

## 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%