

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
	LEADERSHIP AND PLANNING					
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%
Leadership and Planning - AVERAGE	95%	80%	89%	83%	90%	81%
CORPORATE CULTURE AND COMMUNICATIONS						
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%	89%
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%
Corporate Culture and Communications - AVERAGE	94%	82%	89%	81%	90%	80%
ROLE SATISFACTION						
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%	93%	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%	93%	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%	82%
Role Satisfaction - AVERAGE	95%	85%	91%	87%	92%	86%
WORK ENVIRONMENT						
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%	85%
I feel physically safe in my work environment	99%	98%	98%	94%	98%	96%
Work Environment - AVERAGE	97%	94%	95%	91%	95%	91%
RELATIONSHIP WITH SUPERVISOR						
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%
Relationship with Supervisor - AVERAGE	96%	85%	92%	88%	93%	87%
TRAINING, DEVELOPMENT AND RESOURCES						
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%
Training, Development and Resources - AVERAGE	89%	75%	83%	75%	84%	74%
PAY AND BENEFITS						
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%
Pay and Benefits - AVERAGE	86%	81%	88%	77%	88%	75%
OVERALL EMPLOYEE ENGAGEMENT						
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%	88%	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%	95%	91%	95%	90%
I would recommend working here to a friend	95%	82%	93%	87%	93%	85%
Overall Employee Engagement - AVERAGE	93%	84%	91%	84%	92%	83%
SURVEY AVERAGE	93%	83%	90%	83%	91%	82%

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