



OKLAHOMA Office of Management & Enterprise Services

AAA Memo: HCM 20-13

Date: August 26, 2020

Directors:

Please be advised that on behalf of the Secretary of Agency Accountability, OMES will be issuing the Oklahoma State Employee Engagement Survey to state employees. This survey is issued on an annual basis to provide insight into employee perceptions about working for the State of Oklahoma and its 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 is a benefit which allows 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 September 14, 2020. State employees will be invited to participate in the engagement survey over a four week period ending October 12, 2020. 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 the State Employee Engagement Survey. It is distributed using employee work email addresses currently available in PeopleSoft HCM. State 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 that do not have a unique work email address will not receive a link to participate at this time. The OMES Workforce Planning department 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.

Here is a link to an [Agency Communication Template](#) that is designed to boost employee participation. We encourage you to modify the template with your agency's information and send the communication to your agency's employees.

Should your agency have any questions or concerns regarding this survey, please feel free to contact Jenna Thomas with OMES Workforce Planning at jenna.thomas@omes.ok.gov or 405-521-6299.