

Manager Professional Learning Needs Assessment--2016 Summary

Training Needs

| | Most likely to attend at Mt. SAC | Need the Most | Dept Needs |
|--|----------------------------------|---------------|------------|
| Leadership | 56% | 36% | 28% |
| Benefits and Retirement | 44% | 17% | |
| Project management | 43% | 28% | |
| Communication | 41% | 14% | 57% |
| Human Resources training (i.e. EEO, hiring and selection, selecting interview questions, and legal mandates. | 41% | 20% | 10% |
| Employee Motivation and Employee Engagement | 38% | 29% | |
| Conflict Resolution | 38% | 25% | 25% |
| Fiscal Services (managing budgets, processing purchase orders and requisitions etc.) | 38% | 22% | 10% |
| CSEA and collective bargaining updates | 38% | 20% | |
| Learn ways to motivate your team/engagement | 37% | 25% | 35% |
| Organizational Change Management | 35% | 27% | |
| Health and Safety | 30% | 10% | 8% |
| Personal Wellness (i.e. stress reduction, anger management, reducing job burnout etc.) | 29% | 19% | 23% |
| Equity and Diversity (employee and student issues) | 27% | 12% | 15% |
| Dealing with Difficult People | | | 40% |
| Team building | | | 53% |

Reasons why it is difficult to attend Professional & Organizational Development (POD) activities

- 55% Dates/times conflict with schedule
- 55% Too busy to attend
- 50% Workload too high
- 29% Topic offered was not relevant

Workload Perspective

| | Agree /Strongly Agree | Disagree /Strongly Disagree | Not Sure/Not applicable |
|---|-----------------------|-----------------------------|-------------------------|
| Expectations of my workload are reasonable. | 63% | 31% | 6% |
| Job responsibilities are clearly prioritized. | 68% | 21% | 11% |
| I am able to have a healthy work-life balance. | 50% | 35% | 15% |
| My workload has increased substantially in the past year. | 60% | 19% | 21% |
| I have ample support from administration to complete my assignments in a timely manner. | 57% | 25% | 18% |
| I have ample resources (i.e. time, staffing, funding etc.) to complete my work with high quality. | 37% | 48% | 15% |

Number of Years Managers Have Worked at Mt. SAC

| # Years | % | Count |
|----------------|--------|-------|
| 1 year or less | 38.10% | 24 |
| 2-5 years | 19.05% | 12 |
| 6-10 years | 20.63% | 13 |
| 11-15 years | 3.17% | 2 |
| 16-20 years | 7.94% | 5 |
| 21-30 years | 9.52% | 6 |
| 31-45 years | 1.59% | 1 |
| Total | 100% | 63 |