

# Employee Benchmark Report

## Best Companies Group

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	Percentage of Positive Responses Small Category		Percentage of Positive Responses Medium Category		Percentage of Positive Responses Large Category		Percentage of Positive Responses All Categories	
	All Small Category Participants	Small Category Companies that made the list	All Medium Category Participants	Medium Category Companies that made the list	All Large Category Participants	Large Category Companies that made the list	All Companies that participated	All Companies that made the list
<b>LEADERSHIP AND PLANNING</b>								
I have confidence in the leadership of this organization	93%	95%	90%	94%	90%	92%	90%	93%
The leaders of this organization care about employees' well being	90%	92%	88%	94%	88%	92%	88%	92%
There is adequate planning of corporate objectives	94%	95%	89%	94%	88%	90%	89%	92%
There is adequate follow-through of corporate objectives	87%	90%	83%	90%	82%	85%	83%	87%
There is adequate planning of departmental objectives	84%	87%	81%	88%	81%	85%	81%	86%
There is adequate follow-through of departmental objectives	88%	90%	84%	89%	82%	86%	83%	87%
The leaders of this organization are open to input from employees	86%	89%	81%	87%	81%	84%	81%	85%
<b>Leadership and Planning - AVERAGE</b>	<b>89%</b>	<b>91%</b>	<b>85%</b>	<b>91%</b>	<b>85%</b>	<b>88%</b>	<b>85%</b>	<b>89%</b>
<b>CORPORATE CULTURE AND COMMUNICATIONS</b>								
This organization's corporate communications are frequent enough	90%	92%	84%	91%	87%	92%	86%	92%
This organization's corporate communications are detailed enough	89%	92%	89%	91%	86%	91%	85%	90%
I have a good understanding of how this organization is doing financially	83%	87%	84%	94%	85%	84%	85%	90%
I can trust what this organization tells me	93%	93%	87%	93%	88%	91%	88%	92%
This organization treats me like a person, not a number	95%	96%	91%	95%	88%	90%	89%	92%
This organization gives enough recognition for work that is well done	89%	91%	81%	88%	78%	82%	80%	84%
Staffing levels are adequate to provide quality products/services	85%	84%	74%	81%	73%	77%	75%	78%
Quality is a top priority with this organization	97%	98%	89%	93%	89%	92%	90%	93%
Safety is a top priority with this organization	95%	96%	87%	90%	89%	89%	88%	90%
I believe there is a spirit of cooperation at this organization	95%	95%	87%	94%	87%	90%	88%	91%
Employees are treated fairly here, regardless of race, gender, religion or sexual orientation	95%	94%	92%	95%	92%	94%	92%	95%
I like the people I work with at this organization	98%	98%	94%	97%	94%	96%	94%	96%
Changes that may affect me are communicated to me prior to implementation	98%	98%	94%	97%	94%	96%	94%	96%
<b>Corporate Culture and Communications - AVERAGE</b>	<b>92%</b>	<b>93%</b>	<b>87%</b>	<b>92%</b>	<b>87%</b>	<b>90%</b>	<b>87%</b>	<b>91%</b>
<b>ROLE SATISFACTION</b>								
I like the type of work that I do	93%	93%	87%	91%	90%	91%	89%	91%
I am given enough authority to make decisions I need to make	91%	94%	86%	92%	84%	86%	85%	88%
I believe my job is secure	96%	97%	90%	97%	95%	94%	94%	95%
Deadlines at this organization are realistic	76%	77%	66%	73%	66%	69%	66%	71%
I feel I am valued at this organization	68%	69%	59%	68%	61%	63%	60%	64%
I feel part of a team working toward a shared goal	87%	90%	78%	82%	78%	79%	78%	81%
I am able to maintain a reasonable balance between work and my personal life	90%	92%	85%	90%	84%	86%	85%	88%
My job makes good use of my skills and abilities	73%	74%	69%	76%	72%	75%	71%	74%
I have a clear understanding of my job role	92%	94%	88%	94%	88%	90%	88%	91%
I understand the importance of my role to the success of the organization	96%	97%	95%	97%	96%	96%	95%	96%
<b>Role Satisfaction - AVERAGE</b>	<b>86%</b>	<b>88%</b>	<b>81%</b>	<b>86%</b>	<b>81%</b>	<b>83%</b>	<b>81%</b>	<b>84%</b>
<b>WORK ENVIRONMENT</b>								
My physical working conditions are good	97%	97%	90%	92%	92%	93%	91%	93%
My general work area is adequately lit	97%	96%	88%	89%	92%	94%	91%	92%
My general work area is adequately heated/cooled	91%	92%	75%	80%	85%	88%	82%	85%
My general work area is adequately clean	98%	97%	88%	89%	90%	91%	89%	91%
There is adequate noise control to allow me to focus on my work	88%	90%	78%	80%	82%	83%	81%	82%
I feel physically safe in my work environment	99%	99%	94%	96%	95%	97%	95%	96%
<b>Work Environment - AVERAGE</b>	<b>95%</b>	<b>95%</b>	<b>85%</b>	<b>87%</b>	<b>89%</b>	<b>91%</b>	<b>88%</b>	<b>90%</b>
<b>RELATIONSHIP WITH SUPERVISOR</b>								
My supervisor treats me fairly	96%	97%	92%	95%	92%	94%	92%	94%
My supervisor treats me with respect	95%	95%	92%	95%	93%	94%	93%	94%
My supervisor handles my work-related issues satisfactorily	93%	94%	86%	92%	90%	91%	89%	91%
My supervisor handles my personal issues satisfactorily	94%	95%	87%	89%	86%	87%	87%	88%
My supervisor acknowledges when I do my work well	90%	91%	87%	91%	86%	86%	86%	87%
My supervisor tells me when my work needs improvement	90%	91%	87%	90%	86%	88%	87%	89%
My supervisor is open to hearing my opinion or feedback	92%	94%	88%	91%	91%	93%	90%	92%
My supervisor helps me develop to my fullest potential	86%	89%	79%	83%	80%	82%	80%	82%
I can trust what my supervisor tells me	93%	95%	87%	90%	88%	89%	88%	90%
<b>Relationship with Supervisor - AVERAGE</b>	<b>92%</b>	<b>93%</b>	<b>88%</b>	<b>91%</b>	<b>88%</b>	<b>89%</b>	<b>88%</b>	<b>90%</b>
<b>TRAINING AND DEVELOPMENT</b>								
This organization provided as much initial training as I needed	83%	85%	72%	77%	77%	80%	76%	80%
This organization provides as much ongoing training as I need	87%	88%	76%	84%	80%	83%	79%	83%
This organization provides the information, equipment and resources I need to do my job well	93%	94%	85%	89%	85%	89%	86%	89%
My company clearly tells me what is expected for advancement	78%	79%	65%	73%	70%	73%	69%	73%
I trust what the company tells me it takes to advance my career	79%	83%	69%	78%	70%	74%	70%	75%
This organization provides training or experiences to help me explore other opportunities within the company	80%	80%	68%	75%	72%	75%	71%	75%
There is room for me to advance at this organization	79%	80%	66%	76%	72%	76%	71%	76%
I trust that if I do good work, my company may increase my pay	79%	80%	68%	76%	72%	76%	71%	76%
I trust that if I do good work, my company may consider me for a promotion	84%	87%	81%	86%	85%	90%	84%	88%
<b>Training and Development - AVERAGE</b>	<b>80%</b>	<b>82%</b>	<b>70%</b>	<b>78%</b>	<b>74%</b>	<b>78%</b>	<b>73%</b>	<b>78%</b>
<b>PAY AND BENEFITS</b>								
My pay is fair for the work I perform	84%	86%	78%	82%	81%	85%	80%	83%
Overall, I'm satisfied with this organization's benefits package	96%	97%	92%	95%	92%	94%	92%	94%
I'm satisfied with the amount of vacation or Paid Time Off	95%	96%	92%	95%	93%	94%	93%	94%
I'm satisfied with the sick leave policy	93%	94%	89%	92%	90%	91%	89%	91%
I'm satisfied with the amount of healthcare paid for	94%	95%	87%	89%	86%	87%	87%	88%
I'm satisfied with the dental benefits	90%	91%	87%	91%	86%	86%	86%	87%
I'm satisfied with the vision care benefits	91%	91%	87%	90%	87%	88%	87%	89%
I'm satisfied with the 401k or 403b plan	92%	94%	88%	91%	89%	93%	90%	92%
I'm satisfied with the retirement plan benefits	86%	89%	79%	83%	80%	82%	80%	82%
I'm satisfied with the life insurance benefits	93%	94%	85%	89%	85%	89%	86%	89%
I'm satisfied with the disability benefits	78%	79%	65%	73%	70%	73%	69%	73%
I'm satisfied with the tuition reimbursement benefits	79%	83%	69%	78%	70%	74%	70%	75%
<b>Pay and Benefits - AVERAGE</b>	<b>82%</b>	<b>84%</b>	<b>74%</b>	<b>80%</b>	<b>78%</b>	<b>82%</b>	<b>77%</b>	<b>82%</b>
<b>OVERALL ENGAGEMENT</b>								
Overall, I am satisfied with this organization as an employer	89%	91%	77%	83%	84%	86%	81%	85%
I am willing to give extra effort to help my company succeed	87%	89%	59%	68%	71%	73%	67%	71%
I plan to continue my career with my company for at least 2 more years	81%	82%	63%	66%	77%	80%	71%	75%
I would recommend my company's products / services to a friend	80%	81%	63%	68%	76%	78%	70%	74%
I would recommend employment at this organization to a friend	67%	71%	46%	56%	59%	64%	53%	60%
<b>Overall Engagement - AVERAGE</b>	<b>86%</b>	<b>87%</b>	<b>76%</b>	<b>81%</b>	<b>80%</b>	<b>83%</b>	<b>79%</b>	<b>82%</b>
<b>SURVEY AVERAGE</b>	<b>88%</b>	<b>89%</b>	<b>81%</b>	<b>86%</b>	<b>83%</b>	<b>86%</b>	<b>82%</b>	<b>86%</b>

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