

# ZSC EMPLOYEE VALUE PROPOSITION\*

ATTRACT • RETAIN • MOTIVATE

## THE STUDENTS

- The altruistic nature of the work we do at the college
- Participating in the growth & maturity of our students
- Engagement with Alumni
- Helping students reach their goals

## CAREER & DEVELOPMENT

- Professional development & training is valued
- Career development is a goal
- Stability & security is important
- Performance feedback is desired

## TOTAL REWARDS

- Pay level satisfaction is a continuing desire
- Pay delivery system is acceptable
- Promotion and advancement is an expectation
- How pay is determined is understood
- Authentic recognition is desired

## BENEFITS

VERY HIGHLY VALUED!

- Wellness is a desire
- Medical plan design is outstanding
- Ancillary benefits appreciated
- Vacation accrual is valued
- Sick leave is valued
- Holidays are important
- Retirement is good

## REWARDS OF WORK @

ZANE STATE COLLEGE

# ZSC



## WORK CONTENT

- Authentic duties
- Focus on responsibilities
- Ownership & commitment
- 4-Day Workweek
- Expectation of greater work/life balance
- Autonomy

## THE PEOPLE & THE COLLEGE

- A high value in the College's culture<sup>1</sup>
- Talent-qualified, productive employees
- A sense of camaraderie among employees
- An affiliation and recognition of strong relationships across the College - it is how work gets done
- Beliefs as derived from shared stories
- Flexibility and work schedule
- An expectation of behaviors that exhibit collaboration, integrity, respect and innovative thinking



\*NOTE: See the College's 'Total Compensation' chart for further elaboration on rewards.

1. Culture: see working definition in Office of Human Resources; informally, it is the way work gets accomplished at the College.