

REPORT PREPARED BY:

# Employee Demographic Report



1500 Paxton Street • Harrisburg, PA 17104  
717.909.1570 • 717.236.6803 fax

Prepared for: XYZ Company

	OVERALL		LENGTH OF SERVICE					AGE						GENDER		ETHNIC BACKGROUND						STATUS		JOB ROLE						DEPARTMENT												
	% Agreement	% Disagreement	Less than 1 year	1 to less than 2 years	2 to less than 5 years	5 to less than 10 years	10 or more years	Younger than 21	21 - 25	26 - 35	36 - 45	46 - 55	56 - 65	Above 65	Female	Male	African - American	Asian	Caucasian	Hispanic / Latino	Native American	Pacific Islander	Multi-Racial / BI-Racial	Full-Time	Part-Time	Administrative / Clerical	Executive / Partner	Manager or Supervisor	Production / Service	Professional	Other	Customer Service / Care / Support	Development / Fundraising	Finance / Accounting	Human Resources	Information Technology	Legal	Marketing / Advertising	Maintenance / Operations	Production	Research & Development	Other
Number of responses TOTAL=106			29	18	36	12	11	3	19	43	22	13	6	54	52	2	5	75	17			2	5	101	5	14	6	41	11	23	11	10	12	2	12	1	17	4	7	3	38	
<b>LEADERSHIP AND PLANNING</b>																																										
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	100
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	97
The leaders of this organization care about 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	94	x	86	x	97
There is adequate planning of corporate objectives	92	1	97	78	94	100	91	x	89	95	95	85	100	0	93	92	x	100	95	94	0	x	60	92	100	93	83	98	70	100	82	90	0	92	x	100	x	88	x	71	x	95
There is adequate follow-through of corporate objectives	90	4	93	78	94	92	91	x	84	90	100	85	100	0	91	90	x	100	93	94	0	x	60	90	100	93	100	95	70	91	82	90	0	92	x	92	x	82	x	71	x	95
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	95
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	95
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	97
<b>Leadership and Planning - AVERAGE</b>	<b>92</b>	<b>2</b>	<b>94</b>	<b>84</b>	<b>97</b>	<b>88</b>	<b>91</b>	<b>x</b>	<b>90</b>	<b>93</b>	<b>97</b>	<b>83</b>	<b>100</b>	<b>0</b>	<b>94</b>	<b>91</b>	<b>x</b>	<b>100</b>	<b>94</b>	<b>96</b>	<b>0</b>	<b>x</b>	<b>50</b>	<b>92</b>	<b>100</b>	<b>89</b>	<b>94</b>	<b>77</b>	<b>95</b>	<b>89</b>	<b>80</b>	<b>0</b>	<b>95</b>	<b>x</b>	<b>96</b>	<b>x</b>	<b>91</b>	<b>x</b>	<b>79</b>	<b>x</b>	<b>96</b>	
<b>CORPORATE CULTURE AND COMMUNICATIONS</b>																																										
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	95
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	97
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	97
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	97
This organization treats me like a person, not a number	95	1	97	100	97	82	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	100
This organization gives 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	89
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	84
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	97
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	97
I believe there is a spirit of cooperation at 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	97
Employees are treated fairly here, regardless of race, gender, religion or sexual orientation	96	0	97	89	100	100	91	x	95	100	95	85	100	0	98	94	x	100	97	100	0	x	60	96	100	93	100	100	91	96	91	100	0	100	x	100	x	94	x	86	x	95
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	100
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	89
<b>Corporate Culture and Communications - AVERAGE</b>	<b>93</b>	<b>2</b>	<b>96</b>	<b>87</b>	<b>97</b>	<b>88</b>	<b>89</b>	<b>x</b>	<b>89</b>	<b>97</b>	<b>98</b>	<b>80</b>	<b>97</b>	<b>0</b>	<b>94</b>	<b>92</b>	<b>x</b>	<b>100</b>	<b>95</b>	<b>94</b>	<b>0</b>	<b>x</b>	<b>67</b>	<b>93</b>	<b>90</b>	<b>89</b>	<b>96</b>	<b>96</b>	<b>86</b>	<b>96</b>	<b>90</b>	<b>83</b>	<b>0</b>	<b>97</b>	<b>x</b>	<b>100</b>	<b>x</b>	<b>93</b>	<b>x</b>	<b>77</b>	<b>x</b>	<b>96</b>
<b>ROLE SATISFACTION</b>																																										
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	95
I am given enough authority to make decisions I need to make	94	3	93	94	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	97
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	95
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	87
I feel I am valued at 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	97
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	95
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	95
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	97
I have a clear understanding of my job role	92	1	93	94	97	75																																				

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<b>Number of responses TOTAL=106</b>			<b>29</b>	<b>18</b>	<b>36</b>	<b>12</b>	<b>11</b>	<b>3</b>	<b>19</b>	<b>43</b>	<b>22</b>	<b>13</b>	<b>6</b>	<b>54</b>	<b>52</b>	<b>2</b>	<b>5</b>	<b>75</b>	<b>17</b>		<b>2</b>	<b>5</b>	<b>101</b>	<b>5</b>	<b>14</b>	<b>6</b>	<b>41</b>	<b>11</b>	<b>23</b>	<b>11</b>	<b>10</b>		<b>12</b>	<b>2</b>	<b>12</b>	<b>1</b>	<b>17</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>38</b>	
<b>TRAINING AND DEVELOPMENT</b>																																										
This organization provided as much initial training as I needed	74	9	69	61	80	92	73	x	53	74	91	77	83	0	76	73	x	100	74	88	0	x	20	74	80	79	100	80	64	70	55	60	0	83	x	75	x	69	x	71	x	76
This organization provides as much ongoing training as I need	82	4	79	82	86	83	73	x	79	83	91	69	83	0	83	80	x	100	78	94	0	x	60	82	80	79	100	85	82	77	73	70	0	92	x	91	x	88	x	71	x	79
This organization provides the information, equipment and resources I need to do my job well	91	3	93	72	100	83	91	x	79	95	95	77	100	0	93	88	x	100	92	100	0	x	60	90	100	93	83	98	73	87	91	70	0	83	x	92	x	100	x	86	x	95
My company clearly tells me what is expected for advancement	74	9	69	61	80	92	73	x	53	74	91	77	83	0	76	73	x	100	74	88	0	x	20	74	80	79	100	80	64	70	55	60	0	83	x	75	x	69	x	71	x	76
I trust what the company tells me it takes to advance my career	76	18	79	61	86	67	73	x	63	77	91	69	67	0	78	75	x	100	77	76	0	x	40	76	80	71	67	80	45	83	91	40	0	92	x	83	x	65	x	57	x	87
This organization provides training or experiences to help me explore other opportunities within the company	74	10	67	61	86	67	82	x	56	71	95	69	83	0	74	74	x	100	73	82	0	x	20	74	80	69	100	88	64	61	50	60	0	91	x	50	x	82	x	71	x	76
There is room for me to advance at this organization	91	3	93	72	100	83	91	x	79	95	95	77	100	0	93	88	x	100	92	100	0	x	60	90	100	93	83	98	73	87	91	70	0	83	x	92	x	100	x	86	x	95
I trust that if I do good work, my company may increase my pay	82	4	79	82	86	83	73	x	79	83	91	69	83	0	83	80	x	100	78	94	0	x	60	82	80	79	100	85	82	77	73	70	0	92	x	91	x	88	x	71	x	79
I trust that if I do good work, my company may consider me for a promotion	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	87
<b>Training and Development - AVERAGE</b>	<b>80</b>	<b>7</b>	<b>79</b>	<b>69</b>	<b>88</b>	<b>81</b>	<b>78</b>	<b>x</b>	<b>67</b>	<b>82</b>	<b>93</b>	<b>73</b>	<b>85</b>	<b>0</b>	<b>82</b>	<b>79</b>	<b>x</b>	<b>100</b>	<b>80</b>	<b>90</b>	<b>0</b>	<b>x</b>	<b>43</b>	<b>80</b>	<b>85</b>	<b>80</b>	<b>92</b>	<b>87</b>	<b>68</b>	<b>76</b>	<b>72</b>	<b>63</b>	<b>0</b>	<b>87</b>	<b>x</b>	<b>81</b>	<b>x</b>	<b>82</b>	<b>x</b>	<b>73</b>	<b>x</b>	<b>83</b>
<b>PAY AND BENEFITS</b>																																										
My pay is fair for the work I perform	76	18	79	61	86	67	73	x	63	77	91	69	67	0	78	75	x	100	77	76	0	x	40	76	80	71	67	80	45	83	91	40	0	92	x	83	x	65	x	57	x	87
Overall, I'm satisfied with this organization's benefits package	89	1	92	72	97	92	82	x	83	91	95	85	83	0	90	88	x	100	89	94	0	x	60	90	67	79	83	92	91	91	90	90	0	92	x	100	x	65	x	86	x	97
I'm satisfied with the amount of vacation or Paid Time Off	89	1	88	78	94	92	91	x	78	90	100	85	100	0	88	90	x	100	91	81	0	x	60	90	67	79	100	92	80	95	80	90	0	100	x	91	x	71	x	57	x	97
I'm satisfied with the sick leave policy	89	1	96	78	91	83	91	x	83	90	91	85	100	0	90	88	x	100	92	81	0	x	60	90	67	79	83	87	91	100	89	90	0	92	x	100	x	69	x	71	x	94
I'm satisfied with the amount of healthcare paid for	74	9	69	61	80	92	73	x	53	74	91	77	83	0	76	73	x	100	74	88	0	x	20	74	80	79	100	80	64	70	55	60	0	83	x	75	x	69	x	71	x	76
I'm satisfied with the dental benefits	76	18	79	61	86	67	73	x	63	77	91	69	67	0	78	75	x	100	77	76	0	x	40	76	80	71	67	80	45	83	91	40	0	92	x	83	x	65	x	57	x	87
I'm satisfied with the vision care benefits	88	1	92	69	94	89	82	x	86	87	100	70	80	0	89	86	x	100	85	100	0	x	50	88	67	79	100	85	91	94	88	89	0	100	x	100	x	58	x	86	x	91
I'm satisfied with the 401k or 403b plan	91	3	93	72	100	83	91	x	79	95	95	77	100	0	93	88	x	100	92	100	0	x	60	90	100	93	83	98	73	87	91	70	0	83	x	92	x	100	x	86	x	95
I'm satisfied with the retirement plan benefits	82	4	79	82	86	83	73	x	79	83	91	69	83	0	83	80	x	100	78	94	0	x	60	82	80	79	100	85	82	77	73	70	0	92	x	91	x	88	x	71	x	79
I'm satisfied with the life insurance benefits	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	87
I'm satisfied with the disability benefits	92	2	97	89	86	92	100	x	95	84	100	92	100	0	91	92	x	100	91	88	0	x	100	91	100	79	100	90	100	96	91	90	0	92	x	92	x	94	x	100	x	89
I'm satisfied with the tuition reimbursement benefits	90	5	97	83	89	75	100	x	84	88	95	85	100	0	91	88	x	100	89	88	0	x	80	89	100	86	83	93	82	91	91	70	0	92	x	92	x	100	x	86	x	92
<b>Pay and Benefits - AVERAGE</b>	<b>85</b>	<b>5</b>	<b>89</b>	<b>73</b>	<b>90</b>	<b>83</b>	<b>86</b>	<b>x</b>	<b>78</b>	<b>85</b>	<b>95</b>	<b>79</b>	<b>89</b>	<b>0</b>	<b>86</b>	<b>84</b>	<b>x</b>	<b>98</b>	<b>85</b>	<b>88</b>	<b>0</b>	<b>x</b>	<b>59</b>	<b>85</b>	<b>82</b>	<b>80</b>	<b>87</b>	<b>87</b>	<b>78</b>	<b>88</b>	<b>85</b>	<b>74</b>	<b>0</b>	<b>92</b>	<b>x</b>	<b>90</b>	<b>x</b>	<b>77</b>	<b>x</b>	<b>76</b>	<b>x</b>	<b>89</b>
<b>OVERALL ENGAGEMENT</b>																																										
Overall, I am satisfied with this organization as an employer	92	3	93	83	94	92	100	x	84	98	91	85	100	0	93	92	x	100	95	88	0	x	60	92	100	100	83	95	82	91	91	80	0	92	x	92	x	94	x	86	x	95
I am willing to give extra effort to help my company succeed	90	5	97	83	89	75	100	x	84	88	95	85	100	0	91	88	x	100	89	88	0	x	80	89	100	86	83	93	82	91	91	70	0	92	x	92	x	100	x	86	x	92
I plan to continue my career with my company for at least 2 more years	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	95
I would recommend my company's products / services to a friend	94	1	96	83	94	100	100	x	84	97	95	92	100	0	96	92	x	80	96	94	0	x	80	95	80	93	83	95	91	100	88	100	0	92	x	100	x	88	x	86	x	94
I would recommend employment at this organization to a friend	94	0	97	89	97	92	91	x	84	100	100	77	100	0	96	92	x	100	97	94	0	x	40	94	100	93	100	98	82	96	91	80	0	100	x	100	x	94	x	71	x	97
<b>Overall Engagement - AVERAGE</b>	<b>92</b>	<b>2</b>	<b>95</b>	<b>83</b>	<b>94</b>	<b>92</b>	<b>95</b>	<b>x</b>	<b>83</b>	<b>96</b>	<b>96</b>	<b>85</b>	<b>93</b>	<b>0</b>	<b>93</b>	<b>91</b>	<b>x</b>	<b>96</b>	<b>94</b>	<b>92</b>	<b>0</b>	<b>x</b>	<b>64</b>	<b>92</b>	<b>92</b>	<b>89</b>	<b>87</b>	<b>95</b>	<b>85</b>	<b>95</b>	<b>90</b>	<b>78</b>	<b>0</b>	<b>93</b>	<b>x</b>	<b>97</b>	<b>x</b>	<b>94</b>	<b>x</b>	<b>83</b>	<b>x</b>	<b>95</b>
<b>SURVEY AVERAGE</b>	<b>90</b>	<b>3</b>	<b>91</b>	<b>81</b>	<b>93</b>	<b>87</b>	<b>91</b>	<b>x</b>	<b>83</b>	<b>91</b>	<b>96</b>	<b>83</b>	<b>95</b>	<b>0</b>	<b>90</b>	<b>89</b>	<b>x</b>	<b>98</b>	<b>91</b>	<b>92</b>	<b>0</b>	<b>x</b>	<b>62</b>	<b>90</b>	<b>91</b>	<b>88</b>	<b>92</b>	<b>93</b>	<b>81</b>	<b>91</b>	<b>87</b>	<b>78</b>	<b>0</b>	<b>94</b>	<b>x</b>	<b>92</b>	<b>x</b>	<b>89</b>	<b>x</b>	<b>81</b>	<b>x</b>	<b>92</b>