



Wyoming Department of
Transportation Employee Satisfaction
Survey 2021

Executive Summary

In spring 2021, the Wyoming Survey & Analysis Center (WYSAC) at the University of Wyoming and the Wyoming Department of Transportation (WYDOT) contracted to conduct a WYDOT employee satisfaction survey. A total of 926 surveys were completed by WYDOT employees from late May to early June on a web survey hosted by WYSAC for a response rate of 46%. The survey is administered biennially in an effort to assess agency culture, workplace satisfaction, and employee retention.

Experience at WYDOT

- Just under half (44%) of WYDOT employees agree with the statement "I would recommend WYDOT as a good place to work," a decrease from 57% in 2019. This compares to 39% of employees who agree "I would recommend the State of Wyoming as a good employer to work for."
- Compensation remains a significant concern of WYDOT employees with almost half mentioning it to some effect when asked "outside of compensation, what could WYDOT do to improve employee satisfaction."
- A majority (75%) agree is with the statement, "I believe WYDOT fosters an environment free of sexual harassment and discrimination in the workplace." Additionally, 87% say they know how and where to report sexual harassment or discrimination at WYDOT – an increase from 81% in 2019.
- Unfortunately, a number of employees (12%) say they have experienced or witnessed sexual harassment or discrimination at WYDOT, with half of those reporting that they disagree that WYDOT took appropriate action regarding the incident.
- When considering employee safety, 79% report that they feel safe in their physical workplace, an increase from 74% in 2019. Two-thirds (66%) report that WYDOT takes appropriate security measures to ensure employee safety, an increase from 56% in 2019.
- Over one-third (34%) of WYDOT employees say they plan on staying at WYDOT for more than ten years. A quarter (25%) say they are unsure how long they will stay with WYDOT, 27% say they plan to stay five years or less, and 14% say 6-10 years.

Assessment of Agency Leadership Culture

- Just under half (47%) of WYDOT employees agree that "Agency Leadership contributes to a positive work culture," a statistically significant increase from 39% in 2019.
- Over half (56%) of WYDOT employees agree that "I believe Agency Leadership is transparent in communicating the agency's goals and progress toward them..." a significant increase from 40% that agreed with this statement in 2019.

Job Satisfaction

- Just over half (53%) of employees agree that they feel valued at work, with agreement significantly higher among supervisors (61%) than with non-supervisors (49%).
- A large majority (80%) of employees agree that "I know what is expected of me at work," with agreement significantly higher among supervisors than with non-supervisors.
- Just over half of employees agree that they "have the materials and equipment I need to do my job" (58%) and "I have the technology and software to do my job" (58%).
- Over two-thirds (69%) of employees agree that they have the appropriate training to do their job.
- Over three-fourths (80%) agree that "my supervisor supports a healthy work-life balance for me; within reason, allowing the flexibility to meet both the needs of my work and personal or family life."
- Nearly three-fourths (73%) agree that "my supervisor acknowledges it when I do good work," an increase from 67% in 2019.
- Strong majorities agree that their supervisor takes their feedback seriously (70%) and keeps them informed about matters that affect their work (70%) – both showing an increase since 2019.

2015 – 2021 Comparative Analysis

Positives & Negatives



	2015 Agree	2015 Disagree	2017 Agree	2017 Disagree	2019 Agree	2019 Disagree	2021 Agree	2021 Disagree	2021 Change in Agree (over 2019)	2021 Change in Disagree (over 2019)
Recommend WYDOT	71.8%*	28.2%*	57.9%	28.6%	57%	43%	44%	56%	-22.8%	30.2%
Recommend State of Wyoming as a good place to work	N/A	N/A	N/A	N/A	N/A	N/A	39%	61%	NA	NA
Environment free of Sexual harassment and discrimination	N/A	N/A	N/A	N/A	77%	33%	75%	25%	-2.6%	-24.2%
Respect	N/A	N/A	54.6%	45.4%	55%	45%	56%	44%	1.8%	-2.2%
Transparency	N/A	N/A	49.4%	50.6%	40%	60%	56%	44%	40%	-26.7%
Positive Work Culture	N/A	N/A	45.2%	54.8%	39%	61%	47%	53%	20.5%	-13.11
Open to new ways of doing things	57.7%*	42.3%*	59.3%	40.7%	56%	44%	56%	44%	0%	0%
Supervisor - Career Development	56.5%*	43.5%*	48.2%	51.8%	52%	48%	53%	47%	1.9%	-2%
Supervisor - Work life balance	N/A	N/A	68%	32%	81%	19%	80%	20%	-1.2%	5.2%
Supervisor - Informed of work matters	67.1%*	32.9%*	62%	38%	64%	36%	70%	30%	9.3%	-16%
Supervisor - Takes feedback seriously	N/A	N/A	64%	36%	66%	33%	70%	30%	6%	-9%
Supervisor - Acknowledges good work	66.2%	-33.8%	70%	30%	67%	33%	73%	27%	8.9%	-18.2%
Materials and Equipment to do my job	54.5%*	45.5%*	62%	38%	55%	45%	58%	42%	5.5%	-6.7%
Know what is expected at work	83.3%*	16.7%*	79%	21%	79%	21%	80%	20%	1.3%	-4.8%
Able to use skills and abilities	N/A	N/A	67%	33%	68%	32%	69%	31%	1.5%	-3.1%
Feel Valued at work	N/A	N/A	54%	46%	54%	46%	53%	47%	-1.9%	2.2%
WYDOT - Security measures to ensure safety	N/A	N/A	N/A	N/A	56%	44%	66%	34%	17.9%	-22.7%
I feel safe in my physical workplace	N/A	N/A	N/A	N/A	74%	26%	79%	21%	6.8%	-19.2%