

2023 Sample Company Gap Analysis Report



Best Companies Group

	Percentage of Positive Responses Large Employers (250 or more US Employees)	Percentage of Positive Responses	GAP		Percentage of Positive Responses Large Employers (250 or more US Employees)	Percentage of Positive Responses	GAP
	Top 5 Large Employers Winners	Sample Company			Top 10 Large Employers Winners	Sample Company	
LEADERSHIP							
I understand the long-term strategy of this organization	99%	93%	6%		96%	93%	3%
I have confidence in the leadership of this organization	98%	92%	6%		97%	92%	5%
The leaders of this organization care about their employees' well being	99%	94%	5%		97%	94%	3%
Senior leaders live the core values of the organization	98%	94%	4%		95%	94%	1%
The leaders of this organization are open to input from employees	98%	92%	6%		93%	92%	2%
Leadership - AVERAGE	98%	93%	6%		96%	92%	3%
CORPORATE CULTURE AND COMMUNICATIONS							
This organization's corporate communications are frequent enough	99%	93%	6%		96%	93%	4%
This organization's corporate communications are detailed enough	99%	92%	7%		96%	92%	4%
This organization effectively communicates its progress towards meeting departmental goals	99%	91%	8%		95%	91%	5%
I have a good understanding of how this organization is doing financially	96%	91%	6%		95%	91%	4%
I can trust what this organization tells me	98%	90%	8%		96%	90%	6%
This organization treats me like a person, not a number	97%	94%	4%		95%	94%	1%
This organization gives me enough recognition for work that is well done	95%	90%	6%		92%	90%	3%
Staffing levels are adequate to provide quality products/services	94%	91%	12%		87%	81%	6%
Quality is a top priority with this organization	97%	86%	11%		96%	86%	10%
Safety is a top priority with this organization	99%	95%	4%		98%	95%	3%
I believe there is a spirit of cooperation within this organization	99%	92%	7%		96%	92%	4%
My employer enables a culture of diversity	99%	95%	4%		97%	95%	2%
This organization makes a strong effort to minimize discrimination	99%	93%	6%		98%	93%	4%
I like the people I work with at this organization	98%	96%	2%		98%	96%	2%
All this organization, employees have fun at work	98%	93%	5%		94%	93%	1%
I feel I can express my honest opinions without fear of negative consequences	96%	89%	10%		90%	85%	4%
Changes that may affect me are communicated to me prior to implementation	94%	83%	12%		89%	83%	7%
Corporate Culture and Communications - AVERAGE	97%	90%	7%		95%	90%	4%
ROLE SATISFACTION							
I like the type of work that I do	97%	95%	2%		96%	95%	2%
I am given enough authority to make decisions I need to make	96%	93%	3%		94%	93%	1%
I believe my job is secure	96%	91%	5%		95%	91%	4%
Deadlines at this organization are realistic	96%	88%	7%		94%	88%	6%
I feel I am valued in this organization	96%	92%	5%		93%	92%	2%
I feel part of a team working toward a shared goal	97%	93%	4%		96%	93%	3%
I am able to maintain a reasonable balance between work and my personal life	99%	89%	10%		92%	86%	6%
My job makes good use of my skills and abilities	97%	91%	7%		95%	91%	4%
I have a clear understanding of my job role	98%	94%	4%		97%	94%	3%
I understand the importance of my role to the success of the organization	99%	96%	3%		97%	96%	2%
Most days, I feel I have made progress at work	97%	93%	4%		96%	93%	2%
Role Satisfaction - AVERAGE	96%	92%	5%		95%	92%	3%
WORK ENVIRONMENT							
My physical working conditions are good	99%	96%	3%		98%	96%	3%
My general work area is adequately heated/cooled	99%	92%	7%		92%	91%	4%
There is adequate noise control to allow me to focus on my work	96%	88%	9%		95%	88%	8%
My workspace has adequate privacy for me to do my job	97%	88%	9%		95%	88%	7%
I feel physically safe in my work environment	100%	95%	5%		99%	95%	4%
Work Environment - AVERAGE	98%	92%	7%		97%	92%	5%
RELATIONSHIP WITH SUPERVISOR							
My supervisor treats me fairly	98%	95%	2%		96%	95%	1%
My supervisor treats me with respect	97%	95%	2%		95%	94%	2%
My supervisor handles my work-related issues satisfactorily	98%	94%	3%		96%	94%	1%
My supervisor handles my personal issues satisfactorily	97%	95%	2%		96%	95%	1%
My supervisor acknowledges when I do my work well	96%	92%	4%		95%	92%	3%
My supervisor lets me know when my work needs improvement	97%	92%	4%		96%	92%	3%
My supervisor is open to hearing my opinion or feedback	96%	93%	3%		96%	93%	3%
My supervisor wants me to develop to my fullest potential	99%	93%	6%		96%	93%	2%
I feel I can trust what my supervisor tells me	97%	91%	6%		95%	91%	4%
Relationship with Supervisor - AVERAGE	97%	94%	4%		96%	94%	2%
TRAINING, DEVELOPMENT AND RESOURCES							
This organization provided as much initial training as I needed	92%	83%	9%		92%	83%	9%
This organization provides as much ongoing training as I need	94%	87%	7%		93%	87%	6%
This organization provides the technology, equipment and resources I need to do my job well	99%	95%	4%		96%	95%	1%
The computer or other hardware I use to do my job is dependable	100%	94%	6%		96%	94%	2%
The software and program applications I use to do my job are adequate	100%	93%	7%		93%	93%	1%
Technology issues are resolved in a timely manner	99%	97%	2%		97%	97%	-1%
Technology issues affecting my work are communicated to me in a timely manner	100%	96%	4%		97%	96%	1%
This organization helps me pursue a career path that aligns with my skills and interests	98%	89%	10%		94%	89%	5%
This organization encourages me to develop professionally and/or acquire new skills	98%	91%	7%		94%	91%	3%
If I do good work, I will be rewarded	95%	89%	6%		90%	89%	1%
Training, Development and Resources - AVERAGE	97%	91%	6%		94%	91%	3%
PAY AND BENEFITS							
My pay is fair for the work I perform	94%	87%	8%		86%	87%	0%
Overall, I'm satisfied with this organization's benefits package	96%	92%	4%		91%	92%	0%
I'm satisfied with the amount of vacation (or Paid Time Off)	97%	87%	10%		87%	87%	0%
I'm satisfied with the sick leave policy	96%	83%	13%		83%	83%	10%
I'm satisfied with the amount of healthcare paid for	95%	84%	11%		88%	84%	4%
I'm satisfied with the dental benefits	95%	86%	9%		93%	86%	7%
I'm satisfied with the vision care benefits	96%	87%	9%		93%	87%	6%
I'm satisfied with the retirement plan benefits	97%	89%	8%		95%	89%	6%
I'm satisfied with the life insurance benefits	97%	89%	8%		95%	89%	6%
I'm satisfied with the disability benefits	96%	88%	8%		94%	88%	6%
I'm satisfied with the tuition reimbursement benefits	96%	85%	11%		91%	85%	6%
Pay and Benefits - AVERAGE	96%	87%	9%		92%	87%	5%
OVERALL ENGAGEMENT							
Overall, I am very satisfied with my employer	97%	95%	2%		97%	95%	2%
Most days, I look forward to going to work	95%	91%	4%		91%	91%	0%
My job provides me with a sense of meaning and purpose	97%	91%	6%		92%	91%	2%
I am proud to work for this organization	97%	96%	2%		96%	96%	1%
I feel this organization has created an environment where I can do my best work	98%	92%	6%		95%	92%	3%
I am willing to give extra effort to help this organization succeed	96%	90%	6%		97%	96%	0%
I plan to continue my career with this organization for at least two more years	96%	94%	3%		95%	94%	2%
I would recommend this organization's products/services to a friend	98%	94%	4%		97%	94%	3%
I would recommend working here to a friend	97%	94%	3%		96%	94%	2%
Overall Engagement - AVERAGE	97%	94%	3%		95%	94%	2%
SURVEY AVERAGE	97%	92%	6%		95%	92%	4%

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