

YOUR ORGANIZATION

Employee Opinion Survey

Sample Excerpt - Department Rollup Report

Note: This sample will provide you with a snapshot preview of how survey results are reported.
It does not represent a complete report.

Report Prepared by:
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READING YOUR RESULTS

This report was designed to summarize the opinions made by individuals regarding the job and work environment at your organization. The information below describes how to read the results.

"PERSPECTIVE" refers to the group of employees rating each question.

"ACTUAL" refers to the actual number of individuals who responded to a particular question.

"NR" refers to the number of employees who left the item blank.

"% of RESPONSES" refers to the percentage of "Actuals" who responded with a 1,2,3,4,& 5. Due to rounding, the totals of these percentages may be slightly above or below 100%.

"SD" refers to the standard deviation. SD's greater than 1.0 indicate a relatively high level of disagreement and should be examined more closely.

"AVG" refers to the average. This is the average of all responses for a particular question.

Bar Charts are based on the following scale:

"1" means Strongly Disagree.

"2" means Disagree.

"3" means Neutral.

"4" means Agree.

"5" means Strongly Agree.

The actual results from question 1 are given below as an example:

1. Considering everything, I am satisfied working for this organization at the present time.

| Perspective | Actual | NR | % Of Responses | | | | | SD | Avg | Unfavorable -- Favorable | | |
|--------------------|--------|----|----------------|---|----|----|----|-----|------|--------------------------|----|----|
| | | | 1 | 2 | 3 | 4 | 5 | | | | | |
| Company Overall | 1000 | 5 | 1 | 6 | 17 | 58 | 18 | 0.8 | 3.88 | 7 | 17 | 76 |
| Administration | 46 | 0 | 0 | 4 | 13 | 52 | 31 | 0.8 | 4.09 | 4 | 13 | 83 |
| Accounting/Finance | 48 | 0 | 6 | 0 | 11 | 72 | 11 | 0.9 | 3.83 | 6 | 11 | 83 |
| Sales | 72 | 0 | 0 | 7 | 17 | 65 | 11 | 0.7 | 3.81 | 7 | 17 | 76 |
| Human Resources | 56 | 0 | 0 | 6 | 14 | 47 | 33 | 0.8 | 4.08 | 6 | 14 | 80 |
| IT | 57 | 0 | 0 | 5 | 19 | 60 | 16 | 0.7 | 3.86 | 5 | 19 | 76 |
| Manufacturing | 726 | 4 | 1 | 6 | 18 | 56 | 19 | 0.8 | 3.87 | 7 | 18 | 75 |

NOTE: Ratings are indicated as a percentage value and graphically represented by a Bar chart.

UNFAVORABLE RATINGS (1's or 2's) are shown as a percentage and represented as a RED BAR on the accompanying chart.

NEUTRAL RATINGS (3's) are shown as a percentage and represented as a YELLOW BAR on the accompanying chart.

FAVORABLE RATINGS (4's or 5's) are shown as a percentage and represented as a BLUE BAR on the accompanying chart.

Depending on the actual results, there may be any combination of these three bars on your reports. The PREDOMINANT VIEW of each group is represented by the LONGEST BAR. Due to rounding, the combined percentages of these three bars may be slightly above or below 100%.

Your Company

Sample - Department Rollup Report

A. Satisfaction

Overall Dimension

| Perspective | Actual | NR | % Of Responses | | | | | SD | Avg | Unfavorable -- Favorable | | |
|--------------------|--------|----|----------------|----|----|----|----|-----|------|--------------------------|----|----|
| | | | 1 | 2 | 3 | 4 | 5 | | | | | |
| Company Overall | 1005 | | 2 | 11 | 28 | 47 | 12 | 0.9 | 3.57 | 13 | 28 | 59 |
| Administration | 46 | | 2 | 10 | 22 | 48 | 18 | 0.9 | 3.73 | 11 | 22 | 67 |
| Accounting/Finance | 46 | | 6 | 1 | 28 | 54 | 11 | 0.9 | 3.64 | 7 | 28 | 65 |
| Sales | 72 | | 2 | 11 | 30 | 48 | 9 | 0.9 | 3.49 | 13 | 30 | 57 |
| Human Resources | 56 | | 2 | 10 | 23 | 45 | 20 | 1.0 | 3.69 | 12 | 23 | 65 |
| IT | 57 | | 2 | 12 | 29 | 47 | 10 | 0.9 | 3.49 | 14 | 29 | 57 |
| Manufacturing | 726 | | 2 | 11 | 28 | 46 | 13 | 0.9 | 3.57 | 13 | 28 | 59 |

1. Considering everything, I am satisfied working for this organization at the present time.

| Perspective | Actual | NR | % Of Responses | | | | | SD | Avg | Unfavorable -- Favorable | | |
|--------------------|--------|----|----------------|---|----|----|----|-----|------|--------------------------|----|----|
| | | | 1 | 2 | 3 | 4 | 5 | | | | | |
| Company Overall | 1000 | 5 | 1 | 6 | 17 | 58 | 18 | 0.8 | 3.88 | 7 | 17 | 76 |
| Administration | 46 | 0 | 0 | 4 | 13 | 52 | 31 | 0.8 | 4.09 | 4 | 13 | 83 |
| Accounting/Finance | 48 | 0 | 6 | 0 | 11 | 72 | 11 | 0.9 | 3.83 | 6 | 11 | 83 |
| Sales | 72 | 0 | 0 | 7 | 17 | 65 | 11 | 0.7 | 3.81 | 7 | 17 | 76 |
| Human Resources | 56 | 0 | 0 | 6 | 14 | 47 | 33 | 0.8 | 4.08 | 6 | 14 | 80 |
| IT | 57 | 0 | 0 | 5 | 19 | 60 | 16 | 0.7 | 3.86 | 5 | 19 | 76 |
| Manufacturing | 722 | 4 | 1 | 6 | 18 | 56 | 19 | 0.8 | 3.87 | 7 | 18 | 75 |

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B. Commitment

Overall Dimension

| Perspective | Actual | NR | % Of Responses | | | | | SD | Avg | Unfavorable -- Favorable | | |
|--------------------|--------|----|----------------|---|----|----|----|-----|------|--------------------------|----|----|
| | | | 1 | 2 | 3 | 4 | 5 | | | | | |
| Company Overall | 1005 | | 0 | 3 | 15 | 45 | 37 | 0.8 | 4.14 | 3 | 15 | 82 |
| Administration | 46 | | 0 | 2 | 18 | 43 | 37 | 0.8 | 4.13 | 1 | 18 | 80 |
| Accounting/Finance | 48 | | 0 | 4 | 8 | 47 | 41 | 0.8 | 4.24 | 4 | 8 | 88 |
| Sales | 72 | | 0 | 5 | 17 | 47 | 31 | 0.8 | 4.06 | 5 | 17 | 78 |
| Human Resources | 56 | | 1 | 1 | 17 | 36 | 45 | 0.8 | 4.23 | 1 | 17 | 81 |
| IT | 57 | | 0 | 2 | 17 | 49 | 32 | 0.8 | 4.10 | 1 | 17 | 81 |
| Manufacturing | 726 | | 0 | 3 | 14 | 45 | 38 | 0.8 | 4.14 | 4 | 14 | 82 |

5. I am committed to seeing this organization succeed.

| Perspective | Actual | NR | % Of Responses | | | | | SD | Avg | Unfavorable -- Favorable | | |
|--------------------|--------|----|----------------|---|---|----|----|-----|------|--------------------------|-----|----|
| | | | 1 | 2 | 3 | 4 | 5 | | | | | |
| Company Overall | 1000 | 5 | 0 | 1 | 6 | 33 | 60 | 0.7 | 4.50 | 6 | 93 | |
| Administration | 46 | 0 | 0 | 0 | 7 | 41 | 52 | 0.6 | 4.46 | 7 | 93 | |
| Accounting/Finance | 48 | 0 | 0 | 0 | 0 | 39 | 61 | 0.5 | 4.61 | | 100 | |
| Sales | 72 | 0 | 0 | 1 | 8 | 33 | 58 | 0.7 | 4.46 | 8 | 91 | |
| Human Resources | 56 | 0 | 0 | 3 | 6 | 25 | 66 | 0.7 | 4.55 | 3 | 6 | 91 |
| IT | 57 | 0 | 0 | 0 | 7 | 37 | 56 | 0.6 | 4.49 | 7 | 93 | |
| Manufacturing | 723 | 3 | 0 | 1 | 6 | 34 | 59 | 0.7 | 4.50 | 6 | 92 | |

Your Company

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HIGHEST RATED QUESTIONS

Your Company Overall

| Dimension | Question | Favorable Percent |
|---------------------------|--|-------------------|
| Commitment | 5. I am committed to seeing this organization succeed. | 93 % |
| You & Your Job | 17. I like my job at this organization. | 85 % |
| Our Organization | 47. The people I work with help each other when there are problems. | 85 % |
| You & Your Job | 18. My job is challenging and interesting. | 83 % |
| Organizational Leadership | 63. My manager is accessible. | 83 % |
| Commitment | 6. The people I work with care a great deal about the quality of their work. | 81 % |
| Our Organization | 36. I am encouraged to treat others with dignity and respect. | 81 % |
| Our Organization | 45. The people I work with cooperate to get the job done. | 81 % |
| Organizational Leadership | 60. My manager is fair in dealing with people. | 80 % |
| Organizational Leadership | 64. My supervisor backs me when necessary. | 80 % |

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LOWEST RATED QUESTIONS

Your Company Overall

| Dimension | Question | Unfavorable Percent |
|------------------|--|---------------------|
| Communication | 9. Overall, information in this organization is communicated well. | 36 % |
| Communication | 11. Information is communicated in a timely manner. | 33 % |
| Communication | 10. Information is communicated openly and honestly at this organization. | 31 % |
| You & Your Job | 25. I receive the training I need to do my job. | 29 % |
| Our Organization | 52. People can be sure of their jobs as long as they perform at or above standards. | 24 % |
| You & Your Job | 24. I have the resources I need to do my job. | 23 % |
| Satisfaction | 4. Given what I know about the company today, I see myself working for this organization three years from now. | 22 % |
| Communication | 15. This organization ensures policies and procedures are easy to understand. | 22 % |
| You & Your Job | 31. My work environment (equipment, space, facilities, etc.) enables me to be as productive as I can be. | 22 % |
| Our Organization | 54. I feel I have control over my career at this organization. | 22 % |