

PORT AUTHORITY OF GUAM

JOSE D. LEON GUERRERO COMMERCIAL PORT

1026 Cabras Highway, Suite 201 Piti, GU 96915

Phone: (671) 477-5931 Fax: (671) 477-2689

Website: www.portguam.com



NEWS RELEASE

Port Authority of Guam Reports Strong Employee Satisfaction in Latest Organizational Morale Survey

Piti, Guam, May 8, 2024: The Port Authority of Guam has released the results of its latest Organizational Morale Survey, which highlights robust employee satisfaction and a strong endorsement of the organization's leadership. The survey, conducted on May 6 and 7, 2024, received responses from 349 employees, reflecting a high level of engagement across the board, and accounting for 89% of the Port's workforce.

Key Findings of the Survey Include:

- **Overall Satisfaction:** The average satisfaction score stands at 9.0 out of 10, indicating a high level of contentment among employees with their roles and responsibilities.
- **Supportive Work Environment:** Approximately 83.33% of employees feel their work environment is supportive in achieving their professional goals.
- **Effective Communication:** 82.95% of participants rate the communication within their divisions as excellent.
- **Recognition:** About 82.37% of the staff feel that their efforts are recognized and appreciated adequately.
- **Resources:** A notable 90.80% reported having access to the necessary resources and tools to effectively perform their jobs.
- **Work-Life Balance:** 76.15% of the respondents are satisfied with their work-life balance.
- **Feedback and Growth Opportunities:** 76.44% are content with the feedback and growth opportunities available to them.

The survey also revealed strong approval of the leadership, with 94.12% of the participants affirming the Board's exceptional performance rating of the General Manager.

General Manager's Statement:

"We are grateful to see this kind of feedback and participation from Port employees," said Port General Manager Rory J. Respicio. "This affirms our commitment to maintaining a supportive and dynamic work environment. We are dedicated to continuous improvement and are taking careful consideration of the constructive feedback to enhance our operations further."

"The Port Authority remains committed to its mission of fostering a collaborative and efficient work environment that supports its employees, serves our island community effectively, and supports the defense of our nation operationally," Respicio said.

Pulse surveys are a powerful tool for maintaining continuous dialogue within an organization. They help leaders stay connected with employee needs and perceptions, enabling timely interventions and fostering a culture of openness and responsiveness.