

Employee Demographic Report 2017

Prepared for: Company XYZ



Total number of responses: 106

	OVERALL		LENGTH OF SERVICE					AGE						GENDER		ETHNIC BACKGROUND						STATUS		JOB ROLE						DEPARTMENT															
	% Agreement	% Disagreement	Less than one year	One year to less than two years	Two years to less than five years	Five years to less than ten years	Ten years or more	Less than 21	21 - 25	26 - 35	36 - 45	46 - 55	56 - 65	Above 65	Female	Male	Black or African-American	Hispanic or Latino	White or Caucasian	Asian	Native American (not Pacific Islander)	Pacific Islander	Multi-Racial or Multi-Ethnic	Full-Time	Part-Time	Administrative/Clerical	Executive/Partner	Operations/IT	Portfolio Manager	Marketing/Client Service	Analyst	Administration/Support	Administration/Management	Client Service	Finance/Accounting	Human Resources	Information Technology	Marketing/Sales	Operations	Portfolio Management	Research	Other			
LEADERSHIP AND PLANNING			29	10	36	12	11	3	19	43	22	13	6	54	52	2	5	75	17	1	1	2	101	5	14	6	41	11	23	11	48	12	1	12	1	17	4	7	3	1					
I understand the long-term strategy of this organization	95	1	97	89	97	100	91	x	84	100	100	92	100	0	96	94	x	100	100	88	0	x	60	95	100	93	100	98	82	96	100	90	0	92	x	100	x	100	x	57	x	x			
I have confidence in the leadership of this organization	97	0	97	94	100	100	91	x	95	100	100	85	100	0	98	96	x	100	99	100	0	x	60	97	100	93	100	100	91	100	91	90	0	100	x	100	x	100	x	86	x	x			
The leaders of this organization care about their employees' well being	95	1	97	89	100	92	91	x	95	95	100	85	100	0	96	94	x	100	97	94	0	x	60	95	100	86	100	98	91	100	91	80	0	100	x	100	x	100	x	86	x	x			
Senior leaders live the core values of the organization	92	1	97	78	94	100	91	x	89	95	95	85	100	0	93	92	x	100	95	94	0	x	40	92	100	93	83	98	70	100	82	90	0	92	x	100	x	88	x	71	x	x			
There is adequate planning of departmental objectives	89	5	86	83	97	73	91	x	95	86	91	77	100	0	89	88	x	100	87	100	0	x	60	88	100	86	83	95	73	87	91	70	0	92	x	83	x	88	x	86	x	x			
There is adequate follow-through of departmental objectives	87	5	90	72	94	73	91	x	84	86	91	77	100	0	91	82	x	100	87	100	0	x	20	86	100	86	83	95	55	91	82	60	0	92	x	92	x	81	x	86	x	x			
The leaders of this organization are open to input from employees	93	1	97	89	100	75	91	x	95	93	100	77	100	0	94	92	x	100	95	94	0	x	60	93	100	86	100	98	82	96	91	70	0	100	x	100	x	94	x	86	x	x			
Leadership and Planning - AVERAGE	93	2	94	85	98	87	91	x	91	94	97	82	100	0	94	91	0	100	94	96	0	0	51	92	100	89	93	97	78	96	90	79	0	95	0	96	0	92	0	80	0	0			
CORPORATE CULTURE AND COMMUNICATIONS																																													
This organization's corporate communications are frequent enough	92	3	93	83	100	83	91	x	95	95	100	77	100	0	93	92	x	100	95	88	0	x	60	93	80	86	100	98	82	96	82	70	0	100	x	100	x	94	x	71	x	x			
This organization's corporate communications are detailed enough	93	1	93	83	100	92	91	x	84	98	100	77	100	0	94	92	x	100	95	100	0	x	60	94	80	79	100	98	91	96	91	60	0	100	x	100	x	94	x	86	x	x			
I have a good understanding of how this organization is doing financially	94	0	97	83	97	100	91	x	84	100	100	85	100	0	93	96	x	100	97	88	0	x	80	95	80	86	100	95	91	100	91	90	0	100	x	100	x	94	x	57	x	x			
I can trust what this organization tells me	96	0	97	94	97	100	91	x	95	98	100	85	100	0	96	96	x	100	97	100	0	x	60	96	100	93	100	98	91	100	91	90	0	100	x	100	x	94	x	86	x	x			
This organization treats me like a person, not a number	95	1	97	100	97	92	82	x	89	100	100	85	83	0	96	94	x	100	97	94	0	x	60	95	100	93	100	95	91	96	100	80	0	100	x	100	x	100	x	71	x	x			
This organization gives me enough recognition for work that is well done	87	4	97	72	92	83	73	x	84	91	91	69	83	0	89	85	x	100	88	88	0	x	60	86	100	79	83	90	73	91	91	70	0	83	x	100	x	100	x	71	x	x			
Staffing levels are adequate to provide quality products/services	83	9	90	78	89	67	73	x	68	88	91	69	100	0	85	81	x	100	84	88	0	x	40	84	60	86	83	83	73	91	73	80	0	83	x	100	x	76	x	71	x	x			
Quality is a top priority with this organization	95	1	100	94	94	83	100	x	95	95	100	85	100	0	93	98	x	100	95	94	0	x	100	95	100	100	100	93	91	96	91	90	0	100	x	100	x	94	x	86	x	x			
Safety is a top priority with this organization	93	0	97	89	97	82	91	x	89	98	95	77	100	0	94	92	x	100	93	94	0	x	80	94	80	86	83	98	91	96	91	90	0	92	x	100	x	94	x	71	x	x			
I believe there is a spirit of cooperation within this organization	94	2	100	83	100	83	91	x	95	98	100	77	100	0	96	92	x	100	97	88	0	x	60	94	100	93	100	98	82	96	91	90	0	100	x	100	x	88	x	71	x	x			
My employer enables a culture of diversity	98	1	100	94	100	92	100	x	95	100	100	92	100	0	100	96	x	100	99	100	0	x	80	98	100	100	100	100	91	96	100	90	0	100	x	100	x	94	x	100	x	x			
I like the people I work with at this organization	98	1	100	94	100	92	100	x	95	100	100	92	100	0	100	96	x	100	99	100	0	x	80	98	100	100	100	100	91	96	100	90	0	100	x	100	x	94	x	100	x	x			
At this organization, employees have fun at work	95	2	98	96	98	85	91	x	94	98	95	86	100	0	85	96	x	100	97	88	0	x	60	96	100	86	100	95	91	100	91	80	0	100	x	100	x	94	x	71	x	x			
I feel I can express my honest opinions without fear of negative consequences	95	2	98	96	98	85	91	x	94	98	95	86	100	0	85	96	x	100	97	88	0	x	60	96	100	86	100	95	91	100	91	80	0	100	x	100	x	94	x	71	x	x			
Changes that may affect me are communicated to me prior to implementation	95	2	98	96	98	85	91	x	94	98	95	86	100	0	85	96	x	100	97	88	0	x	60	96	100	86	100	95	91	100	91	80	0	100	x	100	x	94	x	71	x	x			
Corporate Culture and Communications - AVERAGE	94	2	97	89	97	87	90	x	90	97	97	82	98	0	92	93	x	100	95	92	0	x	67	94	92	89	97	95	87	97	91	82	0	97	x	100	x	93	x	77	x	x			
ROLE SATISFACTION																																													
I like the type of work that I do	92	5	90	83	97	92	100	x	84	93	100	92	100	0	93	92	x	100	92	100	0	x	60	94	60	86	100	100	64	100	82	80	0	100	x	100	x	88	x	100	x	x			
I am given enough authority to make decisions I need to make	94	3	93	84	97	92	91	x	89	95	100	85	100	0	96	92	x	100	95	100	0	x	60	95	80	86	100	98	91	96	91	90	0	100	x	92	x	88	x	86	x	x			
I believe my job is secure	91	2	93	78	94	100	82	x	79	95	100	85	67	0	91	90	x	100	93	94	0	x	60	91	80	71	83	95	91	96	91	60	0	92	x	100	x	94	x	86	x	x			
Deadlines at this organization are realistic	88	4	100	67	86	83	100	x	84	84	95	85	100	0	87	88	x	80	88	88	0	x	80	87	100	93	83	85	91	87	91	90	0	92	x	83	x	82	x	86	x	x			
I feel I am valued in this organization	92	1	93	94	97	75	82	x	89	93	100	85	83	0	89	94	x	100	92	94	0	x	60	92	80	86	100	95	82	91	91	70	0	100	x	92	x	100	x	71	x	x			
I feel part of a team working toward a shared goal	92	1	93	83	97	92	91	x	84	98	95	77	100	0	93	92	x	100	95	94	0	x	60	92	100	86	100	95	91	91	91	60	0	100	x	100	x	100	x	71	x	x			
I am able to maintain a reasonable balance between work and my personal life	92	5	90	83	97	92	100	x	84	93	100	92	100	0	93	92	x	100	92	100	0	x	60	94	60	86	100	100	64	100	82	80	0	100	x	100	x	88	x	100	x	x			
My job makes good use of my skills and abilities	92	1	93	94	97	75	82	x	89	93	100	85	83	0	89	94	x	100	92	94	0	x	60	92	80	86	100	95	82	91	91	70	0	100	x	92	x	100	x	71	x	x			
I have a clear understanding of my job role	92	1	93	94	97	75	82	x	89	93	100	85	83	0	89	94	x	100	92	94	0	x	60	92	80	86	100	95	82	91	91	70	0	100	x	92	x	100	x	71	x	x			
I understand the importance of my role to the success of the organization	88	4	100	67	86	83	100	x	84	84	95	85	100	0	87	88	x	80	88	88	0	x	80	87	100	93	83	85	91	87	91	90	0	92	x	83	x	82	x	86	x	x			
Most days, I feel I have made progress at work	88	4	100	67	86	83	100	x	84	84	95	85	100	0	87	88	x	80	88	88	0	x	80	87	100	93	83	85	91	87	91	90	0	92	x	83	x	82	x	86					

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TRAINING, DEVELOPMENT AND RESOURCES																																															
This organization provided as much initial training as I needed																																															
This organization provides as much ongoing training as I need																																															
This organization provides the technology, equipment and resources I need to do my job well																																															
The computer or other hardware I use to do my job is dependable																																															
The software and program applications I use to do my job are adequate																																															
Technology issues are resolved in a timely manner																																															
Technology issues affecting my work are communicated to me in a timely manner																																															
I understand what is expected for career advancement																																															
I am encouraged to explore growth or advancement opportunities within the organization																																															
There is room for me to advance at this organization																																															
I trust that if I do good work, I will be considered for a promotion																																															
Training, Development and Resources - AVERAGE																																															
PAY AND BENEFITS																																															
My pay is fair for the work I perform																																															
Overall, I'm satisfied with this organization's benefits package																																															
I'm satisfied with the amount of vacation (or Paid Time Off)																																															
I'm satisfied with the sick leave policy																																															
I'm satisfied with the amount of healthcare paid for																																															
I'm satisfied with the dental benefits																																															
I'm satisfied with the vision care benefits																																															
I'm satisfied with the retirement plan benefits																																															
I'm satisfied with the life insurance benefits																																															
I'm satisfied with the disability benefits																																															
I'm satisfied with the tuition reimbursement benefits																																															
Pay and Benefits - AVERAGE																																															
OVERALL ENGAGEMENT																																															
Overall, I am very satisfied with my employer																																															
Most days, I look forward to going to work																																															
My job provides me with a sense of meaning and purpose																																															
I am proud to work for this organization																																															
I feel this organization has created an environment where I can do my best work																																															
I am willing to give extra effort to help this organization succeed																																															
I plan to continue my career with this organization for at least two more years																																															
I would recommend this organization's products/services to a friend																																															
I would recommend working here to a friend																																															
Overall Engagement - AVERAGE																																															
SURVEY AVERAGE																																															

Numbers shown represent the percentage of respondents that answered "Agree Somewhat" or "Agree Strongly" (with exception of "% Disagreement" Column)
 x - For confidentiality reasons, demographic categories with less than 5 responses are not included