

Employee Benchmark Report

	Percentage of Positive Responses Small/Medium Employers (15 - 249 US employees)		Percentage of Positive Responses Large Employers (250 or more US employees)		Percentage of Positive Responses All Size Categories	
	Small/Medium Employers that made the list	Small/Medium Employers not on the list	Large Employers that made the list	Large Employers not on the list	All Employers that made the list	All Employers not on the list
	<b>LEADERSHIP AND PLANNING</b>					
Understand the long-term strategy of this organization	96%	84%	90%	87%	92%	86%
I have confidence in the leadership of this organization	96%	82%	91%	85%	92%	83%
The leaders of this organization care about their employees' well-being	96%	85%	92%	82%	93%	82%
Senior leaders live the core values of the organization	94%	78%	88%	82%	89%	80%
There is adequate planning of departmental objectives	94%	74%	86%	81%	88%	79%
There is adequate follow-through of departmental objectives	92%	72%	85%	81%	87%	79%
The leaders of this organization are open to input from employees	95%	85%	89%	79%	90%	80%
<b>Leadership and Planning - AVERAGE</b>	<b>95%</b>	<b>80%</b>	<b>89%</b>	<b>83%</b>	<b>90%</b>	<b>81%</b>
<b>CORPORATE CULTURE AND COMMUNICATIONS</b>						
This organization's corporate communications are frequent enough	93%	79%	90%	85%	91%	83%
This organization's corporate communications are detailed enough	94%	78%	88%	84%	90%	81%
I have a good understanding of how this organization is doing financially	88%	82%	88%	79%	89%	78%
I can trust what this organization tells me	95%	81%	91%	80%	92%	80%
This organization treats me like a person, not a number	97%	80%	92%	80%	93%	81%
This organization gives enough recognition for work that is well done	93%	80%	87%	76%	89%	76%
Staffing levels are adequate to provide quality products/services	92%	74%	79%	71%	82%	70%
Quality is a top priority with this organization	96%	91%	93%	85%	93%	84%
Safety is a top priority with this organization	95%	87%	92%	89%	94%	87%
I believe there is a spirit of cooperation at this organization	98%	85%	92%	84%	93%	83%
My employer enables a culture of diversity	95%	85%	95%	85%	95%	85%
I like the people I work with at this organization	97%	90%	90%	90%	96%	90%
At this organization, employees have fun at work	92%	76%	85%	76%	86%	74%
I feel I can express my honest opinions without fear of negative consequences	92%	76%	85%	76%	86%	74%
Changes that may affect me are communicated to me prior to implementation	92%	76%	85%	76%	86%	74%
<b>Corporate Culture and Communications - AVERAGE</b>	<b>94%</b>	<b>82%</b>	<b>89%</b>	<b>81%</b>	<b>90%</b>	<b>80%</b>
<b>ROLE SATISFACTION</b>						
I like the type of work that I do	96%	91%	95%	94%	95%	93%
I am given enough authority to make decisions I need to make	96%	87%	92%	87%	93%	87%
I believe my job is secure	92%	85%	88%	79%	88%	79%
Deadlines at this organization are realistic	94%	80%	83%	82%	86%	81%
I feel I am valued in this organization	94%	85%	89%	80%	90%	80%
I feel part of a team working toward a shared goal	95%	84%	91%	85%	92%	85%
I am able to maintain a reasonable balance between work and my personal life	89%	75%	94%	84%	86%	82%
My job makes good use of my skills and abilities	94%	84%	91%	88%	92%	87%
I have a clear understanding of my job role	97%	88%	95%	93%	95%	92%
Understand the importance of my role to the success of the organization	97%	87%	94%	93%	95%	92%
Most days, I feel I have made progress at work	92%	83%	92%	89%	92%	86%
<b>Role Satisfaction - AVERAGE</b>	<b>95%</b>	<b>85%</b>	<b>91%</b>	<b>87%</b>	<b>92%</b>	<b>86%</b>
<b>WORK ENVIRONMENT</b>						
My physical working conditions are good	97%	96%	96%	91%	96%	93%
My general work area is adequately heated/cooled	96%	88%	93%	88%	93%	88%
There is adequate noise control to allow me to focus on my work	96%	80%	89%	89%	91%	87%
My workspace has adequate privacy for me to do my job	94%	80%	94%	89%	93%	86%
I feel physically safe in my work environment	99%	98%	98%	94%	98%	96%
<b>Work Environment - AVERAGE</b>	<b>97%</b>	<b>94%</b>	<b>95%</b>	<b>91%</b>	<b>95%</b>	<b>91%</b>
<b>RELATIONSHIP WITH SUPERVISOR</b>						
My supervisor treats me fairly	98%	88%	94%	90%	95%	90%
My supervisor treats me with respect	98%	87%	94%	91%	95%	91%
My supervisor handles my work-related issues satisfactorily	97%	84%	92%	88%	93%	88%
My supervisor handles my personal issues satisfactorily	97%	84%	91%	89%	93%	89%
My supervisor acknowledges when I do my work well	96%	83%	91%	86%	92%	86%
My supervisor tells me when my work needs improvement	95%	83%	91%	83%	93%	90%
My supervisor is open to hearing my opinion or feedback	97%	86%	93%	93%	93%	88%
My supervisor helps me develop to my fullest potential	94%	79%	87%	82%	89%	82%
I feel I can trust what my supervisor tells me	95%	81%	91%	84%	92%	84%
<b>Relationship with Supervisor - AVERAGE</b>	<b>96%</b>	<b>85%</b>	<b>92%</b>	<b>88%</b>	<b>93%</b>	<b>87%</b>
<b>TRAINING, DEVELOPMENT AND RESOURCES</b>						
This organization provided as much initial training as I needed	89%	70%	85%	81%	86%	78%
This organization provides as much ongoing training as I need	92%	77%	88%	82%	89%	80%
This organization provides enough technology, equipment and resources I need to do my job well	96%	84%	92%	86%	93%	86%
The computer or other hardware I use to do my job is dependable	96%	79%	92%	72%	91%	70%
The software and program applications I use to do my job are adequate	85%	73%	80%	74%	82%	73%
Technology issues are resolved in a timely manner	90%	77%	82%	72%	85%	72%
Technology issues affecting my work are communicated to me in a timely manner	85%	73%	80%	74%	82%	73%
Understand what is expected for career advancement	89%	80%	83%	78%	84%	78%
I am encouraged to explore other growth or advancement opportunities within the organization	86%	70%	79%	72%	81%	70%
There is room for me to advance at this organization	85%	73%	82%	73%	82%	72%
I must that if I do good work, I will be considered for a promotion	87%	74%	80%	70%	82%	70%
<b>Training, Development and Resources - AVERAGE</b>	<b>89%</b>	<b>75%</b>	<b>83%</b>	<b>75%</b>	<b>84%</b>	<b>74%</b>
<b>PAY AND BENEFITS</b>						
My pay is fair for the work I perform	86%	72%	83%	69%	84%	70%
Overall, I'm satisfied with this organization's benefits package	89%	87%	92%	80%	92%	78%
Specifically, I'm satisfied with the Amount of vacation (or Paid Time Off)	91%	82%	93%	82%	92%	81%
Specifically, I'm satisfied with the Sick leave policy	92%	82%	76%	76%	91%	77%
Specifically, I'm satisfied with the Amount of health care paid for	89%	88%	88%	78%	89%	77%
Specifically, I'm satisfied with the Dental benefits	88%	86%	89%	80%	89%	79%
Specifically, I'm satisfied with the Vision care benefits	88%	81%	89%	80%	88%	78%
Specifically, I'm satisfied with the Retirement plan benefits	81%	80%	74%	74%	86%	74%
Specifically, I'm satisfied with the Life insurance benefits	83%	79%	90%	79%	89%	77%
Specifically, I'm satisfied with the Disability benefits	82%	80%	89%	79%	88%	76%
Specifically, I'm satisfied with the Tuition reimbursement benefits	73%	67%	81%	67%	83%	63%
<b>Pay and Benefits - AVERAGE</b>	<b>86%</b>	<b>81%</b>	<b>88%</b>	<b>77%</b>	<b>88%</b>	<b>75%</b>
<b>OVERALL EMPLOYEE ENGAGEMENT</b>						
Overall, I am very satisfied with my employer	94%	76%	91%	83%	91%	81%
Most days, I look forward to going to work	92%	83%	91%	76%	91%	77%
My job provides me with a sense of meaning and purpose	88%	88%	89%	80%	89%	79%
I am proud to work for this organization	89%	88%	89%	78%	89%	77%
I feel this organization has created an environment where I can do my best work	88%	86%	89%	80%	89%	79%
I am willing to give extra effort to help this organization succeed	99%	91%	97%	95%	96%	94%
I plan to continue my career with this organization for at least two more years	91%	76%	90%	89%	90%	85%
I would recommend this organization's products / services to a friend	95%	90%	91%	89%	95%	90%
I would recommend working here to a friend	95%	82%	93%	87%	93%	85%
<b>Overall Employee Engagement - AVERAGE</b>	<b>93%</b>	<b>84%</b>	<b>91%</b>	<b>84%</b>	<b>92%</b>	<b>83%</b>
<b>SURVEY AVERAGE</b>	<b>93%</b>	<b>83%</b>	<b>90%</b>	<b>83%</b>	<b>91%</b>	<b>82%</b>

\*Numbers shown represent the percentage of respondents that answered "Agree Somewhat" and "Agree Strongly"