Detailed Analysis of Narrative Comment Themes
DSHS 2002-04 Employee Survey
Percent of Respondents Mentioning Each Theme

	Code*	Any Mention	Positive	Negative	Neutral
Communication		23%	3%	21%	0%
Providing Info (management)	CI	5%	0%	4%	0%
Listening/including	CL	11%	2%	9%	0%
Clear Guidelines	CG	3%	0%	3%	0%
Other/General Communication	CO	11%	1%	10%	0%
Management/Supervisor		44%	13%	35%	1%
Courtesy & Respect	MC	5%	2%	4%	0%
Support/mentoring/availability	MS	12%	5%	7%	0%
Recognition/Awards	MR	8%	1%	7%	0%
Fairness/Discrimination	MF	7%	1%	7%	0%
Other management	MO	32%	8%	26%	1%
Personnel Practices		14%	1%	13%	0%
Promotion/RIFs, job security	PP	14%	1%	13%	0%
Job Characteristics		78%	73%	17%	1%
Helping, clients	JH	44%	44%	0%	0%
Work Schedule, venue	JS	8%	5%	3%	0%
Workload	JW	11%	1%	10%	0%
Other job characteristics	JO	47%	43%	6%	1%
Resources		39%	6%	35%	0%
Facilities, parking, environment	RF	8%	2%	6%	0%
Pay/benefits for employees	RP	10%	3%	8%	0%
Resources for clients	RC	2%	0%	2%	0%
Staffing	RS	13%	0%	13%	0%
Training	RT	11%	2%	9%	0%
Other Resources	RO	7%	1%	7%	0%
Co-Workers		37%	27%	14%	0%
Competence, skills	WC	10%	3%	8%	0%
Teamwork, support	WT	14%	10%	5%	0%
Other	WO	21%	19%	3%	0%
General		40%	8%	33%	2%
Work process/policies	GP	25%	2%	24%	0%
Satisfaction/morale	GS	6%	2%	5%	0%
None/nothing	GN	3%	2%	1%	0%
This survey	GC	2%	0%	1%	1%
Other - didn't fit other categories	GO	12%	2%	9%	1%

Notes:
1. Each percentage is the proportion of all those who made narrative responses who mentioned this theme.
   The "Any Mention" category is unduplicated - not a simple total of the other 3 columns. One person may make both positive and negative comments,
   but still will count as a single person in the "Any Mention" column.
2. Themes in bold are unduplicated rollups of the subthemes listed immediately under.
   The chart on page 19 of the main report visually displays the roll-up categories.
3. This analysis is based on weighted data.
4. 4491 of the 7391 respondents made comments (unweighted numbers)

* Appendix F shows more detailed definitions that were used in coding thematic categories