

**Employee Benchmark Report**

	Percentage of Positive Responses All Companies	
	All Companies that participated	All Companies that made the list
<b>LEADERSHIP AND PLANNING</b>		
Understand the long-term strategy of this organization	86%	92%
Have confidence in the leadership of this organization	83%	90%
The leaders of this organization care about employees' well being	80%	88%
There is adequate planning of corporate objectives	77%	86%
There is adequate follow-through of corporate objectives	76%	85%
There is adequate planning of departmental objectives	77%	84%
There is adequate follow-through of departmental objectives	75%	83%
The leaders of this organization are open to input from employees	78%	86%
<b>Leadership and Planning - AVERAGE</b>	<b>79%</b>	<b>87%</b>
<b>CORPORATE CULTURE AND COMMUNICATIONS</b>		
This organization's corporate communications are frequent enough	82%	90%
This organization's corporate communications are detailed enough	81%	89%
I have a good understanding of how this organization is doing financially	74%	83%
I can trust what this organization tells me	77%	86%
This organization treats me like a person, not a number	79%	87%
This organization gives enough recognition for work that is well done	72%	81%
Staffing levels are adequate to provide quality products/services	86%	77%
Quality is a top priority with this organization	84%	90%
Safety is a top priority with this organization	87%	93%
I believe there is a spirit of cooperation at this organization	81%	89%
Employees are treated fairly here, regardless of race, gender, religion or sexual orientation	86%	91%
I like the people I work with at this organization	92%	95%
Changes that may affect me are communicated to me prior to implementation	74%	82%
<b>Corporate Culture and Communications - AVERAGE</b>	<b>80%</b>	<b>87%</b>
<b>ROLE SATISFACTION</b>		
I like the type of work that I do	96%	97%
I am given enough authority to make decisions I need to make	87%	90%
I believe my job is secure	79%	85%
Deadlines at this organization are realistic	81%	87%
I feel I am valued in this organization	79%	87%
I feel part of a team working toward a shared goal	83%	89%
I am able to maintain a reasonable balance between work and my personal life	86%	90%
My job makes good use of my skills and abilities	88%	91%
I have a clear understanding of my job role	93%	95%
Understand the importance of my role to the success of the organization	82%	85%
<b>Role Satisfaction - AVERAGE</b>	<b>86%</b>	<b>91%</b>
<b>WORK ENVIRONMENT</b>		
My physical working conditions are good	89%	93%
My general work area is adequately lit	94%	96%
My general work area is adequately heated/cooled	84%	88%
My general work area is adequately clean	92%	92%
There is adequate noise control to allow me to focus on my work	85%	89%
I feel physically safe in my work environment	93%	95%
<b>Work Environment - AVERAGE</b>	<b>89%</b>	<b>92%</b>
<b>RELATIONSHIP WITH SUPERVISOR</b>		
My supervisor treats me fairly	88%	91%
My supervisor treats me with respect	89%	92%
My supervisor handles my work-related issues satisfactorily	85%	89%
My supervisor handles my personal issues satisfactorily	87%	90%
My supervisor acknowledges when I do my work well	84%	88%
My supervisor tells me when my work needs improvement	88%	91%
My supervisor is open to hearing my opinion or feedback	85%	89%
My supervisor helps me develop to my fullest potential	80%	85%
I can trust what my supervisor tells me	82%	86%
<b>Relationship with Supervisor - AVERAGE</b>	<b>85%</b>	<b>89%</b>
<b>TRAINING AND DEVELOPMENT</b>		
This organization provided as much initial training as I needed	82%	87%
This organization provides as much ongoing training as I need	81%	87%
This organization provides enough information, equipment and resources I need to do my job well	83%	89%
My company clearly tells me what is expected for advancement	71%	79%
I trust what the company tells me it takes to advance my career	70%	79%
This organization provides training or experiences to help me explore other possible opportunities within the	66%	75%
There is room for me to advance at this organization	66%	74%
I trust that if I do good work, my company may increase my pay	65%	75%
I trust that if I do good work, my company may consider me for a promotion	61%	71%
<b>Training and Development - AVERAGE</b>	<b>72%</b>	<b>80%</b>
<b>PAY AND BENEFITS</b>		
My pay is fair for the work I perform	71%	78%
Overall, I'm satisfied with this organization's benefits package	76%	85%
Amount of vacation or Paid Time Off	83%	88%
Sick leave policy	75%	82%
Amount of healthcare paid for	76%	83%
Dental benefits	77%	83%
Vision care benefits	74%	80%
401k or 403b plan	78%	84%
Retirement plan benefits	74%	81%
Life insurance benefits	80%	86%
Disability benefits	77%	83%
Tuition reimbursement benefits	71%	79%
<b>Pay and Benefits - AVERAGE</b>	<b>76%</b>	<b>83%</b>
<b>OVERALL EMPLOYEE ENGAGEMENT</b>		
Overall, how satisfied are you with this organization as an employer?	83%	88%
I am willing to give extra effort to help my company succeed	95%	97%
I plan to continue my career with my company for at least 2 more years	90%	92%
I would recommend my company's products / services to a friend	92%	95%
I would recommend employment at my company to a friend	89%	93%
<b>Overall Employee Engagement - AVERAGE</b>	<b>90%</b>	<b>93%</b>
<b>SURVEY AVERAGE</b>	<b>82%</b>	<b>88%</b>

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

