

Best Companies Group's SWOT Analysis Report

The SWOT Analysis Report from Best Companies Group offers a detailed examination of your employee engagement data, breaking it down into new categories such as Movable Middle, Net Agreement, and score-specific categorization. By comparing your scores to the most relevant benchmarks, the report identifies areas where your organization meets, exceeds, is near, or falls farthest from these benchmarks.

A Culture Expert layers a new level of insight onto your results, helping you uncover your Strengths, Weaknesses, Opportunities, and Threats. This comprehensive analysis provides actionable insights to drive organizational improvement and enhance overall employee engagement.

SWOT Summary

Strengths: Green Cells - highest net agreement scores & highest scores compared to benchmark

Opportunities: Yellow Cells - highest movable middle scores & highest improvement from last year

Weaknesses: Red Cells - highest disagreement scores & lowest net agreement scores

Threats: Purple Cells - lowest scores compared to benchmark & highest setbacks from last year

Employee Demographic Report 2024

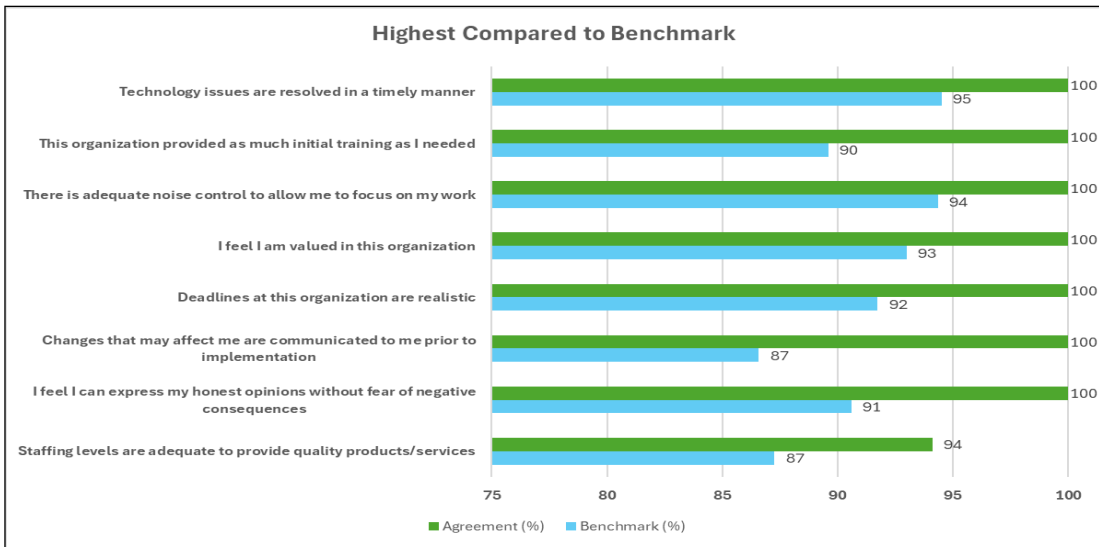
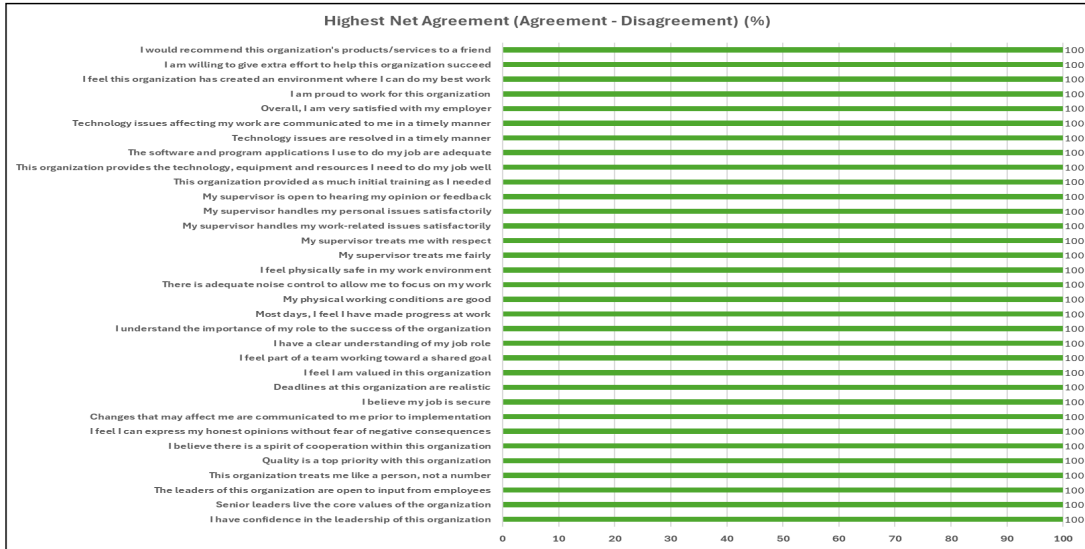
Prepared for: Sample Company

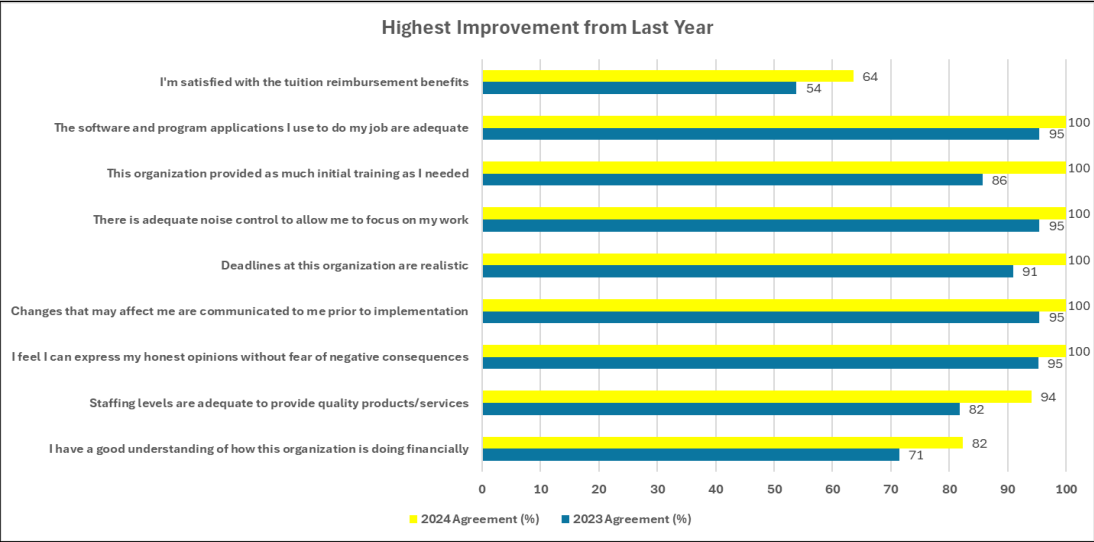
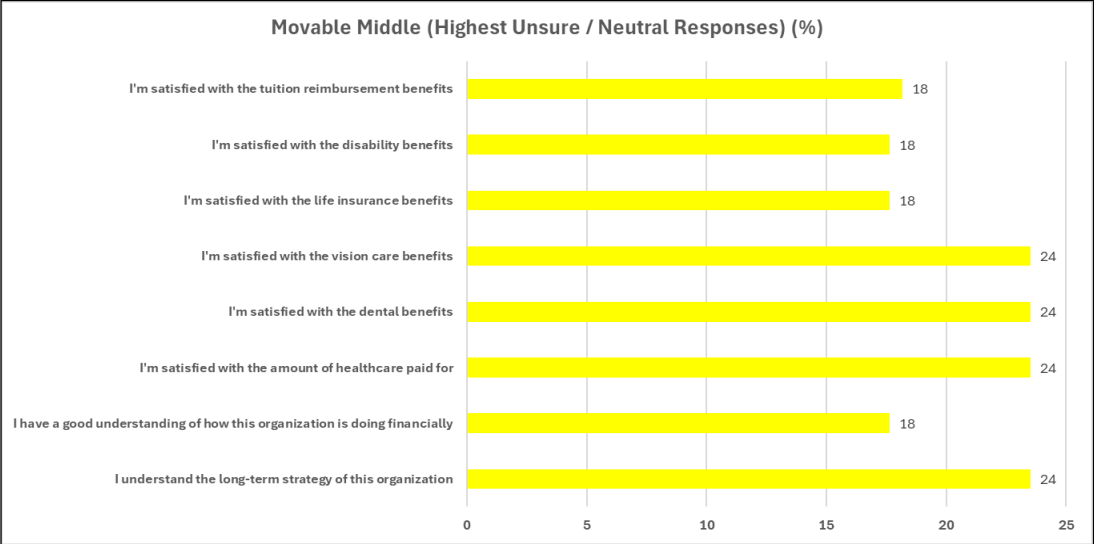


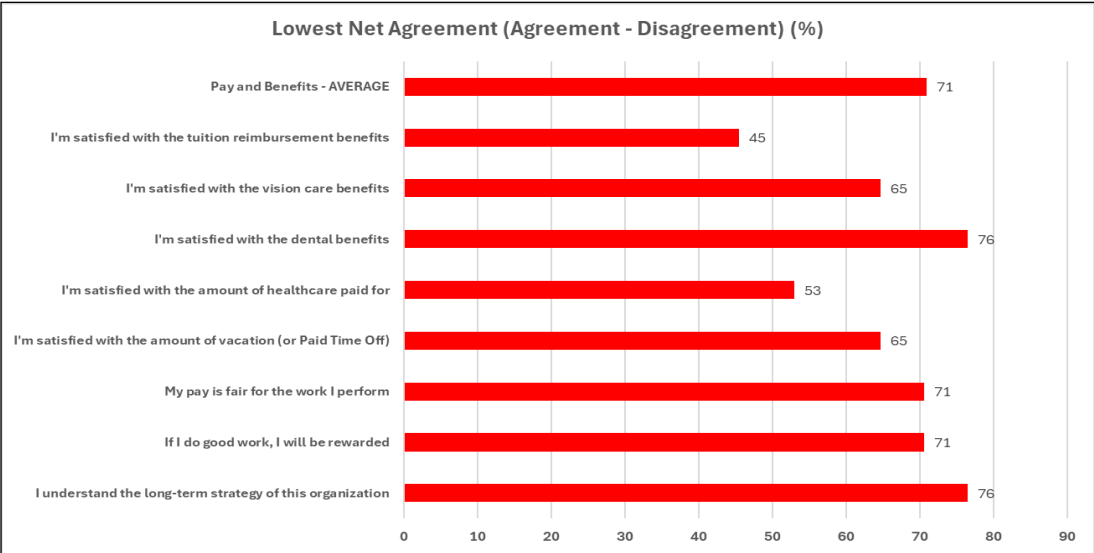
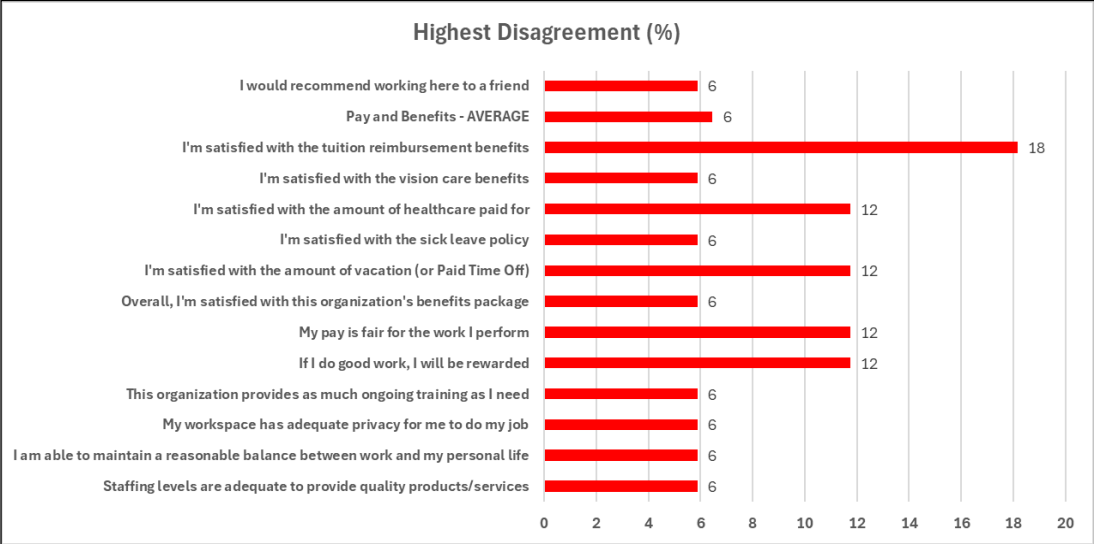
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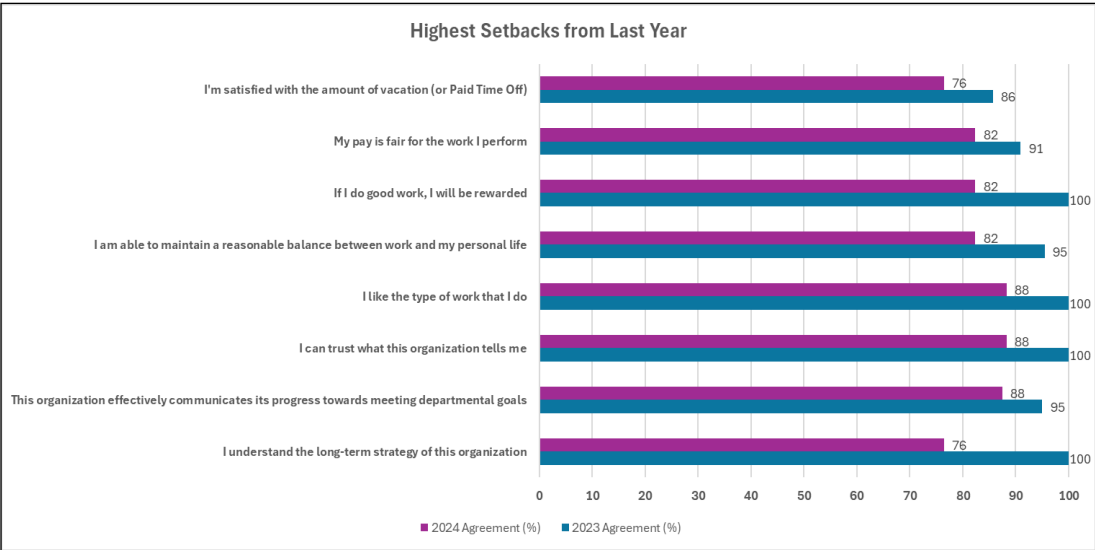
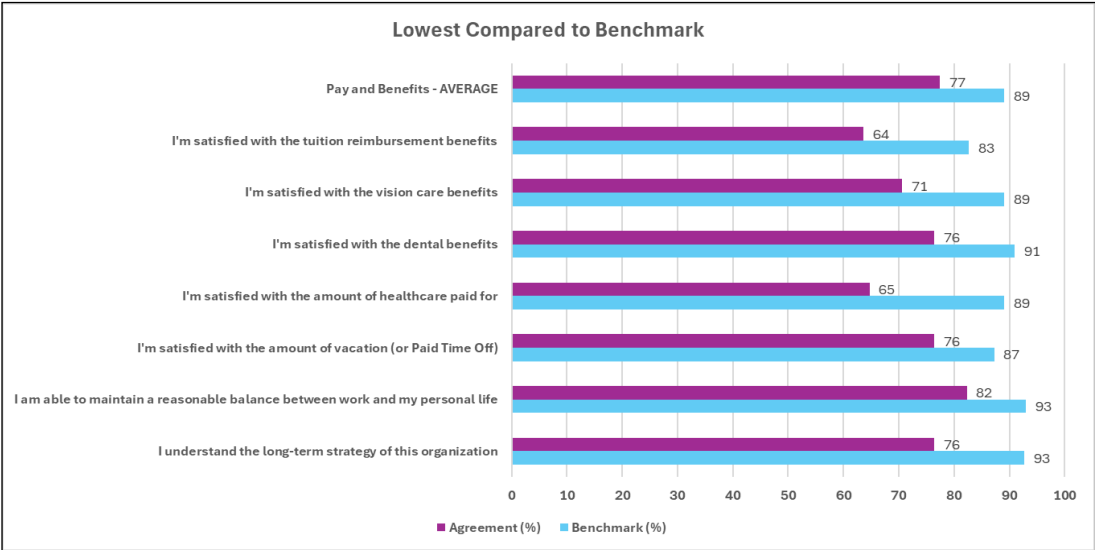
	OVERALL				2023	BENCHMARK	LENGTH OF SERVICE						GENERATION				GENDER				ETHNIC BACKGROUND						JOB STATUS		WORK SETTING			JOB ROLE						DEPARTMENT														
	% Agreement	% Neutral	% Disagreement	% Not Agreement	% Agreement	Difference Compared to Last Year	Benchmark	Difference Compared to Benchmark	Less than one year	One year to less than two years	Two years to less than five years	Five years to less than ten years	Ten years or more	Prefer not to answer	Generation Z (Born after 1997)	The Millennial Generation (Born 1981 to 1997)	Generation X (Born 1965 to 1980)	The Baby Boomer Generation (Born 1946 to 1964)	The Silent Generation (Born 1928 to 1945)	Female	Male	Non-Binary	Prefer not to answer	Black or African-American	Asian	White or Caucasian	Hispanic or Latino	Native American (not Pacific Islander)	Pacific Islander	Bi-Racial or Multi-Racial	Prefer not to answer	Full-Time	Part-Time	Onsite	Hybrid	Remote	Executive (CEO/President, VP, Director, etc.)	Manager/Supervisor	Administrative/Clerical	Professional/Salesperson/Analyst/Technician	Production/Service	Other	Administration / Management	Customer Service / Care / Support	Finance / Accounting	Human Resources	Information Technology	Marketing / Advertising	Maintenance / Operations	Production	Sales / Retail / Business Development	Other
Total number of responses: 17	77	16	6	71	80	-3	89	-12	0	2	6	6	2	1	1	2	4	2	0	9	6	0	2	0	0	14	0	0	0	0	3	17	0	17	0	0	2	1	5	3	0	6	3	1	1	0	0	0	0	0	0	12
Pay and Benefits - AVERAGE	77	16	6	71	80	-3	89	-12	0	2	6	6	2	1	1	2	4	2	0	9	6	0	2	0	0	14	0	0	0	0	3	17	0	17	0	0	2	1	5	3	0	6	3	1	1	0	0	0	0	0	0	12
OVERALL ENGAGEMENT																																																				
Overall, I am very satisfied with my employer	100	0	0	100	100	0	98	2	0	x	100	100	x	x	x	x	x	x	0	100	100	0	x	0	0	100	0	0	0	0	x	100	0	100	0	0	x	x	x	100	x	0	100	x	x	x	0	0	0	0	0	100
Most days, I look forward to going to work	88	12	0	88	95	-7	94	-6	0	x	83	100	x	x	x	x	x	x	0	78	100	0	x	0	0	86	0	0	0	0	x	88	0	88	0	0	x	x	x	100	x	0	67	x	x	x	0	0	0	0	0	83
My job provides me with a sense of meaning and purpose	88	12	0	88	95	-7	94	-6	0	x	100	67	x	x	x	x	x	x	0	89	83	0	x	0	0	93	0	0	0	0	x	88	0	88	0	0	x	x	x	80	x	0	83	x	x	x	0	0	0	0	0	92
I am proud to work for this organization	100	0	0	100	100	0	98	2	0	x	100	100	x	x	x	x	x	x	0	100	100	0	x	0	0	100	0	0	0	0	x	100	0	100	0	0	x	x	x	100	x	0	100	x	x	x	0	0	0	0	0	100
I feel this organization has created an environment where I can do my best work	100	0	0	100	100	0	95	5	0	x	100	100	x	x	x	x	x	x	0	100	100	0	x	0	0	100	0	0	0	0	x	100	0	100	0	0	x	x	x	100	x	0	100	x	x	x	0	0	0	0	0	100
I am willing to give extra effort to help this organization succeed	100	0	0	100	100	0	98	2	0	x	100	100	x	x	x	x	x	x	0	100	100	0	x	0	0	100	0	0	0	0	x	100	0	100	0	0	x	x	x	100	x	0	100	x	x	x	0	0	0	0	0	100
I plan to continue my career with this organization for at least two more years	88	12	0	88	95	-7	94	-6	0	x	83	100	x	x	x	x	x	x	0	89	83	0	x	0	0	86	0	0	0	0	x	88	0	88	0	0	x	x	x	80	x	0	100	x	x	x	0	0	0	0	0	92
I would recommend this organization's products/services to a friend	100	0	0	100	100	0	98	2	0	x	100	100	x	x	x	x	x	x	0	100	100	0	x	0	0	100	0	0	0	0	x	100	0	100	0	0	x	x	x	100	x	0	100	x	x	x	0	0	0	0	0	92
I would recommend working here to a friend	94	0	6	88	100	-6	95	0	0	x	83	100	x	x	x	x	x	x	0	100	100	0	x	0	0	100	0	0	0	0	x	94	0	94	0	0	x	x	x	80	x	0	100	x	x	x	0	0	0	0	0	92
Overall Engagement - AVERAGE	95	4	1	95	98	-3	96	-1	0	x	94	96	x	x	x	x	x	x	0	95	96	0	x	0	0	96	0	0	0	0	x	95	0	95	0	0	x	x	x	93	x	0	94	x	x	x	0	0	0	0	0	95
SURVEY AVERAGE	93	5	1	92	95	-1	94	-1	0	x	91	94	x	x	x	x	x	x	0	91	97	0	x	0	0	94	0	0	0	0	x	93	0	93	0	0	x	x	x	91	x	0	91	x	x	x	0	0	0	0	0	93

Numbers shown represent the percentage of respondents that answered "Agree Somewhat" or "Agree Strongly" (with exception of "% Disagreement" Column)
 x - For confidentiality reasons, demographic categories with less than 5 responses are not included
 * Denotes no data available in 2023











Employer Benchmark Summary

Averaged Responses
Small Employers
(15-49 RI Employees)

Small Employers
that made the list

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How many years has the highest ranking official/CEO been in this position within your organization?	16.3
Does your organization employ any formal programs and/or practices to actively recruit and/or retain employees of varying ethnic and cultural backgrounds?	38%
Does your organization employ any formal programs and/or practices to actively recruit and/or retain employees who may require accommodations for their mental or physical limitations?	31%
Does your organization employ any formal programs and/or practices to actively recruit and/or retain an aging workforce?	54%
Does your organization employ any formal programs and/or practices to actively recruit and/or retain veterans and retired military?	38%
What formal programs has your organization implemented to enable a culture of diversity? (Select all that apply)	
<i>Ongoing Diversity Training</i>	50%
<i>Frequent Seminars and Workshops</i>	33%
<i>Celebrations of Cultural Holidays</i>	67%
<i>Established a Diversity and Inclusion Task Force/Committee</i>	8%
<i>Other</i>	8%
<i>None</i>	25%
Our organization offers the option to enroll in health benefits to full-time and part-time employees.	38%
When is a new employee eligible to enroll in the organization's healthcare plan?	
<i>First day of hire</i>	31%
<i>First day of the next month after hire</i>	38%
<i>30 days after hire</i>	15%
<i>60 days after hire</i>	15%
<i>90 days after hire</i>	0%
<i>More than 90 days after hire</i>	0%
<i>Other</i>	0%
For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Medical coverage (employee)	
<i>Employer pays 100% of premium</i>	31%
<i>Employer pays 75% - 99% of premium</i>	38%
<i>Employer pays 50% - 74% of premium</i>	15%
<i>Employer pays 25% - 49% of premium</i>	15%
<i>Employer pays less than 25% of premium</i>	0%
<i>This benefit not offered</i>	0%
For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Medical coverage (dependents)	
<i>Employer pays 100% of premium</i>	8%
<i>Employer pays 75% - 99% of premium</i>	38%
<i>Employer pays 50% - 74% of premium</i>	23%
<i>Employer pays 25% - 49% of premium</i>	23%
<i>Employer pays less than 25% of premium</i>	8%
<i>This benefit not offered</i>	0%
For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Dental coverage (employee)	
<i>Employer pays 100% of premium</i>	38%
<i>Employer pays 75% - 99% of premium</i>	23%
<i>Employer pays 50% - 74% of premium</i>	8%
<i>Employer pays 25% - 49% of premium</i>	8%
<i>Employer pays less than 25% of premium</i>	23%
<i>This benefit not offered</i>	0%
For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Vision coverage (employee)	
<i>Employer pays 100% of premium</i>	23%
<i>Employer pays 75% - 99% of premium</i>	23%
<i>Employer pays 50% - 74% of premium</i>	8%
<i>Employer pays 25% - 49% of premium</i>	0%
<i>Employer pays less than 25% of premium</i>	38%

<i>This benefit not offered</i>	0%
Does your organization offer a Flexible Spending Account (FSA)?	92%
What is the number of paid holidays your organization offers per year?	10.8
Does your organization provide time off as PTO (one bank of time) or as vacation/sick/personal days (separate banks)?	
<i>PTO</i>	46%
<i>Vacation / Sick / Personal</i>	54%
Does your organization offer any employee bonus or incentive programs?	92%
Do you offer bonuses to employees who refer new hires?	100%
Does your organization offer an employee retirement plan? (Select all that apply)	
<i>401(k), 403(b) or 457</i>	85%
<i>Pension Plan (SIMPLE, SEP and/or SARSEP)</i>	15%
<i>Defined benefit plan</i>	0%
<i>Profit-sharing plan</i>	8%
<i>Employee Stock Ownership Plan (ESOP)</i>	8%
<i>Other</i>	0%
<i>My organization does not offer a retirement plan</i>	0%
Does your organization match employee contributions to an employee's retirement plan?	92%
Does your organization allow employees additional paid time off for community service activities/volunteer work?	69%
As a standard practice, does your organization offer telecommuting options to your employees?	92%
Prior to start of the COVID-19 pandemic (March 2020), what percentage of your permanent full-time and part-time employees were telecommuting?	17%
After the COVID-19 pandemic began (March 2020), what percentage of your permanent full-time and part-time employees were telecommuting?	79%
What percentage of your current permanent full-time and part-time employees are still telecommuting?	50%
As a standard year-round practice, does your organization offer employees the option to work flexible hours or a compressed work week?	62%
Does your organization provide any workplace facilities to promote exercise and fitness?	54%
Does your organization provide any fitness and/or wellness programs or practices within the workplace?	92%
Does your organization provide cafeteria or meal subsidies, free daily snacks or beverages?	100%
How often does your organization conduct Employee Performance Reviews for all staff?	
<i>As needed</i>	0%
<i>Once per year</i>	69%
<i>Twice per year</i>	15%
<i>More than twice a year</i>	8%
What form(s) of tuition reimbursement/assistance does your organization offer? (Select all that apply)	
<i>Advanced or post-graduate degree</i>	54%
<i>Certifications</i>	77%
<i>Business education workshops and/or conferences</i>	77%
<i>Other</i>	23%
<i>My organization does not offer tuition reimbursement and/or assistance.</i>	23%
Does your organization have any formalized programs/practices for succession planning?	69%
Please describe any family-friendly benefits or practices your organization provides to its employees. (Select all that apply)	
<i>Fully or partially paid parental leave for the birth or adoption of a child</i>	69%
<i>Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc.</i>	15%
<i>Lactation facilities for breastfeeding mothers</i>	38%
<i>All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons</i>	0%
<i>Flexible hours to accommodate school events, taking a family member to the doctor, etc.</i>	92%
<i>Back-up child or elder care if an employee's regular caregiver is suddenly not available</i>	0%
<i>After-school or summer programs for school-aged children of employees</i>	0%
<i>Employer-sponsored Eldercare Assistance for employees with aging family members, such as transportation to medical appointments or meal delivery; securing of proper care and/or assistance facilities; information about financial resources; or counseling support for caregiver stress</i>	0%
<i>Immediate families invited to corporate events</i>	62%
<i>Free or discounted tickets to local family entertainment or sporting events</i>	69%
<i>Other</i>	8%
<i>My organization does not offer any family-friendly benefits or practices</i>	8%
Please describe any programs or practices your organization provides to promote a healthy work/life balance. (Select all that apply)	
<i>No overtime, or overtime kept at a minimum</i>	69%
<i>Meetings and staff-only events limited to during work hours only</i>	85%
<i>Monetary incentives or extra paid time off when overnight travel is required</i>	46%

<i>An employer-sponsored Employee Assistance Program (EAP) which may provide counseling for marital, parental or financial problems, and/or assistance for specific conditions such as substance abuse, smoking and gambling</i>	69%
<i>Productivity or time management workshops, seminars or classes</i>	54%
<i>On-site personal development and/or stress management workshops, seminars, or classes</i>	69%
<i>Paid sabbaticals</i>	0%
<i>Financial Education workshops, seminars or classes</i>	69%
<i>Concierge service (employer coordinates or offers services such as dry cleaning, meal catering, childcare arrangements or automobile services)</i>	15%
<i>Other</i>	31%
<i>My organization does not offer any work/life balance programs nor practices.</i>	0%
Does your company provide any special services and/or accommodations for active duty military families?	31%