

Employee Demographic Report 2020

Prepared for: Sample Company



OVERALL	2019	LENGTH OF SERVICE					GENERATION					GENDER		ETHNIC BACKGROUND							STATUS		JOB ROLE							DEPARTMENT													
		0-1 year	2-5 years	6-10 years	11-15 years	16+ years	Boomer (born after 1947)	Gen X (born 1948 to 1964)	Millennial (born 1965 to 1980)	Gen Z (born 1981 to 1997)	Next Gen (born 1998 to 2012)	Female	Male	Black or African American	Asian	White or Caucasian	Hispanic or Latino	Native American (not Pacific Islander)	Other	Public Sector	Racial or Multi-racial	Full Time	Part Time	Administrative/Clerical	Executive/Finance	Manager/Supervisor	Production/Service	Professional	Other	Customer Service/Call Support	Development/Training	Finance/Accounting	Human Resources	Information Technology	Legal	Marketing/Advertising	Manufacturing/Operations	Production	Research & Development	Sales/Resales/Business Development	Other		
LEADERSHIP AND PLANNING																																											
Total number of responses: 578																																											
I understand the long-term strategy of this organization																																											
91	4	97	91	89	88	89	85	x	89	84	83	x	x	84	91	100	97	92	93	x	x	86	91	91	100	100	95	85	85	85	86	100	97	100	79	100	100	91	91	92	81	86	
I have confidence in the leadership of this organization																																											
92	4	97	96	97	90	90	95	x	94	93	95	x	x	95	92	100	100	95	87	x	x	86	92	91	100	100	92	86	81	86	100	94	100	89	100	98	92	94	94	85	88		
The leaders of this organization care about their employees' well-being																																											
93	3	96	98	97	91	93	88	x	94	96	94	x	x	95	94	100	97	95	100	x	x	71	95	91	100	100	88	86	85	85	100	97	99	93	100	85	86	85	86	84	86		
Senior leaders live the core values of this organization																																											
93	3	97	94	94	90	95	95	x	92	96	95	x	x	99	93	100	100	94	89	x	x	86	91	91	100	100	86	85	85	100	98	94	95	95	88	100	97	88	94	91	88		
There is adequate planning of departmental objectives																																											
93	8	94	98	97	74	85	87	x	85	86	84	x	x	91	92	100	94	85	78	x	x	71	83	91	91	100	91	83	85	78	91	86	91	86	83	83	79	78	85	87	86		
There is adequate follow-through of departmental objectives																																											
84	6	94	91	87	80	84	85	x	87	85	87	x	x	91	83	100	97	86	73	x	x	87	84	91	82	100	89	88	82	75	92	88	88	100	83	83	100	79	81	80	82	78	
The leaders of this organization are open to input from employees																																											
91	4	95	93	95	89	89	94	x	93	94	91	x	x	93	93	100	97	95	87	x	x	100	91	100	91	100	91	89	82	79	92	100	97	89	87	100	91	91	84	87	92		
Leadership and Planning - AVERAGE																																											
90	4	95	93	93	86	89	92	x	91	92	91	x	x	93	90	100	97	91	87	x	x	78	84	90	92	94	100	94	90	89	81	95	96	96	94	86	95	96	89	89	92	90	85
CORPORATE CULTURE AND COMMUNICATIONS																																											
This organization's corporate communications are frequent enough																																											
92	2	98	94	95	90	93	94	x	94	91	95	x	x	96	93	100	100	93	87	x	x	86	92	91	100	100	92	86	81	86	100	94	88	93	100	88	92	84	88	88			
This organization's corporate communications are detailed enough																																											
92	3	97	94	95	90	91	95	x	94	100	95	x	x	95	92	100	97	93	87	x	x	86	92	91	100	100	92	86	81	86	100	94	100	89	100	88	93	94	88	88			
I have a good understanding of how this organization is doing financially																																											
91	2	96	91	95	87	94	94	x	98	94	91	x	x	93	91	100	91	92	100	x	x	86	94	91	100	100	88	87	88	78	94	100	97	89	89	83	87	82	82	86	84	86	
I can trust what this organization tells me																																											
94	2	97	95	98	87	94	96	x	94	98	95	x	x	97	94	100	100	95	93	x	x	86	91	100	100	100	96	93	95	88	100	100	98	93	93	96	93	86	93	97	97	93	
This organization treats me like a person, not a number																																											
94	2	97	99	94	93	93	96	x	96	94	95	x	x	98	95	100	100	95	100	x	x	86	94	91	100	100	95	97	93	88	100	100	100	100	100	96	97	94	95	90	90		
This organization gives me enough recognition for work that is well done																																											
86	6	92	90	92	81	82	91	x	89	89	91	x	x	88	88	100	97	88	93	x	x	71	86	84	86	100	93	83	83	84	71	84	88	88	100	80	80	81	80	82	86	88	
Staffing levels are adequate to provide quality products/services																																											
74	13	95	93	94	87	92	93	x	77	73	78	x	x	85	74	100	91	74	73	x	x	71	74	85	89	92	80	83	79	89	71	84	88	88	88	87	73	71	83	75	68	79	
Quality is a top priority with this organization																																											
91	4	95	93	94	87	92	93	x	90	93	94	x	x	97	91	100	94	92	93	x	x	88	91	91	100	100	91	94	91	85	98	100	97	100	88	93	98	91	91	90	88		
Safety is a top priority with this organization																																											
94	3	98	94	97	89	97	86	x	96	96	94	x	x	92	95	100	95	96	100	x	x	100	91	100	100	100	100	96	94	85	94	100	100	100	100	100	100	100	100	100	100	100	100
I believe there is a spirit of cooperation within this organization																																											
94	2	98	98	95	89	94	96	x	92	95	95	x	x	96	93	100	94	94	100	x	x	86	94	91	100	100	98	98	94	85	94	100	100	100	100	100	100	100	100	100	100	100	100
My employer embodies a culture of diversity																																											
94	2	97	95	94	92	94	98	x	93	98	97	x	x	94	95	100	97	95	87	x	x	86	94	91	91	92	98	93	94	80	98	100	94	100	100	93	100	93	98	95	87	83	91
I like the people I work with at this organization																																											
96	1	99	98	97	95	96	97	x	98	98	98	x	x	97	97	100	97	97	93	x	x	100	98	100	100	100	100	100	96	96	86	99	100	91	100	100	100	100	100	100	100	100	100
At this organization, employees have fun at work																																											
98	4	94	90	90	81	88	92	x	88	88	93	x	x	94	89	100	94	90	87	x	x	86	87	91	98	100	98	87	87	71	92	86	87	100	100	93	98	93	90	87	84		
I feel I can express my honest opinions without fear of negative consequences																																											
98	6	91	89	90	87	89	92	x	88	94	90	x	x	94	91	100	94	91	87	x	x	87	86	91	98	100	93	91	88	77	99	100	91	100	98	97	98	91	93	91			
Changes that may affect me are communicated to me prior to implementation																																											
85	6	93	88	90	82	83	87	x	85	88	87	x	x	88	87	98	100	95	100	x	x	71	85	89	94	100	95	91	81	77	91	86	84	85	88	82	85	83	82	81	78		
Corporate Culture and Communications - AVERAGE																																											
90	4	95	92	93	86	90	93	x	91	92	93	x	x	94	91	98	96	91	92	x	x	83	90	92	91	99	94	93	89	81	94	95	95	96	87	91	93	91	90	93	90	86	
ROLE SATISFACTION																																											
I like the type of work that I do																																											
94	2	98	93	95	94	96	96	x	93	96	96	x	x	96	95	100	94	95	100	x	x	100	94	100	91	92	97	93	95	88	91	100	100	100	100	100	100	100	100	100	100	100	
I am given enough authority to make decisions I need to make																																											
91	4	93	91	84	88	92	84	x	92	93	84	x	x	94	92	86	88	84	87	x	x	86	91	91	91	100	96	87	81	88	86	86	87	86	90	100	87	88	88	85	84	88	
I believe my job is secure																																											
91	3	92	88	90	88	91	95	x	89	95	93	x	x	92	93	100	94	92	100	x	x	71	93	91	77	100	95	94	92	79	87	100	98	100	78	100	87	88	92	77	81	90	
Deadlines at this organization are realistic																																											
89	3	92	84	90	79	81	82	x	83	83	81	x	x	89	79	100	91	89	89	x	x	86	89	91	91	92	89	81	76	73	89	71	91	100	93	100	83	71	77	90	77		
I feel I am valued in this organization																																											
89	5	93	91	92	86	88	93	x	90	92	93	x	x	91	92	100	97	91	93	x	x	86	89	82	86	100	95	91	89	74	98	100	94	100	79	83	93	92	92	92	81	83	
I feel part of a team working toward a shared goal																																											
89	6	91	93	94	89	93	92	x	90	89	92	x	x	95	88	100	100	94	87	x	x	71	86	82	85	100	95	94	87	81	84	100	100	100	100	97	87	81	85	87	88		
I am able to maintain a reasonable balance between work and my personal life																																											
91	4	94	90	89	90	91	94	x	90	93	95	x	x	92	92	100	97	92	87	x	x	86	94	91	86	100	95	87	81	88	87	100	97	89	83	100	100	88	91	86	87	89	
My job makes good use of my skills and abilities																																											
94	3	96	93	9																																							

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OVERALL	2019	LENGTH OF SERVICE					GENERATION					GENDER		ETHNIC BACKGROUND					STATUS		JOB ROLE					DEPARTMENT																		
		Agreement / Disagreement	Agreement	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	Born after 1997	The Millennial Generation (Born 1981 to 1997)	Generation X (Born 1965 to 1980)	The Baby Boomer Generation (Born 1946 to 1964)	The Silent Generation (Born 1928 to 1945)	The Greatest Generation (Born before 1928)	Female	Male	Black or African American	Asian	White or Caucasian	Hispanic or Latino	Native American (not Pacific Islander)	Pacific Islander	Race or Multi-Racial	Full-Time	Part-Time	Administrative / Clerical	Executive / Finance	Manager / Supervisor	Production / Service	Professional	Customer Service / Support	Development / Fundraising	Finance / Accounting	Human Resources	Information Technology	Legal	Marketing / Advertising	Operations / Logistics	Production	Research & Development	Sales / Retail / Business Development			
TRAINING, DEVELOPMENT AND RESOURCES																																												
Total number of responses: 578																																												
76	111	84	78	79	72	81	74	x	79	75	80	x	x	81	77	83	88	77	88	x	x	71	78	82	82	100	80	81	74	84	77	71	84	78	79	80	80	78	78	74	88			
78	103	85	81	88	76	83	74	x	81	77	79	x	x	80	75	100	84	78	73	x	x	88	78	82	85	100	84	89	75	73	74	87	71	88	78	79	80	83	79	78	74	88		
89	5	83	81	84	84	80	89	x	91	90	91	x	x	88	88	100	91	90	93	x	x	88	89	91	81	100	88	81	87	88	88	100	84	89	83	83	83	89	88	87	84			
92	3	81	80	87	84	84	85	x	84	84	83	x	x	89	92	88	92	84	100	x	x	71	88	93	81	100	91	84	85	88	88	100	84	89	83	100	81	81	84	100	88			
92	2	81	84	88	80	91	83	x	85	82	83	x	x	86	92	100	84	83	83	x	x	71	88	91	84	100	85	83	89	79	84	86	91	88	83	83	88	81	88	87	89			
94	2	81	83	88	82	85	88	x	86	86	85	x	x	87	85	88	92	88	83	x	x	88	84	84	100	100	87	81	88	88	100	84	100	80	83	88	83	87	100	100	88			
94	1	83	88	87	82	88	83	x	88	84	86	x	x	89	84	88	97	88	83	x	x	71	88	91	80	91	87	84	86	86	88	100	84	100	80	83	88	83	87	97	90			
79	8	88	81	81	76	82	83	x	79	82	87	x	x	88	81	100	91	82	80	x	x	83	79	91	73	100	91	81	75	73	81	88	84	89	72	83	79	88	78	80	87	74		
77	9	88	79	79	85	88	78	x	79	79	83	x	x	84	88	100	78	88	73	x	x	89	78	85	73	100	83	78	72	72	73	84	88	81	88	83	78	78	75	81	72	88		
74	15	85	87	82	70	76	74	x	81	78	76	x	x	79	77	100	91	78	73	x	x	71	74	85	73	100	83	73	70	70	72	88	73	78	78	83	88	83	88	72	74	78		
73	11	84	88	82	85	74	72	x	81	75	75	x	x	78	76	88	81	78	80	x	x	83	73	88	73	100	83	73	70	82	75	87	77	89	72	100	86	78	79	73	77	88		
83	7	80	87	89	80	88	84	x	87	85	88	x	x	89	84	93	89	82	83	x	x	80	83	82	85	99	80	84	82	75	88	88	88	87	83	82	80	84	83	83	87	78		
PAY AND BENEFITS																																												
84	7	80	89	84	79	83	88	x	88	88	91	x	x	88	87	100	82	88	87	x	x	71	88	73	88	100	82	89	83	70	85	71	88	100	78	83	100	88	88	88	88	88	78	
80	4	80	80	88	88	87	84	x	81	81	83	x	x	82	81	100	84	91	100	x	x	83	81	82	88	100	87	81	80	88	87	88	88	100	88	100	83	88	82	80	87	88		
88	6	80	81	89	84	84	88	x	81	88	83	x	x	88	91	100	91	88	83	x	x	71	88	88	89	100	84	88	88	78	83	88	91	78	79	100	87	82	88	83	87	88		
85	8	88	87	88	83	88	88	x	88	84	80	x	x	88	88	100	83	88	100	x	x	83	88	78	88	100	89	87	83	88	88	88	84	100	88	100	87	81	83	88	88	88		
88	4	88	87	83	88	88	88	x	88	81	81	x	x	82	88	100	91	88	100	x	x	100	88	88	88	100	88	88	88	88	88	100	88	100	83	100	88	88	88	88	88	84		
87	3	88	85	87	83	88	89	x	88	80	80	x	x	88	89	100	80	88	100	x	x	83	87	88	88	81	82	88	88	79	80	71	88	89	88	100	83	88	84	82	88	84		
88	4	81	88	88	88	84	81	x	89	88	82	x	x	89	80	100	88	88	100	x	x	83	88	88	88	100	84	83	88	73	88	83	88	88	100	88	100	83	88	88	88	88	88	
80	2	81	87	80	82	82	81	x	80	81	83	x	x	81	82	100	82	82	100	x	x	100	88	100	77	100	88	81	88	81	88	88	100	87	100	88	100	83	88	88	88	100	88	
88	1	81	84	87	80	80	80	x	88	81	84	x	x	87	81	100	81	80	84	x	x	80	88	88	80	82	88	88	81	77	84	100	83	100	88	100	82	81	81	88	88			
78	4	85	88	76	77	77	84	x	74	84	85	x	x	78	81	100	85	81	88	x	x	80	78	88	80	88	88	88	79	80	71	88	79	88	77	100	80	88	88	88	75	88		
87	4	89	84	90	85	88	80	x	88	90	92	x	x	88	89	100	84	89	95	x	x	78	87	88	77	98	93	87	87	77	88	89	88	84	88	98	88	81	87	89	93	83		
OVERALL ENGAGEMENT																																												
84	3	87	88	87	81	88	87	x	88	88	84	x	x	89	95	100	84	88	83	x	x	88	84	91	100	100	98	98	98	88	88	100	100	100	80	100	100	88	83	98	87	81		
88	5	81	81	82	85	86	80	x	88	81	80	x	x	83	88	100	88	88	83	x	x	88	88	91	100	100	98	88	87	77	81	100	84	100	83	100	87	82	87	88	88	88		
87	2	82	88	88	88	88	80	x	88	88	83	x	x	80	88	100	91	80	82	x	x	88	87	91	82	100	98	83	88	77	89	100	91	80	79	83	83	82	82	88	88			
87	2	87	88	87	88	88	88	x	88	88	84	x	x	100	88	100	91	88	100	x	x	100	84	100	82	88	88	88	88	88	84	100	100	100	88	100	88	88	88	88	88	88		
88	0	83	91	89	84	82	80	x	89	82	88	x	x	88	88	100	88	88	83	x	x	88	88	91	81	100	88	88	88	88	79	81	100	84	100	76	100	83	82	84	80	80	88	
87	3	87	88	88	87	88	88	x	87	88	89	x	x	89	87	100	89	88	100	x	x	100	88	100	88	100	100	100	88	88	88	88	88	88	88	88	88	88	88	88	88	88	88	88
90	3	84	84	80	85	82	82	x	88	84	80	x	x	88	88	100	79	81	87	x	x	100	88	100	88	100	88	88	88	88	88	88	88	88	88	88	88	88	88	88	88	88	88	88
84	1	88	82	82	84	88	88	x	83	85	87	x	x	88	84	100	87	88	83	x	x	83	84	91	100	100	87	80	84	88	88	100	100	88	88	100	82	80	88	84	83	88		
88	4	88	83	87	80	82	84	x	84	88	82	x	x	88	82	100	91	84	100	x	x	88	82	91	100	88	88	88	88	88	88	88	88	88	88	88	88	88	88	88	88	88	88	88
92	3	85	83	84	89	82	83	x	82	84	83	x	x	86	92	100	80	83	84	x	x	80	82	84	98	99	98	91	91	83	84	98	98	98	83	98	98	94	90	93	93	89		
SURVEY AVERAGE																																												
80	4	83	91	93	87	90	92	x	91	92	92	x	x	83	91	99	92	91	92	x	x	84	90	91	89	99	94	91	89	81	93	94	93	95	87	94	94	90	89	92	91	88		

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

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