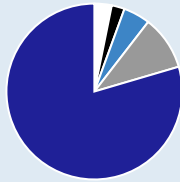


ODU EMPLOYEE NEEDS ASSESSMENT SURVEY

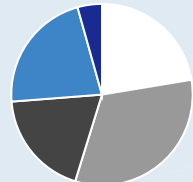
April 20 - May 11, 2020

Anonymous Qualtrics survey assessed ODU employees' teleworking experiences and needs
1,388 completed responses (36% response rate)

Amount of Current Teleworking



Employee Type



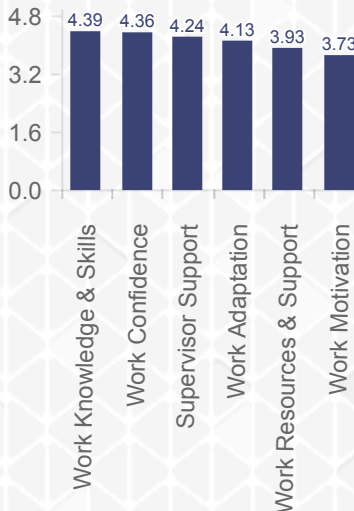
Personal & Job Resources help employees fulfill and enjoy their work.



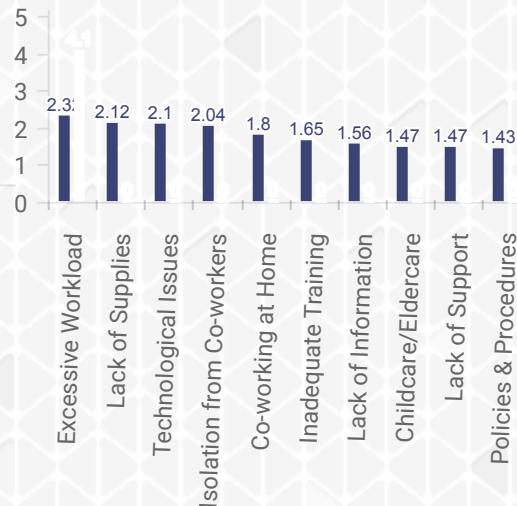
Work & Home Job Demands make employees' job more difficult, stressful, and unpleasant.



Personal & Job Resources during COVID-19



Work & Home Job Demands during COVID-19



What Info Do ODU Employees Need the Most?

1. How to adapt to institutional changes
2. How to obtain supplies required for work
3. How to keep track of changing priorities for work
4. How to use technology effectively for work
5. How to request updated/new technology

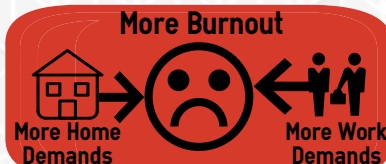
Key Findings

Employees who indicated more work preparedness and effective coping strategies reported:

- More work satisfaction
- Greater work enthusiasm
- Less work burnout

Employees who experienced more work- and home-related demands reported:

- More work burnout
- Less work satisfaction
- Less work enthusiasm



Key Recommendations

- Focus on supervisors and make sure they have the tools and resources necessary to support and motivate their employees.
- Communicate like never before and be responsive.
- Be empathetic and flexible; take time to understand the new demands your employees might be facing.

