



Workforce Planning insights – April 2023

The continued prevalence of hybrid and remote work requires HR professionals to be vigilant in understanding their work culture and employee well-being. In fact, Gallup identified burnout and employee well-being as crucial trends for leaders to monitor.

Fortunately, OMES Workforce Planning makes this task easier with insights from the annual Oklahoma State Employee Engagement Survey (OKSEES), which helps agencies track employee perceptions of work culture, burnout and work-life balance as well as employee engagement and satisfaction.

The OKSEES is just one part of the [Oklahoma State Employee Lifecycle Survey Program](#) (OSELSP). The OSELSP enables OMES to capture employee feedback at various stages of employment, notably during onboarding and offboarding, to help understand state government's overall work culture and provide information and resources to help improve agency-specific culture.

Each of the surveys administered as part of the OSELSP has a corresponding dashboard that allows agency leaders to view employee feedback about perceptions of their agency, areas where the agency excels and opportunities for improvement. The OKSEES dashboard allows you to monitor how well your agency performed across several employee experience categories. You can also review your agency's scores in comparison to your overall cabinet and statewide scores. To set up user access and view your agency's dashboards, email workforceplanning@omes.ok.gov.

For those familiar with the OKSEES dashboard, we are excited to share some new features:

- **Hope dashboard page** – questions surrounding individual/collective hope, work-life balance and burnout. OMES added these survey items to the 2022 OKSEES as part of the State of Oklahoma's partnership with the OU Hope Center to create hope-centered state agencies. View your agency's hope scores in the latest [OKSEES Dashboard](#).
- **Key drivers** – questions that have a high impact on employee engagement, which refers to the extent to which employees are absorbed in and committed to their jobs. Highly engaged employees are more likely to stay with their agencies, leading to reduced unwanted turnover. The [2022 OKSEES Dashboard](#) measures how favorably your workforce rated the unique key drivers for your agency and includes top-rated and lowest-rated items from the survey.
- **Action Plans** – initiatives your agency can create to focus on opportunities for improvement. The [2022 OKSEES Dashboard](#) has an action planning feature that allows you to assign tasks, plan resolutions and track progress in areas of employee experience that your agency would like to improve. The [Action Plan User Guide](#) and [Action Plans Dashboard Overview](#) provide step-by-step instructions to create your agency's action plan in Qualtrics. For your convenience, OMES Workforce Planning also provides an [Employee Engagement Action Planning Guide](#) containing recommendations to make improvements in identified areas of concern.

The Workforce Planning team at OMES supports data-driven decision making by sharing our insights gained from HR operation and employee experience data.

Contact [Workforce Planning](#) for questions about the OKSEES, to obtain dashboard access or for additional resources.