Are Jewish Organizations Great Places to Work?

Findings from the 2022 Employee Experience Survey

NJHSA

Our Journey

- What is Leading Edge?
- What is the Employee Experience Survey?
- Employee Experience Survey Numbers
- Demographics: Who took the survey?
- What are NJHSA strength areas?
- What are NJHSA growth areas?
- Reflection & Next Steps

What is Leading Edge?

PURPOSE

Leading Edge exists to foster a healthy, adaptive, high-performing Jewish nonprofit sector.

MISSION

Leading Edge influences, inspires, and enables Jewish organizations to improve performance continually through culture and leadership.

VISION

Leading Edge envisions a sector of Jewish organizations in which high-quality, diverse leaders and talent are ready and supported to build great places to lead, work, and serve.

What is the Employee Experience Survey?

Primarily the survey is a...

A TOOL
to support organizations in understanding employee experience at work

A MEASURE
of progress for individual organizations and the sector

AN OPPORTUNITY
for employees to be and feel heard

A FEEDBACK LOOP
for the organization that is normalized and part of the culture

A CHANGEMAKER
for good in organizations and (hopefully) the sector

… and it is also a way to inform the work of Leading Edge , as well as various funders, national, and umbrella organizations

The Employee Experience Survey: Numbers

In 2022

12,387 people
61% response rate

from **257** organizations
that took the survey.

NJHSA in 2022

2,054 people
68% response rate

from **29** organizations
that took the survey.

Since 2016

40,000+ people

from **395** organizations
have taken the survey.

NJHSA in 2021

2,552 people
66% response rate

from **27** organizations
that took the survey.

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What does the Survey study?

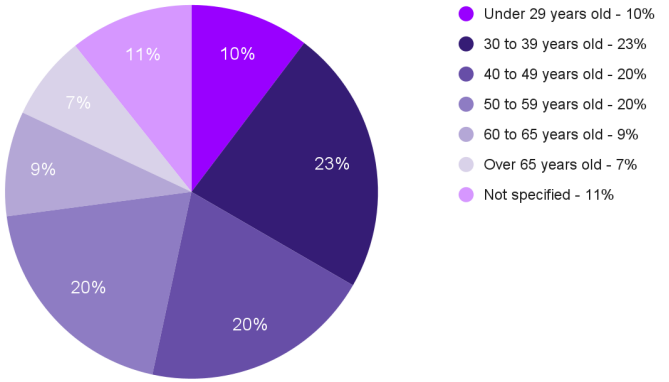
Survey Factors:

Employee Engagement			Accountability & Feedback	Collaboration
Direct Management	Diversity, Equity, Inclusion, & Belonging	Employee Enablement	Learning & Advancement	Organizational Alignment
Professional Leadership	Psychological Safety	Salary & Benefits	The Board	Well -being

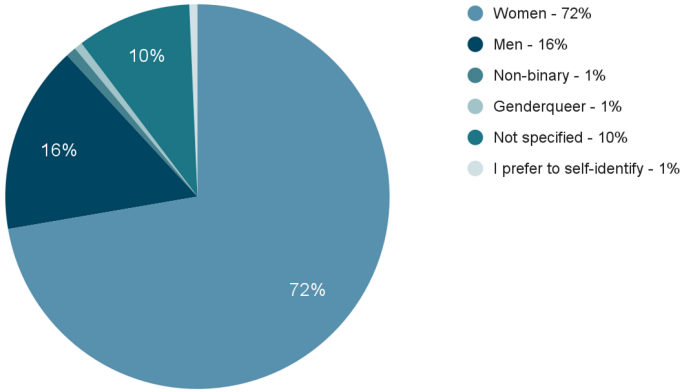
Demographics: Who Took the Survey?

NJHSA

Age

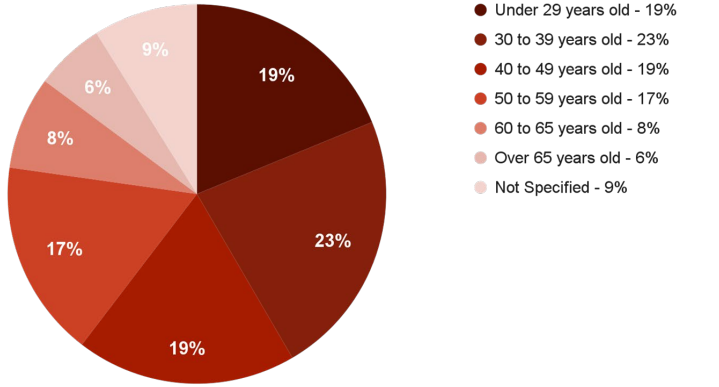


Gender

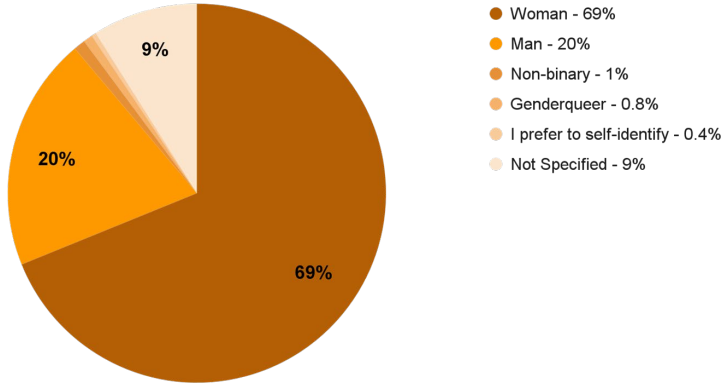


All Participating Organizations

Age



Gender



NJHSA

Race / Ethnicity

- Around 23% of employees at NJHSA-affiliated organizations identify as people of color (473 employees)

Jews of Color

- 9% of respondents of color from NJHSA-affiliated organizations identify as Jewish

Religion

- 35% of employees at NJHSA-affiliated organizations identify as Jewish (719 individuals)
- 30% of employees at NJHSA-affiliated organizations identify as Christian/Catholic

All Participating Organizations

Race / Ethnicity

- 17% of employees at all participating organizations identify as people of color

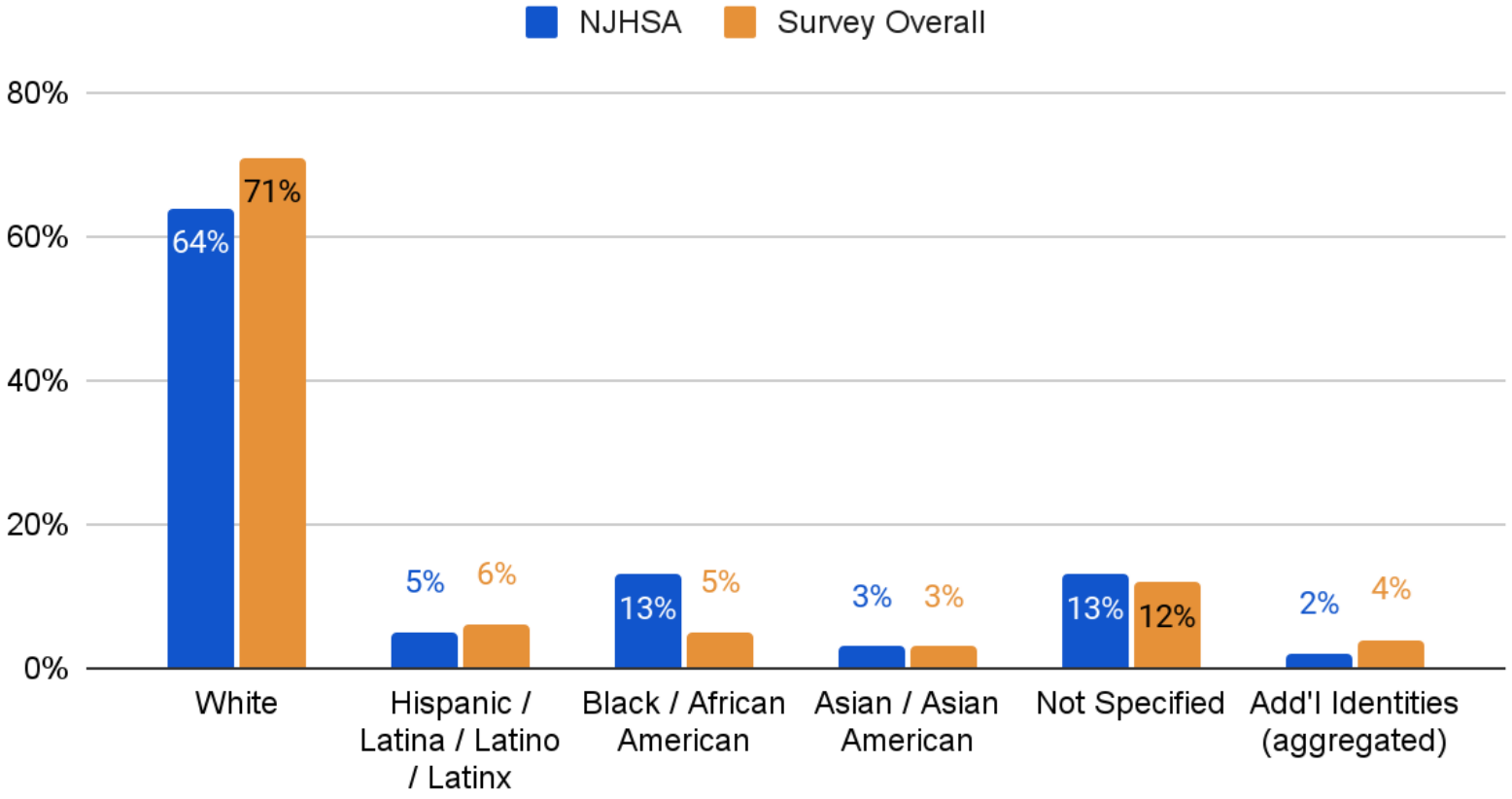
Jews of Color

- 22% of all respondents of color identify as Jewish

Religion

- 54% of employees identify as Jewish
- 20% of respondents identify as Christian/Catholic

NJHSA Race / Ethnicity



NJHSA Results

Strengths and Growth Areas

Top 5 Engagement Drivers

FAVORABLE RESPONSE: 71%

WELL-BEING
My organization demonstrates care and concern for its employees

FAVORABLE RESPONSE: 70%

FAVORABLE RESPONSE: 70%

PROFESSIONAL LEADERSHIP
I have confidence in our leaders to lead the organization effectively

FAVORABLE RESPONSE: 71%

FAVORABLE RESPONSE: 66%

WELL-BEING
I believe employee well -being is a priority at my organization

FAVORABLE RESPONSE: 66%

FAVORABLE RESPONSE: 57%

ORGANIZATIONAL ALIGNMENT
At my organization there is open and honest two way communication

FAVORABLE RESPONSE: 59%

FAVORABLE RESPONSE: 77%

DIVERSITY, EQUITY, INCLUSION, & BELONGING
I feel like I belong at my organization

FAVORABLE RESPONSE: 76%

Strength #1

Organizational Alignment

Survey Item	NJHSA Favorable %	Overall Favorable %
I know how my work contributes to my organization's mission, strategy, and goals	**91%**	89%
My organization provides high-quality programs and services to our constituents	**89%**	86%
I have a good understanding of my organization's mission, strategy, and goals	**89%**	86%
I feel like I am making a difference through my work	**88%**	85%

Strength #2

Direct Management

Survey Item	NJHSA Favorable %	Overall Favorable %
My manager treats me with respect	**91%**	90%
My manager is generally available to respond to my concerns	**87%**	86%
I have clarity around what I am expected to do and by when	**84%**	81%
My manager keeps me informed	**84%**	80%

Strength #3

Accountability

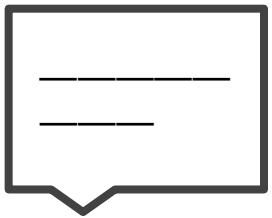
Survey Item	NJHSA Favorable %	Overall Favorable %
We hold ourselves accountable for results —e.g., producing high-quality work, meeting deadlines and commitments	**88%**	87%
My manager provides me with regular feedback on my performance	**76%**	68%
I am recognized for good work at my organization	**71%**	70%

3 Growth Areas for NJHSA

Salary & Benefits

Employee Enablement

Feedback & Communication



Growth Area #1

Salary & Benefits

Survey Item	NJHSA Favorable %	Overall Favorable %
My employee benefits generally meet my needs	**60%**	58%
I understand how salaries and raises are determined at my organization	**41%**	39%
I believe my salary is fair relative to similar roles at my organization	**41%**	42%

Addressing Compensation

- Increasing transparency and communication
  - Some states requiring salary on job postings
  - Laws continue to evolve
- Building / implementing salary bands
  - Comprehensive and thorough process
  - Working with a consultant recommended if possible

Growth Area #2

Employee Enablement

Survey Item	NJHSA Favorable %	Overall Favorable %
Workloads are divided fairly within my team/department	**62%**	58%
Our systems and processes generally support us in getting our work done effectively	**64%**	64%
There are enough people to do the work we need to do	**41%**	38%

Addressing Enablement

How can you assess the effectiveness of the tools & processes you use and explore better options?

How can leaders set a good example?

How can you assess the level of burnout at your organization?

In what ways can you engage staff in ongoing conversations to make improvements?

Growth Area #3

Feedback & Communication

Survey Item	NJHSA Favorable %	Overall Favorable %
Our performance review process helps me grow and improve	**47%**	45%
At my organization there is open and honest two-way communication	**59%**	57%

Addressing Feedback & Communication

- Increase performance review cadence
- Reassess performance review questions
- Have conversations about long -term growth or advancement during performance reviews
- Create ongoing opportunities for two -way feedback (i.e. a 2x2 template, standing time in regular check -ins, etc)

Learn more about effective feedback strategies in our upcoming After Survey Actions workshops (12/12 and 12/16)

Reflections:

- What surprised you?
- What resonated with you?
- What might you/we do differently?
- How might this inform your work/your organization going forward?

Leading Edge Support

Consultations

Leading Edge offers two 60-minute consultations for organizations to understand their survey data and drive toward action.

After Survey Actions

Leading Edge offers workshops and resource collections on key survey factors to spur dialogue and next steps.

People Pro Collective
BY LEADING EDGE

Community

If you are a survey participant who also leads your organization's people work (head of HR, culture leader, etc.), consider joining our People Pro Collective (P2C) to get practical ideas to improve employee experience and exchange resources with peers.

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THANK YOU