

2015 NCDOT Employee Engagement Survey

NCDOT - All Units

Count	Commitment						Discretionary Effort		Intent to Stay		Unit Overall	NCDOT Overall
	To Job	To Supervisor	To Work Group	To Organization	Unit Overall	NCDOT Overall	Unit Overall	NCDOT Overall	Unit Overall	NCDOT Overall		

NCDOT - All Units	5602	5.47	5.29	5.53	4.87	5.29	5.29	5.84	5.84	4.78	4.78	5.30	5.30
Years with NCDOT													
5 years or less	1208	5.51	5.45	5.57	5.15	5.42	5.29	5.96	5.84	4.74	4.78	5.37	5.30
6 to 10 years	871	5.39	5.24	5.44	4.85	5.23	5.29	5.80	5.84	4.60	4.78	5.21	5.30
11 to 20 years	1886	5.44	5.18	5.49	4.77	5.22	5.29	5.82	5.84	4.76	4.78	5.27	5.30
21 to 30 years	1136	5.58	5.36	5.66	4.84	5.36	5.29	5.90	5.84	4.99	4.78	5.42	5.30
More than 30 years	173	5.56	5.34	5.57	4.89	5.34	5.29	5.86	5.84	5.06	4.78	5.42	5.30
Did not respond	328	5.24	5.19	5.34	4.59	5.09	5.29	5.38	5.84	4.61	4.78	5.03	5.30
Age													
18 to 34	675	5.42	5.39	5.57	4.90	5.32	5.29	5.78	5.84	4.49	4.78	5.19	5.30
35 to 50	2447	5.43	5.27	5.53	4.80	5.26	5.29	5.87	5.84	4.63	4.78	5.25	5.30
51 to 69	2097	5.56	5.30	5.55	4.98	5.35	5.29	5.90	5.84	5.06	4.78	5.44	5.30
70 or above	35	5.63	5.33	5.57	5.15	5.42	5.29	5.80	5.84	5.69	4.78	5.64	5.30
Did not respond	348	5.22	5.15	5.32	4.57	5.06	5.29	5.37	5.84	4.64	4.78	5.02	5.30
Role at NCDOT													
Non-supervisory	3471	5.43	5.20	5.43	4.85	5.23	5.29	5.80	5.84	4.72	4.78	5.25	5.30
Supervisor (Crew/Squad/Section)	1414	5.58	5.45	5.74	4.91	5.42	5.29	5.98	5.84	4.90	4.78	5.43	5.30
Director (Group) or Manager (Unit/Branch/Division)	356	5.62	5.64	5.90	5.12	5.57	5.29	6.13	5.84	5.03	4.78	5.58	5.30
Did not respond	361	5.25	5.18	5.32	4.63	5.09	5.29	5.37	5.84	4.65	4.78	5.04	5.30
NCDOT Administration	378	5.67	5.31	5.46	4.97	5.36	5.29	5.86	5.84	4.73	4.78	5.32	5.30
Office of the Secretary	103	5.68	5.22	5.48	4.97	5.34	5.29	6.07	5.84	4.65	4.78	5.35	5.30
General Counsel	12	5.73	5.32	5.63	5.24	5.48	5.29	5.83	5.84	5.83	4.78	5.72	5.30
Communications	24	5.64	5.33	5.32	5.04	5.34	5.29	6.06	5.84	4.73	4.78	5.38	5.30
Inspector General	26	6.11	5.87	5.84	5.51	5.83	5.29	6.58	5.84	5.29	4.78	5.90	5.30
Human Resources	59	5.94	5.67	5.56	5.35	5.63	5.29	6.05	5.84	5.21	4.78	5.63	5.30
Governance	17	5.98	5.82	5.99	5.45	5.81	5.29	5.71	5.84	4.97	4.78	5.50	5.30
Attorney General's Office	5	4.95	4.31	4.45	4.80	4.63	5.29	6.00	5.84	4.65	4.78	5.09	5.30
NC Global TransPark Authority	2	5.06	5.64	4.06	4.45	4.81	5.29	7.00	5.84	3.75	4.78	5.19	5.30
NC State Ports Authority	124	5.80	5.71	5.96	5.34	5.70	5.29	6.21	5.84	5.24	4.78	5.72	5.30

Morehead City - General Cargo, Cranes and Crane Maintenance	4	6.03	4.82	6.00	5.25	5.53	5.29	6.50	5.84	5.75	4.78	5.93	5.30
Morehead City - Bulk	11	6.18	5.95	6.07	6.01	6.05	5.29	6.36	5.84	6.32	4.78	6.24	5.30
Morehead City - Other (Police, Equipment & Facility Maintenance, Admi	9	5.94	6.14	6.33	5.69	6.03	5.29	6.50	5.84	5.81	4.78	6.11	5.30
Wilmington - Containers	11	5.61	5.45	5.73	5.46	5.56	5.29	6.18	5.84	5.73	4.78	5.82	5.30
Wilmington - General Cargo and CCC	11	5.55	5.64	5.72	5.26	5.54	5.29	6.10	5.84	5.20	4.78	5.61	5.30
Wilmington - Cranes and Crane Maintenance	12	5.77	5.09	5.96	5.03	5.46	5.29	5.90	5.84	4.40	4.78	5.25	5.30
Wilmington - Other (Police, Equipment & Facility Maintenance)	23	5.62	5.42	5.86	4.70	5.40	5.29	6.09	5.84	4.55	4.78	5.35	5.30
Corporate (BED, Finance/Accounting, Materials, IT, Administration, Engi	43	5.88	6.06	6.03	5.51	5.87	5.29	6.27	5.84	5.26	4.78	5.80	5.30
Turnpike Authority	6	5.40	5.50	5.11	5.03	5.26	5.29	6.50	5.84	4.58	4.78	5.45	5.30
NCDOT Chief Deputy Secretary	5224	5.45	5.27	5.52	4.85	5.27	5.29	5.82	5.84	4.76	4.78	5.28	5.30
Office of the Chief Deputy Secretary	23	5.28	5.29	5.60	4.85	5.26	5.29	5.73	5.84	4.02	4.78	5.00	5.30
Strategic Initiatives	22	4.91	4.90	4.98	4.56	4.84	5.29	5.86	5.84	4.18	4.78	4.96	5.30
Program Development	47	5.62	5.88	5.77	5.12	5.60	5.29	6.07	5.84	5.01	4.78	5.56	5.30
Equal Opportunity & Workforce Services	45	5.46	4.99	5.28	5.22	5.24	5.29	6.11	5.84	4.78	4.78	5.38	5.30
Division of Motor Vehicles	621	5.38	5.13	5.57	4.90	5.25	5.29	6.14	5.84	4.48	4.78	5.29	5.30
Commissioner's Office	11	5.50	4.97	5.59	4.98	5.26	5.29	5.91	5.84	4.23	4.78	5.13	5.30
Driver Services	330	5.24	4.99	5.58	4.72	5.13	5.29	6.15	5.84	4.34	4.78	5.21	5.30
Field Services	82	5.31	4.95	5.46	4.82	5.14	5.29	6.15	5.84	4.46	4.78	5.25	5.30
License & Theft	50	5.55	5.39	5.59	5.24	5.44	5.29	5.98	5.84	4.83	4.78	5.42	5.30
Processing Services	109	5.69	5.51	5.52	5.30	5.50	5.29	6.18	5.84	4.69	4.78	5.46	5.30
All Others	39	5.62	5.46	5.81	5.03	5.48	5.29	6.27	5.84	4.82	4.78	5.52	5.30
Financial Management	37	5.45	5.04	5.31	4.99	5.20	5.29	5.91	5.84	4.69	4.78	5.27	5.30
Accounting Operations & Budget	25	5.54	5.01	5.34	5.22	5.28	5.29	5.83	5.84	5.22	4.78	5.44	5.30
Purchasing	3	5.04	5.86	4.50	4.91	5.08	5.29	5.67	5.84	4.00	4.78	4.91	5.30
Support Services	3	4.92	4.67	5.42	4.30	4.83	5.29	6.00	5.84	2.50	4.78	4.44	5.30
All Others	6	5.56	4.93	5.54	4.50	5.13	5.29	6.33	5.84	4.08	4.78	5.18	5.30
Information Technology	122	5.37	5.32	5.30	4.83	5.20	5.29	5.95	5.84	4.30	4.78	5.15	5.30
DMV Systems	30	5.68	5.69	5.66	5.09	5.53	5.29	6.22	5.84	4.54	4.78	5.43	5.30
Security & Architecture	2	5.44	5.57	5.63	5.50	5.53	5.29	5.50	5.84	3.50	4.78	4.84	5.30
Enterprise Applications	15	4.54	3.83	4.49	4.19	4.26	5.29	5.00	5.84	3.43	4.78	4.23	5.30
Engineering Transportation Systems	22	5.33	5.73	5.13	4.58	5.19	5.29	5.95	5.84	4.27	4.78	5.14	5.30
Web Services	4	6.59	6.54	6.33	6.53	6.50	5.29	6.50	5.84	7.00	4.78	6.67	5.30
Project Management	13	5.39	5.37	5.06	4.86	5.17	5.29	6.58	5.84	4.54	4.78	5.43	5.30
All Others	36	5.33	5.21	5.43	4.82	5.20	5.29	5.89	5.84	4.17	4.78	5.09	5.30
Technical Services	355	5.54	5.60	5.70	4.81	5.41	5.29	5.91	5.84	4.76	4.78	5.36	5.30
Transportation Program Management	34	5.64	5.52	5.73	5.35	5.56	5.29	6.16	5.84	5.06	4.78	5.59	5.30
Contract Standards & Development	22	5.98	5.66	5.88	5.39	5.73	5.29	6.14	5.84	5.72	4.78	5.86	5.30
Location & Surveys	37	5.62	5.62	5.96	4.75	5.49	5.29	5.54	5.84	4.89	4.78	5.30	5.30
Priority Projects	5	6.45	6.46	5.90	5.13	5.98	5.29	6.60	5.84	4.00	4.78	5.53	5.30
PDEA	36	5.17	5.66	5.64	4.33	5.20	5.29	5.82	5.84	4.27	4.78	5.10	5.30
Roadway Design	26	5.07	5.73	5.86	4.26	5.23	5.29	5.60	5.84	3.60	4.78	4.81	5.30
Photogrammetry	21	5.68	5.48	5.73	4.98	5.47	5.29	5.47	5.84	5.45	4.78	5.46	5.30
Professional Services Management	6	5.77	5.60	6.63	4.45	5.61	5.29	6.17	5.84	3.58	4.78	5.12	5.30
Design Build	6	5.54	6.10	6.08	4.91	5.65	5.29	6.20	5.84	6.00	4.78	5.95	5.30
Hydraulics	12	5.48	5.89	5.94	4.43	5.44	5.29	5.67	5.84	4.50	4.78	5.20	5.30

Geotechnical	17	5.24	5.58	5.51	4.34	5.17	5.29	6.31	5.84	4.63	4.78	5.37	5.30
All Others	133	5.65	5.55	5.55	4.89	5.41	5.29	6.04	5.84	4.80	4.78	5.42	5.30
Transit	250	5.76	5.62	5.76	5.11	5.56	5.29	6.04	5.84	5.05	4.78	5.55	5.30
Aviation	6	4.90	4.52	4.68	4.65	4.69	5.29	6.17	5.84	4.00	4.78	4.95	5.30
Bicycle & Pedestrian Transportation	7	5.98	5.98	6.04	5.74	5.93	5.29	6.57	5.84	5.43	4.78	5.98	5.30
Ferry	122	5.70	5.68	5.81	5.05	5.56	5.29	5.93	5.84	5.05	4.78	5.51	5.30
Public Transportation	60	5.90	5.49	5.60	5.12	5.53	5.29	6.04	5.84	4.99	4.78	5.52	5.30
Rail	16	5.91	6.34	6.30	5.59	6.03	5.29	6.53	5.84	5.47	4.78	6.01	5.30
All Others	39	5.75	5.44	5.77	5.03	5.50	5.29	6.11	5.84	5.10	4.78	5.57	5.30
Chief Engineer	3712	5.43	5.24	5.49	4.81	5.24	5.29	5.73	5.84	4.81	4.78	5.26	5.30
Administration	14	5.38	4.83	5.39	5.06	5.16	5.29	5.75	5.84	4.67	4.78	5.19	5.30
Field Support	90	5.51	5.41	5.49	4.75	5.29	5.29	6.08	5.84	4.71	4.78	5.36	5.30
Mobility & Safety	75	5.86	5.78	5.90	4.99	5.63	5.29	5.99	5.84	4.90	4.78	5.51	5.30
Facilities Management	9	5.48	4.13	5.28	4.08	4.74	5.29	6.22	5.84	4.12	4.78	5.03	5.30
Division of Highways	3502	5.42	5.23	5.48	4.81	5.23	5.29	5.72	5.84	4.81	4.78	5.26	5.30
Division 1	269	5.46	5.27	5.43	4.95	5.28	5.29	5.71	5.84	4.90	4.78	5.30	5.30
Central Administration	3	5.75	5.38	5.33	5.45	5.48	5.29	6.33	5.84	4.33	4.78	5.38	5.30
Operations	9	5.78	5.36	6.09	5.19	5.61	5.29	6.13	5.84	5.19	4.78	5.64	5.30
Construction	19	5.64	5.32	5.13	5.13	5.31	5.29	5.89	5.84	4.44	4.78	5.21	5.30
Maintenance	35	5.81	5.41	5.75	5.28	5.56	5.29	6.17	5.84	5.53	4.78	5.75	5.30
Not Specified	203	5.36	5.24	5.37	4.86	5.21	5.29	5.59	5.84	4.83	4.78	5.21	5.30
Division 2	199	5.45	5.26	5.52	4.81	5.26	5.29	5.88	5.84	4.63	4.78	5.26	5.30
Central Administration	3	6.46	6.67	6.54	5.48	6.29	5.29	6.67	5.84	3.17	4.78	5.37	5.30
Operations	29	5.97	5.82	6.10	5.29	5.80	5.29	6.38	5.84	4.69	4.78	5.62	5.30
Construction	8	5.92	5.45	5.70	4.83	5.48	5.29	6.38	5.84	4.96	4.78	5.60	5.30
Maintenance	159	5.32	5.12	5.38	4.71	5.13	5.29	5.75	5.84	4.64	4.78	5.17	5.30
Division 3	181	5.58	5.40	5.74	5.05	5.44	5.29	5.89	5.84	5.01	4.78	5.45	5.30
Central Administration	4	5.88	6.57	6.63	5.18	6.06	5.29	6.75	5.84	4.63	4.78	5.81	5.30
Operations	35	5.67	5.49	5.71	5.01	5.47	5.29	5.80	5.84	4.86	4.78	5.37	5.30
Construction	13	5.68	6.10	5.97	5.01	5.69	5.29	6.08	5.84	4.58	4.78	5.45	5.30
Maintenance	129	5.54	5.27	5.69	5.06	5.39	5.29	5.87	5.84	5.11	4.78	5.46	5.30
Division 4	253	5.47	5.30	5.56	4.76	5.27	5.29	5.83	5.84	4.75	4.78	5.28	5.30
Central Administration	0	0.00	0.00	0.00	0.00	0.00	5.29	0.00	5.84	0.00	4.78	0.00	5.30
Operations	36	5.64	5.62	5.99	4.71	5.49	5.29	5.92	5.84	5.17	4.78	5.53	5.30
Construction	20	5.62	5.49	5.39	4.60	5.27	5.29	6.40	5.84	3.55	4.78	5.07	5.30
Maintenance	197	5.42	5.22	5.50	4.78	5.23	5.29	5.76	5.84	4.80	4.78	5.26	5.30
Division 5	230	5.23	5.16	5.29	4.62	5.08	5.29	5.63	5.84	4.59	4.78	5.10	5.30
Central Administration	11	5.20	5.60	5.51	4.58	5.22	5.29	5.64	5.84	4.41	4.78	5.09	5.30
Operations	39	5.30	4.73	5.17	4.35	4.89	5.29	5.38	5.84	4.04	4.78	4.77	5.30
Construction	23	5.58	4.92	5.14	4.59	5.06	5.29	5.86	5.84	4.43	4.78	5.11	5.30
Maintenance	157	5.34	5.25	5.41	4.75	5.19	5.29	5.75	5.84	4.67	4.78	5.20	5.30
Division 6	272	5.53	5.17	5.50	4.92	5.28	5.29	5.81	5.84	4.80	4.78	5.30	5.30
Central Administration	9	5.65	5.49	4.97	5.23	5.34	5.29	6.22	5.84	5.67	4.78	5.74	5.30
Operations	39	5.49	5.37	5.52	5.09	5.37	5.29	5.85	5.84	4.95	4.78	5.39	5.30
Construction	39	5.43	5.19	5.50	4.59	5.18	5.29	6.00	5.84	4.19	4.78	5.12	5.30

Maintenance	185	5.55	5.10	5.52	4.93	5.28	5.29	5.74	5.84	4.86	4.78	5.29	5.30
Division 7	220	5.44	5.17	5.41	4.75	5.19	5.29	5.68	5.84	4.71	4.78	5.19	5.30
Central Administration	5	5.83	5.71	5.60	4.58	5.43	5.29	6.00	5.84	5.10	4.78	5.51	5.30
Operations	45	5.39	5.13	5.47	4.77	5.19	5.29	5.87	5.84	4.87	4.78	5.31	5.30
Construction	32	5.41	5.58	5.74	4.50	5.31	5.29	6.03	5.84	4.08	4.78	5.14	5.30
Maintenance	138	5.45	5.07	5.30	4.80	5.15	5.29	5.52	5.84	4.79	4.78	5.16	5.30
Division 8	290	5.38	5.12	5.42	4.81	5.18	5.29	5.61	5.84	4.72	4.78	5.17	5.30
Central Administration	4	5.75	6.18	5.59	5.16	5.67	5.29	5.50	5.84	5.50	4.78	5.56	5.30
Operations	48	5.50	5.22	5.55	4.98	5.31	5.29	5.52	5.84	5.03	4.78	5.29	5.30
Construction	21	5.61	5.75	5.77	4.64	5.44	5.29	5.95	5.84	4.40	4.78	5.27	5.30
Maintenance	217	5.32	5.02	5.36	4.79	5.12	5.29	5.60	5.84	4.67	4.78	5.13	5.30
Division 9	246	5.27	4.99	5.38	4.70	5.09	5.29	5.66	5.84	4.65	4.78	5.13	5.30
Central Administration	7	5.43	4.84	5.36	4.55	5.04	5.29	6.43	5.84	4.93	4.78	5.47	5.30
Operations	69	5.29	5.29	5.43	4.74	5.19	5.29	5.61	5.84	4.66	4.78	5.15	5.30
Construction	19	5.53	5.62	5.98	4.95	5.52	5.29	5.74	5.84	5.11	4.78	5.45	5.30
Maintenance	151	5.23	4.78	5.28	4.66	4.99	5.29	5.64	5.84	4.58	4.78	5.07	5.30
Division 10	235	5.47	5.27	5.41	4.92	5.27	5.29	5.78	5.84	4.81	4.78	5.28	5.30
Central Administration	7	5.77	5.43	5.54	5.04	5.44	5.29	6.00	5.84	5.43	4.78	5.62	5.30
Operations	66	5.42	5.22	5.55	4.78	5.24	5.29	5.82	5.84	4.54	4.78	5.20	5.30
Construction	20	5.66	5.50	5.67	5.45	5.57	5.29	6.11	5.84	4.81	4.78	5.49	5.30
Maintenance	142	5.45	5.26	5.30	4.91	5.23	5.29	5.70	5.84	4.91	4.78	5.28	5.30
Division 11	273	5.29	5.08	5.38	4.74	5.12	5.29	5.51	5.84	5.07	4.78	5.24	5.30
Central Administration	5	5.90	5.77	5.55	4.93	5.54	5.29	6.25	5.84	5.88	4.78	5.89	5.30
Operations	31	5.18	4.85	5.11	4.69	4.96	5.29	5.50	5.84	5.15	4.78	5.20	5.30
Construction	18	5.65	5.20	5.48	4.81	5.28	5.29	6.06	5.84	5.22	4.78	5.52	5.30
Maintenance	219	5.26	5.09	5.41	4.74	5.12	5.29	5.46	5.84	5.03	4.78	5.21	5.30
Division 12	230	5.30	5.14	5.30	4.61	5.09	5.29	5.56	5.84	4.73	4.78	5.13	5.30
Central Administration	5	6.33	5.93	6.06	5.51	5.96	5.29	6.60	5.84	4.70	4.78	5.75	5.30
Operations	54	5.29	4.88	5.16	4.53	4.96	5.29	5.36	5.84	4.68	4.78	5.00	5.30
Construction	24	5.31	5.31	5.40	4.53	5.14	5.29	5.83	5.84	4.33	4.78	5.10	5.30
Maintenance	147	5.26	5.18	5.31	4.62	5.09	5.29	5.55	5.84	4.82	4.78	5.16	5.30
Division 13	273	5.43	5.48	5.68	4.84	5.36	5.29	5.75	5.84	4.98	4.78	5.36	5.30
Central Administration	7	5.79	5.47	6.09	5.00	5.59	5.29	6.14	5.84	4.64	4.78	5.46	5.30
Operations	20	5.81	5.83	6.09	5.10	5.71	5.29	6.00	5.84	4.75	4.78	5.49	5.30
Construction	32	5.25	4.94	5.53	4.49	5.05	5.29	5.52	5.84	4.27	4.78	4.95	5.30
Maintenance	214	5.42	5.53	5.65	4.86	5.37	5.29	5.74	5.84	5.11	4.78	5.41	5.30
Division 14	241	5.43	5.39	5.60	4.86	5.32	5.29	5.65	5.84	5.13	4.78	5.37	5.30
Central Administration	9	5.99	5.87	5.36	5.34	5.64	5.29	6.22	5.84	5.72	4.78	5.86	5.30
Operations	33	5.88	5.80	6.18	5.22	5.77	5.29	6.00	5.84	5.04	4.78	5.60	5.30
Construction	19	5.29	5.59	5.27	4.79	5.23	5.29	5.89	5.84	5.22	4.78	5.45	5.30
Maintenance	180	5.34	5.27	5.54	4.77	5.23	5.29	5.54	5.84	5.10	4.78	5.29	5.30
All Others	90	5.56	5.38	5.66	4.94	5.39	5.29	6.08	5.84	4.61	4.78	5.36	5.30
All Others	12	5.44	5.50	5.87	4.84	5.41	5.29	5.86	5.84	4.55	4.78	5.27	5.30