



AAA MEMO: HCM 19-07
Date: April 22, 2019

Please be advised on behalf of John Budd, the secretary of agency accountability, OMES will be issuing the Oklahoma State Employee Engagement Survey to all executive agencies excluding higher education. Going forward, this survey will be issued annually to provide insight into employees' perceptions about working for the State of Oklahoma and their respective agencies. OMES and Gov. Stitt's cabinet secretaries have discussed the benefits of a centralized employee engagement survey, and the cabinet agrees with this approach across their respective agencies. A standardized survey across all agencies will allow for benchmarking against state government as a whole, as well as within each cabinet area.

Oklahoma state agencies face unwanted turnover and difficulty retaining newly hired employees. It is important to measure our current employee engagement and satisfaction levels, and to understand how we can better engage and retain our employees. For this reason, the State Employee Engagement Survey will be distributed on April 30, 2019. State employees will be invited to participate in the engagement survey over a three-week period ending May 24, 2019. This survey is designed to solicit feedback from state employees concerning the work environment at their agencies. Understanding these perceptions and the feedback related to employees' needs will provide valuable insight for leadership to address turnover and employee retention issues.

OMES employs Qualtrics Employee Experience, a top research and experience survey platform, for surveys. It will be distributed using employee work email addresses currently available in PeopleSoft HCM. Employees will receive an email containing a unique link to the survey. This link should not be shared. The survey is completely confidential, and we have taken precautions to ensure it stays that way. Please note that employees who do not have a unique work email address will not receive a link to participate at this time. OMES will work with agencies in an ongoing effort to address employee email address issues.

A survey summary of the employee engagement results will be provided to agencies by OMES. The survey summary will also be reported in annual workforce data. For additional data analysis of the survey results please contact OMES Workforce Planning.

Should your agency have any questions or concerns regarding this survey, please contact Derek Neidig with OMES Workforce Planning at WorkforcePlanning@omes.ok.gov or 405-521-6350.