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
- none
- 1 day/wk
- 2-3 days/wk
- 4 days/wk
- full-time

Employee Type
- Nontenure
- Classified
- Tenured
- Faculty Admin
- Hourly Wage

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

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

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.

What Employees Need Most:
- More Engagement
- More Burnout
- More Home Demands
- More Work Demands
- More Supervisor Support
- More Detachment from Work during Leisure
- More Motivation
- More Competence

Konstantin Cigularov, Ph.D., Phillip Dillulio, M.S., Miranda Maverick - Department of Psychology
Tisha Paredes, Ph.D., Megan Corbett, M.A. - Office of Institutional Effectiveness and Assessment