

Office of Performance Evaluations, Idaho Legislature, Survey of Middle Managers (Sorted by Division), July 2007

Note: When compared to the 2005 survey results, statistically significant differences were found in the following tables:

1. Goals/objectives are clearly defined at the division level.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Behavioral Health	15.6	62.5	3.1	12.5	6.3	3.7
Family & Community	24.1	51.7	6.9	10.3	6.9	3.8
Medicaid	23.5	64.7	11.8	0.0	0.0	4.1
Public Health	16.0	36.0	28.0	16.0	4.0	3.4
Welfare	42.1	57.9	0.0	0.0	0.0	4.4
Indirect Support Services	31.6	15.8	21.1	10.5	21.1	3.3

2. I have the opportunity to participate in setting goals and objectives at the program level.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Behavioral Health	56.3	37.5	0.0	3.1	3.1	4.4
Family & Community	34.5	41.4	10.3	0.0	13.8	3.8
Medicaid	52.9	29.4	5.9	11.8	0.0	4.2
Public Health	72.0	28.0	0.0	0.0	0.0	4.7
Welfare	52.6	36.8	0.0	10.5	0.0	4.3
Indirect Support Services	47.4	21.1	26.3	0.0	5.3	4.1

3. My program or unit has enough staff to carry out its responsibilities.

	Strongly Agree		Neither Agree nor Disagree		Strongly Disagree	Average Rating (5-point scale)
	(%)	(%)	(%)	(%)	(%)	
Behavioral Health	0.0	25.8	12.9	48.4	12.9	2.5
Family & Community	3.4	17.2	3.4	41.4	34.5	2.1
Medicaid	5.9	70.6	0.0	17.6	5.9	3.5
Public Health	4.0	32.0	12.0	48.0	4.0	2.8
Welfare	10.5	0.0	21.1	47.4	21.1	2.3
Indirect Support Services	0.0	52.6	15.8	26.3	5.3	3.2

4. Upper management supports department policies.

	Strongly Agree		Neither Agree nor Disagree		Strongly Disagree	Average Rating (5-point scale)
	(%)	(%)	(%)	(%)	(%)	
Behavioral Health	32.1	53.6	10.7	3.6	0.0	4.1
Family & Community	13.8	41.4	10.3	24.1	10.3	3.2
Medicaid	23.5	64.7	11.8	0.0	0.0	4.1
Public Health	21.7	30.4	39.1	8.7	0.0	3.7
Welfare	26.3	57.9	10.5	5.3	0.0	4.1
Indirect Support Services	26.3	36.8	15.8	15.8	5.3	3.6

5. The problem-solving (grievance) process is fair to all employees.

	Strongly Agree		Neither Agree nor Disagree		Strongly Disagree	Average Rating (5-point scale)
	(%)	(%)	(%)	(%)	(%)	
Behavioral Health	26.9	34.6	19.2	15.4	3.8	3.7
Family & Community	0.0	26.9	46.2	7.7	19.2	2.8
Medicaid	0.0	53.3	46.7	0.0	0.0	3.5
Public Health	11.8	41.2	41.2	5.9	0.0	3.6
Welfare	12.5	68.8	18.8	0.0	0.0	3.9
Indirect Support Services	27.8	11.1	44.4	11.1	5.6	3.4

6. Legislators have a good understanding of my program's resource needs.

	Strongly Agree		Neither Agree nor Disagree		Strongly Disagree	Average Rating (5-point scale)
	(%)	(%)	(%)	(%)	(%)	
Behavioral Health	0.0	13.8	20.7	48.3	17.2	2.3
Family & Community	0.0	7.1	10.7	42.9	39.3	1.9
Medicaid	6.3	6.3	50.0	25.0	12.5	2.7
Public Health	0.0	13.6	13.6	18.2	54.5	1.9
Welfare	0.0	11.1	11.1	66.7	11.1	2.2
Indirect Support Services	0.0	22.2	16.7	27.8	33.3	2.3

7. Some respondents to the survey in late 2005 voiced a concern that retaliation might occur if they completed that survey. Since the OPE report on the original survey was released in February 2006, are you aware of any retaliation that has occurred to you or those you manage?

	No (%)	Yes (%)
Behavioral Health	96.4	3.6
Family & Community	72.0	28.0
Medicaid	100.0	0.0
Public Health	100.0	0.0
Welfare	100.0	0.0
Indirect Support Services	94.4	5.6