as compared to pre-comp study exit surveys. Staff who indicated they were very satisfied with their overall employment rose from 30% to 35% this year.

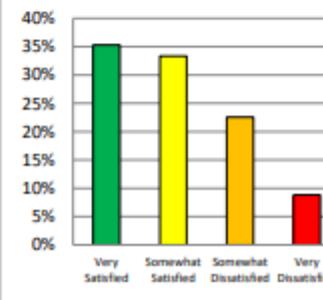
### If "secured better job" was selected, what led you to this decision?



### Would you recommend IDOH?

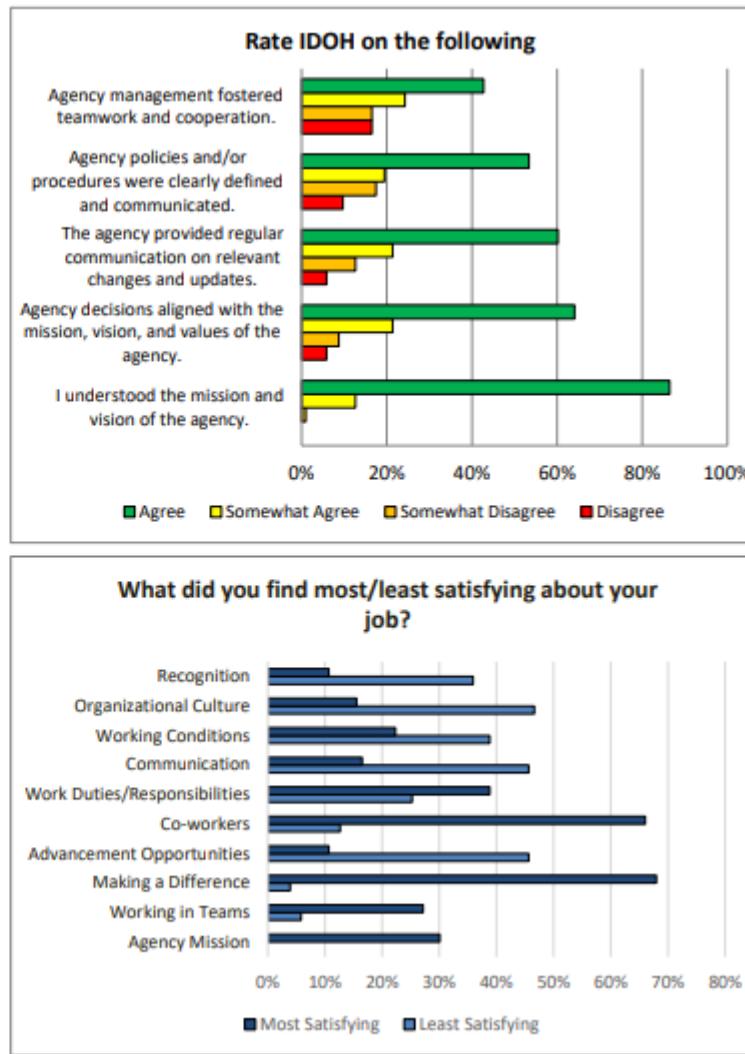
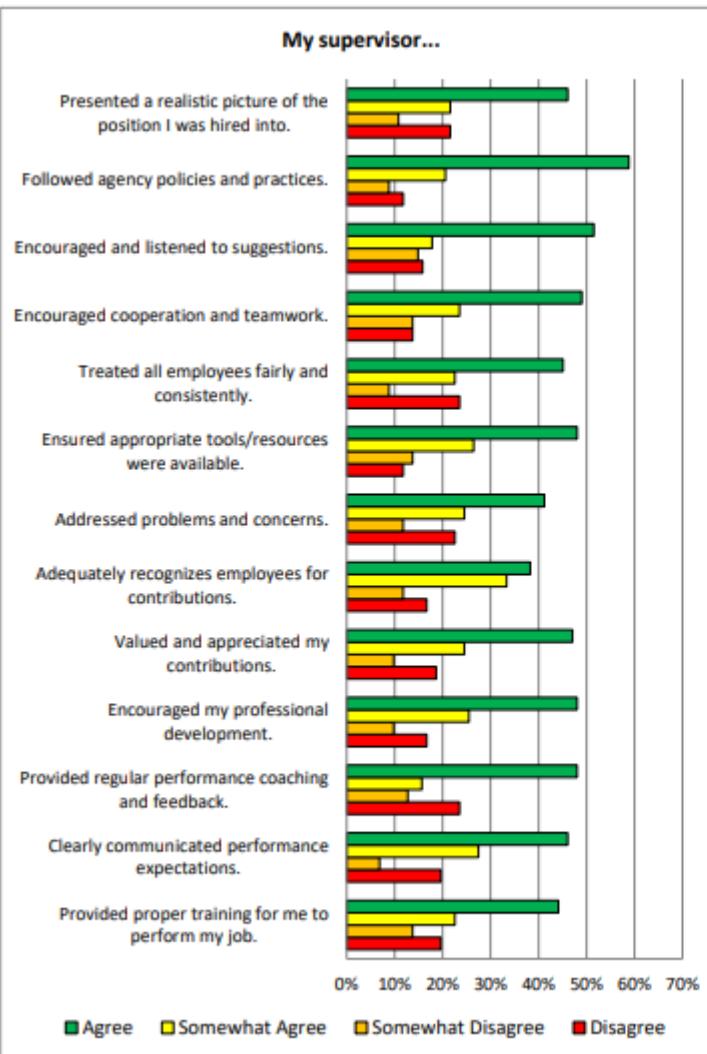


### Overall satisfaction of employment



# Post – Compensation Study Analysis (2/2)

## exit survey responses from January 2023 through December 2024



**Summary:** IDOH staff continued to be regularly satisfied with their supervisors and IDOH. While still mostly positive responses, areas of opportunity could be ensuring problems are addressed and employees are provided regular feedback. Overall, the negative supervisor ratings decreased in 2024. For example, "My Supervisor treated all employees fairly and consistently" went from almost 30% disagree to less than 25% disagree. Employees continue to agree the most with "My supervisor followed agency policies and practices." Finally, employees continue to find organizational culture to be the least satisfying part of their job while co-workers and making a difference tend to be the most satisfying part.