

Employee Demographic Report 2017

Prepared for: XYZ Company

Best Companies Group▶▶

Overall		Length of Service					Generation					Gender		Ethnic Background					Status		Job Role					Department															
% Agreement	% Disagreement	52	73	58	52	10	0	75	103	62	4	0	117	113	5	2	203	3	Native American (not Pacific Islander)	Pacific Islander	Bi-Racial or Multi-Racial	252	3	10	1	57	76	87	24	62	1	1	4	46	1	7	26	39	25	43	
LEADERSHIP AND PLANNING																																									
I understand the long-term strategy of this organization	87	8	94	82	90	87	90	0	93	88	87	x	0	87	92	100	x	90	x	0	0	x	87	x	80	x	98	84	87	79	90	x	x	x	85	x	100	89	85	92	79
I have confidence in the leadership of this organization	80	10	90	74	83	73	100	0	83	81	76	x	0	78	89	80	x	85	x	0	0	x	80	x	80	x	88	79	78	58	82	x	x	x	83	x	100	89	87	64	70
The leaders of this organization care about their employees' well being	80	12	88	77	72	77	100	0	79	79	80	x	0	80	82	80	x	82	x	0	0	x	80	x	80	x	88	78	82	63	76	x	x	x	85	x	100	88	88	65	
Senior leaders live the core values of the organization	82	9	82	84	79	83	90	0	79	84	83	x	0	83	86	80	x	85	x	0	0	x	82	x	90	x	88	76	87	67	89	x	x	x	83	x	100	88	84	64	
There is adequate planning of departmental objectives	64	21	73	64	53	65	80	0	55	60	69	x	0	62	68	80	x	66	x	0	0	x	63	x	70	x	74	63	61	50	69	x	x	x	70	x	100	86	89	59	44
There is adequate follow-through of departmental objectives	66	18	81	60	59	67	90	0	69	63	67	x	0	68	70	80	x	69	x	0	0	x	66	x	70	x	77	68	63	46	66	x	x	x	72	x	100	86	67	52	58
The leaders of this organization are open to input from employees	78	14	85	74	74	81	100	0	72	79	80	x	0	80	80	80	x	80	x	0	0	x	78	x	79	x	76	76	71	79	x	x	x	80	x	100	78	79	80	67	
Leadership and Planning - AVERAGE	77	13	85	74	73	76	93	0	76	76	77	x	0	77	81	83	x	80	x	0	0	x	77	x	83	x	86	75	76	62	79	x	x	x	80	x	94	83	77	72	65
CORPORATE CULTURE AND COMMUNICATIONS																																									
This organization's value corporate communications are frequent enough	84	9	90	82	81	77	100	0	83	84	80	x	0	81	88	100	x	83	x	0	0	x	84	x	100	x	89	84	80	79	87	x	x	x	85	x	100	89	87	84	70
This organization's value corporate communications are detailed enough	82	10	90	81	78	77	100	0	90	80	81	x	0	77	90	100	x	82	x	0	0	x	82	x	90	x	82	68	70	75	76	x	x	x	65	x	100	78	71	76	70
I have a good understanding of how this organization is doing financially	73	14	77	64	70	81	90	0	69	74	76	x	0	69	76	72	x	73	x	0	0	x	73	x	80	x	89	75	72	67	73	x	x	x	80	x	86	89	76	60	
I can trust what this organization tells me	76	11	77	73	79	75	100	0	76	76	76	x	0	74	83	80	x	78	x	0	0	x	77	x	80	x	89	75	72	67	73	x	x	x	80	x	86	89	76	60	
This organization treats me like a person, not a number	82	13	79	81	84	79	100	0	79	81	83	x	0	79	89	80	x	83	x	0	0	x	82	x	90	x	95	78	80	75	76	x	x	x	87	x	100	89	90	84	72
This organization gives me enough recognition for work that is well done	70	20	75	66	71	63	100	0	69	65	78	x	0	71	73	80	x	70	x	0	0	x	70	x	70	x	82	67	70	50	61	x	x	x	76	x	86	78	82	72	51
Staffing levels are adequate to provide quality products/services	54	30	77	51	50	42	50	0	66	50	50	x	0	54	58	80	x	56	x	0	0	x	54	x	50	x	56	57	55	42	56	x	x	x	52	x	86	78	59	40	40
Quality is a top priority with this organization	72	19	85	70	66	67	80	0	90	68	67	x	0	68	80	100	x	74	x	0	0	x	71	x	80	x	72	78	70	58	71	x	x	x	80	x	86	89	82	48	58
Safety is a top priority with this organization	85	2	91	80	79	87	100	0	93	85	79	x	0	90	83	100	x	86	x	0	0	x	85	x	80	x	88	91	86	67	83	x	x	x	90	x	100	83	92	89	71
I believe there is a spirit of cooperation within this organization	85	6	88	79	86	87	100	0	86	85	87	x	0	85	88	100	x	85	x	0	0	x	85	x	100	x	89	86	85	75	85	x	x	x	91	x	100	89	90	80	72
My employer enables a culture of diversity	86	7	88	85	84	89	100	0	85	89	85	x	0	85	88	100	x	87	x	0	0	x	86	x	90	x	93	84	79	100	94	x	x	100	89	82	76	77			
I like the people I work with at this organization	98	2	98	97	96	98	100	0	90	99	98	x	0	98	96	100	x	97	x	0	0	x	98	x	100	x	99	97	92	98	x	x	x	98	x	100	100	100	100	91	
At this organization, employees have fun at work	88	6	88	85	91	87	100	0	90	88	89	x	0	86	94	100	x	89	x	0	0	x	88	x	100	x	96	86	85	83	92	x	x	x	89	x	100	89	90	92	72
I feel I can express my honest opinions without fear of negative consequences	81	13	85	79	79	79	100	0	76	81	78	x	0	84	82	80	x	83	x	0	0	x	81	x	60	x	93	84	79	63	79	x	x	x	89	x	86	89	79	80	72
Changes that may affect me are communicated to me prior to implementation	67	23	81	68	60	58	90	0	62	64	74	x	0	66	70	80	x	68	x	0	0	x	67	x	80	x	82	70	57	54	66	x	x	x	74	x	86	78	62	56	60
Corporate Culture and Communications - AVERAGE	79	12	85	76	77	76	94	0	80	78	79	x	0	78	83	88	x	80	x	0	0	x	79	x	84	x	87	79	76	71	79	x	x	x	82	x	94	86	83	74	67
ROLE SATISFACTION																																									
I like the type of work that I do	85	8	81	82	90	90	100	0	76	84	91	x	0	87	89	80	x	87	x	0	0	x	85	x	70	x	96	83	85	75	82	x	x	x	96	x	100	89	82	92	72
I am given enough authority to make decisions I need to make	86	8	85	82	86	92	100	0	86	85	89	x	0	88	87	80	x	87	x	0	0	x	86	x	80	x	93	89	83	75	87	x	x	x	93	x	86	95	88	70	
I believe my job is secure	87	7	83	85	84	94	100	0	87	85	87	x	0	88	86	80	x	88	x	0	0	x	87	x	90	x	96	83	85	83	87	x	x	x	87	x	86	90	92	77	
Deadlines at this organization are realistic	70	18	80	70	66	63	90	0	82	68	65	x	0	68	77	100	x	73	x	0	0	x	70	x	78	x	77	72	67	61	74	x	x	x	67	x	100	89	74	52	58
I feel I am valued in this organization	78	10	75	71	83	79	100	0	69	75	81	x	0	77	81	80	x	78	x	0	0	x	78	x	60	x	95	72	78	63	73	x	x	x	80	x	100	78	82	80	67
I feel part of a team working toward a shared goal	87	8	85	84	84	92	100	0	83	85	85	x	0	87	90	80	x	87	x	0	0	x	87	x	80	x	98	84	86	79	89	x	x	x	89	x	100	89	90	92	72
I am able to maintain a reasonable balance between work and my personal life	77	15	88	74	69	77	90	0	83	75	72	x	0	79	77	80	x	78	x	0	0	x	77	x	80	x	87	70	67	73	73	x	x	x	83	x	100	89	79	76	65
My job makes good use of my skills and abilities	80	10	75	74	88	87	100	0	66	77	89	x	0	79	88	100	x	81	x	0	0	x	81	x	81	x	95	87	85	83	87	x	x	x	87	x	100	89	86	87	77
I have a clear understanding of my job role	87	9	96	86	81	87	100	0	93	88	83	x	0	89	88	100	x	88	x	0	0	x	87	x	90	x	96	86	84	83	87	x	x	x	93	x	86	89	95	80	72
I understand the importance of my role to the success of the organization	87	5	88	82	86	92	100	0	83	88	83	x	0	84	92	100	x	86	x	0	0	x	87	x	90	x	96	86	84	83	87	x	x	x	93	x	86	100	92	76	74
Most days, I feel I have made progress at work	85	9	88	81	86	87	100	0	83	88	81	x	0	82	92	100	x	86	x	0	0	x	85	x	80	x	93	84	83	83	84	x	x	x	87	x	100	89	92	76	77
Role Satisfaction - AVERAGE	83	10	84	79	82	85	98	0	81	82	82	x	0	83	86	87	x	84	x	0	0	x	83	x	76	x	92	81	81	75	82	x	x	x	87	x	95	90	87	81	70
WORK ENVIRONMENT																																									
My physical working conditions are good	95	1	100	89	97	98	90	0	97	94	94	x	0	94	97	100	x	95	x	0	0	x	95	x	90	x	96	97	88	88	98	x	x	x	98	x	100	97	92	86	88
My general work area is adequately heated/cooled	86	6	90	78</																																					

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 2016

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Total number of responses: 25

Training, Development and Resources		Training, Development and Resources - AVERAGE										Pay and Benefits										Overall Engagement																				
This organization provided as much initial training as I needed	53	34	69	45	48	48	88	0	52	49	60	x	0	53	55	80	x	55	x	0	0	x	52	x	80	x	58	49	55	33	42	x	x	x	67	x	86	67	54	44	40	
This organization provides as much ongoing training as I need	64	25	77	60	59	60	70	0	69	62	61	x	0	64	68	80	x	67	x	0	0	x	63	x	70	x	72	66	61	46	58	x	x	x	74	x	86	78	72	48	51	
This organization provides the technology, equipment and resources I need to do my job well	89	5	88	88	93	85	100	0	86	92	81	x	0	86	94	80	x	90	x	0	0	x	89	x	90	x	95	88	90	79	95	x	x	x	87	x	100	89	95	84	81	
The computer or other hardware I use to do my job is dependable	96	3	96	96	97	96	100	0	93	96	98	x	0	97	97	80	x	98	x	0	0	x	96	x	100	x	100	93	98	92	95	x	x	x	100	x	100	89	97	100	93	
The software and program applications I use to do my job are adequate	86	9	87	79	86	96	90	0	86	88	83	x	0	87	90	80	x	88	x	0	0	x	86	x	90	x	93	79	89	83	89	x	x	x	83	x	100	89	90	100	77	
Technology issues are resolved in a timely manner	84	7	88	78	79	88	100	0	86	84	85	x	0	84	87	80	x	85	x	0	0	x	83	x	90	x	88	79	84	83	82	x	x	x	89	x	100	89	85	80	77	
Technology issues affecting my work are communicated to me in a timely manner	88	8	87	85	91	88	100	0	90	91	83	x	0	89	89	80	x	90	x	0	0	x	88	x	80	x	95	88	84	92	89	x	x	x	87	x	100	100	90	96	79	
I understand what is expected for career advancement	65	24	73	53	69	73	80	0	72	66	69	x	0	60	77	80	x	67	x	0	0	x	65	x	80	x	86	59	61	50	69	x	x	x	72	x	86	78	67	64	44	
I am encouraged to explore growth or advancement opportunities within the organization	73	13	82	69	71	71	90	0	76	75	70	x	0	69	79	80	x	74	x	0	0	x	73	x	100	x	84	70	67	71	77	x	x	x	62	x	86	89	67	63	64	
There is room for me to advance at this organization	80	11	90	75	78	81	80	0	86	81	72	x	0	77	85	100	x	82	x	0	0	x	80	x	78	x	93	80	74	75	87	x	x	x	85	x	100	89	85	80	57	
I trust that if I do good work, I will be considered for a promotion	72	18	84	63	78	65	100	0	79	72	69	x	0	73	76	80	x	75	x	0	0	x	72	x	56	x	88	74	67	58	76	x	x	x	76	x	86	89	72	60	57	
Training, Development and Resources - AVERAGE		77	14	84	72	77	77	91	0	80	78	76	x	0	76	82	82	x	79	x	0	0	x	77	x	83	x	86	75	75	69	78	x	x	x	82	x	94	86	79	74	66
PAY AND BENEFITS		Pay and Benefits - AVERAGE										Pay and Benefits										Overall Engagement																				
My pay is fair for the work I perform	62	27	73	52	62	60	100	0	55	53	76	x	0	63	65	40	x	64	x	0	0	x	62	x	50	x	67	45	74	63	44	x	x	x	70	x	100	67	59	84	49	
Overall, I'm satisfied with this organization's value/benefits package	77	11	90	75	74	71	100	0	86	74	76	x	0	77	81	100	x	79	x	0	0	x	78	x	90	x	82	75	77	70	77	x	x	x	78	x	100	89	85	68	65	
I'm satisfied with the amount of vacation (or Paid Time Off)	86	6	88	84	86	90	90	0	83	87	89	x	0	88	85	100	x	89	x	0	0	x	86	x	80	x	96	81	86	79	89	x	x	x	88	x	100	100	79	88	77	
I'm satisfied with the sick leave policy	84	6	88	78	87	88	89	0	75	84	86	x	0	88	80	75	x	86	x	0	0	x	84	x	67	x	90	79	87	78	83	x	x	x	84	x	100	100	76	92	76	
I'm satisfied with the amount of healthcare paid for	81	9	92	77	82	75	100	0	81	84	75	x	0	81	83	100	x	83	x	0	0	x	82	x	67	x	91	84	76	73	83	x	x	x	80	x	100	100	87	67	71	
I'm satisfied with the dental benefits	75	10	81	76	73	69	89	0	74	76	73	x	0	77	75	100	x	78	x	0	0	x	75	x	33	x	89	70	74	75	71	x	x	x	79	x	100	89	76	63	73	
I'm satisfied with the vision care benefits	81	5	91	79	82	70	88	0	78	82	72	x	0	78	83	100	x	81	x	0	0	x	81	x	70	x	89	83	74	79	78	x	x	x	80	x	100	100	86	57	78	
I'm satisfied with the retirement plan benefits	74	12	78	71	78	65	100	0	86	76	62	x	0	71	82	100	x	76	x	0	0	x	74	x	78	x	85	74	69	67	67	x	x	x	80	x	100	100	78	57	67	
I'm satisfied with the life insurance benefits	85	2	90	82	82	84	100	0	90	86	79	x	0	81	88	100	x	85	x	0	0	x	85	x	80	x	89	81	87	80	80	x	x	x	78	x	100	100	92	78	81	
I'm satisfied with the disability benefits	83	3	93	77	80	84	100	0	86	85	76	x	0	78	88	100	x	83	x	0	0	x	83	x	80	x	87	82	79	87	80	x	x	x	77	x	100	100	89	74	76	
I'm satisfied with the tuition reimbursement benefits	69	8	80	62	69	65	100	0	57	69	72	x	0	66	74	100	x	70	x	0	0	x	69	x	44	x	87	69	63	59	63	x	x	x	59	x	100	100	84	53	58	
Pay and Benefits - AVERAGE		78	9	86	74	78	75	96	0	77	78	76	x	0	77	80	x	80	x	0	0	x	78	x	67	x	87	75	76	74	74	x	x	x	78	x	100	95	81	71	70	
OVERALL ENGAGEMENT		Overall Engagement - AVERAGE										Overall Engagement										Pay and Benefits																				
Overall, I am very satisfied with my employer	89	6	90	84	90	94	100	0	86	88	93	x	0	89	93	100	x	90	x	0	0	x	89	x	90	x	98	83	89	88	87	x	x	x	96	x	100	89	92	92	77	
Most days, I look forward to going to work	75	13	79	77	74	65	100	0	69	73	74	x	0	73	83	80	x	75	x	0	0	x	75	x	90	x	84	72	75	63	73	x	x	x	85	x	86	67	77	64	70	
My job provides me with a sense of meaning and purpose	74	15	69	68	74	83	100	0	66	72	80	x	0	74	81	80	x	75	x	0	0	x	74	x	50	x	84	68	76	75	69	x	x	x	76	x	86	67	74	80	70	
I am proud to work for this organization	87	5	87	84	86	90	100	0	86	88	87	x	0	85	92	80	x	88	x	0	0	x	87	x	90	x	95	86	85	83	89	x	x	x	89	x	86	89	95	80	81	
I feel this organization has created an environment where I can do my best work	78	11	81	74	78	77	100	0	79	79	72	x	0	76	86	80	x	79	x	0	0	x	78	x	90	x	93	76	74	63	81	x	x	x	80	x	86	78	79	72	67	
I am willing to give extra effort to help this organization succeed	93	3	94	93	91	94	100	0	90	92	98	x	0	93	96	100	x	94	x	0	0	x	93	x	80	x	98	89	94	96	90	x	x	x	96	x	100	89	92	96	88	
I plan to continue my career with this organization for at least two more years	83	7	87	75	83	90	100	0	86	80	80	x	0	82	90	100	x	84	x	0	0	x	83	x	80	x	81	79	82	x	x	x	87	x	86	89	90	76	72			
I would recommend this organization/value products/services to a friend	83	6	84	82	79	83	100	0	86	80	83	x	0	83	89	80	x	85	x	0	0	x	83	x	80	x	91	83	81	75	82	x	x	x	91	x	86	89	86	72	74	
I would recommend working here to a friend	82	7	81	81	83	77	100	0	86	78	83	x	0	78	92	100	x	83	x	0	0	x	81	x	70	x	88	80	82	79	79	x	x	x	87	x	86	89	87	72	74	
Overall Engagement - AVERAGE		83	8	83	80	82	84	100	0	82	81	83	x	0	81	89	89	x	84	x	0	0	x	83	x	80	x	92	80	82	78	81	x	x	x	87	x	89	83	86	78	75
SURVEY AVERAGE		82	10	86	78	80	82	94	0	82	81	81	x	0	81	85	90	x	82	x	0	0	x	81	x	81	x	89	80	80	74	82	x	x	x	85	x	94	89	83	77	71

Numbers shown represent the percentage of respondents that answered "Agree Somewhat" or "Agree Strongly" (with exception of "% Disagreement" Column)

Numbers shown represent the percentage of respondents that answered "Agree" somewhat or strongly. For confidentiality reasons, demographic categories with less than 5 responses are not included.

* Denotes no data available in 2016