



South Carolina State Employees Association (SCSEA)

South Carolina State Employees Association 2016
Compensation Satisfaction Survey Results

For
Mr. Carlton B. Washington
Executive Director, SCSEA

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General Information

Title South Carolina State Employee Association 2016 Compensation Satisfaction Survey Results

Introduction

The South Carolina State Employees Association (SCSEA) commissioned Diversified Business Consultants, LLC to conduct a study to determine if a relationship exists between State employee salary, job satisfaction, and retention, which may impact an employee's organizational commitment. This quantitative study approach allowed a statistical comparison of different categories of employees and different types of workplaces.

As employee compensation plays a vital role on the level of productivity and performance, and often correlates job satisfaction, retention, and organizational commitment, it is important to note that the SCSEA asserts the state's employee classification and compensation program is an antiquated system reformed in 1995. Therefore, employee classification and compensation is presently classified on a system that has not been revised or maintained using current market conditions.

Furthermore, the SCSEA verified a deficit of 20 percent in employee compensation due to not maintaining pace with inflation. The South Carolina Department of Administration Workforce division reported that approximately 75 percent of State employee's annual salary is below \$40,000.

Data Collection

Survey: 12-question quantitative instrument which include three demographic questions developed by researchers, approved by SCSEA

Population: The target sample group consist of employees who are currently working at or retired from a South Carolina state governmental agency.

Distribution: Survey was distributed utilizing the SCSEA's membership database from a hyperlink to *SurveyMonkey.com* is included in the email that will be sent directly to participants. A brief description of the study is also included in the email. Members that did not have computers access will be mailed a survey with instructions to return in a self-addressed envelope. State employees' participating in study were encouraged to forward survey questionnaire to other state employees. Inquiries as to demographic characteristics were included with the survey questionnaire as a means to compare subgroups. The demographic inquiries presented to the participants of this study included age, gender, length of employment, and ethnicity.

Response Rate

Number contacted: 7500

Number participated: 2342

Response rate: 33.5%

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1. I am/was satisfied with my current salary.

#	Answer		Frequency	%age
1	Strongly Agree		43	1.8
2	Agree		277	11.8
3	Neither		109	4.7
4	Disagree		776	33.1
5	Strongly Disagree		1137	48.5
Total			2342	100.0

Statistic	Value
Mean	4.1473
Std. Deviation	1.07199
Variance	1.149
Minimum	1.00
Maximum	5.00

2. My salary is/was fair for the duties, responsibilities, and education required for my position.

#	Answer		Frequency	%age
1	Strongly Agree		40	1.7
2	Agree		264	11.3
3	Neither		127	5.4
4	Disagree		837	35.7
5	Strongly Disagree		1074	45.9
Total			2342	100.0

Statistic	Value
Mean	4.1277
Std. Deviation	1.04957
Variance	1.102
Minimum	1.00
Maximum	5.00

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3. I am/was satisfied with the processes and procedures used to determine pay raises (i.e. promotions and performance increases).

#	Answer	Frequency	%age
1	Strongly Agree	35	1.5
2	Agree	197	8.4
3	Neither	202	8.6
4	Disagree	727	31.0
5	Strongly Disagree	1181	50.4
Total		2342	100.0

Statistic	Value
Mean	4.2050
Std. Deviation	1.00991
Variance	1.020
Minimum	1.00
Maximum	5.00

4. My salary is/was fair compared to others in similar positions outside the organization.

#	Answer	Frequency	%age
1	Strongly Agree	25	1.1
2	Agree	187	8.0
3	Neither	210	9.0
4	Disagree	736	31.4
5	Strongly Disagree	1184	50.6
Total		2342	100.0

Statistic	Value
Mean	4.2242
Std. Deviation	.98022
Variance	.961
Minimum	1.00
Maximum	5.00

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5. I feel my salary affects/affected morale, job satisfaction, productivity, and retention with my organization.

#	Answer	Frequency	%age
1	Strongly Agree	898	38.3
2	Agree		30.7
3	Neither		9.6
4	Disagree		10.3
5	Strongly Disagree		11.1
Total		2342	100.0

Statistic	Value
Mean	2.2511
Std. Deviation	1.35125
Variance	1.826
Minimum	1.00
Maximum	5.00

6. My salary is/was the most important factor associated with employment.

#	Answer	Frequency	%age
1	Strongly Agree	232	9.9
2	Agree		20.3
3	Neither		21.4
4	Disagree		37.8
5	Strongly Disagree		10.5
Total		2342	100.0

Statistic	Value
Mean	3.1870
Std. Deviation	1.16771
Variance	1.364
Minimum	1.00
Maximum	5.00

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7. I would take the opportunity to earn an increase in salary elsewhere.

#	Answer		Frequency	%age
1	Strongly Agree		710	30.3
2	Agree		778	33.2
3	Neither		458	19.6
4	Disagree		313	13.4
5	Strongly Disagree		83	3.5
Total			2342	100.0

Statistic	Value
Mean	2.2660
Std. Deviation	1.13228
Variance	1.282
Minimum	1.00
Maximum	5.00

8. I would recommend a professionally qualified colleague to seek employment with the organization based on current salary levels?

#	Answer		Frequency	%age
1	Strongly Agree		95	4.1
2	Agree		354	15.1
3	Neither		490	20.9
4	Disagree		761	32.5
5	Strongly Disagree		642	27.4
Total			2342	100.0

Statistic	Value
Mean	3.6409
Std. Deviation	1.15093
Variance	1.325
Minimum	1.00
Maximum	5.00

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9. Overall, I am/was satisfied with the value of benefits provided. (Salary, health, dental, vision, retirement, annual and sick leave.)

#	Answer	Frequency	%age
1	Strongly Agree	218	9.3
2	Agree		39.8
3	Neither		13.7
4	Disagree		24.2
5	Strongly Disagree		12.9
Total		2342	100.0

Statistic	Value
Mean	2.9159
Std. Deviation	1.23429
Variance	1.523
Minimum	1.00
Maximum	5.00

10. Overall, I am/was satisfied with my career progression.

#	Answer	Frequency	%age
1	Strongly Agree	144	6.1
2	Agree		35.0
3	Neither		16.0
4	Disagree		26.3
5	Strongly Disagree		16.6
Total		2342	100.0

Statistic	Value
Mean	3.1213
Std. Deviation	1.22789
Variance	1.508
Minimum	1.00
Maximum	5.00

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11. I receive/ have received governmental (public) assistance because the income from my job is/was low based on family size?

#	Answer	Frequency	%age
1	Strongly Agree	140	6.0
2	Agree	171	7.3
3	Neither	597	25.5
4	Disagree	683	29.2
5	Strongly Disagree	751	32.1
Total		2342	100.0

Statistic	Value
Mean	3.7404
Std. Deviation	1.15707
Variance	1.339
Minimum	1.00
Maximum	5.00

12. I work/have worked an additional job to supplement my income?

#	Answer	Frequency	%age
1	Strongly Agree	690	29.5
2	Agree	681	29.1
3	Neither	331	14.1
4	Disagree	379	16.2
5	Strongly Disagree	261	11.1
Total		2342	100.0

Statistic	Value
Mean	2.5047
Std. Deviation	1.35363
Variance	1.832
Minimum	1.00
Maximum	5.00

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Employee Retention

Results of the study revealed a strong relationship between job satisfaction and employee retention. Specifically, retention refers to the intent of the employee to stay with the organization. The correlation indicates that the higher the level of job satisfaction, the more it would be the employees' intention to stay with the organization. Overall, these results clearly show a significant effect of salary satisfaction on retention.

Employee Commitment

The results further illustrate a correlation between job satisfaction and employee commitment. Precisely, commitment was measured by asking respondents if they would recommend a professionally qualified colleague to seek employment with the organization, based on current salary levels. This correlation shows the higher the level of job satisfaction, the more employees' commitment would be to the organization. Furthermore, the results show that salary satisfaction has a significant impact on commitment, in addition to respondents disagreeing to recommend a professionally qualified colleague to seek employment with their present organization on the basis of salary.

Salary Satisfaction

Salary satisfaction measured the level of satisfaction respondents have towards the salary received from their organizations. Overall, the results revealed there is a high level of dis-satisfaction among the employees toward the salary they are currently receiving from their employers.

Summary

This quantitative study was designed to determine if there is a relationship between South Carolina's State employee salary, job satisfaction, and retention, which may influence the level of commitment an employee may have to his/her organization. A 12-question survey for the study was created by researchers, approved by the South Carolina State Employees Association, where SurveyMonkey.com was utilized for distribution. There were 2342 respondents that were accessed through SCSEA's database. Results of the study revealed a relationship between job satisfaction and employees' retention, along with job satisfaction and employee commitment, in addition to salary satisfaction showing a significant effect on retention and commitment.

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Reference

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