



# OneUSG Connect Employee Pre-Go Live Survey Georgia Highlands College

## OneUSG Connect Readiness Assessment

During the implementation process for OneUSG Connect, we have monitored readiness throughout the Cohort by conducting periodic readiness assessments. An institution's CHROs, CBOs, CIOs, Project Team, HR/Payroll Practitioners, and Change Network members participate in the monthly assessments leading up to going live on OneUSG Connect.

### Readiness: Employee Surveys

As a final check, the Change Management leads at the institutions distribute a survey to all employees right before going live and again a few weeks after going live. The primary purpose of these surveys is evaluate information sharing, communication, engagement, and training efforts in preparation for OneUSG Connect. This report details the results of the Employee Pre-Go Live Survey for Georgia Highlands College.

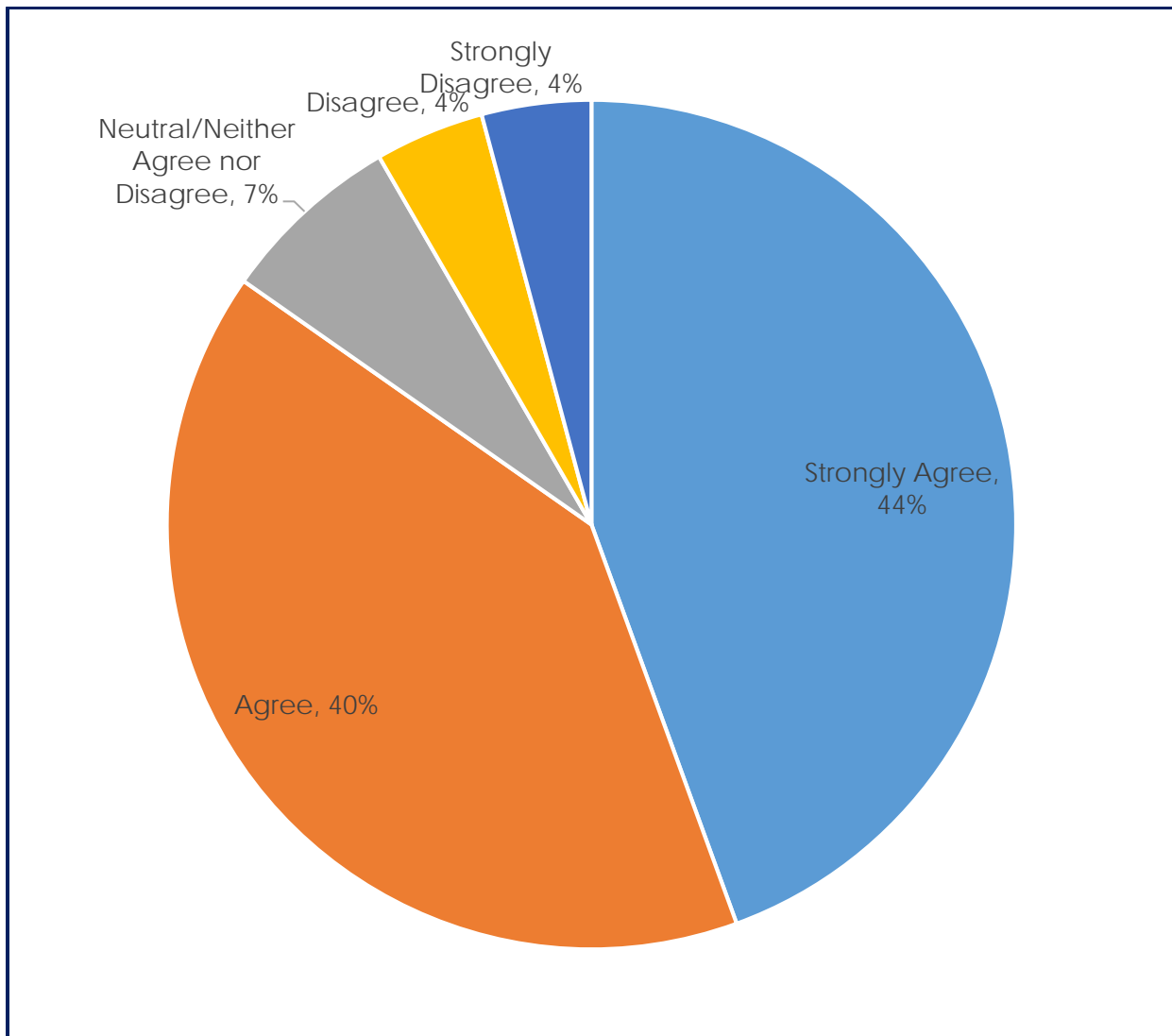
### Georgia Highlands College Totals

This Employee Pre-Go Live Survey was open from March 12 – 16, 2018. 72 employees completed the survey.

<i>Non-Exempt</i>	22 (30.6%)
<i>Exempt</i>	50 (69.4%)
<i>Total Georgia Highlands College Employees</i>	72

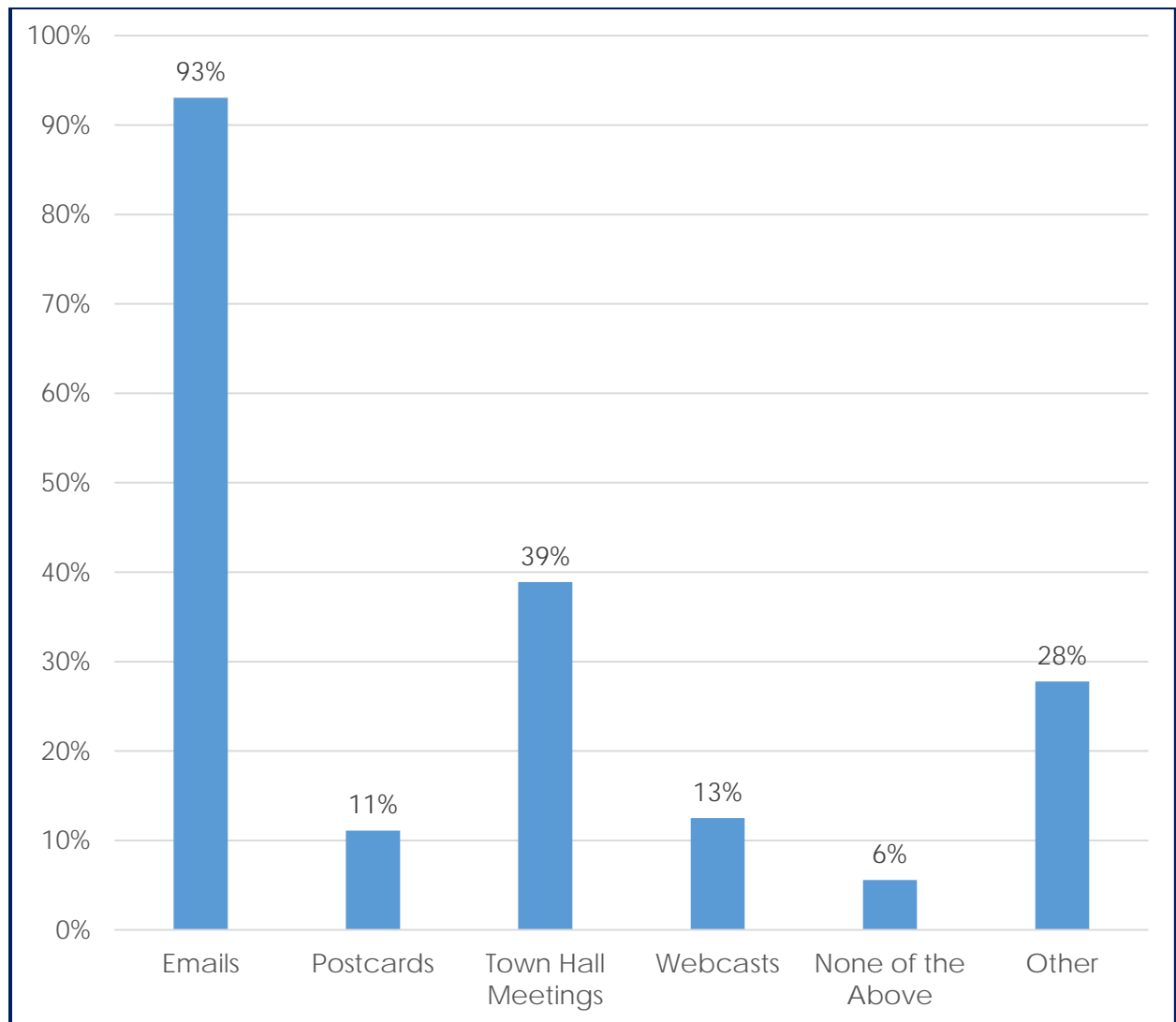
**Q1: I have heard of OneUSG Connect and know the purpose of the system.**

	Strongly Agree	Agree	Neutral/Neither Agree nor Disagree	Disagree	Strongly Disagree
Non-Exempt	8 (35%)	11 (50%)	1 (5%)	1 (5%)	1 (5%)
Exempt	24 (48%)	18 (36%)	4 (8%)	2 (4%)	2 (4%)
Total	32 (44%)	29 (40%)	5 (7%)	3 (4%)	3 (4%)



**Q2: I have received/participated in the following regarding OneUSG Connect (select all that apply).**

	<i>Emails</i>	<i>Postcards</i>	<i>Town Hall Meetings</i>	<i>Webcasts</i>	<i>None of the above</i>	<i>Other</i>
<i>Non-Exempt</i>	21 (95%)	2 (9%)	5 (23%)	3 (14%)	1 (5%)	4 (18%)
<i>Exempt</i>	46 (92%)	6 (12%)	23 (46%)	6 (12%)	3 (6%)	16 (32%)
<i>Total</i>	67 (93%)	8 (11%)	28 (39%)	9 (13%)	4 (6%)	20 (28%)



OneUSG Connect

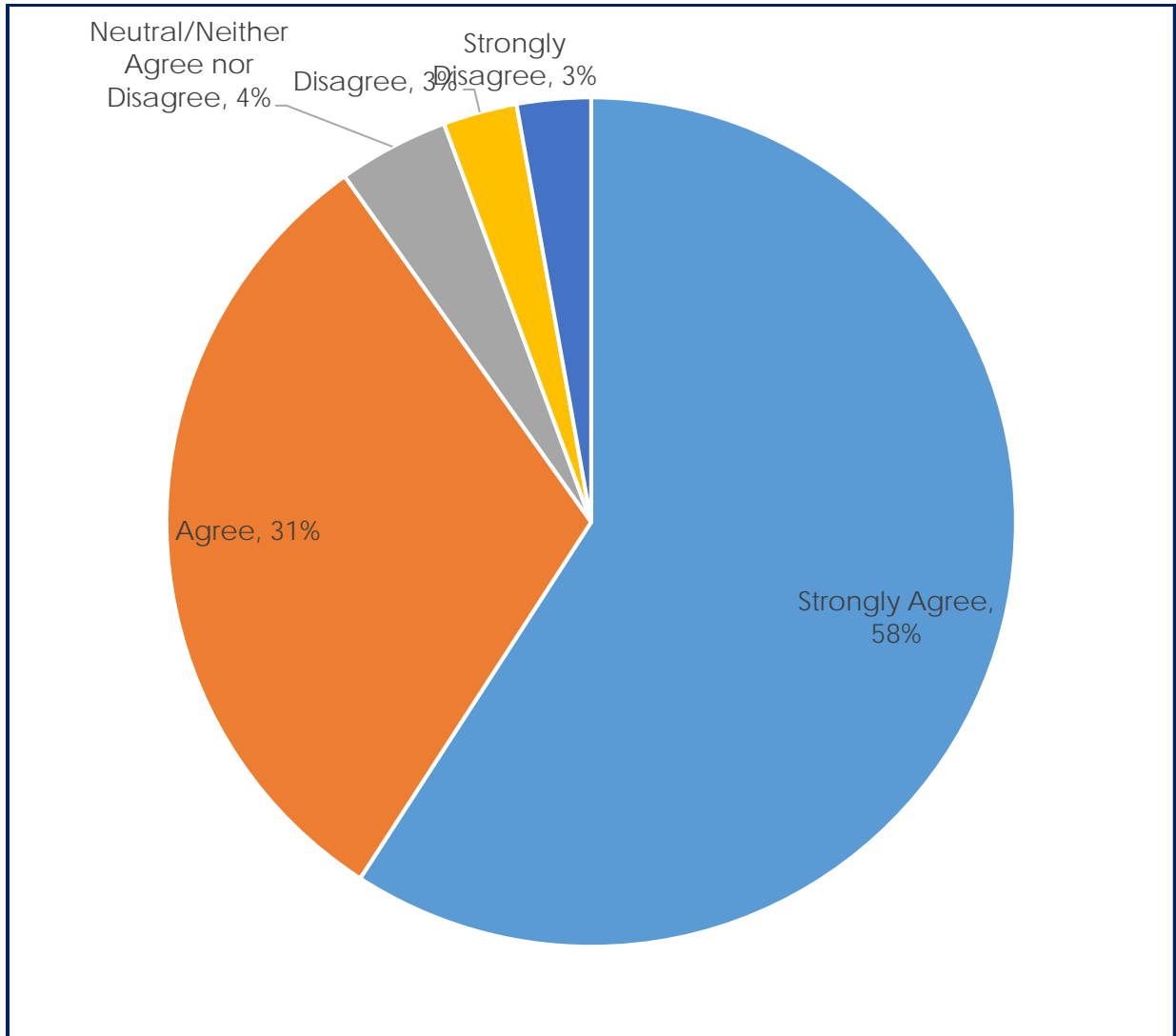
Employee Pre-Go Live Assessment: Georgia Highlands College

Other:

- Labs and Take 5 cards and candy
- Staff meetings
- Take5 Card
- Faculty Meeting
- GHC inform
- In person training
- open computer lab sessions, GHC InForm updates
- little card with a candy bar-nice!
- Manager Training
- Training session/videos
- Terri 's workshop in Cville
- Posters
- Leadership Meeting discussions
- classroom meeting/training/Q&A
- Open lab trainings
- Meeting
- Departmental reminders

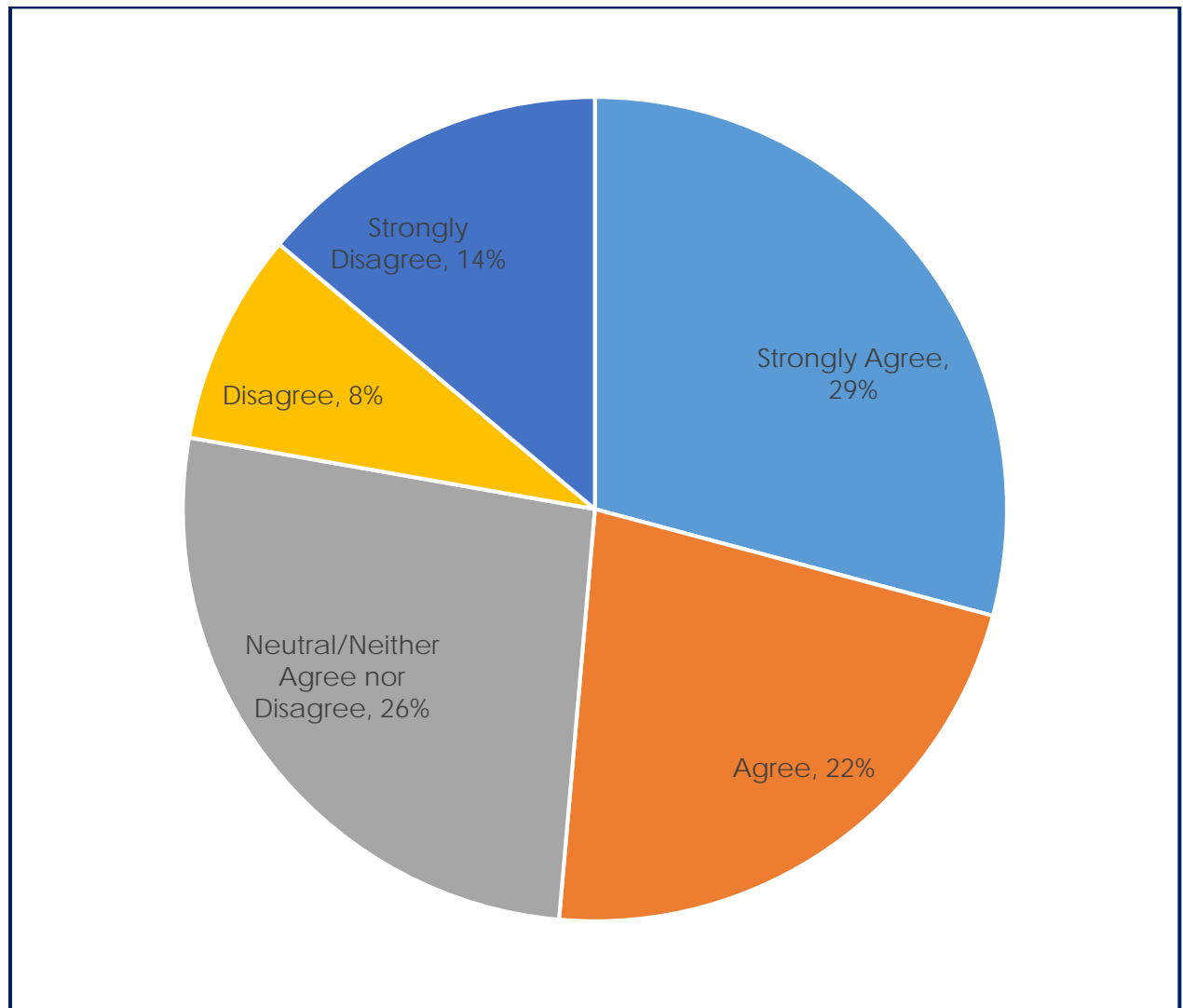
**Q3: I have been informed when I am going live on OneUSG Connect.**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neutral/Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
<i>Non-Exempt</i>	10 (45%)	9 (41%)	1 (5%)	1 (5%)	0
<i>Exempt</i>	43 (64%)	13 (26%)	2 (4%)	1 (2%)	2 (4%)
<i>Total</i>	42 (58%)	22 (31%)	3 (4%)	2 (3%)	2 (3%)



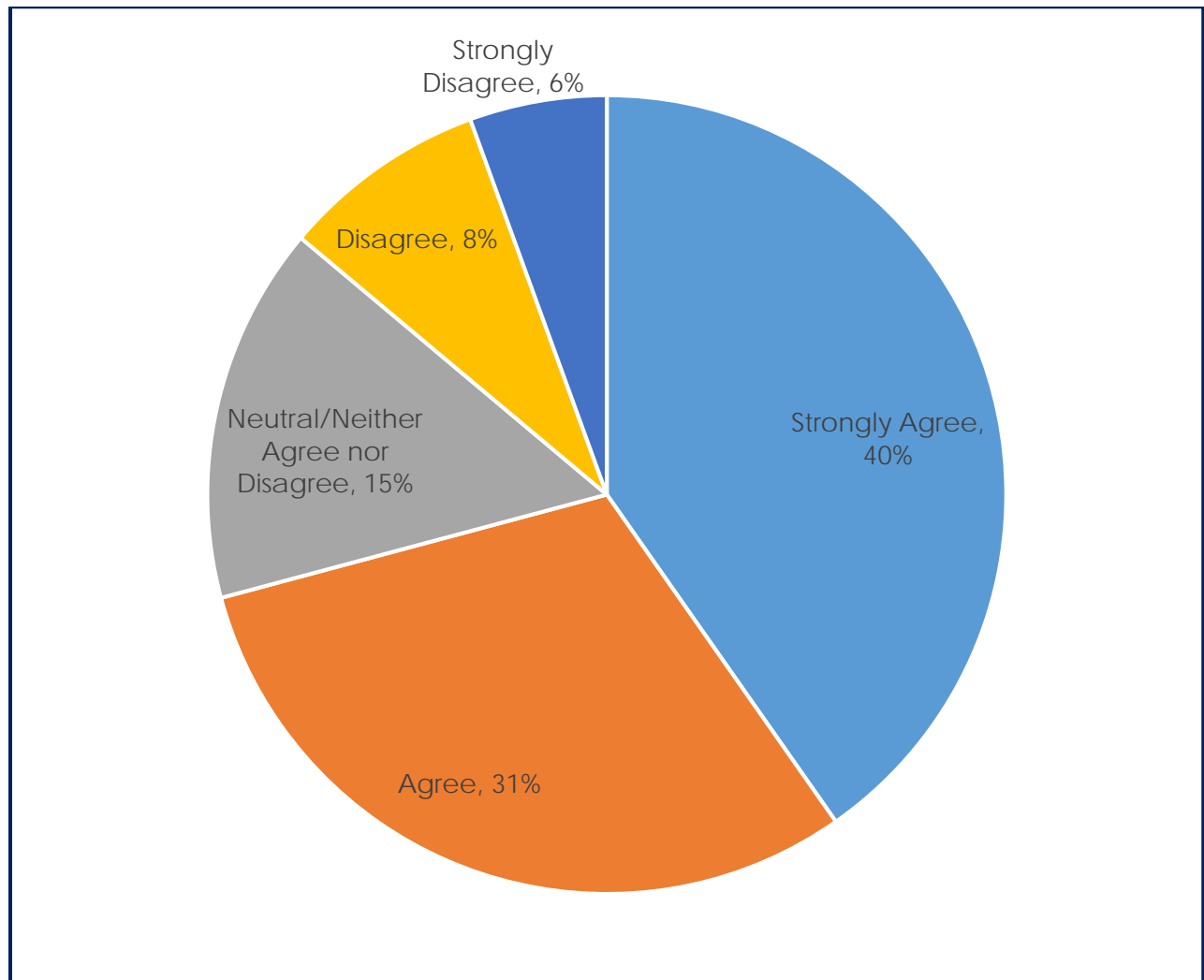
**Q4: I have received or been scheduled for training on OneUSG Connect.**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neutral/Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
<i>Non-Exempt</i>	5 (23%)	5 (23%)	4 (18%)	3 (14%)	5 (23%)
<i>Exempt</i>	16 (32%)	11 (22%)	15 (30%)	3 (6%)	5 (10%)
<i>Total</i>	21 (29%)	16 (22%)	19 (26%)	6 (8%)	10 (14%)



**Q5: I know where to get more information on OneUSG connect for my institution (e.g., training, support, etc.).**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neutral/Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
<i>Non-Exempt</i>	6 (27%)	8 (36%)	3 (14%)	3 (14%)	2 (9%)
<i>Exempt</i>	23 (46%)	14 (28%)	8 (16%)	3 (6%)	2 (4%)
<i>Total</i>	29 (40%)	22 (31%)	11 (15%)	6 (8%)	4 (6%)



**Additional Comments:**

- The videos are helpful, but I feel like there are a lot of details that not everyone is hearing. I just learned today that we'll need to make sure our "primary" phone number is our office phone, since that will be in the directory! I wonder how many of us will see our personal numbers show up there? And downloading copies of things (like W2 and pay stub)... did not know until today that would not be moving over.
- Thank you for this survey.
- I think there needs to be additional training made available before this goes live. I know that we are moving to oneUSG, but I don't have the first idea about how to approve my timecard or what I am supposed to do as a manager about my employees' timecards.
- Other than dates, I ended up glossing over a lot of details in official emails. There was definitely information in the in-person training that was new or that I had missed. Write to us like we're idiots. Keep it simple and short. Use lists instead of paragraphs. We're all dumb when it comes to reading e-mails.
- I want to be trained in OneUSG since many of my colleagues were under the impression that not much was being changed [based on the YouTube video on the transition], but they were wrong. I have recently found out that the main number in ADP will be publicly listed in the GHC Directory, which I had to change from my cell to my office number. I also just found out that pay history will not transfer so I have to download all of my tax history and paystubs. I am also concerned because I need more training but according to the emails I have received on when they are offered - I have less than 24 hours to plan on attending. I would really like the training to be announced earlier - thank you.
- Please plan a training with plenty of time for people to attend. When dates are announced for trainings a few days before the actual training, especially during a busy time in the semester of midterms and registration, then some of us are not able to attend with such little notice.
- I saw a schedule of events for bi-weekly employees, but I have not seen one for monthly employees.
- The organization of transition and communication thereof has been very well done.
- I heard there will be training for my satellite location, but don't know when.
- The ones in charge of the changes and transition to the new system have a difficult time explaining the information and addressing specific concerns. They seem to have little knowledge and provide little support and care for the employee. The message is this is the new way we will be doing things and we will have to figure it out with you. Not very comforting.
- Terri did a great job explaining OneUSG today. She answered all of our questions. Thanks Terri!
- I was unable to attend the training
- Thank you!