



## Employee Benchmark Report

### Best Companies Group >>>

	Percentage of Positive Responses Small Employers (15-49 US Employees)		Percentage of Positive Responses Medium Employers (50-249 US Employees)		Percentage of Positive Responses Large Employers (250 or more US Employees)		Percentage of Positive Responses All Size Categories	
	Small Employers that made the list	Small Employers not on the list	Medium Employers that made the list	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
<b>LEADERSHIP</b>								
Understand the long-term strategy of this organization	89%	81%	88%	77%	88%	79%	88%	79%
Have confidence in the leadership of this organization	90%	72%	89%	71%	86%	77%	88%	76%
The leaders of this organization care about their employees' well-being	93%	81%	90%	74%	86%	77%	89%	77%
Senior leaders live the core values of the organization	91%	78%	88%	71%	85%	77%	87%	75%
The leaders of this organization are open to input from employees	89%	86%	86%	69%	84%	73%	86%	72%
<b>Leadership - AVERAGE</b>	<b>90%</b>	<b>76%</b>	<b>88%</b>	<b>72%</b>	<b>86%</b>	<b>77%</b>	<b>88%</b>	<b>76%</b>
<b>CORPORATE CULTURE AND COMMUNICATIONS</b>								
This organization's corporate communications are frequent enough	86%	69%	85%	66%	83%	77%	84%	75%
This organization's corporate communications are detailed enough	74%	64%	84%	63%	83%	75%	83%	73%
This organization effectively communicates its progress toward meeting departmental goals	86%	63%	85%	71%	83%	77%	84%	75%
I have a good understanding of how this organization is doing financially	84%	88%	85%	65%	81%	79%	83%	76%
I can tell what this organization tells me	83%	83%	86%	63%	83%	72%	85%	70%
This organization treats me like a person, not a number	93%	72%	91%	75%	85%	73%	88%	73%
This organization gives me enough recognition for work that is well done	83%	59%	80%	60%	76%	68%	78%	67%
Quality levels are adequate to provide quality products/services	78%	47%	71%	54%	69%	52%	71%	52%
Quality is a top priority with this organization	92%	69%	90%	75%	87%	71%	89%	71%
Safety is a top priority with this organization	93%	78%	92%	84%	85%	72%	92%	85%
There is a spirit of cooperation within this organization	88%	78%	85%	71%	85%	75%	87%	75%
All employees embrace a culture of diversity	87%	84%	88%	77%	86%	78%	88%	84%
This organization makes a strong effort to minimize discrimination	91%	84%	90%	80%	91%	85%	91%	85%
I like the people I work with at this organization	95%	97%	95%	87%	93%	93%	94%	92%
All this organization, employees have fun at work	87%	72%	87%	87%	82%	68%	85%	68%
I feel I can express my honest opinion without fear of negative consequences	89%	72%	81%	74%	86%	78%	89%	73%
Changes that may affect me are communicated to me prior to implementation	81%	56%	77%	53%	75%	65%	76%	63%
<b>Corporate Culture and Communications - AVERAGE</b>	<b>87%</b>	<b>72%</b>	<b>86%</b>	<b>69%</b>	<b>83%</b>	<b>75%</b>	<b>85%</b>	<b>74%</b>
<b>ROLE SATISFACTION</b>								
I like the type of work that I do	93%	87%	93%	89%	91%	85%	92%	86%
I am given enough authority to make decisions I need to make	89%	91%	88%	78%	86%	84%	87%	83%
I believe my job is secure	89%	75%	77%	87%	87%	82%	88%	81%
Diversity at this organization are realistic	87%	81%	86%	77%	84%	73%	86%	74%
I feel I am valued in this organization	89%	86%	89%	72%	82%	73%	84%	73%
I feel part of a team working toward a shared goal	90%	72%	89%	79%	87%	82%	88%	81%
I am able to maintain a reasonable balance between work and my personal life	89%	72%	85%	79%	83%	78%	85%	79%
My job makes good use of my skills and abilities	91%	81%	86%	85%	87%	81%	89%	82%
I have a clear understanding of my job role	81%	80%	83%	90%	80%	80%	83%	80%
Understand the importance of my role to the success of the organization	93%	91%	93%	87%	92%	87%	93%	87%
Most days, I feel I have made progress at work	92%	78%	80%	82%	88%	79%	89%	80%
<b>Role Satisfaction - AVERAGE</b>	<b>90%</b>	<b>81%</b>	<b>89%</b>	<b>81%</b>	<b>87%</b>	<b>81%</b>	<b>89%</b>	<b>81%</b>
<b>WORK ENVIRONMENT</b>								
My physical working conditions are good	94%	91%	93%	83%	90%	86%	92%	85%
My general work area is adequately heated/cooled	80%	84%	85%	69%	81%	80%	83%	78%
There is adequate noise control to allow me to focus on my work	88%	75%	85%	73%	82%	76%	84%	76%
My workspace has adequate privacy for me to do my job	89%	88%	89%	78%	86%	78%	83%	77%
I feel physically safe in my work environment	97%	91%	96%	94%	94%	92%	95%	92%
<b>Work Environment - AVERAGE</b>	<b>91%</b>	<b>86%</b>	<b>89%</b>	<b>78%</b>	<b>86%</b>	<b>82%</b>	<b>88%</b>	<b>82%</b>
<b>RELATIONSHIP WITH SUPERVISOR</b>								
My supervisor treats me fairly	94%	78%	93%	84%	90%	92%	92%	86%
My supervisor treats me with respect	94%	78%	93%	84%	92%	93%	92%	86%
My supervisor handles my work-related issues satisfactorily	92%	90%	90%	78%	87%	88%	89%	86%
My supervisor handles my personal issues satisfactorily	93%	72%	92%	80%	89%	91%	91%	86%
My supervisor acknowledges when I do my work well	90%	78%	89%	76%	87%	86%	88%	85%
My supervisor tells me when my work needs improvement	91%	81%	90%	89%	89%	90%	90%	88%
My supervisor is open to hearing my opinion or feedback	92%	81%	91%	80%	88%	90%	90%	88%
My supervisor wants me to develop to my fullest potential	91%	81%	91%	81%	88%	89%	90%	87%
I feel I can trust what my supervisor tells me	91%	78%	90%	75%	87%	85%	89%	85%
<b>Relationship with Supervisor - AVERAGE</b>	<b>92%</b>	<b>78%</b>	<b>91%</b>	<b>80%</b>	<b>89%</b>	<b>90%</b>	<b>90%</b>	<b>88%</b>
<b>TRAINING, DEVELOPMENT AND RESOURCES</b>								
This organization provided as much initial training as I needed	83%	72%	80%	65%	81%	68%	81%	68%
This organization provides as much ongoing training as I need	85%	69%	84%	69%	84%	71%	84%	70%
This organization provides the technology, equipment and resources I need to do my job well	92%	78%	89%	76%	87%	78%	88%	75%
The computer or other hardware I use to do my job is dependable	90%	84%	87%	72%	84%	75%	86%	75%
The software and program applications I use to do my job are adequate	89%	88%	86%	67%	83%	71%	85%	70%
Technology issues are resolved in a timely manner	89%	78%	86%	69%	84%	67%	85%	68%
Technology issues affecting my work are communicated to me in a timely manner	89%	81%	87%	67%	85%	70%	86%	70%
This organization helps me pursue a career path that aligns with my skills and interests	87%	85%	85%	69%	81%	72%	83%	71%
This organization encourages me to develop professionally and/or acquire new skills	89%	84%	88%	72%	85%	77%	86%	77%
If I do good work, I will be rewarded	89%	80%	89%	53%	82%	65%	74%	63%
<b>Training, Development and Resources - AVERAGE</b>	<b>87%</b>	<b>76%</b>	<b>88%</b>	<b>68%</b>	<b>83%</b>	<b>71%</b>	<b>84%</b>	<b>71%</b>
<b>PAY AND BENEFITS</b>								
My pay is fair for the work I perform	78%	53%	75%	54%	71%	63%	74%	61%
Overall, I am satisfied with the organization's benefits package	85%	69%	85%	62%	84%	78%	85%	76%
I'm satisfied with the amount of vacation (Paid Time Off)	83%	61%	83%	63%	84%	78%	83%	75%
I'm satisfied with the sick leave policy	82%	79%	81%	62%	81%	75%	81%	72%
I'm satisfied with the amount of healthcare paid for	89%	78%	89%	54%	77%	74%	78%	70%
I'm satisfied with the dental benefits	83%	69%	81%	68%	81%	70%	81%	75%
I'm satisfied with the vision care benefits	82%	74%	80%	60%	81%	79%	81%	75%
I'm satisfied with the retirement plan benefits	87%	79%	88%	68%	85%	78%	87%	76%
I'm satisfied with the life insurance benefits	82%	76%	85%	66%	84%	79%	84%	77%
I'm satisfied with the disability benefits	81%	63%	83%	61%	82%	77%	82%	74%
I'm satisfied with the tuition reimbursement benefits	70%	74%	75%	52%	75%	70%	74%	67%
<b>Pay and Benefits - AVERAGE</b>	<b>81%</b>	<b>69%</b>	<b>81%</b>	<b>60%</b>	<b>81%</b>	<b>76%</b>	<b>81%</b>	<b>73%</b>
<b>OVERALL ENGAGEMENT</b>								
Overall, I am very satisfied with my employer	93%	78%	93%	80%	92%	85%	93%	84%
Most days, I look forward to going to work	85%	66%	86%	71%	83%	71%	84%	71%
My job provides me with a sense of meaning and purpose	87%	77%	87%	77%	85%	73%	86%	74%
I am proud to work for this organization	92%	78%	92%	79%	91%	80%	92%	80%
I feel this organization has created an environment where I can do my best work	89%	72%	87%	73%	86%	74%	87%	74%
I am willing to give extra effort to help this organization succeed	95%	78%	94%	86%	93%	85%	94%	85%
I plan to continue my career with this organization for at least two more years	89%	91%	89%	86%	89%	83%	89%	82%
I would recommend this organization's products/services to a friend	84%	84%	89%	82%	89%	82%	91%	89%
I would recommend working here to a friend	85%	68%	89%	73%	88%	79%	88%	77%
<b>Overall Engagement - AVERAGE</b>	<b>90%</b>	<b>77%</b>	<b>90%</b>	<b>77%</b>	<b>89%</b>	<b>79%</b>	<b>89%</b>	<b>79%</b>
<b>SURVEY AVERAGE</b>	<b>89%</b>	<b>77%</b>	<b>87%</b>	<b>73%</b>	<b>85%</b>	<b>79%</b>	<b>87%</b>	<b>78%</b>

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