

## Employee Benchmark Report - Engineering **SAMPLE**



	Percentage of Positive Responses Small Employers (15-99 US Employees)		Percentage of Positive Responses Medium Employers (100-499 US Employees)		Percentage of Positive Responses Large Employers (500 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
Number of Employee Responses	1298	676	2772	1230	1033	710	5103	2616
<b>LEADERSHIP</b>								
Understand the long-term strategy of this organization	94%	86%	95%	93%	96%	89%	95%	90%
I have confidence in the leadership of this organization	95%	89%	96%	93%	96%	87%	96%	90%
The leaders of this organization care about their employees' well-being	97%	89%	95%	94%	95%	86%	95%	91%
Senior leaders live the core values of the organization	96%	87%	95%	93%	94%	87%	95%	90%
The leaders of this organization are open to input from employees	94%	88%	94%	92%	95%	88%	94%	90%
<b>Leadership - AVERAGE</b>	<b>94%</b>	<b>88%</b>	<b>95%</b>	<b>93%</b>	<b>95%</b>	<b>88%</b>	<b>95%</b>	<b>90%</b>
<b>CORPORATE CULTURE AND COMMUNICATIONS</b>								
This organization's corporate communications are frequent enough	94%	86%	95%	93%	97%	93%	96%	91%
This organization's corporate communications are detailed enough	94%	86%	95%	92%	97%	95%	95%	90%
This organization effectively communicates its progress towards meeting departmental goals	91%	82%	92%	90%	94%	87%	92%	87%
I have a good understanding of how this organization is doing financially	90%	78%	93%	90%	95%	83%	93%	85%
I can trust what this organization tells me	96%	89%	95%	93%	96%	89%	96%	90%
This organization treats me like a person, not a number	97%	92%	95%	94%	94%	87%	95%	92%
This organization gives me enough recognition for work that is well done	92%	82%	90%	87%	89%	80%	90%	84%
Staffing levels are adequate to provide quality products/services	86%	76%	85%	84%	85%	76%	85%	80%
Quality is a top priority with this organization	95%	91%	95%	93%	97%	88%	96%	92%
Safety is a top priority with this organization	95%	92%	95%	94%	95%	94%	95%	94%
I believe there is a spirit of cooperation within this organization	96%	87%	95%	91%	96%	89%	95%	89%
My employer enables a culture of diversity	93%	85%	92%	92%	92%	91%	93%	89%
This organization makes a strong effort to minimize discrimination	93%	85%	93%	93%	95%	92%	94%	92%
I like the people I work with at this organization	97%	94%	97%	96%	97%	96%	97%	96%
All this organization employees have fun at work	93%	86%	91%	86%	89%	84%	91%	86%
I feel I can express my honest opinions without fear of negative consequences	91%	82%	90%	89%	90%	87%	89%	87%
Changes that may affect me are communicated to me prior to implementation	88%	76%	87%	85%	88%	81%	88%	82%
<b>Corporate Culture and Communications - AVERAGE</b>	<b>93%</b>	<b>85%</b>	<b>92%</b>	<b>91%</b>	<b>93%</b>	<b>87%</b>	<b>93%</b>	<b>88%</b>
<b>ROLE SATISFACTION</b>								
I like the type of work that I do	96%	95%	97%	95%	95%	95%	96%	95%
I am given enough authority to make decisions I need to make	95%	91%	95%	94%	93%	94%	95%	93%
I believe my job is secure	94%	90%	94%	92%	94%	83%	94%	89%
Deadlines at this organization are realistic	89%	85%	89%	88%	87%	79%	89%	85%
I feel I am valued in this organization	93%	88%	93%	91%	95%	86%	93%	89%
I feel part of a team working toward a shared goal	95%	87%	94%	92%	93%	89%	94%	90%
I am able to maintain a reasonable balance between work and my personal life	90%	80%	90%	91%	86%	86%	89%	87%
My job makes good use of my skills and abilities	94%	88%	95%	93%	93%	91%	94%	91%
I have a clear understanding of my job role	95%	92%	96%	94%	95%	93%	95%	93%
I understand the importance of my role to the success of the organization	96%	93%	95%	95%	95%	95%	94%	94%
Most days, I feel I have made progress at work	95%	91%	95%	92%	94%	93%	95%	92%
<b>Role Satisfaction - AVERAGE</b>	<b>94%</b>	<b>89%</b>	<b>94%</b>	<b>92%</b>	<b>92%</b>	<b>90%</b>	<b>94%</b>	<b>91%</b>
<b>WORK ENVIRONMENT</b>								
My physical working conditions are good	98%	93%	97%	95%	98%	94%	97%	94%
My general work area is adequately heated/cooled	97%	90%	94%	94%	98%	93%	96%	92%
There is adequate noise control to allow me to focus on my work	95%	84%	92%	91%	94%	92%	93%	90%
My workspace has adequate privacy for me to do my job	94%	84%	92%	92%	92%	90%	92%	89%
I feel physically safe in my work environment	99%	95%	98%	98%	98%	97%	98%	97%
<b>Work Environment - AVERAGE</b>	<b>97%</b>	<b>89%</b>	<b>94%</b>	<b>94%</b>	<b>96%</b>	<b>93%</b>	<b>95%</b>	<b>92%</b>
<b>RELATIONSHIP WITH SUPERVISOR</b>								
My supervisor treats me fairly	97%	94%	97%	96%	96%	96%	97%	96%
My supervisor treats me with respect	96%	94%	97%	97%	97%	97%	96%	96%
My supervisor handles my work-related issues satisfactorily	96%	92%	96%	94%	95%	94%	96%	94%
My supervisor handles my personal issues satisfactorily	97%	93%	97%	95%	96%	95%	96%	95%
My supervisor acknowledges when I do my work well	94%	89%	94%	93%	93%	90%	94%	91%
My supervisor tells me when my work needs improvement	92%	92%	93%	93%	93%	89%	93%	89%
My supervisor is open to hearing my opinion or feedback	95%	91%	95%	95%	94%	94%	95%	94%
My supervisor wants me to develop to my fullest potential	96%	90%	95%	93%	94%	91%	95%	92%
I feel I can trust what my supervisor tells me	96%	91%	95%	95%	95%	92%	95%	93%
<b>Relationship with Supervisor - AVERAGE</b>	<b>96%</b>	<b>91%</b>	<b>95%</b>	<b>94%</b>	<b>95%</b>	<b>93%</b>	<b>95%</b>	<b>93%</b>
<b>TRAINING, DEVELOPMENT AND RESOURCES</b>								
This organization provided as much initial training as I needed	88%	80%	88%	86%	90%	80%	89%	82%
This organization provides as much ongoing training as I need	91%	83%	91%	87%	91%	79%	91%	84%
This organization provides the technology, equipment and resources I need to do my job well	96%	92%	96%	92%	97%	93%	96%	91%
The computer or other hardware I use to do my job is dependable	96%	91%	96%	94%	97%	91%	96%	92%
The software and program applications I use to do my job are adequate	97%	91%	96%	94%	97%	92%	97%	93%
Technology issues are resolved in a timely manner	95%	86%	97%	93%	97%	87%	96%	90%
Technology issues affecting my work are communicated to me in a timely manner	96%	89%	97%	95%	97%	89%	97%	91%
This organization helps me pursue a career path that aligns with my skills and interests	93%	84%	93%	90%	94%	85%	93%	87%
This organization encourages me to develop professionally and/or acquire new skills	94%	87%	94%	89%	94%	86%	94%	88%
If I do good work, I will be rewarded	89%	77%	89%	87%	89%	80%	89%	81%
<b>Training, Development and Resources - AVERAGE</b>	<b>94%</b>	<b>87%</b>	<b>94%</b>	<b>91%</b>	<b>95%</b>	<b>86%</b>	<b>94%</b>	<b>89%</b>
<b>PAY AND BENEFITS</b>								
My pay is fair for the work I perform	91%	79%	90%	86%	90%	85%	90%	84%
Overall, I'm satisfied with this organization's benefits package	94%	86%	94%	89%	93%	83%	94%	87%
I'm satisfied with the amount of vacation (or Paid Time Off)	91%	80%	92%	89%	92%	80%	92%	86%
I'm satisfied with the sick leave policy	91%	82%	88%	85%	88%	80%	86%	86%
I'm satisfied with the amount of healthcare paid for	93%	82%	93%	87%	91%	79%	92%	84%
I'm satisfied with the dental benefits	94%	84%	92%	90%	94%	83%	93%	87%
I'm satisfied with the vision care benefits	91%	82%	93%	93%	93%	88%	92%	89%
I'm satisfied with the retirement plan benefits	93%	89%	93%	88%	92%	77%	93%	85%
I'm satisfied with the life insurance benefits	92%	89%	93%	91%	93%	87%	93%	89%
I'm satisfied with the disability benefits	91%	84%	92%	91%	94%	85%	92%	87%
I'm satisfied with the tuition reimbursement benefits	80%	67%	84%	84%	84%	73%	83%	78%
<b>Pay and Benefits - AVERAGE</b>	<b>90%</b>	<b>84%</b>	<b>91%</b>	<b>88%</b>	<b>92%</b>	<b>83%</b>	<b>91%</b>	<b>86%</b>
<b>OVERALL ENGAGEMENT</b>								
Overall, I am very satisfied with my employer	97%	92%	97%	96%	97%	91%	97%	93%
Most days, I look forward to going to work	97%	93%	97%	96%	97%	90%	96%	92%
My job provides me with a sense of meaning and purpose	92%	86%	92%	90%	92%	88%	92%	89%
I am proud to work for this organization	96%	92%	96%	95%	96%	90%	96%	93%
I feel this organization has created an environment where I can do my best work	94%	89%	94%	92%	94%	87%	94%	90%
I am willing to give extra effort to help this organization succeed	91%	87%	92%	91%	92%	85%	92%	87%
I plan to continue my career with this organization for at least a few more years	93%	89%	94%	93%	93%	88%	93%	90%
I would recommend this organization's products/services to a friend	97%	94%	97%	96%	97%	93%	97%	95%
I would recommend working here to a friend	98%	94%	98%	96%	98%	94%	98%	94%
<b>Overall Engagement - AVERAGE</b>	<b>95%</b>	<b>90%</b>	<b>95%</b>	<b>93%</b>	<b>94%</b>	<b>90%</b>	<b>95%</b>	<b>91%</b>
<b>SURVEY AVERAGE</b>	<b>95%</b>	<b>88%</b>	<b>94%</b>	<b>93%</b>	<b>94%</b>	<b>91%</b>	<b>94%</b>	<b>91%</b>

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