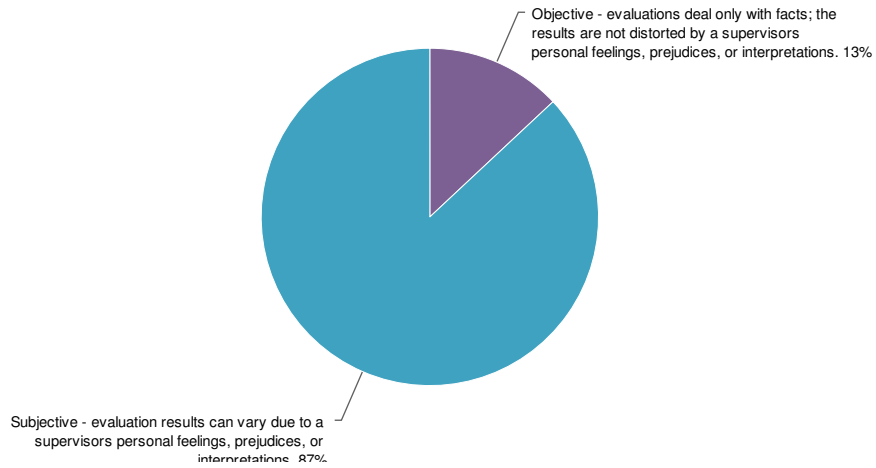


Key Findings

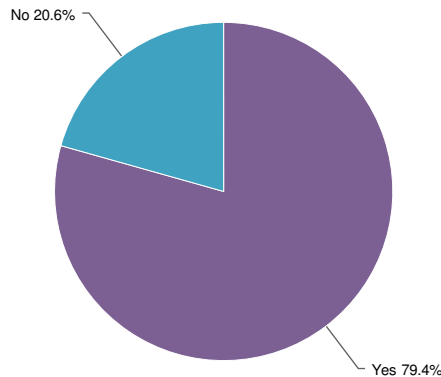
Most state employees surveyed think the Performance Evaluation system is subjective, and employees are being told by their supervisors they cannot score higher than a "3" or "valued."

1. Do you think the current (SMART) Performance Evaluation system is objective or subjective?



Objective - evaluations deal only with facts; the results are not distorted by a supervisors personal feelings, prejudices, or interpretations.	13.0%	330
Subjective - evaluation results can vary due to a supervisors personal feelings, prejudices, or interpretations.	87.0%	2,202
Total		2,532

2. Have you been told by your supervisor that you cannot be evaluated higher than a "3" or "valued."



Yes	79.4%	2,032
No	20.6%	528
Total		2,560

N = 2560