



EMPLOYEE PULSE SURVEY JULY 2021 SUMMARY

A survey was conducted with employees within UAB Medicine on sources of distress. Results were collected in July 2021, just before the delta variant surge. Respondents were asked to identify distress levels and work and home stressors. The survey was sent to 5,192 employees, with 2,640 respondents (50% response rate). The UAB Medicine Office of Wellness team has read each comment and continues to advocate for improvements to the work environment.

MAIN FINDINGS

- Flexibility to work from home or hybrid was the most frequently noted positive change during the past year.
- Distress remains at high levels throughout the organization. All members of the healthcare team are at risk for high distress. Individual resilience remains high.
- Most of the factors correlated with distress were work-related factors. Reasonable workload, job satisfaction, perceived organizational support, sense of belonging and autonomy were the top factors associated with well-being.
- There was widespread and positive support for the logistics and efficiency of the vaccine distribution process.

EMPLOYEE SUGGESTIONS FOR IMPROVING THE WORK ENVIRONMENT

Employees provided numerous suggestions for improving the work environment, summarized below:

- Assure sufficient supplies, efficient processes, and adequate staffing necessary for safe and effective work
- Demonstrate the value of each employee through retention efforts including compensation, appreciation, and improving values alignment in messaging and decision-making
- Increase involvement and visibility of leaders among front-line staff. Incorporate the experience, feedback and expertise of employees into decisions that impact them.
- Pursue equity in the distribution of work, compensation, benefits.
- Address University Hospital Emergency Department patient boarding
- Ensure leadership communications that are authentic and respectful of work-environment challenges

TOP DRIVERS OF DISTRESS

Distress was measured using the validated Well-Being Index (WBI) tool with scores ranging from -2 to 9, with 9 indicating the highest distress. Regression analysis identified the top 10 correlates of the Well-Being Index Score.

Correlates of Well-Being Ranked by Contribution to Variance Q3 2021

1	Reasonable workload	6	Heavy workload (-)
2	Job satisfaction	7	Moral distress (-)
3	Perceived organizational support	8	Increased job demands (-)
4	Sense of belonging	9	Unable to take time off/vacation (-)
5	Autonomy	10	Perceived support from supervisor

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