Satisfaction and Importance Ratings by Demographic Variables

ASHQFS Non-Salary Benefits Survey Results

Statistical analyses conducted by Dr. Lauren E. Brewer, Assistant Professor of Psychology
Satisfaction with Status Quo

How satisfied are you with the current benefit?
1 (Not at all satisfied) to 7 (Very Satisfied)

Mean
Satisfaction with Status Quo (by Job Category)

How satisfied are you with the current benefit?
1 (Not at all satisfied) to 7 (Very Satisfied)

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Mean</th>
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</thead>
<tbody>
<tr>
<td>Overall</td>
<td></td>
</tr>
<tr>
<td>Faculty</td>
<td></td>
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<tr>
<td>Staff</td>
<td></td>
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<tr>
<td>Admin</td>
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<tr>
<td>Parking</td>
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<tr>
<td>Childcare</td>
<td></td>
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<tr>
<td>Educational Tuition</td>
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<td>Family</td>
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<tr>
<td>Relocation Reimbursement</td>
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<tr>
<td>Rec Center</td>
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<tr>
<td>Professional Development</td>
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<tr>
<td>Lounges</td>
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<tr>
<td>Flexibility</td>
<td></td>
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<tr>
<td>Tickets</td>
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</tbody>
</table>

Overall satisfaction is calculated from the mean of all job categories.
Satisfaction with Status Quo (by Gender Identity)

Mean

1 (Not at all satisfied) to 7 (Very Satisfied)

Prestation

How satisfied are you with the current benefit?

Overall

Men

Women
Satisfaction with Status Quo (by Time at SFA)

How satisfied are you with the current benefit?
1 (Not at all satisfied) to 7 (Very Satisfied)

Mean

Overall
0-8 Years
9+ Years

Pricing
Childcare
Educational Tuition
Family
Relocation Reimbursement
Rec Center
Professional Development
Lounges
Flexibility
Tickets
Satisfaction with Status Quo (by Young Child Status)

Mean

How satisfied are you with the current benefit?
1 (Not at all satisfied) to 7 (Very Satisfied)

- Overall
- Young children (now or soon)
- No Young Children
Satisfaction with Status Quo (by Salary)

Mean

How satisfied are you with the current benefit? 1 (Not at all satisfied) to 7 (Very Satisfied)

- Overall
- Under 50K
- 50K or higher

Benefits: Parking, Childcare, Educational Tuition, Family, Relocation Reimbursement, Rec Center, Professional Development, Lounges, Flexibility, Tickets
Importance of Issue to Current Employees

How important is this benefit to you? 1 (Not at all important to me) to 7 (Very important to me)

Mean
Importance of Issue to Current Employees (by Job Category)

How important is this benefit to you? 1 (Not at all important to me) to 7 (Very important to me)

Mean

- Overall
- Faculty
- Staff
- Admin
Importance of Issue to Current Employees (by Gender Identity)

How important is this benefit to you?

1 (Not at all important to me) to 7 (Very important to me)

Mean

How important is this benefit to you?

1 (Not at all important to me) to 7 (Very important to me)

- Overall
- Men
- Women
Importance of Issue to Current Employees (by Time at SFA)

How important is this benefit to you? 1 (Not at all important to me) to 7 (Very important to me)

Mean

Overall
0-8 Years
9+ Years

Bar chart showing the mean importance ratings for various benefits by time at SFA.
Importance of Issue to Current Employees (by Young Child Status)

Mean

How important is this benefit to you? 1 (Not at all important to me) to 7 (Very important to me)

- Parking
- Childcare
- Educational Tuition
- Family
- Relocation Reimbursement
- Rec Center
- Professional Development
- Lounges
- Flexibility
- Tickets

Overall

- Young children (now or soon)
- No Young Children
Importance of Issue to Current Employees (by Salary)

How important is this benefit to you?
1 (Not at all important to me) to 7 (Very important to me)

Mean

- Overall
- Under 50K
- 50K or higher

Bar chart showing the mean importance ratings for various benefits across different salary brackets.
Importance of Issue to New Employees

Mean

How important is this benefit to new employees?
1 (Not at all important) to 7 (Very important)

- Parking
- Childcare
- Educational Tuition
- Family
- Relocation Reimbursement
- Rec Center
- Professional Development
- Lounges
- Flexibility
- Tickets
Importance of Issue to New Employees (by Job Category)

Mean

How important is this benefit to new employees?
1 (Not at all important) to 7 (Very important)
Importance of Issue to New Employees (by Gender Identity)

How important is this benefit to new employees?
1 (Not at all important) to 7 (Very important)

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Overall Mean</th>
<th>Men Mean</th>
<th>Women Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parking</td>
<td>4.5</td>
<td>4.6</td>
<td>4.3</td>
</tr>
<tr>
<td>Childcare</td>
<td>5.8</td>
<td>5.9</td>
<td>5.6</td>
</tr>
<tr>
<td>Educational Tuition</td>
<td>5.0</td>
<td>5.1</td>
<td>4.9</td>
</tr>
<tr>
<td>Family</td>
<td>6.2</td>
<td>6.3</td>
<td>6.1</td>
</tr>
<tr>
<td>Relocation Reimbursement</td>
<td>4.7</td>
<td>4.8</td>
<td>4.6</td>
</tr>
<tr>
<td>Rec Center</td>
<td>5.5</td>
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Importance of Issue to New Employees (by Time at SFA)

How important is this benefit to new employees?

1 (Not at all important) to 7 (Very important)

Mean
Importance of Issue to New Employees (by Young Child Status)

Mean

How important is this benefit to new employees?
1 (Not at all important) to 7 (Very important)

Overall
Young children (now or soon)
No Young Children

Parks    Childcare    Educational Tuition    Family    Relocation Reimbursement    Rec Center    Professional Development    Lounges    Flexibility    Tickets
Importance of Issue to New Employees (by Salary)

How important is this benefit to new employees?

1 (Not at all important) to 7 (Very important)

Mean

Graph showing the importance of various benefits to new employees by salary, with bars indicating the mean importance across all employees, under 50K salary, and 50K or higher salary.