

Confidentiality and the Employee Engagement Survey

Engagement refers to the psychological connection employees feel to their jobs. Research conducted by the Gallup Organization has shown that high levels of employee engagement link directly to positive organizational outcomes, including productivity, retention and cost-efficiency. Most importantly, engaged employees get more out of their work. They have opportunities to do what they do best every day.

JHU is committed to building employee engagement throughout the university and embedding engagement in its university culture. The Gallup survey is a measure of employee engagement at a point in time that informs ongoing engagement efforts.

To ensure the survey results are accurate and meaningful, the Gallup Organization conducts the employee engagement survey according to strict confidentiality policies.

The information is not anonymous—Gallup tracks individual information so that it can group results by work area and demographic factors (age, tenure, disability status, etc.). But each individual's responses are confidential. Gallup will collect and return the data to the university. At no point will anyone at Johns Hopkins or an affiliate, including senior leaders and managers, be privy to the origins of specific feedback.

There are two open-ended questions that allow you to enter comments. We ask that you not include statements in those comments that would identify you.

All results will be reported at the team level. Managers will receive a scorecard in which all individual responses will be aggregated into group averages and percentages, as long as there are five or more responses to a given item. If there are fewer than five respondents, that team's survey results will be rolled into a larger group to which they belong, such as a department.