**INTRODUCTION**

The employee survey responses conducted across the departments provided valuable insights into workplace practices, and employee engagement. The dashboard highlights key insights on supervisor’s accountability, job satisfaction, employee recognition perception and survey participation. The question with the most agree responses is “I know what is expected of me at work” while the question with the most disagreed response is “I have a best friend at work”

Based on the results in the dashboard several keys areas of concern and strength were identified, as an employer the following steps can be taken to improve employee satisfaction and overall workplace experiences.

* Enhance recognition and praises:

The survey indicates that some employees feel underappreciation for their contributions. Departments like the sheriff’s departments have a higher percentage of disagree in the question “In the last seven days I have received recognition or praise for doing good works”. Employers should implement structured recognition programs (e.g. “employee of the month”, shout outs during meetings, or peer to peer recognition Consistently acknowledging good performance can strengthen motivation and create a positive work culture.

* Strengthen Supervisor Accountability:

Results show that certain departments disagree with the statement that supervisors hold employees accountable fairly. Employers should provide training for supervisors on effective performance management, constructive feedback, and equitable accountability. This ensures that employees perceive performance evaluations as fair and consistent across departments.

* Improve Job Satisfaction:

The total percentage of employee that agree to the overall satisfaction with their work are 76.25%. While some employees report satisfaction with their roles, the dashboard highlights

opportunities for improvement. Employers should encourage career growth through professional development programs, mentorship, and clear promotion pathways, Regular check-ins and feedback sessions can help employees feel heard and supported and as well help employer understands employee needs and provide career growth opportunities.

* Workplace Friendship and Engagement

Survey results shows that many employees do not have best friend at work. While this may reduce distractions and maintain professional boundaries, research suggests that strong workplace friendships often increase engagement, collaboration and overall job satisfaction. This could be an area for improvement in building a more connected workplace culture. Employer should create cross- departmental interactions, encourage team bonding activities and as well promote inclusivity to ensure no employee feels isolated

**CONCLUSION**

By addressing recognition, accountability and job satisfaction employers can foster a more engaged and motivated workforce. These steps not only improve employee satisfaction but also enhance productivity, retention, and overall organizational performance.