

# 2014 Employee Engagement and Satisfaction Survey & Human Resources Client Satisfaction Survey

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# **2014 Employee Engagement and Satisfaction Survey & Human Resources Client Satisfaction Survey**

## **INTRODUCTION**

Since 2006, there has been an inter-jurisdictional effort among federal, provincial and territorial governments to measure employee satisfaction and engagement in a comparable manner. All participating governments administer a survey with common content and the results are reported through an inter-jurisdictional team. The Government of the Northwest Territories (GNWT) also uses this opportunity to gauge client satisfaction with respect to services provided by the Department of Human Resources (HR).

Between November 2014 and December 2014, employees of the GNWT were asked to complete the sixth cycle of the Employee Engagement and Satisfaction Survey and the fourth cycle of the Human Resources Client Satisfaction Survey. In 2014, some questions on likelihood of relocation, and accommodations for disabilities in the workplace were added to the Employee Engagement and Satisfaction Survey, while two questions concerning the Human Resources' Training Calendar were added to the Human Resources Client Satisfaction Survey. The collection methodology did not change from previous cycles; e-mail messages with a link to the on-line survey were sent out to all employees of the GNWT and its boards and agencies, and paper copies of the questionnaire were sent by regular mail to those employees without e-mail addresses. Positions that do not follow the same organizational structure as the GNWT, have different human resource practices or were on extended leave were excluded from the survey frame. As a result, judges, doctors, interpreters, casual employees and Members of the Legislative Assembly were not asked to complete the surveys.

Overall, just over 2,150 employees responded to the first portion of the survey representing a response rate of about 46%. Slightly less than 2,100 responded to the Human Resources Client Satisfaction section of the survey. The data was not weighted to the population and as a result, the tables found in this report only reflect the answers of the respondents

## **OVERVIEW OF RESULTS**

Over the past four cycles of the survey, responses have been remarkably consistent for many of the indicators (Table A). GNWT respondents have excellent working relationships with their co-workers and feel their job is a good fit with their skills and interests. Further, most respondents think that their job gives them the chance to do challenging and interesting work. Over 75% of respondents are satisfied with their work as a GNWT employee.

Respondents continue to indicate a need for improvement in the flow of information from senior leadership to staff and their confidence in the senior leadership in their departments. Meaningful recognition for work well done and opportunities for career advancement were also identified by respondents as areas to be enriched.

In 2010, 2011, and 2012 very few respondents felt that the GNWT had adequate reward programs or had adequate sensitivity training with respect to persons with disabilities. While

these areas are still problematic, there is evidence of progress in 2014 based on the higher proportion of respondents who agreed or strongly agreed with these statements.

Compared to 2010 and 2011, a higher proportion of respondents thought promotion of cross cultural awareness is a high priority in the GNWT. Similarly, more would recommend the GNWT as a great place to work. In 2014, more respondents felt like they were treated respectfully at work than in 2012, the question was not asked in 2010 or 2011.

*Table A: Historical Comparison of Results*

	Percent who Agree or Strongly Agree			
	2010	2011	2012	2014
	(%)	(%)	(%)	(%)
I have positive working relationships with my co-workers.	90.0	88.8	89.8	90.4
I have support at work to provide a high level of service.	72.4	71.3	73.3	75.9
My job is a good fit with my skills and interests.	88.2	87.6	88.4	87.5
I have support at work to balance my work and personal life.	70.2	71.0	71.4	73.3
I am satisfied with the quality of supervision I receive.	71.8	70.2	72.1	73.0
I have confidence in the senior leadership of my department.	61.5	59.5	61.0	62.3
Essential information flows effectively from senior leadership to staff.	50.8	48.9	48.4	51.3
I know how my work contributes to the achievement of my department's goals.	82.9	80.4	80.7	81.9
My organization supports my work related learning and development.	71.7	67.2	69.8	71.8
I have opportunities to provide input into decisions that affect my work.	68.5	68.7	68.8	70.7
Innovation is valued in my work.	64.8	64.3	62.6	63.0
I receive meaningful recognition for work well done.	57.7	56.4	56.5	59.0
I have opportunities for career growth within the GNWT.	53.6	50.4	52.5	53.9
Overall, I am satisfied in my work as a GNWT employee.	76.7	75.0	76.1	75.7
I am satisfied with my department.	68.8	66.8	67.8	68.6
I am inspired to give my very best.	70.5	68.4	69.6	71.2
I would recommend the GNWT as a great place to work.	70.2	70.5	75.6	75.7

	Percent who Agree or Strongly Agree			
	2010	2011	2012	2014
	(%)	(%)	(%)	(%)
I would prefer to stay with the GNWT even if offered a similar job elsewhere.	56.6	58.6	61.5	59.7
I am proud to tell people I work for the GNWT.	70.5	69.2	72.2	72.3
Overall, people in the GNWT strive to improve its results.	58.5	56.8	58.8	59.9
My job gives me the chance to do challenging and interesting work.	81.9	80.4	80.9	80.9
I am satisfied with my workload.	65.0	63.3	63.5	63.6
I am satisfied with my physical workplace conditions.	71.4	70.5	72.1	71.8
I am treated respectfully at work.	n/a	n/a	77.6	80.0
Commitment to quality is a high priority in the GNWT.	53.8	53.2	60.1	60.3
I feel the GNWT promotes an inclusive public service where staff are treated equitably.	50.4	49.2	56.7	58.3
I am satisfied with the health and wellness programs that are available to me as a GNWT employee.	61.5	60.2	64.4	65.1
I am satisfied with the safety measures that are in place in the GNWT.	67.1	66.1	68.7	72.2
The GNWT promotes cross-cultural awareness opportunities for employees.	49.0	50.2	53.9	62.0
The GNWT provides adequate sensitivity training with regards to people with disabilities in the workplace.	33.6	35.2	45.9	49.0
The GNWT has adequate reward programs in place to help celebrate and acknowledge individual and team efforts.	35.1	36.4	40.5	42.4
Overall, I feel valued as a GNWT employee	n/a	56.0	61.8	63.2

In 2014, respondents were asked if the opportunity presented itself would they be willing to move from the Northwest Territories in the next 12 months. Of the 29% who stated they were likely or very likely to move, 34% of those cited the cost of living as the main reason for considering a move.

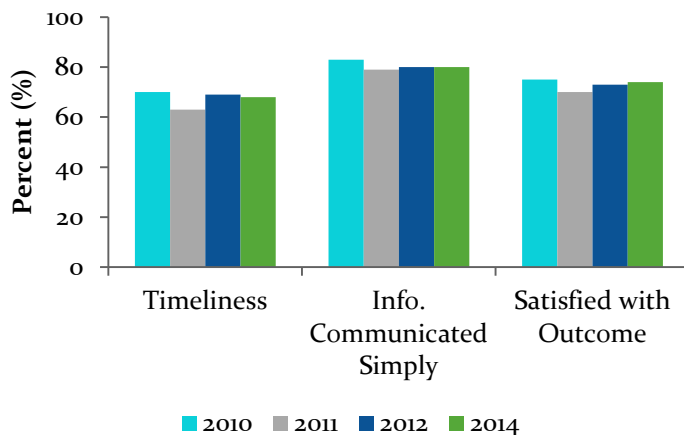
## Department of Human Resources Client Satisfaction Survey

As in previous cycles, respondents were asked questions about a variety of services provided by HR. The intent is to gauge the level of satisfaction with these services to help identify areas of success and areas for improvement.

In 2014, two new questions were added to the survey to help determine how GNWT employees evaluate the usefulness of the Department of Human Resources' Training Calendar. Nearly half (52%) of the respondents had used the Training Calendar in 2014. Overall, 84% of those respondents that used the Training Calendar found that it was easy to find and register for courses.

Nearly, 82% of respondents used the HR website in the past year and, as in past years, the majority felt the website had the information they needed and that it was up-to-date. The percentage of respondents who felt they could not easily find information on the HR website, however, increased from about 25% in 2011 to 35% 2014.

**Figure 2. Historical Comparison of Client Satisfaction with HR Helpdesk**



Similar to previous years, almost all respondents had used PeopleSoft, however, 30% reported they had not received adequate PeopleSoft training. Over 87% of respondents indicated that PeopleSoft has the information they need and nearly 84% thought that the information was accurate, similar to the 2012 results.

In the past year, 67% of respondents used the HR helpdesk, a decrease from 2011 where over 70% made an enquiry through the Helpdesk. Compared to previous years, satisfaction with the HR Helpdesk appears to have improved from 2011, but remains below 2010 in all aspects (Figure 2). The proportion of respondents in 2014 who agreed or strongly agreed that their issues were addressed in a timely manner decreased to nearly 68% from 69% in 2012. Similar to 2012, approximately 80% of respondents thought that the information they needed was communicated in a way they could understand. Over the past year, satisfaction with the way issues were addressed rose to 74% from 73% in 2012, approaching the 75% level of 2010.

Of the respondents who supervise others and had contact with a Client Service Manager over the past year, most continue to be highly satisfied with their client service managers (Table B). In 2014, 84% agreed or strongly agreed that responses were made in a timely manner, 90% felt the information was communicated in a way that they could understand and 85% were satisfied with the services provided by the Client Service Manager.

*Table B: Satisfaction with Client Service Managers*

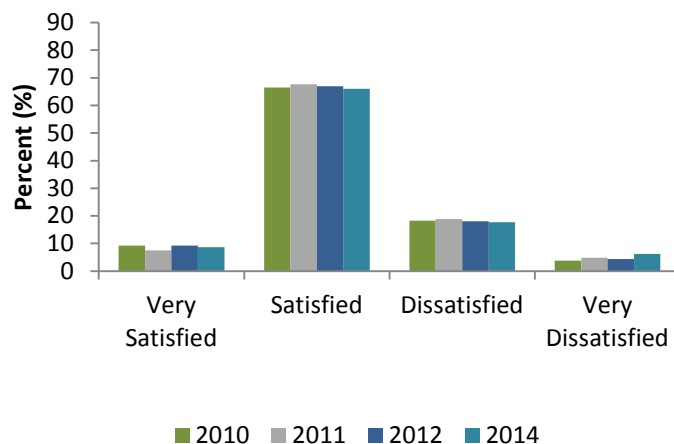
	Percent who Strongly Agree or Agree			
	2010	2011	2012	2014
Client Service Manager Responded in a Timely Manner	(%) 81	(%) 80	(%) 85	(%) 84
Information was Understood	88	89	92	90
Satisfied with Services Provided by Client Service Manager	79	81	85	85

For those supervisors who recruited staff over the past year, 65% agreed or strongly agreed that the recruitment process was conducted in a timely manner. Similarly, 67% were satisfied with the way the recruitment process was conducted. Over 84% of respondents indicated that the requisite information was communicated in a way they could understand.

Supervisors were also asked if they had any jobs evaluated or reviewed in the past year. Nearly 73% of those who had job evaluated or reviewed felt they were conducted in a timely manner. Nearly 80% indicated the information was communicated in a way they could understand and 68% were satisfied with the way the job evaluations or reviews were conducted.

All respondents were asked whether the training courses offered through HR were the types of courses needed to do their job, only 44% of respondents strongly agreed or agreed, a slight increase from 2012, while 30% either disagreed or strongly disagreed. Interestingly, over one quarter of respondents continue to indicate that they are unaware of the courses offered through HR.

**Figure 3. Historical Comparison of Overall Satisfaction with HR**



Over the past four cycles, the majority of respondents have been satisfied or very satisfied with the services provided by HR. In 2014, 75% of respondents indicated they were either very satisfied or satisfied with the overall services, a very small decrease from 2012 (Figure 3).

Finally, respondents were invited to comment about their experiences with the services provided by the GNWT Department of Human Resources. Over 380 respondents took advantage of this opportunity to offer some specific feedback, generally with multiple suggestions

or comments. From these comments, a number of themes emerged relating to quality of service, training, adherence to policies and procedures and recognition/reward programs.

By far, the most prevalent comments were related to quality of service from HR. While both positive and negative aspects were addressed, many comments noted a need for HR staff to enhance their customer service. They cited politeness, timeliness of responses and accuracy of information as areas for improvement. Numerous suggestions indicated that the process of contacting the HR helpdesk for enquiries needs to be revisited and that the complexities of human resource issues often requires an opportunity for employees to converse with an HR expert. Others felt that HR services were not provided in a timely fashion and regular functions such as hiring of casuals were taking longer.

Respondents commented that opportunities for career advancement including hiring/promotion policies need to be examined and evaluated. There were also suggestions for checks to ensure that policies are being followed. Some also noted the need for succession planning

Training was another theme that produced a wide array of comments. Requests were made for a variety of courses including training to improve management skills, training on human resource issues and cross-cultural programs. Others indicated a need for more funding for professional development.

There were also a number of comments indicating that certain HR staff members were outstanding and that services had improved over the years. Other respondents concluded their surveys with comments that they had no difficulties with HR, that they were very happy with the services provided and asking HR to keep up their excellent work.



# Employee Engagement & Satisfaction

## Statistical Tables

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**Table 1**  
**Respondents by Nature of Working Relationship with Co-Workers**  
**Government of the Northwest Territories, 2014**

	"I have positive working relationships with my co-workers."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>872</b>	<b>40.3</b>	<b>1,084</b>	<b>50.1</b>	<b>126</b>	<b>5.8</b>	<b>62</b>	<b>2.9</b>	<b>15</b>	<b>0.7</b>	<b>4</b>	<b>0.2</b>
<b>Gender</b>														
Male	733	100.0	317	43.2	359	49.0	35	4.8	16	2.2	6	0.8	0	0.0
Female	1,335	100.0	533	39.9	667	50.0	81	6.1	44	3.3	8	0.6	2	0.1
Not Stated	95	100.0	22	23.2	58	61.1	10	10.5	2	2.1	1	1.1	2	2.1
<b>Age Groups</b>														
Less Than 30	170	100.0	67	39.4	83	48.8	14	8.2	6	3.5	0	0.0	0	0.0
30 - 39 Years	548	100.0	228	41.6	275	50.2	32	5.8	11	2.0	2	0.4	0	0.0
40 - 49 Years	566	100.0	245	43.3	272	48.1	32	5.7	13	2.3	4	0.7	0	0.0
50 - 59 Years	606	100.0	237	39.1	306	50.5	31	5.1	23	3.8	7	1.2	2	0.3
60+	178	100.0	75	42.1	89	50.0	7	3.9	6	3.4	1	0.6	0	0.0
Not Stated	95	100.0	20	21.1	59	62.1	10	10.5	3	3.2	1	1.1	2	2.1
<b>Occupation Groups</b>														
Management	444	100.0	208	46.8	202	45.5	23	5.2	9	2.0	2	0.5	0	0.0
Administration	392	100.0	151	38.5	198	50.5	23	5.9	14	3.6	6	1.5	0	0.0
Technical or Professional	890	100.0	368	41.3	447	50.2	47	5.3	22	2.5	5	0.6	1	0.1
Other	357	100.0	128	35.9	187	52.4	25	7.0	15	4.2	1	0.3	1	0.3
Not Stated	80	100.0	17	21.3	50	62.5	8	10.0	2	2.5	1	1.3	2	2.5
<b>Length of Service</b>														
Less than 1 Year	238	100.0	104	43.7	116	48.7	15	6.3	2	0.8	1	0.4	0	0.0
1 - 4 Years	480	100.0	206	42.9	222	46.3	34	7.1	13	2.7	4	0.8	1	0.2
5 - 10 Years	524	100.0	218	41.6	262	50.0	26	5.0	15	2.9	2	0.4	1	0.2
Over 10 Years	842	100.0	325	38.6	438	52.0	42	5.0	30	3.6	7	0.8	0	0.0
Not Stated	79	100.0	19	24.1	46	58.2	9	11.4	2	2.5	1	1.3	2	2.5
<b>Location of Position</b>														
Headquarters	1026	100.0	448	43.7	499	48.6	52	5.1	22	2.1	4	0.4	1	0.1
Regional Offices	927	100.0	351	37.9	470	50.7	60	6.5	36	3.9	10	1.1	0	0.0
Not Stated	210	100.0	73	34.8	115	54.8	14	6.7	4	1.9	1	0.5	3	1.4

**Table 2**  
**Respondents by Support to Provide High Level of Service**  
**Government of the Northwest Territories, 2014**

	"I have support at work to provide a high level of service."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>575</b>	<b>26.6</b>	<b>1,067</b>	<b>49.3</b>	<b>242</b>	<b>11.2</b>	<b>220</b>	<b>10.2</b>	<b>53</b>	<b>2.5</b>	<b>6</b>	<b>0.3</b>
<b>Gender</b>														
Male	733	100.0	201	27.4	359	49.0	84	11.5	72	9.8	17	2.3	0	0.0
Female	1,335	100.0	361	27.0	656	49.1	143	10.7	138	10.3	32	2.4	5	0.4
Not Stated	95	100.0	13	13.7	52	54.7	15	15.8	10	10.5	4	4.2	1	1.1
<b>Age Groups</b>														
Less Than 30	170	100.0	46	27.1	86	50.6	16	9.4	18	10.6	4	2.4	0	0.0
30 - 39 Years	548	100.0	138	25.2	264	48.2	57	10.4	72	13.1	16	2.9	1	0.2
40 - 49 Years	566	100.0	158	27.9	286	50.5	69	12.2	47	8.3	6	1.1	0	0.0
50 - 59 Years	606	100.0	168	27.7	290	47.9	70	11.6	57	9.4	17	2.8	4	0.7
60+	178	100.0	53	29.8	91	51.1	14	7.9	15	8.4	5	2.8	0	0.0
Not Stated	95	100.0	12	12.6	50	52.6	16	16.8	11	11.6	5	5.3	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	142	32.0	203	45.7	47	10.6	46	10.4	6	1.4	0	0.0
Administration	392	100.0	118	30.1	191	48.7	37	9.4	35	8.9	10	2.6	1	0.3
Technical or Professional	890	100.0	221	24.8	456	51.2	104	11.7	82	9.2	24	2.7	3	0.3
Other	357	100.0	86	24.1	171	47.9	40	11.2	50	14.0	9	2.5	1	0.3
Not Stated	80	100.0	8	10.0	46	57.5	14	17.5	7	8.8	4	5.0	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	74	31.1	114	47.9	30	12.6	15	6.3	5	2.1	0	0.0
1 - 4 Years	480	100.0	117	24.4	243	50.6	48	10.0	55	11.5	16	3.3	1	0.2
5 - 10 Years	524	100.0	165	31.5	234	44.7	61	11.6	52	9.9	10	1.9	2	0.4
Over 10 Years	842	100.0	209	24.8	435	51.7	88	10.5	89	10.6	19	2.3	2	0.2
Not Stated	79	100.0	10	12.7	41	51.9	15	19.0	9	11.4	3	3.8	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	305	29.7	502	48.9	101	9.8	91	8.9	22	2.1	5	0.5
Regional Offices	927	100.0	226	24.4	456	49.2	110	11.9	110	11.9	25	2.7	0	0.0
Not Stated	210	100.0	44	21.0	109	51.9	31	14.8	19	9.0	6	2.9	1	0.5

**Table 3**  
**Respondents by Fit of Position with Skills & Interests**  
**Government of the Northwest Territories, 2014**

	"My job is a good fit with my skills and interests."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>880</b>	<b>40.7</b>	<b>1,012</b>	<b>46.8</b>	<b>149</b>	<b>6.9</b>	<b>92</b>	<b>4.3</b>	<b>20</b>	<b>0.9</b>	<b>10</b>	<b>0.5</b>
<b>Gender</b>														
Male	733	100.0	322	43.9	325	44.3	44	6.0	33	4.5	5	0.7	4	0.5
Female	1,335	100.0	526	39.4	649	48.6	95	7.1	48	3.6	12	0.9	5	0.4
Not Stated	95	100.0	32	33.7	38	40.0	10	10.5	11	11.6	3	3.2	1	1.1
<b>Age Groups</b>														
Less Than 30	170	100.0	57	33.5	79	46.5	23	13.5	9	5.3	2	1.2	0	0.0
30 - 39 Years	548	100.0	210	38.3	263	48.0	41	7.5	26	4.7	7	1.3	1	0.2
40 - 49 Years	566	100.0	234	41.3	273	48.2	31	5.5	22	3.9	3	0.5	3	0.5
50 - 59 Years	606	100.0	267	44.1	277	45.7	35	5.8	18	3.0	4	0.7	5	0.8
60+	178	100.0	81	45.5	82	46.1	8	4.5	5	2.8	1	0.6	1	0.6
Not Stated	95	100.0	31	32.6	38	40.0	11	11.6	12	12.6	3	3.2	0	0.0
<b>Occupation Groups</b>														
Management	444	100.0	220	49.5	196	44.1	14	3.2	11	2.5	2	0.5	1	0.2
Administration	392	100.0	133	33.9	192	49.0	35	8.9	20	5.1	11	2.8	1	0.3
Technical or Professional	890	100.0	370	41.6	421	47.3	61	6.9	31	3.5	3	0.3	4	0.4
Other	357	100.0	129	36.1	173	48.5	29	8.1	21	5.9	1	0.3	4	1.1
Not Stated	80	100.0	28	35.0	30	37.5	10	12.5	9	11.3	3	3.8	0	0.0
<b>Length of Service</b>														
Less than 1 Year	238	100.0	94	39.5	98	41.2	24	10.1	16	6.7	4	1.7	2	0.8
1 - 4 Years	480	100.0	198	41.3	212	44.2	46	9.6	18	3.8	4	0.8	2	0.4
5 - 10 Years	524	100.0	216	41.2	253	48.3	27	5.2	22	4.2	3	0.6	3	0.6
Over 10 Years	842	100.0	342	40.6	420	49.9	43	5.1	28	3.3	6	0.7	3	0.4
Not Stated	79	100.0	30	38.0	29	36.7	9	11.4	8	10.1	3	3.8	0	0.0
<b>Location of Position</b>														
Headquarters	1,026	100.0	387	37.7	486	47.4	92	9.0	50	4.9	8	0.8	3	0.3
Regional Offices	927	100.0	412	44.4	431	46.5	42	4.5	28	3.0	9	1.0	5	0.5
Not Stated	210	100.0	81	38.6	95	45.2	15	7.1	14	6.7	3	1.4	2	1.0

**Table 4**  
**Respondents by Support to Balance Work & Personal Life**  
**Government of the Northwest Territories, 2014**

	"I have support at work to balance my work and personal life."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>590</b>	<b>27.3</b>	<b>996</b>	<b>46.0</b>	<b>290</b>	<b>13.4</b>	<b>202</b>	<b>9.3</b>	<b>74</b>	<b>3.4</b>	<b>11</b>	<b>0.5</b>
<b>Gender</b>														
Male	733	100.0	224	30.6	317	43.2	105	14.3	63	8.6	21	2.9	3	0.4
Female	1,335	100.0	350	26.2	636	47.6	165	12.4	130	9.7	47	3.5	7	0.5
Not Stated	95	100.0	16	16.8	43	45.3	20	21.1	9	9.5	6	6.3	1	1.1
<b>Age Groups</b>														
Less Than 30	170	100.0	50	29.4	72	42.4	24	14.1	18	10.6	6	3.5	0	0.0
30 - 39 Years	548	100.0	158	28.8	244	44.5	77	14.1	48	8.8	20	3.6	1	0.2
40 - 49 Years	566	100.0	170	30.0	263	46.5	60	10.6	57	10.1	15	2.7	1	0.2
50 - 59 Years	606	100.0	149	24.6	289	47.7	87	14.4	52	8.6	21	3.5	8	1.3
60+	178	100.0	48	27.0	86	48.3	20	11.2	18	10.1	6	3.4	0	0.0
Not Stated	95	100.0	15	15.8	42	44.2	22	23.2	9	9.5	6	6.3	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	123	27.7	211	47.5	59	13.3	45	10.1	5	1.1	1	0.2
Administration	392	100.0	121	30.9	173	44.1	58	14.8	23	5.9	16	4.1	1	0.3
Technical or Professional	890	100.0	238	26.7	402	45.2	111	12.5	99	11.1	33	3.7	7	0.8
Other	357	100.0	95	26.6	172	48.2	45	12.6	29	8.1	15	4.2	1	0.3
Not Stated	80	100.0	13	16.3	38	47.5	17	21.3	6	7.5	5	6.3	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	85	35.7	111	46.6	26	10.9	12	5.0	3	1.3	1	0.4
1 - 4 Years	480	100.0	120	25.0	219	45.6	71	14.8	48	10.0	18	3.8	4	0.8
5 - 10 Years	524	100.0	153	29.2	238	45.4	61	11.6	53	10.1	18	3.4	1	0.2
Over 10 Years	842	100.0	217	25.8	392	46.6	116	13.8	83	9.9	30	3.6	4	0.5
Not Stated	79	100.0	15	19.0	36	45.6	16	20.3	6	7.6	5	6.3	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	324	31.6	499	48.6	100	9.7	76	7.4	22	2.1	5	0.5
Regional Offices	927	100.0	226	24.4	405	43.7	153	16.5	105	11.3	37	4.0	1	0.1
Not Stated	210	100.0	40	19.0	92	43.8	37	17.6	21	10.0	15	7.1	5	2.4

**Table 5**  
**Respondents by Satisfaction with Quality of Supervision**  
**Government of the Northwest Territories, 2014**

	"I am satisfied with the quality of supervision I receive."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>613</b>	<b>28.3</b>	<b>967</b>	<b>44.7</b>	<b>269</b>	<b>12.4</b>	<b>204</b>	<b>9.4</b>	<b>107</b>	<b>4.9</b>	<b>3</b>	<b>0.1</b>
<b>Gender</b>														
Male	733	100.0	211	28.8	326	44.5	88	12.0	64	8.7	44	6.0	0	0.0
Female	1,335	100.0	385	28.8	602	45.1	156	11.7	130	9.7	59	4.4	3	0.2
Not Stated	95	100.0	17	17.9	39	41.1	25	26.3	10	10.5	4	4.2	0	0.0
<b>Age Groups</b>														
Less Than 30	170	100.0	47	27.6	87	51.2	20	11.8	13	7.6	3	1.8	0	0.0
30 - 39 Years	548	100.0	159	29.0	233	42.5	62	11.3	60	10.9	31	5.7	3	0.5
40 - 49 Years	566	100.0	163	28.8	267	47.2	70	12.4	49	8.7	17	3.0	0	0.0
50 - 59 Years	606	100.0	170	28.1	258	42.6	78	12.9	58	9.6	42	6.9	0	0.0
60+	178	100.0	59	33.1	82	46.1	13	7.3	14	7.9	10	5.6	0	0.0
Not Stated	95	100.0	15	15.8	40	42.1	26	27.4	10	10.5	4	4.2	0	0.0
<b>Occupation Groups</b>														
Management	444	100.0	132	29.7	210	47.3	49	11.0	37	8.3	16	3.6	0	0.0
Administration	392	100.0	133	33.9	171	43.6	41	10.5	31	7.9	16	4.1	0	0.0
Technical or Professional	890	100.0	235	26.4	409	46.0	102	11.5	87	9.8	55	6.2	2	0.2
Other	357	100.0	98	27.5	142	39.8	58	16.2	41	11.5	17	4.8	1	0.3
Not Stated	80	100.0	15	18.8	35	43.8	19	23.8	8	10.0	3	3.8	0	0.0
<b>Length of Service</b>														
Less than 1 Year	238	100.0	75	31.5	106	44.5	34	14.3	14	5.9	9	3.8	0	0.0
1 - 4 Years	480	100.0	140	29.2	213	44.4	52	10.8	50	10.4	23	4.8	2	0.4
5 - 10 Years	524	100.0	155	29.6	228	43.5	58	11.1	55	10.5	28	5.3	0	0.0
Over 10 Years	842	100.0	229	27.2	386	45.8	104	12.4	78	9.3	44	5.2	1	0.1
Not Stated	79	100.0	14	17.7	34	43.0	21	26.6	7	8.9	3	3.8	0	0.0
<b>Location of Position</b>														
Headquarters	1,026	100.0	308	30.0	472	46.0	121	11.8	74	7.2	50	4.9	1	0.1
Regional Offices	927	100.0	257	27.7	396	42.7	110	11.9	114	12.3	48	5.2	2	0.2
Not Stated	210	100.0	48	22.9	99	47.1	38	18.1	16	7.6	9	4.3	0	0.0

**Table 6**  
**Respondents by Confidence in Senior Leadership**  
**Government of the Northwest Territories, 2014**

	"I have confidence in the senior leadership of my department."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>530</b>	<b>24.5</b>	<b>817</b>	<b>37.8</b>	<b>378</b>	<b>17.5</b>	<b>254</b>	<b>11.7</b>	<b>172</b>	<b>8.0</b>	<b>12</b>	<b>0.6</b>
<b>Gender</b>														
Male	733	100.0	191	26.1	272	37.1	124	16.9	73	10.0	70	9.5	3	0.4
Female	1,335	100.0	326	24.4	513	38.4	227	17.0	172	12.9	89	6.7	8	0.6
Not Stated	95	100.0	13	13.7	32	33.7	27	28.4	9	9.5	13	13.7	1	1.1
<b>Age Groups</b>														
Less Than 30	170	100.0	40	23.5	67	39.4	28	16.5	23	13.5	12	7.1	0	0.0
30 - 39 Years	548	100.0	129	23.5	202	36.9	92	16.8	76	13.9	47	8.6	2	0.4
40 - 49 Years	566	100.0	141	24.9	221	39.0	101	17.8	63	11.1	37	6.5	3	0.5
50 - 59 Years	606	100.0	162	26.7	218	36.0	105	17.3	67	11.1	48	7.9	6	1.0
60+	178	100.0	45	25.3	78	43.8	26	14.6	15	8.4	13	7.3	1	0.6
Not Stated	95	100.0	13	13.7	31	32.6	26	27.4	10	10.5	15	15.8	0	0.0
<b>Occupation Groups</b>														
Management	444	100.0	149	33.6	174	39.2	59	13.3	38	8.6	22	5.0	2	0.5
Administration	392	100.0	107	27.3	143	36.5	68	17.3	41	10.5	30	7.7	3	0.8
Technical or Professional	890	100.0	172	19.3	340	38.2	175	19.7	117	13.1	80	9.0	6	0.7
Other	357	100.0	89	24.9	134	37.5	53	14.8	49	13.7	31	8.7	1	0.3
Not Stated	80	100.0	13	16.3	26	32.5	23	28.7	9	11.3	9	11.3	0	0.0
<b>Length of Service</b>														
Less than 1 Year	238	100.0	82	34.5	92	38.7	43	18.1	15	6.3	6	2.5	0	0.0
1 - 4 Years	480	100.0	119	24.8	187	39.0	80	16.7	52	10.8	39	8.1	3	0.6
5 - 10 Years	524	100.0	120	22.9	194	37.0	82	15.6	79	15.1	46	8.8	3	0.6
Over 10 Years	842	100.0	195	23.2	318	37.8	152	18.1	99	11.8	72	8.6	6	0.7
Not Stated	79	100.0	14	17.7	26	32.9	21	26.6	9	11.4	9	11.4	0	0.0
<b>Location of Position</b>														
Headquarters	1,026	100.0	264	25.7	403	39.3	170	16.6	115	11.2	70	6.8	4	0.4
Regional Offices	927	100.0	221	23.8	336	36.2	165	17.8	120	12.9	78	8.4	7	0.8
Not Stated	210	100.0	45	21.4	78	37.1	43	20.5	19	9.0	24	11.4	1	0.5



**Table 7**  
**Respondents by Satisfaction with Communication from Senior Leadership**  
**Government of the Northwest Territories, 2014**

	"Essential information flows effectively from senior leadership to staff."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>312</b>	<b>14.4</b>	<b>798</b>	<b>36.9</b>	<b>454</b>	<b>21.0</b>	<b>365</b>	<b>16.9</b>	<b>219</b>	<b>10.1</b>	<b>15</b>	<b>0.7</b>
<b>Gender</b>														
Male	733	100.0	108	14.7	273	37.2	164	22.4	110	15.0	73	10.0	5	0.7
Female	1,335	100.0	197	14.8	493	36.9	267	20.0	237	17.8	132	9.9	9	0.7
Not Stated	95	100.0	7	7.4	32	33.7	23	24.2	18	18.9	14	14.7	1	1.1
<b>Age Groups</b>														
Less Than 30	170	100.0	30	17.6	59	34.7	36	21.2	25	14.7	18	10.6	2	1.2
30 - 39 Years	548	100.0	71	13.0	184	33.6	120	21.9	105	19.2	64	11.7	4	0.7
40 - 49 Years	566	100.0	83	14.7	228	40.3	118	20.8	86	15.2	50	8.8	1	0.2
50 - 59 Years	606	100.0	94	15.5	221	36.5	125	20.6	105	17.3	55	9.1	6	1.0
60+	178	100.0	27	15.2	75	42.1	32	18.0	25	14.0	18	10.1	1	0.6
Not Stated	95	100.0	7	7.4	31	32.6	23	24.2	19	20.0	14	14.7	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	76	17.1	186	41.9	86	19.4	61	13.7	29	6.5	6	1.4
Administration	392	100.0	66	16.8	144	36.7	76	19.4	66	16.8	37	9.4	3	0.8
Technical or Professional	890	100.0	100	11.2	309	34.7	218	24.5	154	17.3	107	12.0	2	0.2
Other	357	100.0	63	17.6	132	37.0	55	15.4	69	19.3	35	9.8	3	0.8
Not Stated	80	100.0	7	8.8	27	33.8	19	23.8	15	18.8	11	13.8	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	51	21.4	106	44.5	40	16.8	33	13.9	8	3.4	0	0.0
1 - 4 Years	480	100.0	73	15.2	172	35.8	105	21.9	73	15.2	53	11.0	4	0.8
5 - 10 Years	524	100.0	69	13.2	175	33.4	113	21.6	104	19.8	60	11.5	3	0.6
Over 10 Years	842	100.0	112	13.3	318	37.8	176	20.9	141	16.7	88	10.5	7	0.8
Not Stated	79	100.0	7	8.9	27	34.2	20	25.3	14	17.7	10	12.7	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	138	13.5	381	37.1	225	21.9	168	16.4	107	10.4	7	0.7
Regional Offices	927	100.0	140	15.1	344	37.1	186	20.1	162	17.5	90	9.7	5	0.5
Not Stated	210	100.0	34	16.2	73	34.8	43	20.5	35	16.7	22	10.5	3	1.4

**Table 8**  
**Respondents by Knowledge of Work Contributions to Departmental Goals**  
**Government of the Northwest Territories, 2014**

	"I know how my work contributes to the achievement of my department's goals."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>624</b>	<b>28.8</b>	<b>1,147</b>	<b>53.0</b>	<b>242</b>	<b>11.2</b>	<b>91</b>	<b>4.2</b>	<b>53</b>	<b>2.5</b>	<b>6</b>	<b>0.3</b>
<b>Gender</b>														
Male	733	100.0	230	31.4	364	49.7	91	12.4	25	3.4	21	2.9	2	0.3
Female	1,335	100.0	376	28.2	726	54.4	139	10.4	62	4.6	28	2.1	4	0.3
Not Stated	95	100.0	18	18.9	57	60.0	12	12.6	4	4.2	4	4.2	0	0.0
<b>Age Groups</b>														
Less Than 30	170	100.0	44	25.9	95	55.9	17	10.0	10	5.9	4	2.4	0	0.0
30 - 39 Years	548	100.0	143	26.1	286	52.2	75	13.7	28	5.1	15	2.7	1	0.2
40 - 49 Years	566	100.0	161	28.4	307	54.2	65	11.5	23	4.1	9	1.6	1	0.2
50 - 59 Years	606	100.0	197	32.5	307	50.7	62	10.2	19	3.1	17	2.8	4	0.7
60+	178	100.0	61	34.3	94	52.8	11	6.2	8	4.5	4	2.2	0	0.0
Not Stated	95	100.0	18	18.9	58	61.1	12	12.6	3	3.2	4	4.2	0	0.0
<b>Occupation Groups</b>														
Management	444	100.0	170	38.3	214	48.2	36	8.1	19	4.3	4	0.9	1	0.2
Administration	392	100.0	121	30.9	208	53.1	42	10.7	11	2.8	9	2.3	1	0.3
Technical or Professional	890	100.0	223	25.1	483	54.3	111	12.5	44	4.9	26	2.9	3	0.3
Other	357	100.0	94	26.3	193	54.1	44	12.3	15	4.2	10	2.8	1	0.3
Not Stated	80	100.0	16	20.0	49	61.3	9	11.3	2	2.5	4	5.0	0	0.0
<b>Length of Service</b>														
Less than 1 Year	238	100.0	82	34.5	118	49.6	24	10.1	9	3.8	3	1.3	2	0.8
1 - 4 Years	480	100.0	137	28.5	253	52.7	60	12.5	22	4.6	8	1.7	0	0.0
5 - 10 Years	524	100.0	147	28.1	272	51.9	63	12.0	30	5.7	11	2.1	1	0.2
Over 10 Years	842	100.0	242	28.7	457	54.3	86	10.2	26	3.1	28	3.3	3	0.4
Not Stated	79	100.0	16	20.3	47	59.5	9	11.4	4	5.1	3	3.8	0	0.0
<b>Location of Position</b>														
Headquarters	1,026	100.0	294	28.7	545	53.1	118	11.5	44	4.3	24	2.3	1	0.1
Regional Offices	927	100.0	282	30.4	480	51.8	105	11.3	36	3.9	20	2.2	4	0.4
Not Stated	210	100.0	48	22.9	122	58.1	19	9.0	11	5.2	9	4.3	1	0.5

**Table 9**  
**Respondents by Perception of GNWT's Support for Work Related Learning**  
**Government of the Northwest Territories, 2014**

	"My organization supports my work related learning & development."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>523</b>	<b>24.2</b>	<b>1,031</b>	<b>47.7</b>	<b>309</b>	<b>14.3</b>	<b>209</b>	<b>9.7</b>	<b>83</b>	<b>3.8</b>	<b>8</b>	<b>0.4</b>
<b>Gender</b>														
Male	733	100.0	171	23.3	349	47.6	118	16.1	64	8.7	29	4.0	2	0.3
Female	1,335	100.0	338	25.3	639	47.9	172	12.9	131	9.8	51	3.8	4	0.3
Not Stated	95	100.0	14	14.7	43	45.3	19	20.0	14	14.7	3	3.2	2	2.1
<b>Age Groups</b>														
Less Than 30	170	100.0	41	24.1	78	45.9	29	17.1	14	8.2	7	4.1	1	0.6
30 - 39 Years	548	100.0	143	26.1	253	46.2	68	12.4	56	10.2	28	5.1	0	0.0
40 - 49 Years	566	100.0	152	26.9	273	48.2	76	13.4	48	8.5	16	2.8	1	0.2
50 - 59 Years	606	100.0	141	23.3	286	47.2	92	15.2	63	10.4	22	3.6	2	0.3
60+	178	100.0	34	19.1	96	53.9	25	14.0	14	7.9	7	3.9	2	1.1
Not Stated	95	100.0	12	12.6	45	47.4	19	20.0	14	14.7	3	3.2	2	2.1
<b>Occupation Groups</b>														
Management	444	100.0	133	30.0	218	49.1	47	10.6	38	8.6	7	1.6	1	0.2
Administration	392	100.0	96	24.5	179	45.7	58	14.8	37	9.4	21	5.4	1	0.3
Technical or Professional	890	100.0	205	23.0	417	46.9	138	15.5	88	9.9	39	4.4	3	0.3
Other	357	100.0	78	21.8	180	50.4	51	14.3	34	9.5	13	3.6	1	0.3
Not Stated	80	100.0	11	13.8	37	46.3	15	18.8	12	15.0	3	3.8	2	2.5
<b>Length of Service</b>														
Less than 1 Year	238	100.0	59	24.8	117	49.2	49	20.6	9	3.8	3	1.3	1	0.4
1 - 4 Years	480	100.0	136	28.3	215	44.8	69	14.4	39	8.1	20	4.2	1	0.2
5 - 10 Years	524	100.0	136	26.0	252	48.1	59	11.3	55	10.5	21	4.0	1	0.2
Over 10 Years	842	100.0	182	21.6	411	48.8	117	13.9	94	11.2	35	4.2	3	0.4
Not Stated	79	100.0	10	12.7	36	45.6	15	19.0	12	15.2	4	5.1	2	2.5
<b>Location of Position</b>														
Headquarters	1,026	100.0	255	24.9	485	47.3	154	15.0	88	8.6	44	4.3	0	0.0
Regional Offices	927	100.0	225	24.3	443	47.8	122	13.2	98	10.6	34	3.7	5	0.5
Not Stated	210	100.0	43	20.5	103	49.0	33	15.7	23	11.0	5	2.4	3	1.4

**Table 10**  
**Respondents by Opportunities to Provide Input**  
**Government of the Northwest Territories, 2014**

	"I have opportunities to provide input into decisions that affect my work."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>445</b>	<b>20.6</b>	<b>1,084</b>	<b>50.1</b>	<b>303</b>	<b>14.0</b>	<b>225</b>	<b>10.4</b>	<b>95</b>	<b>4.4</b>	<b>11</b>	<b>0.5</b>
<b>Gender</b>														
Male	733	100.0	165	22.5	372	50.8	95	13.0	65	8.9	34	4.6	2	0.3
Female	1,335	100.0	273	20.4	664	49.7	193	14.5	143	10.7	56	4.2	6	0.4
Not Stated	95	100.0	7	7.4	48	50.5	15	15.8	17	17.9	5	5.3	3	3.2
<b>Age Groups</b>														
Less Than 30	170	100.0	32	18.8	93	54.7	23	13.5	15	8.8	6	3.5	1	0.6
30 - 39 Years	548	100.0	95	17.3	284	51.8	80	14.6	61	11.1	25	4.6	3	0.5
40 - 49 Years	566	100.0	137	24.2	284	50.2	75	13.3	48	8.5	21	3.7	1	0.2
50 - 59 Years	606	100.0	145	23.9	277	45.7	89	14.7	63	10.4	30	5.0	2	0.3
60+	178	100.0	29	16.3	98	55.1	20	11.2	22	12.4	8	4.5	1	0.6
Not Stated	95	100.0	7	7.4	48	50.5	16	16.8	16	16.8	5	5.3	3	3.2
<b>Occupation Groups</b>														
Management	444	100.0	151	34.0	209	47.1	40	9.0	33	7.4	8	1.8	3	0.7
Administration	392	100.0	88	22.4	174	44.4	59	15.1	54	13.8	14	3.6	3	0.8
Technical or Professional	890	100.0	140	15.7	477	53.6	133	14.9	91	10.2	47	5.3	2	0.2
Other	357	100.0	62	17.4	182	51.0	57	16.0	33	9.2	22	6.2	1	0.3
Not Stated	80	100.0	4	5.0	42	52.5	14	17.5	14	17.5	4	5.0	2	2.5
<b>Length of Service</b>														
Less than 1 Year	238	100.0	59	24.8	130	54.6	31	13.0	12	5.0	4	1.7	2	0.8
1 - 4 Years	480	100.0	91	19.0	250	52.1	72	15.0	49	10.2	18	3.8	0	0.0
5 - 10 Years	524	100.0	111	21.2	258	49.2	69	13.2	59	11.3	23	4.4	4	0.8
Over 10 Years	842	100.0	178	21.1	408	48.5	118	14.0	89	10.6	46	5.5	3	0.4
Not Stated	79	100.0	6	7.6	38	48.1	13	16.5	16	20.3	4	5.1	2	2.5
<b>Location of Position</b>														
Headquarters	1,026	100.0	232	22.6	525	51.2	139	13.5	84	8.2	43	4.2	3	0.3
Regional Offices	927	100.0	186	20.1	454	49.0	132	14.2	109	11.8	41	4.4	5	0.5
Not Stated	210	100.0	27	12.9	105	50.0	32	15.2	32	15.2	11	5.2	3	1.4

**Table 11**  
**Respondents by Perception of Value for Innovation**  
**Government of the Northwest Territories, 2014**

	"Innovation is valued in my work."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>409</b>	<b>18.9</b>	<b>953</b>	<b>44.1</b>	<b>494</b>	<b>22.8</b>	<b>204</b>	<b>9.4</b>	<b>92</b>	<b>4.3</b>	<b>11</b>	<b>0.5</b>
<b>Gender</b>														
Male	733	100.0	155	21.1	294	40.1	176	24.0	70	9.5	35	4.8	3	0.4
Female	1,335	100.0	246	18.4	616	46.1	294	22.0	123	9.2	50	3.7	6	0.4
Not Stated	95	100.0	8	8.4	43	45.3	24	25.3	11	11.6	7	7.4	2	2.1
<b>Age Groups</b>														
Less Than 30	170	100.0	23	13.5	79	46.5	54	31.8	9	5.3	4	2.4	1	0.6
30 - 39 Years	548	100.0	100	18.2	232	42.3	131	23.9	56	10.2	27	4.9	2	0.4
40 - 49 Years	566	100.0	121	21.4	255	45.1	125	22.1	44	7.8	19	3.4	2	0.4
50 - 59 Years	606	100.0	127	21.0	259	42.7	124	20.5	65	10.7	28	4.6	3	0.5
60+	178	100.0	29	16.3	89	50.0	33	18.5	19	10.7	7	3.9	1	0.6
Not Stated	95	100.0	9	9.5	39	41.1	27	28.4	11	11.6	7	7.4	2	2.1
<b>Occupation Groups</b>														
Management	444	100.0	127	28.6	183	41.2	85	19.1	36	8.1	11	2.5	2	0.5
Administration	392	100.0	79	20.2	169	43.1	91	23.2	36	9.2	13	3.3	4	1.0
Technical or Professional	890	100.0	134	15.1	405	45.5	210	23.6	96	10.8	43	4.8	2	0.2
Other	357	100.0	63	17.6	158	44.3	89	24.9	27	7.6	19	5.3	1	0.3
Not Stated	80	100.0	6	7.5	38	47.5	19	23.8	9	11.3	6	7.5	2	2.5
<b>Length of Service</b>														
Less than 1 Year	238	100.0	52	21.8	106	44.5	63	26.5	12	5.0	4	1.7	1	0.4
1 - 4 Years	480	100.0	90	18.8	200	41.7	119	24.8	49	10.2	22	4.6	0	0.0
5 - 10 Years	524	100.0	98	18.7	225	42.9	122	23.3	56	10.7	21	4.0	2	0.4
Over 10 Years	842	100.0	161	19.1	388	46.1	171	20.3	76	9.0	40	4.8	6	0.7
Not Stated	79	100.0	8	10.1	34	43.0	19	24.1	11	13.9	5	6.3	2	2.5
<b>Location of Position</b>														
Headquarters	1,026	100.0	206	20.1	459	44.7	225	21.9	92	9.0	41	4.0	3	0.3
Regional Offices	927	100.0	170	18.3	397	42.8	224	24.2	91	9.8	40	4.3	5	0.5
Not Stated	210	100.0	33	15.7	97	46.2	45	21.4	21	10.0	11	5.2	3	1.4

**Table 12**  
**Respondents by Meaningful Recognition for Work**  
**Government of the Northwest Territories, 2014**

	"I receive meaningful recognition for work well done."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>384</b>	<b>17.8</b>	<b>892</b>	<b>41.2</b>	<b>436</b>	<b>20.2</b>	<b>317</b>	<b>14.7</b>	<b>122</b>	<b>5.6</b>	<b>12</b>	<b>0.6</b>
<b>Gender</b>														
Male	733	100.0	142	19.4	291	39.7	156	21.3	99	13.5	42	5.7	3	0.4
Female	1,335	100.0	233	17.5	563	42.2	260	19.5	199	14.9	73	5.5	7	0.5
Not Stated	95	100.0	9	9.5	38	40.0	20	21.1	19	20.0	7	7.4	2	2.1
<b>Age Groups</b>														
Less Than 30	170	100.0	37	21.8	69	40.6	34	20.0	22	12.9	7	4.1	1	0.6
30 - 39 Years	548	100.0	88	16.1	238	43.4	108	19.7	79	14.4	34	6.2	1	0.2
40 - 49 Years	566	100.0	106	18.7	248	43.8	104	18.4	81	14.3	24	4.2	3	0.5
50 - 59 Years	606	100.0	114	18.8	221	36.5	139	22.9	89	14.7	39	6.4	4	0.7
60+	178	100.0	30	16.9	82	46.1	29	16.3	26	14.6	10	5.6	1	0.6
Not Stated	95	100.0	9	9.5	34	35.8	22	23.2	20	21.1	8	8.4	2	2.1
<b>Occupation Groups</b>														
Management	444	100.0	101	22.7	191	43.0	79	17.8	59	13.3	12	2.7	2	0.5
Administration	392	100.0	86	21.9	157	40.1	75	19.1	49	12.5	23	5.9	2	0.5
Technical or Professional	890	100.0	122	13.7	365	41.0	196	22.0	147	16.5	55	6.2	5	0.6
Other	357	100.0	66	18.5	149	41.7	67	18.8	47	13.2	26	7.3	2	0.6
Not Stated	80	100.0	9	11.3	30	37.5	19	23.8	15	18.8	6	7.5	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	55	23.1	106	44.5	47	19.7	23	9.7	5	2.1	2	0.8
1 - 4 Years	480	100.0	92	19.2	197	41.0	98	20.4	66	13.8	26	5.4	1	0.2
5 - 10 Years	524	100.0	84	16.0	213	40.6	112	21.4	81	15.5	32	6.1	2	0.4
Over 10 Years	842	100.0	142	16.9	351	41.7	159	18.9	131	15.6	53	6.3	6	0.7
Not Stated	79	100.0	11	13.9	25	31.6	20	25.3	16	20.3	6	7.6	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	198	19.3	447	43.6	200	19.5	123	12.0	53	5.2	5	0.5
Regional Offices	927	100.0	155	16.7	363	39.2	196	21.1	157	16.9	51	5.5	5	0.5
Not Stated	210	100.0	31	14.8	82	39.0	40	19.0	37	17.6	18	8.6	2	1.0

**Table 13**  
**Respondents by Opportunities for Career Growth**  
**Government of the Northwest Territories, 2014**

	"I have opportunities for career growth within the GNWT."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>322</b>	<b>14.9</b>	<b>844</b>	<b>39.0</b>	<b>529</b>	<b>24.5</b>	<b>303</b>	<b>14.0</b>	<b>154</b>	<b>7.1</b>	<b>11</b>	<b>0.5</b>
<b>Gender</b>														
Male	733	100.0	114	15.6	292	39.8	170	23.2	90	12.3	64	8.7	3	0.4
Female	1,335	100.0	200	15.0	521	39.0	333	24.9	195	14.6	80	6.0	6	0.4
Not Stated	95	100.0	8	8.4	31	32.6	26	27.4	18	18.9	10	10.5	2	2.1
<b>Age Groups</b>														
Less Than 30	170	100.0	32	18.8	70	41.2	37	21.8	21	12.4	9	5.3	1	0.6
30 - 39 Years	548	100.0	84	15.3	225	41.1	130	23.7	74	13.5	33	6.0	2	0.4
40 - 49 Years	566	100.0	99	17.5	227	40.1	128	22.6	73	12.9	37	6.5	2	0.4
50 - 59 Years	606	100.0	86	14.2	218	36.0	159	26.2	89	14.7	50	8.3	4	0.7
60+	178	100.0	13	7.3	76	42.7	49	27.5	27	15.2	12	6.7	1	0.6
Not Stated	95	100.0	8	8.4	28	29.5	26	27.4	19	20.0	13	13.7	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	100	22.5	194	43.7	78	17.6	53	11.9	18	4.1	1	0.2
Administration	392	100.0	65	16.6	135	34.4	115	29.3	48	12.2	27	6.9	2	0.5
Technical or Professional	890	100.0	99	11.1	352	39.6	236	26.5	132	14.8	66	7.4	5	0.6
Other	357	100.0	49	13.7	139	38.9	80	22.4	53	14.8	34	9.5	2	0.6
Not Stated	80	100.0	9	11.3	24	30.0	20	25.0	17	21.3	9	11.3	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	44	18.5	103	43.3	71	29.8	15	6.3	4	1.7	1	0.4
1 - 4 Years	480	100.0	80	16.7	193	40.2	120	25.0	66	13.8	20	4.2	1	0.2
5 - 10 Years	524	100.0	81	15.5	215	41.0	107	20.4	74	14.1	44	8.4	3	0.6
Over 10 Years	842	100.0	107	12.7	310	36.8	213	25.3	129	15.3	78	9.3	5	0.6
Not Stated	79	100.0	10	12.7	23	29.1	18	22.8	19	24.1	8	10.1	1	1.3
<b>Location of Position</b>														
Headquarters	1026	100.0	164	16.0	406	39.6	261	25.4	121	11.8	74	7.2	0	0.0
Regional Offices	927	100.0	130	14.0	362	39.1	219	23.6	140	15.1	66	7.1	10	1.1
Not Stated	210	100.0	28	13.3	76	36.2	49	23.3	42	20.0	14	6.7	1	0.5

**Table 14**  
**Respondents by Satisfaction with Work as a GNWT Employee**  
**Government of the Northwest Territories, 2014**

	"Overall, I am satisfied in my work as a GNWT employee."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>495</b>	<b>22.9</b>	<b>1,143</b>	<b>52.8</b>	<b>318</b>	<b>14.7</b>	<b>138</b>	<b>6.4</b>	<b>57</b>	<b>2.6</b>	<b>12</b>	<b>0.6</b>
<b>Gender</b>														
Male	733	100.0	182	24.8	365	49.8	113	15.4	44	6.0	23	3.1	6	0.8
Female	1,335	100.0	304	22.8	734	55.0	183	13.7	83	6.2	28	2.1	3	0.2
Not Stated	95	100.0	9	9.5	44	46.3	22	23.2	11	11.6	6	6.3	3	3.2
<b>Age Groups</b>														
Less Than 30	170	100.0	41	24.1	84	49.4	30	17.6	9	5.3	5	2.9	1	0.6
30 - 39 Years	548	100.0	121	22.1	284	51.8	87	15.9	38	6.9	16	2.9	2	0.4
40 - 49 Years	566	100.0	142	25.1	314	55.5	69	12.2	32	5.7	8	1.4	1	0.2
50 - 59 Years	606	100.0	143	23.6	322	53.1	81	13.4	37	6.1	18	3.0	5	0.8
60+	178	100.0	40	22.5	95	53.4	27	15.2	10	5.6	5	2.8	1	0.6
Not Stated	95	100.0	8	8.4	44	46.3	24	25.3	12	12.6	5	5.3	2	2.1
<b>Occupation Groups</b>														
Management	444	100.0	126	28.4	234	52.7	51	11.5	25	5.6	6	1.4	2	0.5
Administration	392	100.0	103	26.3	206	52.6	50	12.8	21	5.4	11	2.8	1	0.3
Technical or Professional	890	100.0	180	20.2	463	52.0	151	17.0	62	7.0	27	3.0	7	0.8
Other	357	100.0	77	21.6	206	57.7	46	12.9	20	5.6	8	2.2	0	0.0
Not Stated	80	100.0	9	11.3	34	42.5	20	25.0	10	12.5	5	6.3	2	2.5
<b>Length of Service</b>														
Less than 1 Year	238	100.0	69	29.0	115	48.3	36	15.1	14	5.9	3	1.3	1	0.4
1 - 4 Years	480	100.0	118	24.6	253	52.7	70	14.6	28	5.8	11	2.3	0	0.0
5 - 10 Years	524	100.0	119	22.7	277	52.9	78	14.9	32	6.1	14	2.7	4	0.8
Over 10 Years	842	100.0	179	21.3	464	55.1	114	13.5	54	6.4	26	3.1	5	0.6
Not Stated	79	100.0	10	12.7	34	43.0	20	25.3	10	12.7	3	3.8	2	2.5
<b>Location of Position</b>														
Headquarters	1,026	100.0	243	23.7	536	52.2	147	14.3	68	6.6	30	2.9	2	0.2
Regional Offices	927	100.0	215	23.2	497	53.6	136	14.7	49	5.3	22	2.4	8	0.9
Not Stated	210	100.0	37	17.6	110	52.4	35	16.7	21	10.0	5	2.4	2	1.0



**Table 15**  
**Respondents by Satisfaction with Department**  
**Government of the Northwest Territories, 2014**

	"I am satisfied with my department."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>467</b>	<b>21.6</b>	<b>1,017</b>	<b>47.0</b>	<b>347</b>	<b>16.0</b>	<b>222</b>	<b>10.3</b>	<b>99</b>	<b>4.6</b>	<b>11</b>	<b>0.5</b>
<b>Gender</b>														
Male	733	100.0	163	22.2	353	48.2	109	14.9	64	8.7	41	5.6	3	0.4
Female	1,335	100.0	297	22.2	619	46.4	217	16.3	144	10.8	51	3.8	7	0.5
Not Stated	95	100.0	7	7.4	45	47.4	21	22.1	14	14.7	7	7.4	1	1.1
<b>Age Groups</b>														
Less Than 30	170	100.0	40	23.5	76	44.7	27	15.9	18	10.6	7	4.1	2	1.2
30 - 39 Years	548	100.0	105	19.2	261	47.6	94	17.2	64	11.7	24	4.4	0	0.0
40 - 49 Years	566	100.0	138	24.4	267	47.2	88	15.5	51	9.0	21	3.7	1	0.2
50 - 59 Years	606	100.0	136	22.4	278	45.9	95	15.7	59	9.7	32	5.3	6	1.0
60+	178	100.0	40	22.5	94	52.8	20	11.2	15	8.4	8	4.5	1	0.6
Not Stated	95	100.0	8	8.4	41	43.2	23	24.2	15	15.8	7	7.4	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	128	28.8	210	47.3	58	13.1	37	8.3	9	2.0	2	0.5
Administration	392	100.0	89	22.7	176	44.9	70	17.9	30	7.7	24	6.1	3	0.8
Technical or Professional	890	100.0	161	18.1	434	48.8	141	15.8	108	12.1	42	4.7	4	0.4
Other	357	100.0	81	22.7	161	45.1	59	16.5	38	10.6	17	4.8	1	0.3
Not Stated	80	100.0	8	10.0	36	45.0	19	23.8	9	11.3	7	8.8	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	68	28.6	110	46.2	40	16.8	14	5.9	3	1.3	3	1.3
1 - 4 Years	480	100.0	118	24.6	220	45.8	75	15.6	46	9.6	20	4.2	1	0.2
5 - 10 Years	524	100.0	101	19.3	242	46.2	94	17.9	61	11.6	25	4.8	1	0.2
Over 10 Years	842	100.0	171	20.3	410	48.7	120	14.3	91	10.8	45	5.3	5	0.6
Not Stated	79	100.0	9	11.4	35	44.3	18	22.8	10	12.7	6	7.6	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	226	22.0	471	45.9	167	16.3	109	10.6	48	4.7	5	0.5
Regional Offices	927	100.0	201	21.7	438	47.2	151	16.3	92	9.9	40	4.3	5	0.5
Not Stated	210	100.0	40	19.0	108	51.4	29	13.8	21	10.0	11	5.2	1	0.5

**Table 16**  
**Respondents by Inspiration to Give Their Best**  
**Government of the Northwest Territories, 2014**

	"I am inspired to give my very best."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>586</b>	<b>27.1</b>	<b>954</b>	<b>44.1</b>	<b>332</b>	<b>15.3</b>	<b>187</b>	<b>8.6</b>	<b>91</b>	<b>4.2</b>	<b>13</b>	<b>0.6</b>
<b>Gender</b>														
Male	733	100.0	190	25.9	304	41.5	123	16.8	70	9.5	44	6.0	2	0.3
Female	1,335	100.0	383	28.7	607	45.5	186	13.9	108	8.1	42	3.1	9	0.7
Not Stated	95	100.0	13	13.7	43	45.3	23	24.2	9	9.5	5	5.3	2	2.1
<b>Age Groups</b>														
Less Than 30	170	100.0	44	25.9	72	42.4	28	16.5	16	9.4	9	5.3	1	0.6
30 - 39 Years	548	100.0	131	23.9	246	44.9	81	14.8	61	11.1	28	5.1	1	0.2
40 - 49 Years	566	100.0	165	29.2	248	43.8	91	16.1	42	7.4	16	2.8	4	0.7
50 - 59 Years	606	100.0	181	29.9	270	44.6	82	13.5	43	7.1	26	4.3	4	0.7
60+	178	100.0	52	29.2	78	43.8	27	15.2	14	7.9	6	3.4	1	0.6
Not Stated	95	100.0	13	13.7	40	42.1	23	24.2	11	11.6	6	6.3	2	2.1
<b>Occupation Groups</b>														
Management	444	100.0	142	32.0	195	43.9	56	12.6	38	8.6	8	1.8	5	1.1
Administration	392	100.0	118	30.1	171	43.6	58	14.8	29	7.4	15	3.8	1	0.3
Technical or Professional	890	100.0	198	22.2	401	45.1	153	17.2	88	9.9	46	5.2	4	0.4
Other	357	100.0	116	32.5	152	42.6	46	12.9	25	7.0	17	4.8	1	0.3
Not Stated	80	100.0	12	15.0	35	43.8	19	23.8	7	8.8	5	6.3	2	2.5
<b>Length of Service</b>														
Less than 1 Year	238	100.0	82	34.5	104	43.7	28	11.8	14	5.9	8	3.4	2	0.8
1 - 4 Years	480	100.0	135	28.1	216	45.0	64	13.3	43	9.0	20	4.2	2	0.4
5 - 10 Years	524	100.0	144	27.5	223	42.6	81	15.5	54	10.3	19	3.6	3	0.6
Over 10 Years	842	100.0	213	25.3	377	44.8	140	16.6	68	8.1	40	4.8	4	0.5
Not Stated	79	100.0	12	15.2	34	43.0	19	24.1	8	10.1	4	5.1	2	2.5
<b>Location of Position</b>														
Headquarters	1,026	100.0	263	25.6	451	44.0	161	15.7	100	9.7	49	4.8	2	0.2
Regional Offices	927	100.0	268	28.9	408	44.0	142	15.3	67	7.2	33	3.6	9	1.0
Not Stated	210	100.0	55	26.2	95	45.2	29	13.8	20	9.5	9	4.3	2	1.0

**Table 17**  
**Respondents by Willingness to Recommend the GNWT as a Great Place to Work**  
**Government of the Northwest Territories, 2014**

	"I would recommend the GNWT as a great place to work."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>548</b>	<b>25.3</b>	<b>1,090</b>	<b>50.4</b>	<b>357</b>	<b>16.5</b>	<b>127</b>	<b>5.9</b>	<b>37</b>	<b>1.7</b>	<b>4</b>	<b>0.2</b>
<b>Gender</b>														
Male	733	100.0	201	27.4	342	46.7	130	17.7	47	6.4	12	1.6	1	0.1
Female	1,335	100.0	340	25.5	695	52.1	205	15.4	73	5.5	20	1.5	2	0.1
Not Stated	95	100.0	7	7.4	53	55.8	22	23.2	7	7.4	5	5.3	1	1.1
<b>Age Groups</b>														
Less Than 30	170	100.0	52	30.6	86	50.6	23	13.5	7	4.1	2	1.2	0	0.0
30 - 39 Years	548	100.0	141	25.7	274	50.0	91	16.6	31	5.7	10	1.8	1	0.2
40 - 49 Years	566	100.0	149	26.3	296	52.3	86	15.2	28	4.9	6	1.1	1	0.2
50 - 59 Years	606	100.0	155	25.6	290	47.9	106	17.5	41	6.8	13	2.1	1	0.2
60+	178	100.0	44	24.7	93	52.2	29	16.3	11	6.2	1	0.6	0	0.0
Not Stated	95	100.0	7	7.4	51	53.7	22	23.2	9	9.5	5	5.3	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	133	30.0	237	53.4	46	10.4	23	5.2	4	0.9	1	0.2
Administration	392	100.0	108	27.6	192	49.0	70	17.9	16	4.1	5	1.3	1	0.3
Technical or Professional	890	100.0	198	22.2	440	49.4	172	19.3	64	7.2	15	1.7	1	0.1
Other	357	100.0	101	28.3	178	49.9	52	14.6	18	5.0	8	2.2	0	0.0
Not Stated	80	100.0	8	10.0	43	53.8	17	21.3	6	7.5	5	6.3	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	87	36.6	112	47.1	32	13.4	6	2.5	1	0.4	0	0.0
1 - 4 Years	480	100.0	138	28.7	227	47.3	82	17.1	26	5.4	6	1.3	1	0.2
5 - 10 Years	524	100.0	125	23.9	267	51.0	87	16.6	33	6.3	11	2.1	1	0.2
Over 10 Years	842	100.0	189	22.4	444	52.7	138	16.4	55	6.5	15	1.8	1	0.1
Not Stated	79	100.0	9	11.4	40	50.6	18	22.8	7	8.9	4	5.1	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	260	25.3	534	52.0	161	15.7	53	5.2	17	1.7	1	0.1
Regional Offices	927	100.0	244	26.3	451	48.7	159	17.2	59	6.4	12	1.3	2	0.2
Not Stated	210	100.0	44	21.0	105	50.0	37	17.6	15	7.1	8	3.8	1	0.5

**Table 18**  
**Respondents by Willingness to Stay with the GNWT**  
**Government of the Northwest Territories, 2014**

	"I would prefer to stay with the GNWT even if offered a similar job elsewhere."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>499</b>	<b>23.1</b>	<b>792</b>	<b>36.6</b>	<b>571</b>	<b>26.4</b>	<b>226</b>	<b>10.4</b>	<b>68</b>	<b>3.1</b>	<b>7</b>	<b>0.3</b>
<b>Gender</b>														
Male	733	100.0	165	22.5	258	35.2	201	27.4	80	10.9	28	3.8	1	0.1
Female	1,335	100.0	324	24.3	498	37.3	337	25.2	137	10.3	34	2.5	5	0.4
Not Stated	95	100.0	10	10.5	36	37.9	33	34.7	9	9.5	6	6.3	1	1.1
<b>Age Groups</b>														
Less Than 30	170	100.0	33	19.4	55	32.4	51	30.0	24	14.1	7	4.1	0	0.0
30 - 39 Years	548	100.0	112	20.4	170	31.0	169	30.8	72	13.1	22	4.0	3	0.5
40 - 49 Years	566	100.0	149	26.3	218	38.5	132	23.3	51	9.0	15	2.7	1	0.2
50 - 59 Years	606	100.0	152	25.1	241	39.8	146	24.1	51	8.4	15	2.5	1	0.2
60+	178	100.0	43	24.2	75	42.1	39	21.9	18	10.1	2	1.1	1	0.6
Not Stated	95	100.0	10	10.5	33	34.7	34	35.8	10	10.5	7	7.4	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	111	25.0	179	40.3	95	21.4	46	10.4	11	2.5	2	0.5
Administration	392	100.0	112	28.6	147	37.5	95	24.2	27	6.9	10	2.6	1	0.3
Technical or Professional	890	100.0	177	19.9	293	32.9	268	30.1	118	13.3	31	3.5	3	0.3
Other	357	100.0	90	25.2	145	40.6	84	23.5	28	7.8	10	2.8	0	0.0
Not Stated	80	100.0	9	11.3	28	35.0	29	36.3	7	8.8	6	7.5	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	65	27.3	69	29.0	82	34.5	17	7.1	4	1.7	1	0.4
1 - 4 Years	480	100.0	115	24.0	157	32.7	125	26.0	62	12.9	20	4.2	1	0.2
5 - 10 Years	524	100.0	115	21.9	193	36.8	145	27.7	56	10.7	13	2.5	2	0.4
Over 10 Years	842	100.0	193	22.9	344	40.9	192	22.8	85	10.1	26	3.1	2	0.2
Not Stated	79	100.0	11	13.9	29	36.7	27	34.2	6	7.6	5	6.3	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	223	21.7	371	36.2	285	27.8	115	11.2	29	2.8	3	0.3
Regional Offices	927	100.0	232	25.0	336	36.2	230	24.8	97	10.5	29	3.1	3	0.3
Not Stated	210	100.0	44	21.0	85	40.5	56	26.7	14	6.7	10	4.8	1	0.5

**Table 19**  
**Respondents by Pride in Workplace**  
**Government of the Northwest Territories, 2014**

	"I am proud to tell people I work for the GNWT."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>538</b>	<b>24.9</b>	<b>1,025</b>	<b>47.4</b>	<b>418</b>	<b>19.3</b>	<b>138</b>	<b>6.4</b>	<b>30</b>	<b>1.4</b>	<b>14</b>	<b>0.6</b>
<b>Gender</b>														
Male	733	100.0	193	26.3	323	44.1	142	19.4	63	8.6	10	1.4	2	0.3
Female	1,335	100.0	335	25.1	655	49.1	252	18.9	68	5.1	15	1.1	10	0.7
Not Stated	95	100.0	10	10.5	47	49.5	24	25.3	7	7.4	5	5.3	2	2.1
<b>Age Groups</b>														
Less Than 30	170	100.0	45	26.5	83	48.8	28	16.5	11	6.5	3	1.8	0	0.0
30 - 39 Years	548	100.0	127	23.2	244	44.5	127	23.2	36	6.6	8	1.5	6	1.1
40 - 49 Years	566	100.0	157	27.7	277	48.9	93	16.4	31	5.5	6	1.1	2	0.4
50 - 59 Years	606	100.0	157	25.9	281	46.4	114	18.8	43	7.1	7	1.2	4	0.7
60+	178	100.0	43	24.2	93	52.2	31	17.4	9	5.1	1	0.6	1	0.6
Not Stated	95	100.0	9	9.5	47	49.5	25	26.3	8	8.4	5	5.3	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	114	25.7	225	50.7	71	16.0	26	5.9	3	0.7	5	1.1
Administration	392	100.0	120	30.6	173	44.1	77	19.6	19	4.8	2	0.5	1	0.3
Technical or Professional	890	100.0	192	21.6	412	46.3	202	22.7	65	7.3	15	1.7	4	0.4
Other	357	100.0	103	28.9	173	48.5	51	14.3	22	6.2	5	1.4	3	0.8
Not Stated	80	100.0	9	11.3	42	52.5	17	21.3	6	7.5	5	6.3	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	82	34.5	108	45.4	40	16.8	7	2.9	1	0.4	0	0.0
1 - 4 Years	480	100.0	125	26.0	222	46.3	95	19.8	31	6.5	4	0.8	3	0.6
5 - 10 Years	524	100.0	129	24.6	249	47.5	101	19.3	34	6.5	8	1.5	3	0.6
Over 10 Years	842	100.0	192	22.8	407	48.3	162	19.2	61	7.2	13	1.5	7	0.8
Not Stated	79	100.0	10	12.7	39	49.4	20	25.3	5	6.3	4	5.1	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	227	22.1	498	48.5	211	20.6	68	6.6	15	1.5	7	0.7
Regional Offices	927	100.0	262	28.3	423	45.6	166	17.9	62	6.7	8	0.9	6	0.6
Not Stated	210	100.0	49	23.3	104	49.5	41	19.5	8	3.8	7	3.3	1	0.5

**Table 20**  
**Respondents by Perception that Others Strive to Improve Results**  
**Government of the Northwest Territories, 2014**

	"Overall, people in the GNWT strive to improve its results."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>312</b>	<b>14.4</b>	<b>983</b>	<b>45.4</b>	<b>576</b>	<b>26.6</b>	<b>224</b>	<b>10.4</b>	<b>58</b>	<b>2.7</b>	<b>10</b>	<b>0.5</b>
<b>Gender</b>														
Male	733	100.0	95	13.0	311	42.4	211	28.8	92	12.6	21	2.9	3	0.4
Female	1,335	100.0	210	15.7	630	47.2	335	25.1	123	9.2	31	2.3	6	0.4
Not Stated	95	100.0	7	7.4	42	44.2	30	31.6	9	9.5	6	6.3	1	1.1
<b>Age Groups</b>														
Less Than 30	170	100.0	28	16.5	65	38.2	53	31.2	17	10.0	5	2.9	2	1.2
30 - 39 Years	548	100.0	77	14.1	212	38.7	163	29.7	73	13.3	19	3.5	4	0.7
40 - 49 Years	566	100.0	83	14.7	274	48.4	137	24.2	60	10.6	10	1.8	2	0.4
50 - 59 Years	606	100.0	96	15.8	293	48.3	146	24.1	56	9.2	14	2.3	1	0.2
60+	178	100.0	22	12.4	98	55.1	45	25.3	9	5.1	4	2.2	0	0.0
Not Stated	95	100.0	6	6.3	41	43.2	32	33.7	9	9.5	6	6.3	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	72	16.2	218	49.1	105	23.6	41	9.2	7	1.6	1	0.2
Administration	392	100.0	71	18.1	177	45.2	102	26.0	31	7.9	8	2.0	3	0.8
Technical or Professional	890	100.0	104	11.7	385	43.3	260	29.2	107	12.0	30	3.4	4	0.4
Other	357	100.0	59	16.5	163	45.7	88	24.6	37	10.4	9	2.5	1	0.3
Not Stated	80	100.0	6	7.5	40	50.0	21	26.3	8	10.0	4	5.0	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	49	20.6	102	42.9	65	27.3	17	7.1	3	1.3	2	0.8
1 - 4 Years	480	100.0	71	14.8	195	40.6	135	28.1	60	12.5	16	3.3	3	0.6
5 - 10 Years	524	100.0	71	13.5	237	45.2	132	25.2	64	12.2	18	3.4	2	0.4
Over 10 Years	842	100.0	113	13.4	415	49.3	220	26.1	75	8.9	17	2.0	2	0.2
Not Stated	79	100.0	8	10.1	34	43.0	24	30.4	8	10.1	4	5.1	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	138	13.5	461	44.9	283	27.6	112	10.9	26	2.5	6	0.6
Regional Offices	927	100.0	143	15.4	421	45.4	238	25.7	101	10.9	22	2.4	2	0.2
Not Stated	210	100.0	31	14.8	101	48.1	55	26.2	11	5.2	10	4.8	2	1.0

**Table 21**  
**Respondents by the Chance to do Challenging & Interesting Work**  
**Government of the Northwest Territories, 2014**

	"My job gives me the chance to do challenging and interesting work."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>659</b>	<b>30.5</b>	<b>1,091</b>	<b>50.4</b>	<b>227</b>	<b>10.5</b>	<b>133</b>	<b>6.1</b>	<b>42</b>	<b>1.9</b>	<b>11</b>	<b>0.5</b>
<b>Gender</b>														
Male	733	100.0	234	31.9	358	48.8	86	11.7	39	5.3	13	1.8	3	0.4
Female	1,335	100.0	407	30.5	690	51.7	128	9.6	80	6.0	24	1.8	6	0.4
Not Stated	95	100.0	18	18.9	43	45.3	13	13.7	14	14.7	5	5.3	2	2.1
<b>Age Groups</b>														
Less Than 30	170	100.0	48	28.2	86	50.6	18	10.6	12	7.1	6	3.5	0	0.0
30 - 39 Years	548	100.0	163	29.7	276	50.4	57	10.4	37	6.8	12	2.2	3	0.5
40 - 49 Years	566	100.0	175	30.9	295	52.1	52	9.2	32	5.7	8	1.4	4	0.7
50 - 59 Years	606	100.0	202	33.3	295	48.7	65	10.7	31	5.1	10	1.7	3	0.5
60+	178	100.0	53	29.8	97	54.5	20	11.2	7	3.9	1	0.6	0	0.0
Not Stated	95	100.0	18	18.9	42	44.2	15	15.8	14	14.7	5	5.3	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	176	39.6	219	49.3	33	7.4	11	2.5	4	0.9	1	0.2
Administration	392	100.0	89	22.7	197	50.3	54	13.8	37	9.4	13	3.3	2	0.5
Technical or Professional	890	100.0	279	31.3	455	51.1	88	9.9	49	5.5	13	1.5	6	0.7
Other	357	100.0	99	27.7	183	51.3	42	11.8	25	7.0	7	2.0	1	0.3
Not Stated	80	100.0	16	20.0	37	46.3	10	12.5	11	13.8	5	6.3	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	87	36.6	102	42.9	25	10.5	15	6.3	8	3.4	1	0.4
1 - 4 Years	480	100.0	154	32.1	222	46.3	58	12.1	37	7.7	7	1.5	2	0.4
5 - 10 Years	524	100.0	155	29.6	277	52.9	47	9.0	32	6.1	11	2.1	2	0.4
Over 10 Years	842	100.0	245	29.1	456	54.2	86	10.2	38	4.5	12	1.4	5	0.6
Not Stated	79	100.0	18	22.8	34	43.0	11	13.9	11	13.9	4	5.1	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	304	29.6	520	50.7	113	11.0	66	6.4	19	1.9	4	0.4
Regional Offices	927	100.0	298	32.1	460	49.6	96	10.4	51	5.5	16	1.7	6	0.6
Not Stated	210	100.0	57	27.1	111	52.9	18	8.6	16	7.6	7	3.3	1	0.5

**Table 22**  
**Respondents by Satisfaction with Workload**  
**Government of the Northwest Territories, 2014**

	"I am satisfied with my workload."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>327</b>	<b>15.1</b>	<b>1,048</b>	<b>48.5</b>	<b>312</b>	<b>14.4</b>	<b>343</b>	<b>15.9</b>	<b>122</b>	<b>5.6</b>	<b>11</b>	<b>0.5</b>
<b>Gender</b>														
Male	733	100.0	112	15.3	370	50.5	115	15.7	97	13.2	37	5.0	2	0.3
Female	1,335	100.0	207	15.5	645	48.3	175	13.1	224	16.8	76	5.7	8	0.6
Not Stated	95	100.0	8	8.4	33	34.7	22	23.2	22	23.2	9	9.5	1	1.1
<b>Age Groups</b>														
Less Than 30	170	100.0	26	15.3	85	50.0	19	11.2	30	17.6	9	5.3	1	0.6
30 - 39 Years	548	100.0	81	14.8	267	48.7	83	15.1	84	15.3	31	5.7	2	0.4
40 - 49 Years	566	100.0	89	15.7	281	49.6	80	14.1	87	15.4	28	4.9	1	0.2
50 - 59 Years	606	100.0	97	16.0	288	47.5	85	14.0	92	15.2	40	6.6	4	0.7
60+	178	100.0	27	15.2	91	51.1	26	14.6	26	14.6	6	3.4	2	1.1
Not Stated	95	100.0	7	7.4	36	37.9	19	20.0	24	25.3	8	8.4	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	81	18.2	193	43.5	67	15.1	82	18.5	19	4.3	2	0.5
Administration	392	100.0	68	17.3	196	50.0	54	13.8	52	13.3	20	5.1	2	0.5
Technical or Professional	890	100.0	121	13.6	436	49.0	134	15.1	146	16.4	51	5.7	2	0.2
Other	357	100.0	50	14.0	194	54.3	40	11.2	44	12.3	25	7.0	4	1.1
Not Stated	80	100.0	7	8.8	29	36.3	17	21.3	19	23.8	7	8.8	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	42	17.6	116	48.7	40	16.8	30	12.6	9	3.8	1	0.4
1 - 4 Years	480	100.0	81	16.9	215	44.8	66	13.8	85	17.7	30	6.3	3	0.6
5 - 10 Years	524	100.0	71	13.5	280	53.4	66	12.6	78	14.9	28	5.3	1	0.2
Over 10 Years	842	100.0	124	14.7	412	48.9	123	14.6	130	15.4	48	5.7	5	0.6
Not Stated	79	100.0	9	11.4	25	31.6	17	21.5	20	25.3	7	8.9	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	150	14.6	501	48.8	147	14.3	172	16.8	49	4.8	7	0.7
Regional Offices	927	100.0	150	16.2	456	49.2	128	13.8	140	15.1	51	5.5	2	0.2
Not Stated	210	100.0	27	12.9	91	43.3	37	17.6	31	14.8	22	10.5	2	1.0



**Table 23**  
**Respondents by Satisfaction with Physical Workplace Conditions**  
**Government of the Northwest Territories, 2014**

	"I am satisfied with my physical workplace conditions."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>449</b>	<b>20.8</b>	<b>1,104</b>	<b>51.0</b>	<b>242</b>	<b>11.2</b>	<b>254</b>	<b>11.7</b>	<b>106</b>	<b>4.9</b>	<b>8</b>	<b>0.4</b>
<b>Gender</b>														
Male	733	100.0	163	22.2	383	52.3	85	11.6	73	10.0	27	3.7	2	0.3
Female	1,335	100.0	277	20.7	669	50.1	141	10.6	168	12.6	75	5.6	5	0.4
Not Stated	95	100.0	9	9.5	52	54.7	16	16.8	13	13.7	4	4.2	1	1.1
<b>Age Groups</b>														
Less Than 30	170	100.0	34	20.0	90	52.9	15	8.8	21	12.4	10	5.9	0	0.0
30 - 39 Years	548	100.0	113	20.6	262	47.8	65	11.9	72	13.1	32	5.8	4	0.7
40 - 49 Years	566	100.0	118	20.8	304	53.7	62	11.0	58	10.2	24	4.2	0	0.0
50 - 59 Years	606	100.0	144	23.8	301	49.7	66	10.9	72	11.9	21	3.5	2	0.3
60+	178	100.0	32	18.0	98	55.1	18	10.1	16	9.0	13	7.3	1	0.6
Not Stated	95	100.0	8	8.4	49	51.6	16	16.8	15	15.8	6	6.3	1	1.1
<b>Occupation Groups</b>														
Management	444	100.0	121	27.3	227	51.1	37	8.3	43	9.7	14	3.2	2	0.5
Administration	392	100.0	84	21.4	202	51.5	48	12.2	40	10.2	17	4.3	1	0.3
Technical or Professional	890	100.0	174	19.6	442	49.7	106	11.9	114	12.8	50	5.6	4	0.4
Other	357	100.0	61	17.1	192	53.8	40	11.2	43	12.0	21	5.9	0	0.0
Not Stated	80	100.0	9	11.3	41	51.2	11	13.8	14	17.5	4	5.0	1	1.3
<b>Length of Service</b>														
Less than 1 Year	238	100.0	60	25.2	117	49.2	32	13.4	25	10.5	2	0.8	2	0.8
1 - 4 Years	480	100.0	99	20.6	236	49.2	60	12.5	52	10.8	32	6.7	1	0.2
5 - 10 Years	524	100.0	104	19.8	273	52.1	53	10.1	65	12.4	27	5.2	2	0.4
Over 10 Years	842	100.0	178	21.1	436	51.8	85	10.1	99	11.8	42	5.0	2	0.2
Not Stated	79	100.0	8	10.1	42	53.2	12	15.2	13	16.5	3	3.8	1	1.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	216	21.1	526	51.3	118	11.5	118	11.5	44	4.3	4	0.4
Regional Offices	927	100.0	196	21.1	473	51.0	94	10.1	108	11.7	53	5.7	3	0.3
Not Stated	210	100.0	37	17.6	105	50.0	30	14.3	28	13.3	9	4.3	1	0.5

**Table 24**  
**Respondents by Respectfulness in the Workplace**  
**Government of the Northwest Territories, 2014**

	"I am treated respectfully at work."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>601</b>	<b>27.8</b>	<b>1,129</b>	<b>52.2</b>	<b>212</b>	<b>9.8</b>	<b>127</b>	<b>5.9</b>	<b>66</b>	<b>3.1</b>	<b>28</b>	<b>1.3</b>
<b>Gender</b>														
Male	733	100.0	219	29.9	382	52.1	62	8.5	38	5.2	28	3.8	4	0.5
Female	1,335	100.0	370	27.7	707	53.0	139	10.4	81	6.1	33	2.5	5	0.4
Not Stated	95	100.0	12	12.6	40	42.1	11	11.6	8	8.4	5	5.3	19	20.0
<b>Age Groups</b>														
Less Than 30	170	100.0	61	35.9	83	48.8	13	7.6	12	7.1	1	0.6	0	0.0
30 - 39 Years	548	100.0	160	29.2	291	53.1	53	9.7	25	4.6	17	3.1	2	0.4
40 - 49 Years	566	100.0	168	29.7	296	52.3	51	9.0	37	6.5	12	2.1	2	0.4
50 - 59 Years	606	100.0	161	26.6	313	51.7	68	11.2	34	5.6	26	4.3	4	0.7
60+	178	100.0	39	21.9	110	61.8	13	7.3	11	6.2	4	2.2	1	0.6
Not Stated	95	100.0	12	12.6	36	37.9	14	14.7	8	8.4	6	6.3	19	20.0
<b>Occupation Groups</b>														
Management	444	100.0	147	33.1	218	49.1	42	9.5	21	4.7	12	2.7	4	0.9
Administration	392	100.0	111	28.3	202	51.5	40	10.2	20	5.1	18	4.6	1	0.3
Technical or Professional	890	100.0	234	26.3	495	55.6	84	9.4	52	5.8	21	2.4	4	0.4
Other	357	100.0	99	27.7	182	51.0	38	10.6	28	7.8	10	2.8	0	0.0
Not Stated	80	100.0	10	12.5	32	40.0	8	10.0	6	7.5	5	6.3	19	23.8
<b>Length of Service</b>														
Less than 1 Year	238	100.0	87	36.6	128	53.8	6	2.5	13	5.5	2	0.8	2	0.8
1 - 4 Years	480	100.0	155	32.3	245	51.0	45	9.4	22	4.6	11	2.3	2	0.4
5 - 10 Years	524	100.0	135	25.8	288	55.0	53	10.1	31	5.9	16	3.1	1	0.2
Over 10 Years	842	100.0	213	25.3	439	52.1	100	11.9	54	6.4	32	3.8	4	0.5
Not Stated	79	100.0	11	13.9	29	36.7	8	10.1	7	8.9	5	6.3	19	24.1
<b>Location of Position</b>														
Headquarters	1,026	100.0	310	30.2	555	54.1	76	7.4	46	4.5	34	3.3	5	0.5
Regional Offices	927	100.0	245	26.4	471	50.8	114	12.3	69	7.4	24	2.6	4	0.4
Not Stated	210	100.0	46	21.9	103	49.0	22	10.5	12	5.7	8	3.8	19	9.0

**Table 25**  
**Respondents by Belief that Commitment to Quality is a High Priority**  
**Respondents by Satisfaction with Work as a GNWT Employee**

	"Commitment to quality is a high priority in this organization."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>345</b>	<b>16.0</b>	<b>960</b>	<b>44.4</b>	<b>506</b>	<b>23.4</b>	<b>237</b>	<b>11.0</b>	<b>83</b>	<b>3.8</b>	<b>32</b>	<b>1.5</b>
<b>Gender</b>														
Male	733	100.0	111	15.1	306	41.7	182	24.8	93	12.7	38	5.2	3	0.4
Female	1,335	100.0	227	17.0	616	46.1	308	23.1	137	10.3	38	2.8	9	0.7
Not Stated	95	100.0	7	7.4	38	40.0	16	16.8	7	7.4	7	7.4	20	21.1
<b>Age Groups</b>														
Less Than 30	170	100.0	29	17.1	74	43.5	44	25.9	16	9.4	7	4.1	0	0.0
30 - 39 Years	548	100.0	86	15.7	235	42.9	126	23.0	75	13.7	23	4.2	3	0.5
40 - 49 Years	566	100.0	93	16.4	263	46.5	128	22.6	61	10.8	18	3.2	3	0.5
50 - 59 Years	606	100.0	105	17.3	267	44.1	152	25.1	52	8.6	25	4.1	5	0.8
60+	178	100.0	25	14.0	87	48.9	38	21.3	24	13.5	3	1.7	1	0.6
Not Stated	95	100.0	7	7.4	34	35.8	18	18.9	9	9.5	7	7.4	20	21.1
<b>Occupation Groups</b>														
Management	444	100.0	82	18.5	204	45.9	93	20.9	53	11.9	8	1.8	4	0.9
Administration	392	100.0	81	20.7	172	43.9	87	22.2	35	8.9	15	3.8	2	0.5
Technical or Professional	890	100.0	109	12.2	387	43.5	237	26.6	109	12.2	42	4.7	6	0.7
Other	357	100.0	66	18.5	166	46.5	77	21.6	37	10.4	11	3.1	0	0.0
Not Stated	80	100.0	7	8.8	31	38.8	12	15.0	3	3.8	7	8.8	20	25.0
<b>Length of Service</b>														
Less than 1 Year	238	100.0	54	22.7	109	45.8	55	23.1	17	7.1	2	0.8	1	0.4
1 - 4 Years	480	100.0	83	17.3	204	42.5	105	21.9	64	13.3	22	4.6	2	0.4
5 - 10 Years	524	100.0	76	14.5	235	44.8	127	24.2	61	11.6	24	4.6	1	0.2
Over 10 Years	842	100.0	123	14.6	385	45.7	206	24.5	91	10.8	29	3.4	8	1.0
Not Stated	79	100.0	9	11.4	27	34.2	13	16.5	4	5.1	6	7.6	20	25.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	153	14.9	458	44.6	248	24.2	117	11.4	45	4.4	5	0.5
Regional Offices	927	100.0	162	17.5	412	44.4	215	23.2	106	11.4	25	2.7	7	0.8
Not Stated	210	100.0	30	14.3	90	42.9	43	20.5	14	6.7	13	6.2	20	9.5

**Table 26**  
**Respondents by Belief of Inclusive Public Service**  
**Government of the Northwest Territories, 2014**

	"I feel the GNWT promotes an inclusive public service where staff are treated equitably."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>332</b>	<b>15.3</b>	<b>928</b>	<b>42.9</b>	<b>419</b>	<b>19.4</b>	<b>300</b>	<b>13.9</b>	<b>151</b>	<b>7.0</b>	<b>33</b>	<b>1.5</b>
<b>Gender</b>														
Male	733	100.0	135	18.4	326	44.5	111	15.1	90	12.3	69	9.4	2	0.3
Female	1,335	100.0	194	14.5	569	42.6	291	21.8	195	14.6	75	5.6	11	0.8
Not Stated	95	100.0	3	3.2	33	34.7	17	17.9	15	15.8	7	7.4	20	21.1
<b>Age Groups</b>														
Less Than 30	170	100.0	38	22.4	81	47.6	30	17.6	14	8.2	5	2.9	2	1.2
30 - 39 Years	548	100.0	87	15.9	250	45.6	96	17.5	76	13.9	34	6.2	5	0.9
40 - 49 Years	566	100.0	100	17.7	236	41.7	109	19.3	79	14.0	40	7.1	2	0.4
50 - 59 Years	606	100.0	85	14.0	256	42.2	127	21.0	81	13.4	53	8.7	4	0.7
60+	178	100.0	19	10.7	79	44.4	37	20.8	33	18.5	10	5.6	0	0.0
Not Stated	95	100.0	3	3.2	26	27.4	20	21.1	17	17.9	9	9.5	20	21.1
<b>Occupation Groups</b>														
Management	444	100.0	87	19.6	198	44.6	65	14.6	66	14.9	26	5.9	2	0.5
Administration	392	100.0	66	16.8	155	39.5	87	22.2	52	13.3	30	7.7	2	0.5
Technical or Professional	890	100.0	125	14.0	401	45.1	174	19.6	126	14.2	57	6.4	7	0.8
Other	357	100.0	51	14.3	149	41.7	78	21.8	46	12.9	31	8.7	2	0.6
Not Stated	80	100.0	3	3.8	25	31.3	15	18.8	10	12.5	7	8.8	20	25.0
<b>Length of Service</b>														
Less than 1 Year	238	100.0	64	26.9	118	49.6	40	16.8	13	5.5	3	1.3	0	0.0
1 - 4 Years	480	100.0	85	17.7	220	45.8	77	16.0	63	13.1	30	6.3	5	1.0
5 - 10 Years	524	100.0	68	13.0	219	41.8	118	22.5	73	13.9	44	8.4	2	0.4
Over 10 Years	842	100.0	110	13.1	349	41.4	170	20.2	140	16.6	67	8.0	6	0.7
Not Stated	79	100.0	5	6.3	22	27.8	14	17.7	11	13.9	7	8.9	20	25.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	170	16.6	455	44.3	207	20.2	127	12.4	59	5.8	8	0.8
Regional Offices	927	100.0	137	14.8	387	41.7	177	19.1	144	15.5	77	8.3	5	0.5
Not Stated	210	100.0	25	11.9	86	41.0	35	16.7	29	13.8	15	7.1	20	9.5

**Table 27**  
**Respondents by Satisfaction with Health and Wellness Programs**  
**Government of the Northwest Territories, 2014**

"I am satisfied with the health and wellness programs that are available to me as a GNWT employee."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>349</b>	<b>16.1</b>	<b>1,059</b>	<b>49.0</b>	<b>477</b>	<b>22.1</b>	<b>183</b>	<b>8.5</b>	<b>66</b>	<b>3.1</b>	<b>29</b>
<b>Gender</b>													
Male	733	100.0	135	18.4	354	48.3	168	22.9	50	6.8	23	3.1	3
Female	1,335	100.0	207	15.5	666	49.9	291	21.8	126	9.4	38	2.8	7
Not Stated	95	100.0	7	7.4	39	41.1	18	18.9	7	7.4	5	5.3	19
<b>Age Groups</b>													
Less Than 30	170	100.0	34	20.0	78	45.9	33	19.4	18	10.6	7	4.1	0
30 - 39 Years	548	100.0	91	16.6	257	46.9	123	22.4	54	9.9	21	3.8	2
40 - 49 Years	566	100.0	91	16.1	270	47.7	132	23.3	54	9.5	17	3.0	2
50 - 59 Years	606	100.0	103	17.0	315	52.0	135	22.3	35	5.8	14	2.3	4
60+	178	100.0	24	13.5	101	56.7	36	20.2	12	6.7	3	1.7	2
Not Stated	95	100.0	6	6.3	38	40.0	18	18.9	10	10.5	4	4.2	19
<b>Occupation Groups</b>													
Management	444	100.0	76	17.1	217	48.9	96	21.6	37	8.3	13	2.9	5
Administration	392	100.0	72	18.4	194	49.5	82	20.9	30	7.7	12	3.1	2
Technical or Professional	890	100.0	131	14.7	433	48.7	215	24.2	78	8.8	31	3.5	2
Other	357	100.0	64	17.9	180	50.4	72	20.2	34	9.5	6	1.7	1
Not Stated	80	100.0	6	7.5	35	43.8	12	15.0	4	5.0	4	5.0	19
<b>Length of Service</b>													
Less than 1 Year	238	100.0	45	18.9	115	48.3	58	24.4	16	6.7	2	0.8	2
1 - 4 Years	480	100.0	79	16.5	233	48.5	102	21.3	46	9.6	17	3.5	3
5 - 10 Years	524	100.0	86	16.4	252	48.1	115	21.9	49	9.4	21	4.0	1
Over 10 Years	842	100.0	131	15.6	431	51.2	187	22.2	67	8.0	22	2.6	4
Not Stated	79	100.0	8	10.1	28	35.4	15	19.0	5	6.3	4	5.1	19
<b>Location of Position</b>													
Headquarters	1026	100.0	185	18.0	517	50.4	222	21.6	76	7.4	23	2.2	3
Regional Offices	927	100.0	138	14.9	445	48.0	219	23.6	86	9.3	33	3.6	6
Not Stated	210	100.0	26	12.4	97	46.2	36	17.1	21	10.0	10	4.8	20

**Table 28**  
**Respondents by Satisfaction with GNWT Safety Measures**  
**Government of the Northwest Territories, 2014**

	"I am satisfied with the safety measures that are in place in the GNWT."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>370</b>	<b>17.1</b>	<b>1,191</b>	<b>55.1</b>	<b>385</b>	<b>17.8</b>	<b>130</b>	<b>6.0</b>	<b>58</b>	<b>2.7</b>	<b>29</b>	<b>1.3</b>
<b>Gender</b>														
Male	733	100.0	148	20.2	395	53.9	122	16.6	42	5.7	22	3.0	4	0.5
Female	1,335	100.0	216	16.2	756	56.6	244	18.3	84	6.3	30	2.2	5	0.4
Not Stated	95	100.0	6	6.3	40	42.1	19	20.0	4	4.2	6	6.3	20	21.1
<b>Age Groups</b>														
Less Than 30	170	100.0	37	21.8	96	56.5	21	12.4	11	6.5	5	2.9	0	0.0
30 - 39 Years	548	100.0	93	17.0	300	54.7	105	19.2	36	6.6	10	1.8	4	0.7
40 - 49 Years	566	100.0	104	18.4	303	53.5	92	16.3	47	8.3	19	3.4	1	0.2
50 - 59 Years	606	100.0	102	16.8	341	56.3	120	19.8	25	4.1	14	2.3	4	0.7
60+	178	100.0	29	16.3	112	62.9	27	15.2	7	3.9	3	1.7	0	0.0
Not Stated	95	100.0	5	5.3	39	41.1	20	21.1	4	4.2	7	7.4	20	21.1
<b>Occupation Groups</b>														
Management	444	100.0	83	18.7	251	56.5	70	15.8	33	7.4	5	1.1	2	0.5
Administration	392	100.0	80	20.4	222	56.6	60	15.3	22	5.6	8	2.0	0	0.0
Technical or Professional	890	100.0	135	15.2	496	55.7	175	19.7	48	5.4	28	3.1	8	0.9
Other	357	100.0	67	18.8	189	52.9	66	18.5	23	6.4	12	3.4	0	0.0
Not Stated	80	100.0	5	6.3	33	41.3	14	17.5	4	5.0	5	6.3	19	23.8
<b>Length of Service</b>														
Less than 1 Year	238	100.0	58	24.4	128	53.8	41	17.2	8	3.4	2	0.8	1	0.4
1 - 4 Years	480	100.0	83	17.3	259	54.0	88	18.3	34	7.1	13	2.7	3	0.6
5 - 10 Years	524	100.0	79	15.1	290	55.3	98	18.7	38	7.3	17	3.2	2	0.4
Over 10 Years	842	100.0	143	17.0	484	57.5	144	17.1	46	5.5	21	2.5	4	0.5
Not Stated	79	100.0	7	8.9	30	38.0	14	17.7	4	5.1	5	6.3	19	24.1
<b>Location of Position</b>														
Headquarters	1,026	100.0	190	18.5	587	57.2	170	16.6	55	5.4	20	1.9	4	0.4
Regional Offices	927	100.0	153	16.5	497	53.6	181	19.5	62	6.7	28	3.0	6	0.6
Not Stated	210	100.0	27	12.9	107	51.0	34	16.2	13	6.2	10	4.8	19	9.0

**Table 29**  
**Respondents by Perception of Cross-Cultural Opportunities**  
**Government of the Northwest Territories, 2014**

	"The GNWT promotes cross-cultural awareness opportunities for employees."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>312</b>	<b>14.4</b>	<b>1,029</b>	<b>47.6</b>	<b>530</b>	<b>24.5</b>	<b>196</b>	<b>9.1</b>	<b>65</b>	<b>3.0</b>	<b>31</b>	<b>1.4</b>
<b>Gender</b>														
Male	733	100.0	113	15.4	365	49.8	169	23.1	67	9.1	16	2.2	3	0.4
Female	1,335	100.0	190	14.2	635	47.6	335	25.1	123	9.2	44	3.3	8	0.6
Not Stated	95	100.0	9	9.5	29	30.5	26	27.4	6	6.3	5	5.3	20	21.1
<b>Age Groups</b>														
Less Than 30	170	100.0	34	20.0	82	48.2	38	22.4	12	7.1	4	2.4	0	0.0
30 - 39 Years	548	100.0	81	14.8	264	48.2	135	24.6	54	9.9	12	2.2	2	0.4
40 - 49 Years	566	100.0	83	14.7	266	47.0	135	23.9	64	11.3	17	3.0	1	0.2
50 - 59 Years	606	100.0	81	13.4	299	49.3	150	24.8	46	7.6	24	4.0	6	1.0
60+	178	100.0	24	13.5	90	50.6	45	25.3	14	7.9	3	1.7	2	1.1
Not Stated	95	100.0	9	9.5	28	29.5	27	28.4	6	6.3	5	5.3	20	21.1
<b>Occupation Groups</b>														
Management	444	100.0	72	16.2	212	47.7	99	22.3	51	11.5	7	1.6	3	0.7
Administration	392	100.0	62	15.8	191	48.7	88	22.4	35	8.9	13	3.3	3	0.8
Technical or Professional	890	100.0	118	13.3	431	48.4	233	26.2	75	8.4	28	3.1	5	0.6
Other	357	100.0	53	14.8	168	47.1	90	25.2	32	9.0	13	3.6	1	0.3
Not Stated	80	100.0	7	8.8	27	33.8	20	25.0	3	3.8	4	5.0	19	23.8
<b>Length of Service</b>														
Less than 1 Year	238	100.0	50	21.0	103	43.3	65	27.3	16	6.7	2	0.8	2	0.8
1 - 4 Years	480	100.0	75	15.6	232	48.3	122	25.4	40	8.3	9	1.9	2	0.4
5 - 10 Years	524	100.0	63	12.0	253	48.3	122	23.3	58	11.1	27	5.2	1	0.2
Over 10 Years	842	100.0	115	13.7	417	49.5	202	24.0	79	9.4	22	2.6	7	0.8
Not Stated	79	100.0	9	11.4	24	30.4	19	24.1	3	3.8	5	6.3	19	24.1
<b>Location of Position</b>														
Headquarters	1,026	100.0	154	15.0	486	47.4	269	26.2	88	8.6	24	2.3	5	0.5
Regional Offices	927	100.0	129	13.9	450	48.5	210	22.7	100	10.8	33	3.6	5	0.5
Not Stated	210	100.0	29	13.8	93	44.3	51	24.3	8	3.8	8	3.8	21	10.0

**Table 30**  
**Respondents by Satisfaction with Sensitivity Training with Regards to Persons with Disabilities**  
**Government of the Northwest Territories, 2014**

"The GNWT provides adequate sensitivity training with regards to people with disabilities in the workplace."														
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>244</b>	<b>11.3</b>	<b>815</b>	<b>37.7</b>	<b>754</b>	<b>34.9</b>	<b>249</b>	<b>11.5</b>	<b>71</b>	<b>3.3</b>	<b>30</b>	<b>1.4</b>
<b>Gender</b>														
Male	733	100.0	91	12.4	287	39.2	265	36.2	66	9.0	20	2.7	4	0.5
Female	1,335	100.0	148	11.1	498	37.3	462	34.6	176	13.2	45	3.4	6	0.4
Not Stated	95	100.0	5	5.3	30	31.6	27	28.4	7	7.4	6	6.3	20	21.1
<b>Age Groups</b>														
Less Than 30	170	100.0	28	16.5	55	32.4	56	32.9	21	12.4	10	5.9	0	0.0
30 - 39 Years	548	100.0	58	10.6	217	39.6	189	34.5	71	13.0	13	2.4	0	0.0
40 - 49 Years	566	100.0	70	12.4	203	35.9	201	35.5	67	11.8	23	4.1	2	0.4
50 - 59 Years	606	100.0	66	10.9	236	38.9	213	35.1	66	10.9	19	3.1	6	1.0
60+	178	100.0	16	9.0	76	42.7	66	37.1	17	9.6	1	0.6	2	1.1
Not Stated	95	100.0	6	6.3	28	29.5	29	30.5	7	7.4	5	5.3	20	21.1
<b>Occupation Groups</b>														
Management	444	100.0	59	13.3	199	44.8	135	30.4	42	9.5	5	1.1	4	0.9
Administration	392	100.0	56	14.3	138	35.2	142	36.2	41	10.5	14	3.6	1	0.3
Technical or Professional	890	100.0	81	9.1	316	35.5	335	37.6	118	13.3	36	4.0	4	0.4
Other	357	100.0	43	12.0	135	37.8	122	34.2	44	12.3	12	3.4	1	0.3
Not Stated	80	100.0	5	6.3	27	33.8	20	25.0	4	5.0	4	5.0	20	25.0
<b>Length of Service</b>														
Less than 1 Year	238	100.0	37	15.5	78	32.8	107	45.0	13	5.5	2	0.8	1	0.4
1 - 4 Years	480	100.0	67	14.0	174	36.3	162	33.8	61	12.7	15	3.1	1	0.2
5 - 10 Years	524	100.0	47	9.0	190	36.3	190	36.3	71	13.5	24	4.6	2	0.4
Over 10 Years	842	100.0	87	10.3	348	41.3	275	32.7	99	11.8	27	3.2	6	0.7
Not Stated	79	100.0	6	7.6	25	31.6	20	25.3	5	6.3	3	3.8	20	25.3
<b>Location of Position</b>														
Headquarters	1,026	100.0	118	11.5	409	39.9	371	36.2	97	9.5	26	2.5	5	0.5
Regional Offices	927	100.0	106	11.4	332	35.8	317	34.2	133	14.3	35	3.8	4	0.4
Not Stated	210	100.0	20	9.5	74	35.2	66	31.4	19	9.0	10	4.8	21	10.0



**Table 31**  
**Respondents by Satisfaction with Reward Programs**  
**Government of the Northwest Territories, 2014**

	"The GNWT has adequate reward programs in place to help celebrate and acknowledge individual and team efforts."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>194</b>	<b>9.0</b>	<b>724</b>	<b>33.5</b>	<b>641</b>	<b>29.6</b>	<b>399</b>	<b>18.4</b>	<b>176</b>	<b>8.1</b>	<b>29</b>	<b>1.3</b>
<b>Gender</b>														
Male	733	100.0	70	9.5	230	31.4	220	30.0	141	19.2	66	9.0	6	0.8
Female	1,335	100.0	120	9.0	468	35.1	398	29.8	244	18.3	101	7.6	4	0.3
Not Stated	95	100.0	4	4.2	26	27.4	23	24.2	14	14.7	9	9.5	19	20.0
<b>Age Groups</b>														
Less Than 30	170	100.0	19	11.2	52	30.6	59	34.7	26	15.3	14	8.2	0	0.0
30 - 39 Years	548	100.0	47	8.6	149	27.2	165	30.1	129	23.5	55	10.0	3	0.5
40 - 49 Years	566	100.0	51	9.0	212	37.5	158	27.9	100	17.7	44	7.8	1	0.2
50 - 59 Years	606	100.0	62	10.2	214	35.3	176	29.0	107	17.7	43	7.1	4	0.7
60+	178	100.0	11	6.2	72	40.4	57	32.0	26	14.6	10	5.6	2	1.1
Not Stated	95	100.0	4	4.2	25	26.3	26	27.4	11	11.6	10	10.5	19	20.0
<b>Occupation Groups</b>														
Management	444	100.0	42	9.5	156	35.1	116	26.1	99	22.3	27	6.1	4	0.9
Administration	392	100.0	43	11.0	141	36.0	120	30.6	56	14.3	30	7.7	2	0.5
Technical or Professional	890	100.0	66	7.4	272	30.6	288	32.4	180	20.2	81	9.1	3	0.3
Other	357	100.0	38	10.6	132	37.0	98	27.5	57	16.0	31	8.7	1	0.3
Not Stated	80	100.0	5	6.3	23	28.7	19	23.8	7	8.8	7	8.8	19	23.8
<b>Length of Service</b>														
Less than 1 Year	238	100.0	29	12.2	69	29.0	113	47.5	20	8.4	5	2.1	2	0.8
1 - 4 Years	480	100.0	45	9.4	136	28.3	148	30.8	100	20.8	50	10.4	1	0.2
5 - 10 Years	524	100.0	45	8.6	172	32.8	153	29.2	107	20.4	46	8.8	1	0.2
Over 10 Years	842	100.0	71	8.4	327	38.8	206	24.5	163	19.4	69	8.2	6	0.7
Not Stated	79	100.0	4	5.1	20	25.3	21	26.6	9	11.4	6	7.6	19	24.1
<b>Location of Position</b>														
Headquarters	1,026	100.0	88	8.6	369	36.0	312	30.4	180	17.5	73	7.1	4	0.4
Regional Offices	927	100.0	85	9.2	286	30.9	281	30.3	185	20.0	84	9.1	6	0.6
Not Stated	210	100.0	21	10.0	69	32.9	48	22.9	34	16.2	19	9.0	19	9.0

**Table 32**  
**Respondents by Overall Feeling of Value**  
**Government of the Northwest Territories, 2014**

	"Overall, I feel valued as a GNWT employee."													
	Total	%	Strongly Agree	%	Agree	%	Undecided	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>Total Respondents</b>	<b>2,163</b>	<b>100.0</b>	<b>320</b>	<b>14.8</b>	<b>1,048</b>	<b>48.5</b>	<b>432</b>	<b>20.0</b>	<b>238</b>	<b>11.0</b>	<b>100</b>	<b>4.6</b>	<b>25</b>	<b>1.2</b>
<b>Gender</b>														
Male	733	100.0	121	16.5	351	47.9	150	20.5	75	10.2	34	4.6	2	0.3
Female	1,335	100.0	195	14.6	663	49.7	262	19.6	151	11.3	60	4.5	4	0.3
Not Stated	95	100.0	4	4.2	34	35.8	20	21.1	12	12.6	6	6.3	19	20.0
<b>Age Groups</b>														
Less Than 30	170	100.0	29	17.1	87	51.2	25	14.7	21	12.4	8	4.7	0	0.0
30 - 39 Years	548	100.0	75	13.7	259	47.3	114	20.8	76	13.9	24	4.4	0	0.0
40 - 49 Years	566	100.0	87	15.4	284	50.2	120	21.2	55	9.7	18	3.2	2	0.4
50 - 59 Years	606	100.0	101	16.7	294	48.5	115	19.0	58	9.6	36	5.9	2	0.3
60+	178	100.0	24	13.5	91	51.1	36	20.2	17	9.6	8	4.5	2	1.1
Not Stated	95	100.0	4	4.2	33	34.7	22	23.2	11	11.6	6	6.3	19	20.0
<b>Occupation Groups</b>														
Management	444	100.0	78	17.6	224	50.5	84	18.9	45	10.1	10	2.3	3	0.7
Administration	392	100.0	66	16.8	181	46.2	89	22.7	38	9.7	17	4.3	1	0.3
Technical or Professional	890	100.0	107	12.0	445	50.0	181	20.3	107	12.0	49	5.5	1	0.1
Other	357	100.0	65	18.2	170	47.6	63	17.6	39	10.9	19	5.3	1	0.3
Not Stated	80	100.0	4	5.0	28	35.0	15	18.8	9	11.3	5	6.3	19	23.8
<b>Length of Service</b>														
Less than 1 Year	238	100.0	48	20.2	126	52.9	39	16.4	21	8.8	4	1.7	0	0.0
1 - 4 Years	480	100.0	80	16.7	219	45.6	101	21.0	56	11.7	22	4.6	2	0.4
5 - 10 Years	524	100.0	73	13.9	252	48.1	112	21.4	61	11.6	25	4.8	1	0.2
Over 10 Years	842	100.0	113	13.4	426	50.6	164	19.5	91	10.8	45	5.3	3	0.4
Not Stated	79	100.0	6	7.6	25	31.6	16	20.3	9	11.4	4	5.1	19	24.1
<b>Location of Position</b>														
Headquarters	1,026	100.0	160	15.6	511	49.8	209	20.4	102	9.9	42	4.1	2	0.2
Regional Offices	927	100.0	134	14.5	448	48.3	184	19.8	110	11.9	47	5.1	4	0.4
Not Stated	210	100.0	26	12.4	89	42.4	39	18.6	26	12.4	11	5.2	19	9.0

## Client Relocation & Disabilities Statistical Tables

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**Table B1a**  
**No. of Respondents By Likelihood to Consider a Move From the NWT**  
**Government of the Northwest Territories, 2014**

	2014 No. of Persons	%
<b>No. of Respondents</b>	<b>2,163</b>	<b>100.0</b>
Very likely	239	11.0
Likely	379	17.5
Unlikely	716	33.1
Very unlikely	802	37.1
Not stated	27	1.2

**Table B1b**  
**Main Reasons for Considering Relocation**  
**Government of the Northwest Territories, 2014**

	2014 No. of Persons	%
<b>Respondents who are likely or very likely to consider a move</b>	<b>618</b>	<b>100.0</b>
Time for a change	74	12.0
Tired of weather	18	2.9
Want to be closer to family	84	13.6
Cost of living	207	33.5
Retirement	34	5.5
Post-secondary education	24	3.9
Job opportunities	80	12.9
Other	87	14.1
Not stated	10	1.6

**Table B2**

**No. of Respondents Who Consider Themselves to Have a Disability  
Government of the Northwest Territories, 2014**

	2014 No. of Persons	%
<b>No. of Respondents</b>	<b>2,163</b>	<b>100.0</b>
Have a disability	457	21.1
Do not have a disability	1,656	76.6
Not stated	50	2.3

**Table B3**

**No. of Respondents With a Disability by Workplace Accommodations  
Government of the Northwest Territories, 2014**

	2014 No. of Persons	%
<b>No. of Respondents with a disability</b>	<b>457</b>	<b>100.0</b>
Have the necessary accommodations	95	20.8
Do not have the necessary accommodations	76	16.6
Do not need any accommodations	278	60.8
Not stated	8	1.8

**Table B3**  
**No. of Respondents With a Disability by Category**  
**Government of the Northwest Territories, 2014**

	2014	
	No. of	%
	Persons	
<b>No. of Respondents with a disability*</b>	<b>457</b>	<b>100.0</b>
Hearing	56	12.3
Seeing	44	9.6
Mobility	115	25.2
Agility	34	7.4
Pain	174	38.1
Learning	23	5.0
Psychological	82	17.9
Confusion/Memory	30	6.6
Social/Emotional	95	20.8
Developmental	x	x
Other	92	20.1

\* Respondents could select multiple categories resulting in a total that exceeds the sum of the categories.

**Table B4a**  
**No. of Respondents With a Disability by Effect on Job Duties**  
**Government of the Northwest Territories, 2014**

	Total		No Effect		Little Effect		Moderate Effect		High Effect	
	No. of Persons	%	No. of Persons	%	No. of Persons	%	No. of Persons	%	No. of Persons	%
<b>No. of Respondents with a disability</b>	<b>457</b>	<b>100.0</b>	<b>457</b>	<b>100.0</b>	<b>457</b>	<b>100.0</b>	<b>457</b>	<b>100.0</b>	<b>457</b>	<b>100.0</b>
Hearing	56	100.0	7	12.5	27	48.2	19	33.9	x	x
Seeing	44	100.0	4	9.1	22	50.0	15	34.1	x	x
Mobility	115	100.0	13	11.3	37	32.2	49	42.6	16	13.9
Agility	34	100.0	4	11.8	14	41.2	11	32.4	5	14.7
Pain	174	100.0	11	6.3	71	40.8	68	39.1	25	14.4
Learning	23	100.0	x	x	12	52.2	8	34.8	x	x
Psychological	82	100.0	10	12.2	29	35.4	31	37.8	12	14.6
Confusion/Memory	30	100.0	x	x	13	43.3	15	50.0	x	x
Social/Emotional	95	100.0	10	10.5	38	40.0	33	34.7	13	13.7
Other	92	100.0	30	32.6	36	39.1	16	17.4	9	9.8

**Table B4b**  
**Visibility of Disabilities**  
**Government of the Northwest Territories, 2014**

	Total		Visible		Invisible	
	No. of Persons	%	No. of Persons	%	No. of Persons	%
<b>No. of Respondents with a disability*</b>	<b>457</b>	<b>100.0</b>	<b>457</b>	<b>100.0</b>	<b>457</b>	<b>100.0</b>
Hearing	56	100.0	4	7.1	51	91.1
Seeing	44	100.0	13	29.5	28	63.6
Mobility	115	100.0	58	50.4	55	47.8
Agility	34	100.0	15	44.1	19	55.9
Pain	174	100.0	28	16.1	146	83.9
Learning	23	100.0	x	x	x	x
Psychological	82	100.0	4	4.9	78	95.1
Confusion/Memory	30	100.0	x	x	x	x
Social/Emotional	95	100.0	7	7.4	87	91.6
Other	92	100.0	7	7.6	83	90.2



# Human Resources Client Satisfaction Statistical Tables

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**Table C1**  
**First & Most Helpful Resources for Seeking Answers to Human Resources Questions**  
**Government of the Northwest Territories, 2012 & 2014**

	First Resource				Most Helpful Resource			
	2014	%	2012	%	2014	%	2012	%
<b>Total Respondents</b>	<b>2,127</b>	<b>100.0</b>	<b>1,790</b>	<b>100.0</b>	<b>2,127</b>	<b>100.0</b>	<b>1,790</b>	<b>100.0</b>
Department of Human Resources' website	624	29.3	521	29.1	404	19.0	352	19.7
Human Resources helpdesk	336	15.8	274	15.3	289	13.6	270	15.1
A specific person in Human Resources or Finance*	353	16.6	332	18.5	593	27.9	525	29.3
Your supervisor	363	17.1	299	16.7	353	16.6	265	14.8
Your co-workers	370	17.4	301	16.8	386	18.1	309	17.3
Other	59	2.8	41	2.3	74	3.5	44	2.5
I never have any questions	19	0.9	16	0.9	19	0.9	16	0.9
Not Stated	3	0.1	6	0.3	9.0	0.4	9	0.5

\*As a result of operational changes, the wording for this question was revised in 2014 to include the Department of Finance.

Source: 2012 & 2014 Employee Engagement & Satisfaction Surveys.

**Table C2a**  
**Number of Respondents Using Human Resource Tools**  
**Government of the Northwest Territories, 2014**

	Total	%	Yes	%	No	%	Not Stated	%
<i>In Past 12 months...</i>								
Used HR Website	2,127	100.0	1,740	81.8	380	17.9	7	0.3
Used PeopleSoft	2,127	100.0	2,054	96.6	66	3.1	7	0.3
Used HR Helpdesk	2,127	100.0	1,432	67.3	685	32.2	10	0.5

**Table C2b**  
**Evaluation of Human Resources Tools**  
**Government of the Northwest Territories, 2014**

	No. of Respondents Using Each Tool	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%	Not Stated	%
<b>HR Website</b>												
Website has information needed	1,740	100.0	176	10.1	1,316	75.6	205	11.8	30	1.7	13	0.7
Can easily find information on website	1,740	100.0	129	7.4	982	56.4	492	28.3	118	6.8	19	1.1
Website is up-to-date	1,740	100.0	135	7.8	1,285	73.9	234	13.4	40	2.3	46	2.6
<b>PeopleSoft</b>												
I received adequate PeopleSoft training	2,054	100.0	296	14.4	1,134	55.2	467	22.7	145	7.1	12	0.6
PeopleSoft has the information I need	2,054	100.0	321	15.6	1,470	71.6	205	10.0	36	1.8	22	1.1
Information in PeopleSoft is accurate	2,054	100.0	280	13.6	1,439	70.1	243	11.8	50	2.4	42	2.0
<b>Helpdesk</b>												
My issues were addressed in a timely manner	1,432	100.0	235	16.4	740	51.7	286	20.0	162	11.3	9	0.6
The information was communicated simply	1,432	100.0	243	17.0	904	63.1	187	13.1	85	5.9	13	0.9
Satisfied with way issues were addressed	1,432	100.0	245	17.1	814	56.8	224	15.6	136	9.5	13	0.9

**Table C3a**  
**No. of Supervisors by Contact with Client Service Manager**  
**Government of the Northwest Territories, 2012 & 2014**

	2014		2012	
	No. of Persons	%	No. of Persons	%
<b>No. of Supervisors</b>	<b>774</b>	<b>100.0</b>	<b>617</b>	<b>100.0</b>
Had contact with Client Service Manager	453	58.5	363	58.8
Did not have contact with Client Service Manager	311	40.2	252	40.8
Not Stated	10	1.3	2	0.3

**Table C3b**  
**Evaluation of Client Service Managers**  
**Government of the Northwest Territories, 2012 & 2014**

<i>Number of Supervisors who had contact with Client Service Managers</i>	Total	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Responded in timely manner												
2014	453	100.0	121	26.7	260	57.4	57	12.6	12	2.6	3	0.7
2012	363	100.0	84	23.1	223	61.4	45	12.4	9	2.5	2	0.6
The information was understood												
2014	453	100.0	126	27.8	283	62.5	35	7.7	8	1.8	1	0.2
2012	363	100.0	86	23.7	246	67.8	21	5.8	9	2.5	1	0.3
Satisfied with service provided												
2014	453	100.0	122	26.9	262	57.8	48	10.6	19	4.2	2	0.4
2012	363	100.0	88	24.2	219	60.3	40	11.0	14	3.9	2	0.6

**Table C4a**  
**No. of Supervisors by Contact with a Human Resource Officer**  
**Government of the Northwest Territories, 2014**

	2014 No. of Persons	%
<b>No. of Supervisors</b>	<b>774</b>	<b>100.0</b>
Had contact with a Human Resource Officer	588	76.0
Did not have contact with a Human Resource Officer	178	23.0
Not Stated	8	1.0

**Table C4b**  
**Evaluation of Human Resource Officers**  
**Government of the Northwest Territories, 2014**

<i>Number of Supervisors who recruited staff</i>	Total	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Responded in timely manner	588	100.0	142	24.1	337	57.3	75	12.8	29	4.9	5	0.9
The information was understood	588	100.0	137	23.3	376	63.9	47	8.0	25	4.3	3	0.5
Satisfied with service provided	588	100.0	136	23.1	338	57.5	72	12.2	40	6.8	2	0.3

**Table C5a**  
**No. of Supervisors by Contact with Recruitment Services**  
**Government of the Northwest Territories, 2012 & 2014**

	2014		2012	
	No. of Persons	%	No. of Persons	%
<b>No. of Supervisors</b>	<b>774</b>	<b>100.0</b>	<b>617</b>	<b>100.0</b>
Recruited staff	446	57.6	340	55.1
Did not recruit staff	326	42.1	272	44.1
Not Stated	2	0.3	5	0.8

**Table C5b**  
**Evaluation of Recruitment Process**  
**Government of the Northwest Territories, 2012 & 2014**

<i>Number of Supervisors who recruited staff</i>	Total	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Recruitment process was conducted in a timely manner												
2014	446	100.0	63	14.1	228	51.1	106	23.8	48	10.8	1	0.2
2012	340	100.0	33	9.7	188	55.3	81	23.8	37	10.9	1	0.3
The information was understood												
2014	446	100.0	76	17.0	300	67.3	47	10.5	18	4.0	5	1.1
2012	340	100.0	39	11.5	241	70.9	44	12.9	16	4.7	-	-
Satisfied with recruitment process												
2014	446	100.0	70	15.7	227	50.9	108	24.2	36	8.1	5	1.1
2012	340	100.0	34	10.0	187	55.0	81	23.8	37	10.9	1	0.3

**Table C6a**  
**No. of Supervisors by Use of Job Evaluation Services**  
**Government of the Northwest Territories, 2012 & 2014**

	2014		2012	
	No. of Persons	%	No. of Persons	%
<b>No. of Supervisors</b>	<b>774</b>	<b>100.0</b>	<b>617</b>	<b>100.0</b>
Had jobs evaluated	351	45.3	281	45.5
Did not have jobs evaluated	421	54.4	331	53.6
Not Stated	2	0.3	5	0.8

**Table C6b**  
**Evaluation of Job Evaluation Process**  
**Government of the Northwest Territories, 2012 & 2014**

<i>Number of Supervisors who had jobs evaluated</i>	Total	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Job evaluation was conducted in a timely manner												
2014	351	100.0	58	16.5	197	56.1	69	19.7	22	6.3	5	1.4
2012	281	100.0	26	9.3	170	60.5	63	22.4	22	7.8	-	-
The information was understood												
2014	351	100.0	58	16.5	221	63.0	49	14.0	17	4.8	6	1.7
2012	281	100.0	36	12.8	204	72.6	29	10.3	12	4.3	-	-
Satisfied with way job evaluations or reviews were conducted												
2014	351	100.0	60	17.1	180	51.3	77	21.9	31	8.8	3	0.9
2012	281	100.0	35	12.5	166	59.1	59	21.0	20	7.1	1	0.4



**Table C7**  
**Training Courses Offered through GNWT Department of Human Resources**  
**Government of the Northwest Territories, 2012 & 2014**

	2014		2012	
	No. of Persons	%	No. of Persons	%
<i>"The training courses offered through the GNWT Department of Human Resources are the types of courses I need to do my job"</i>				
<b>Total Respondents</b>	<b>2,127</b>	<b>100.0</b>	<b>1,790</b>	<b>100.0</b>
Strongly Agree	102	4.8	83	4.6
Agree	841	39.5	663	37.0
Disagree	515	24.2	450	25.1
Strongly Disagree	128	6.0	115	6.4
Not aware of the courses offered through HR	524	24.6	458	25.6
Not Stated	17	0.8	21	1.2

**Table C8a**  
**No. of Respondents by Use of Human Resources' Training Calendar**  
**Government of the Northwest Territories, 2014**

	2014 No. of Persons	%
<b>No. of Respondents</b>	<b>2,127</b>	<b>100.0</b>
Used the Training Calendar	1,107	52.0
Did not Use the Training Calendar	1,005	47.2
Not stated	15	0.7

**Table C8b**  
**Evaluation of Training Calendar**  
**Government of the Northwest Territories, 2014**

<i>Number of Respondents who used the Training Calendar</i>	Total	%	Strongly Agree	%	Agree	%	Disagree	%	Strongly Disagree	%	Not Stated	%
Course information can be easily found on the training calendar	1,107	100.0	211	19.1	719	65.0	152	13.7	19	1.7	6	0.5
Easy to register for courses through the training calendar	1,107	100.0	210	19.0	720	65.0	133	12.0	29	2.6	15	1.4

**Table C9**  
**Overall Satisfaction with the Department of Human Resources**  
**Government of the Northwest Territories, 2010 - 2014**

	No. of Respondents							
	2014	%	2012	%	2011	%	2010	%
<b>Total Respondents</b>	<b>2,127</b>	<b>100.0</b>	<b>1,790</b>	<b>100.0</b>	<b>2,060</b>	<b>100.0</b>	<b>1,906</b>	<b>100.0</b>
Very Satisfied	186	8.7	166	9.3	154	7.5	178	9.3
Satisfied	1,404	66.0	1,200	67.0	1,393	67.6	1,268	66.5
Dissatisfied	376	17.7	322	18.0	390	18.9	349	18.3
Very Dissatisfied	132	6.2	78	4.4	99	4.8	73	3.8
Not Stated	29	1.4	24	1.3	24	1.2	38	2.0

