

Biostatistics
Performance Score Comparison Report

Domain	Biostatistics RU (33)	Biostatistics Faculty reporting to Harrell (13)	Biostatistics Faculty reporting to Shyr (3)	Biostatistics Staff reporting to Stewart (11)	Biostatistics Staff reporting to Harrell (5)	Vanderbilt Medical Center 2007 (11335)
Organization Domain	3.65	3.57	3.82	3.75	3.57	3.84
Manager Domain	3.96	3.92	3.69	4.04	4.06	4.05
Employee Domain	4.00	3.97	4.33	4.00	3.88	4.11
Commitment Indicator	4.02	4.03	4.22	3.88	4.13	4.18

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1	Regard for Employees	3.65	3.59	3.67	3.76	3.64	3.97
2	Work-Personal Life Balance	3.76	3.59	4.00	3.93	3.70	3.81
3	Fair Compensation	3.45	3.32	3.50	3.64	3.20	3.64
4	Growth and Development	3.76	3.69	3.92	3.96	3.50	3.89
5	Quality/Customer Focus	4.11	4.11	4.08	4.07	4.30	4.32
6	Citizenship	4.09	4.24	4.00	4.18	3.70	4.16
7	Unity	3.43	3.32	3.67	3.49	3.48	3.58
8	Leadership Skills	3.99	3.92	3.70	4.09	4.11	4.10
9	Employee Involvement	3.72	3.60	3.67	3.83	3.83	3.85
10	Job-Person Match	4.11	4.09	4.33	4.07	4.08	4.16
11	Coworker Relations	3.93	3.94	4.33	3.85	3.76	4.02
12	Commitment Indicator	4.00	4.05	4.20	3.84	4.08	4.14
13	Additional Item #63	3.84	3.75	3.33	4.00	4.00	4.16

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1	My job makes good use of my skills and abilities.	4.24	4.15	4.67	4.45	3.80	4.23
2	I understand how my job supports the medical center's mission.	4.42	4.46	4.67	4.36	4.20	4.46
3	The medical center is a fun place to work.	3.88	3.77	4.33	3.64	4.20	3.83
4	I enjoy working with my coworkers.	4.21	4.31	4.33	4.09	4.00	4.30
5	I respect the abilities of the person to whom I report.	4.21	4.31	3.67	4.09	4.60	4.34
6	The medical center provides opportunities for career development.	3.85	3.77	3.67	4.27	3.20	3.94
7	The person I report to is open to flexible work arrangements.	4.18	4.15	3.67	4.45	3.80	4.15
8	The person I report to supports me in developing new skills.	4.27	4.54	3.67	4.27	4.20	4.16
9	The medical center conducts business in an ethical manner.	4.12	4.15	4.00	4.27	3.80	4.09
10	My work group provides high-quality care and customer service.	4.12	4.00	4.33	4.18	4.40	4.41
11	There is a climate of trust within my work group.	3.76	3.85	4.33	3.55	3.60	3.83

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12	My benefits compare favorably with those offered at other organizations in this job market.	3.67	3.62	3.67	3.73	3.60	3.83
13	The medical center's leadership provides the direction necessary for the medical center's continued success.	3.82	3.92	4.00	3.64	4.00	3.98
14	I am a member of a work group that works well together.	4.00	3.92	4.67	4.18	3.40	4.17
15	The person I report to listens to my comments and/or suggestions.	4.15	4.08	4.00	4.27	4.20	4.15
16	I would recommend the medical center to family and friends who need care.	4.12	3.92	4.33	4.09	4.40	4.35
17	There is effective communication within my work group.	3.61	3.69	4.33	3.36	3.40	3.80
18	The medical center supports me in balancing my work life and personal life.	3.82	3.92	4.00	3.82	3.60	3.82
19	The medical center provides the appropriate resources to help employees deal with personal problems.	3.48	3.54	3.67	3.64	3.00	3.94
20	The person I report to recognizes employees when they do a good job.	4.00	3.92	3.67	4.09	4.20	3.99

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21 My work group is adequately staffed.	3.39	2.85	4.00	3.73	3.60	3.38
22 My work group values diversity.	4.06	3.92	4.00	4.09	4.40	4.02
23 I am satisfied with the job security at the medical center.	4.00	3.85	4.33	4.18	3.80	4.01
24 The person I report to treats me with respect.	4.24	4.31	4.33	4.27	4.00	4.31
25 I am satisfied with my work group's performance development/appraisal system.	3.27	2.85	4.33	3.55	3.00	3.59
26 My job responsibilities are clear.	4.03	4.17	4.00	3.82	4.20	4.17
27 The medical center treats employees with respect.	3.91	4.00	3.67	3.91	3.80	3.96
28 I am aware of the resources the medical center provides to help employees deal with personal problems.	3.48	3.23	3.67	3.82	3.40	4.00
29 My pay compares favorably with similar positions in my job market.	3.03	3.00	3.00	3.18	2.60	3.27
30 I can ask the person I report to any reasonable question and get a straight answer.	3.94	3.69	3.67	4.09	4.40	3.99

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31	There is a climate of trust in the medical center.	3.72	3.54	4.00	3.80	3.80	3.62
32	I feel I make a difference here.	3.97	3.92	4.00	4.09	4.00	4.11
33	I am satisfied with the recognition I receive for doing a good job.	3.64	3.77	3.33	3.73	3.20	3.69
34	Physicians treat other staff members at the medical center with respect.	3.36	3.38	3.33	3.36	3.40	3.62
35	The person I report to emphasizes the importance of providing great customer service.	4.15	4.15	4.00	4.18	4.40	4.29
36	My needs are satisfied by the benefits I receive.	3.55	3.31	3.67	3.91	3.20	3.73
37	The medical center treats employees fairly regardless of their age, race, sex, or sexual orientation.	3.82	4.00	2.67	4.09	3.40	4.05
38	Information from this survey will be used to make improvements.	3.30	2.92	4.33	3.36	3.60	3.64
39	I trust the person to whom I report.	3.97	4.00	3.67	4.00	4.00	4.10
40	The medical center treats employee safety as a high priority.	3.81	3.50	3.67	4.09	4.20	4.17

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41	I get the tools and resources (non-personnel) I need to do my job.	3.48	3.31	4.33	3.27	3.80	3.98
42	I am satisfied with the ongoing training for my present job.	3.66	3.58	4.00	3.73	3.60	3.85
43	If I am unfairly treated, I believe I will be given a fair shake if I appeal.	3.25	3.08	3.67	3.36	3.20	3.55
44	The person I report to cares about my job satisfaction.	3.97	3.85	3.33	4.27	4.00	4.03
45	My ideas and suggestions are seriously considered.	3.76	3.62	3.33	4.00	3.80	3.87
46	I am proud to tell people I work for the medical center.	4.21	4.31	4.33	4.09	4.20	4.42
47	The person I report to gives me useful feedback on a regular basis.	3.55	3.38	3.33	3.64	3.80	3.80
48	There is effective communication between different levels within the medical center.	3.12	3.17	3.33	3.09	3.00	3.32
49	Different work groups work well together at the medical center.	3.66	3.42	4.00	3.82	3.80	3.64
50	When the medical center is financially successful, it rewards employees.	3.53	3.33	3.67	3.73	3.40	3.74

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51	The person I report to encourages teamwork.	4.16	3.92	4.33	4.40	4.20	4.19
52	There is good teamwork between physicians and staff at the medical center.	3.29	3.09	3.67	3.36	3.40	3.71
53	I am satisfied with my involvement in decisions that affect my work.	3.48	3.31	3.33	3.55	4.00	3.75
54	The person I report to supports me in balancing my work life and personal life.	3.84	3.75	3.67	4.00	3.80	4.01
55	The medical center makes worthwhile contributions to the community.	4.06	4.33	4.00	4.09	3.60	4.23
56	The medical center provides high-quality care and customer service.	4.03	4.36	3.67	3.82	4.00	4.22
57	The medical center values employees from different backgrounds.	3.84	3.73	3.67	4.00	4.00	4.10
58	The person I report to communicates important information in a timely manner.	3.69	3.67	3.33	3.64	4.20	3.98
59	I would stay with the medical center if offered a similar job elsewhere for slightly higher pay.	3.70	3.69	4.33	3.45	3.80	3.72
60	I would like to remain with the medical center for at least the next three years.	4.06	4.15	4.00	3.82	4.20	4.24

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61	I would recommend the medical center as a good place to work.	4.15	4.08	4.33	4.00	4.60	4.25
62	Overall, I am a satisfied employee.	3.88	4.00	4.00	3.82	3.60	4.09
63	Vanderbilt University does enough to protect the confidentiality of personal information.	3.84	3.75	3.33	4.00	4.00	4.16

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